

WYBOSTON LAKES LIMITED

Environmental, Social & Governance (ESG) Policy

1. Purpose

Wyboston Lakes Limited exists to enable Businesses and People to Flourish. Our Environmental, Social and Governance (ESG) framework ensures that this purpose is delivered responsibly, sustainably and transparently.

This policy formalises our approach to managing environmental impact, supporting our people and communities, and maintaining strong governance standards across the Resort.

2. Scope

This policy applies to:

- All operations across the Resort
- All employees and leadership
- Board and non-executive oversight
- Key suppliers and contractors
- Strategic partners

3. Environmental Commitment

We recognise the hospitality and events sector has a material environmental footprint. We are committed to measurable reduction, responsible resource use and long-term resilience.

3.1 Energy & Carbon

- Source 95%+ of electricity from renewable energy
- Maintain zero waste to landfill (achieved for over 10 years)
- Review and refine our Net Zero pathway annually
- Reduce Scope 1 and 2 emissions through operational efficiency
- Reduce Scope 3 emissions by increasing supply chain transparency and waste reduction
- Investigate renewable generation opportunities, including wind and solar
- Continue rollout of smart room and energy management technologies

We will report progress annually and align improvements with our B Corp commitments.

3.2 Waste & Resource Management

- Maintain zero landfill status
- Reduce food waste through procurement optimisation and operational controls
- Promote water reduction initiatives across the Resort

- Implement water stewardship best practice in response to identified supplier gaps
- Encourage suppliers to improve packaging reduction and recycling practices

3.3 Biodiversity & Natural Environment

Operating within a lakeside and woodland setting, we recognise our responsibility to protect and enhance biodiversity.

We will:

- Continue tree planting and landscape stewardship initiatives
- Protect green spaces and water systems
- Promote biodiversity awareness internally and through our supply chain
- Integrate biodiversity considerations into future development projects

4. Social Commitment

4.1 Our People

We are committed to a safe, inclusive and values-led workplace.

We will:

- Foster a culture of inclusion and belonging
- Measure inclusion maturity annually
- Provide training and leadership development
- Support employee wellbeing initiatives
- Maintain high engagement via workforce surveys
- Provide fair pay and comply fully with employment legislation

Healthcare coverage is provided to all UK employees via the National Health Service, with additional private healthcare provided to Senior Leadership Team members.

4.2 Community Impact

We aim to create meaningful and measurable positive impact within the communities in which we operate.

We recognise that as a large employer and business hub, our responsibility extends beyond the boundaries of the Resort.

We will:

- Support local employment and skills development
- Prioritise local and regional suppliers where commercially viable
- Build partnerships with local charities and community organisations
- Provide opportunities for community engagement through structured initiatives

Room2Give Initiative

Our **Room2Give** initiative forms a core part of our community impact strategy. Through this programme, we allocate a proportion of room revenue and business activity to support charitable causes and community projects.

Room2Give enables us to:

- Generate direct financial contributions linked to guest stays
- Support selected charities aligned with our values
- Engage clients and delegates in community impact
- Provide transparent reporting of funds raised and distributed

This initiative reinforces our belief that commercial success and social contribution should be interconnected, allowing our guests, clients and team members to be part of a shared positive impact.

4.3 Responsible Supply Chain

We are committed to improving social and environmental standards across our supply chain.

We will:

- Conduct structured supplier ESG assessments
- Undertake supplier gap analysis
- Share improvement resources (carbon measurement, biodiversity, water and waste guidance)
- Set clear expectations for environmental and social performance
- Monitor progress through periodic review

Our objective is continuous improvement rather than compliance-only engagement.

5. Governance Commitment

5.1 Board Oversight

ESG performance is reviewed at senior leadership and board level.

We will:

- Review strategic risks bi-annually
- Maintain an up-to-date strategic risk register
- Ensure ESG considerations are embedded in capital investment decisions
- Align reporting with B Corp and recognised best practice frameworks

5.2 Ethical Conduct

We operate with integrity and transparency.

We will:

- Maintain compliance with all applicable legislation
- Uphold anti-corruption and ethical procurement standards
- Protect data through Cyber Essentials Plus compliance
- Ensure fair and transparent commercial practices

5.3 Reporting & Continuous Improvement

We commit to:

- Annual ESG performance review
- Transparent communication of key sustainability metrics
- Ongoing improvement aligned to our 2030 strategic plan
- Integration of ESG performance into operational decision-making

6. Accountability

The Chief Executive retains ultimate accountability for ESG performance.

Operational delivery is shared across:

- Senior Leadership Team
- Finance
- Operations
- People & Culture
- Marketing
- Procurement

All employees are expected to support delivery of this policy.

7. Alignment with Strategy

This ESG Policy directly supports:

- Our 2030 long-term plan
- 2026 objectives including Scope 3 reduction
- Renewable energy expansion
- Supply chain transparency
- B Corp certification
- The King's Award for Sustainable Development

ESG is not a standalone initiative. It underpins commercial resilience, brand differentiation and long-term profitability.