



One Planet Living[®] Action Plan

Prepared by Lamington Group

Reviewed by BioRegional (Leader Status) and Savills Earth

February 2023



A message from us to our local and global communities

We're a forward-thinking family-owned real-estate company that's been investing, developing and operating sensitively for two generations. The mission is to create places that support people and the planet to thrive. We are committed to understanding and reducing the environmental and social impacts of our business. The climate crisis is the biggest threat that humanity faces, we need to not only future proof our business but also lead the industry to decarbonise.

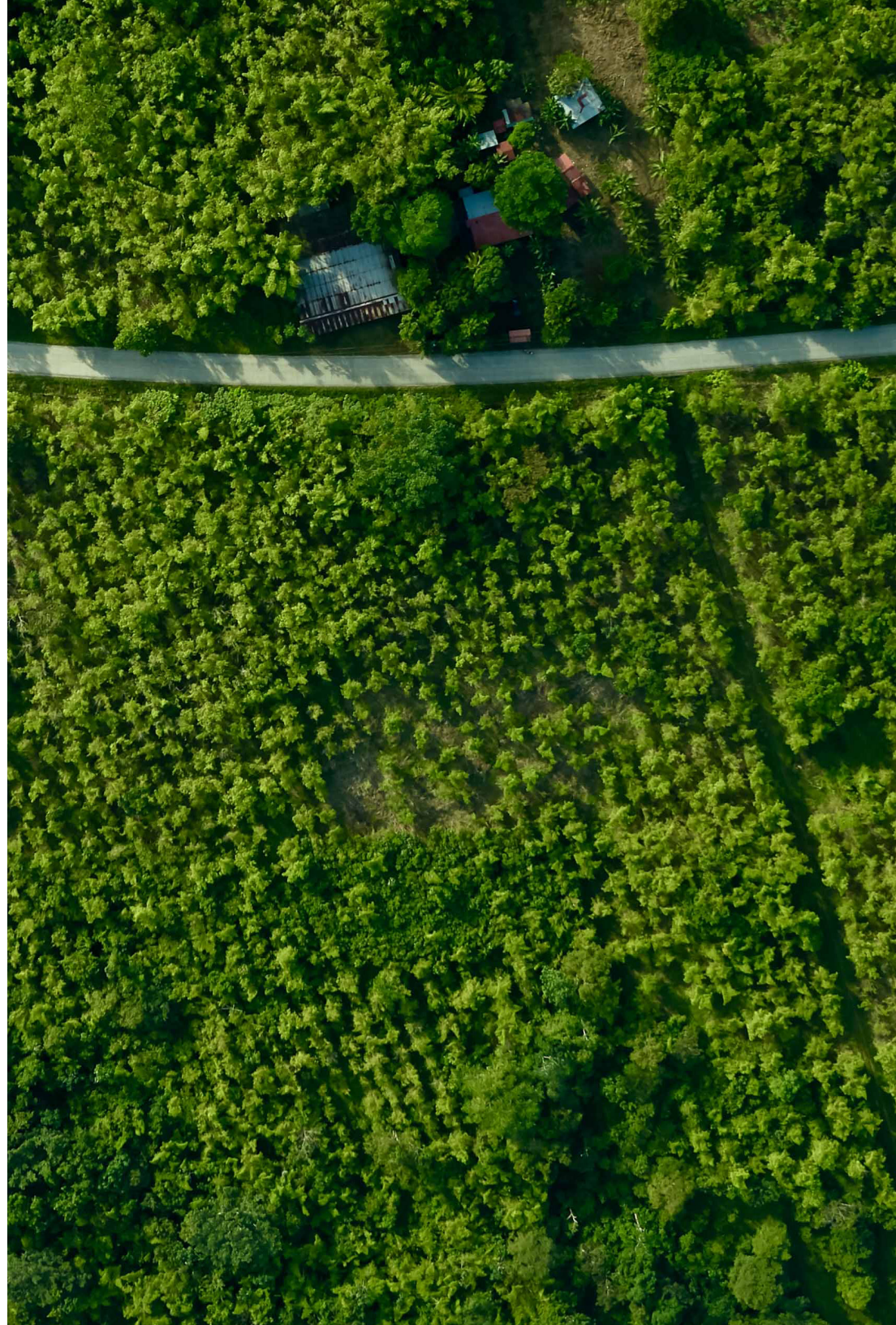
Over the last few years the business model has shifted to put sustainability at the centre of decision making. With the three core pillars being People, Planet and Places. We are sharing our plans to inspire the whole industry to step up and take collective action.

The company's main focus is to reduce carbon emissions, in 2021 we committed to net zero by 2030. However, to ensure a holistic approach to sustainability efforts we've aligned with the One Planet Living framework.

"Sustainability cannot just focus on sustaining our current environment, but must create a future where all can thrive, whilst living within the planetary boundaries.

Through this action plan we show our commitment to a holistic approach to sustainability, acknowledging that many aspects are intertwined. It is through this plan and supporting ones, we hope that Lamington Group can give more than it takes"

- Robert Godwin, Managing Director



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“Right now, we are facing a man-made disaster of global scale. Our greatest threat in thousands of years. Climate change. If we don’t take action, the collapse of our civilisations and the extinction of much of the natural world is on the horizon.”

– Sir David Attenborough



About Lamington Group

Lamington Group was founded in 1967 as a residential developer and operator in West London. It is a family owned and run group of companies, specialising in accommodation. In January 2020 there was a shift to take urgent action on the climate crisis as we started our journey to net zero carbon.

