



## Corporate Social Responsibility Policy

This Policy forms an integral part of our business strategy. The fact that our activities, and those of our employees, may have an effect on the environment is of great consequence to us. St Pancras Hotels Group Ltd and all its operating subsidiaries (hereafter referred to as the Company) endeavour to operate in a socially responsible manner, with particular emphasis on the following areas:

- **Human Rights;** To ensure that all of our employees are treated fairly without breaching their human rights
- **Labour Standards;** To ensure that we have a safe working environment and encourage the furthering of our employees careers through education
- **Anti-Corruption;** To ensure that no illicit activities occur within our company
- **Sourcing Materials;** To utilise raw materials and processes which make minimum demands on the environment and which produce minimum waste
- **Production;** To carry out our service using environmentally friendly materials and equipment, which are energy efficient and produce minimal harmful waste upon disposal
- **Waste & Recycling;** To minimise waste produced through the business activities and look for innovative ways to recycle waste material
- **Energy;** To reduce the demand on energy resources from our activities
- **Transport & Distribution;** To utilise, where applicable, efficient distribution and transport systems for goods and personnel
- **Consumers;** To provide all the information necessary to enable products to be properly used, stored and disposed of so as to avoid damage to the environment
- **Employment & Training;** To ensure that all employees can improve environmental performance by providing appropriate information, training, and consultation procedures. In order to ensure that our Environmental Policy promotes action rather than words, it is the responsibility of the Executive Team to ensure that all employees understand and carry out this policy to the best of their ability
- **Community Work** To ensure that we continues to pay attention to, and work with the local community in which it operates

### Implementation, monitoring, and review of this policy

This policy took effect on 1<sup>st</sup> September 2018. The Chief Executive Officer has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation whenever there are relevant changes in legislation or to our working practices.

Any queries or comments about this policy should be addressed to the Chief Executive Officer.

### Reviews

Date	By	Updated
12/7/2021	Christian Kaberg, MD	Contact person
3/8/2022	Christian Kaberg, MD	Contact person changed to CEO