

ESG Disclosure Policy

Clermont Hotel Group

Our Commitment

At Clermont Hotel Group, we are committed to being a responsible and sustainable business. This policy explains how we collect, review, and share information about our environmental, social, and governance (ESG) performance.

We aim to Keep it REAL ([link to website]) and be transparent with our guests, employees, and the wider community.

What We Share

We provide ESG information in three areas and align our reporting with GRI standards, ensuring transparency and comparability:

Environmental (Sustainable Stays)

- Scope 1, 2, and 3 emissions, including energy use, water consumption, and waste management.
- Purchased goods and services footprint (currently spend based).
- Example metrics:
 - Total energy consumption (kWh) per occupied room.
 - Total water use (m³) per occupied room
 - Waste generated (kg) & % recycled.
 - Scope 1 & 2 emissions (tCO₂e) – for SECR.
 - Scope 1, 2 & 3 emissions (tCO₂e) – for annual environmental footprint measurement.



Social (Caring Ways)

- Employee wellbeing, diversity and inclusion, training, and community support.
- Example metrics:
 - Staff turnover and training hours.
 - Volunteering hours.
 - Community donations.



Governance

- Compliance and risk management.
- Example metrics:
 - Board and ESG committee structure.
 - Anti-corruption and ethical policies.
 - Regulatory compliance audits.

Who Is Responsible

- ESG Coordinator – collects ESG data from daily operations and third-party consultancies (supported by ESG consultant).
- ESG Steering Committee (including Executive Sponsors, Committee Leads & Working Groups) – oversee ESG action and progress.
- Exec (Board) – approves all ESG communications for publication.

How We Collect and Check Data

We gather ESG data from multiple sources:

- Third party energy consultancy.
- Third party waste consultancy.
- Hotel operations.
- HR.

ESG Disclosure Policy

Clermont Hotel Group

All data is carefully reviewed to ensure accuracy and reliability. Key environmental and social metrics are externally reviewed as part of annual environmental footprint reporting.

Where and How We Share ESG Information

We share ESG updates through:

- Annual Impact Report.
- Company website.
- SECR Report.
- Internal presentations.
- Corporate RFPs.
- Sustainability certification partners
- (Disclosures are updated at least once a year).

Our Goals

- In 2026 we created a series of ESG Commitments to guide our environmental and social stewardship, to add to our Keeping it REAL ESG strategy.
- These all support our overall goal to reach net zero by no later than 2050.
- In addition to these commitments, we have already set near-term targets for water and waste and are currently working on energy efficiency understanding and actions before finalising other near-term Net Zero targets.

Compliance

We comply with UK ESG regulations (including SECR and ESOS reporting requirements) and follow recognized frameworks such as GRI and the GHP Corporate Protocol for hotel operations, where appropriate.

Policy Review

This policy is reviewed at least once a year and updated as needed to reflect changes in regulations, operations, or ESG best practices.