Meet the brands:



A homotel balances the service and standards of a hotel with the comforts of a home. The brand came to life in 2015.



One of West London's largest and most trusted serviced apartment operators, since 2006.



Holistic co-working designed around the psychologist and theorist Jean Piaget, opened in 2021



Trusted residential lettings agency since 1978 and where the company started



Development studio crafting inspiring spaces and delivering award-winning projects.

Key Sustainability Moments

2019

Wake up call for Managing Director Robert Godwin - urgent action needs to be taken

Baseline carbon emissions - scope 1, 2 & 3

2020

Sustainability Team implemented

Reduction of emissions by 41% from 3358 tco2e to 1962 tco2e. The heavy impact of COVID on business from March 2020 makes it hard to separate its affect vs true energy reductions/gains.

2021

This year we published our Roadmap to Net Zero and acted on these commitments by opening the World's First Whole Life Net Zero Hometel.

Jan - Dec

Team Planet internal campaign launched

40 participants, covering the OPL principles

5.8% reduction in scope 1 & 2 emissions from 2019 baseline

August:

Signed the Climate Pledge

September:

Published roadmap to net zero by 2030

Set with Science Based Targets

December:

Opened world's first whole life car-bon hotel - room2 Chiswick

86 keys opened

Signed the Glasgow Declaration

2022

We gained recognition from our industry leading work through, fundraised and communicated our message.

| Jan: | Feb: | March: | April: | May: | June: |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| <p>Awarded best provider by SPEAR</p> <p>29,000 rooms provided for the homeless</p> <p>£3,000 raised for SPEAR</p> | <p>Winner of Green Race to Zero Campaign at West London Business Awards</p> | <p>Plastic fishing in Canary Wharf at strategy event</p> <p>Team Planet Award Ceremony</p> | <p>NLA member's sustainability tour at room2 Chiswick</p> <p>Plastic fishing in Southampton docks</p> | <p>Winner of Sustainability for Serviced Apartment Awards</p> <p>£2400 raised during a virtual cycle to Ukraine for Dnipro Appeal</p> | <p>Winner of Net Zero Strategy of the Year & Energy Efficiency Project of the Year at Business Green Leaders Awards</p> |
| July: | August: | September: | October: | November: | December: |
| <p>Green tourism award - Gold achieved for room2 Southampton and Chiswick</p> <p>Employees volunteered with Spark to inspire career aspirations</p> | <p>room2 Chiswick runner-up in the Good Egg category for the National Geographic Hotel Awards</p> <p>Became a member of UKGBC</p> | <p>Green tourism award - Silver for Missionworks</p> <p>Sustainability Procurement Survey sent to main suppliers</p> | <p>Robert Godwin - Keynote speaker at Annual Hotel Conference, talking about net zero.</p> <p>Winner of Engagement Campaign of the Year at Global Good Awards</p> | <p>Launched 'This is our Home' video as part of Green Friday campaign</p> <p>Winner of AHEAD awards: Sustainability</p> <p>Most Innovative Use of Technology at Altos Awards</p> | <p>Winner of Best Green Business at West London Chambers awards.</p> <p>Low Carbon Award at the Energy Institute</p> |

One Planet Living

One Planet Living is a framework by Bioregional, covering 10 principles that include social, environmental and economic sustainability.

“Humanity is living beyond its means: ecological footprinting shows that if everyone in the world consumed as much as the average person in Western Europe, we’d need three planets to support us” - Bioregional

Ten One Planet Living Principles



Health and happiness



Local and sustainable food



Equity and local economy



Sustainable materials



Culture and community



Sustainable transport



Land use and wildlife



Zero waste



Sustainable water



Zero carbon

Sustainability Strategy

This document has been a collaborative effort led by the sustainability team at Lamington Group. The outcomes and actions were established through company-wide workshops and surveys. The efforts that have gone into our sustainability journey have been spearheaded by the Managing Director, Robert Godwin, and enthusiastically received by all departments.

Sustainability has been integrated into the company's culture and values, and a big part of this shift has been through our OPL/Sustainability KPIs, as described in this document, and the internal campaign Team Planet.

Team Planet is a financially incentivised internal campaign to encourage sustainable actions and implementations in employees' personal lives and at work. It consists of monthly workshops around sustainability and climate action and a live scoreboard to update points.




The points throughout 2021 and 2022 have been categorised into the 10 OPL principles and see where the company's day to day focuses are. This was taken into consideration in our prioritisation of principles.

You can see the breakdown on the next page.






Points Split Across OPL Principles

| Comparison Year | 2021 Total | 2022 Total |
|----------------------------------|------------|------------|
| Zero carbon | 384 | 706 |
| Zero waste | 358 | 591 |
| Sustainable materials & products | 688 | 574 |
| Health & happiness | 68 | 157 |
| Culture & community | 342 | 969 |
| Equity & local economy | 31 | 102 |
| Sustainable transport | 49 | 94 |
| Land use and wildlife | 83 | 78 |
| Local and sustainable food | 76 | 81 |
| Sustainable water | 54 | 40 |
| Implementations | 1874 | 2766 |
| Personal Pledges | 94 | 397 |
| Ideas | 165 | 232 |

 1874 points
 39 participants
 12 workshops

2021

 3395 points
 43 participants
 33 workshops

2022



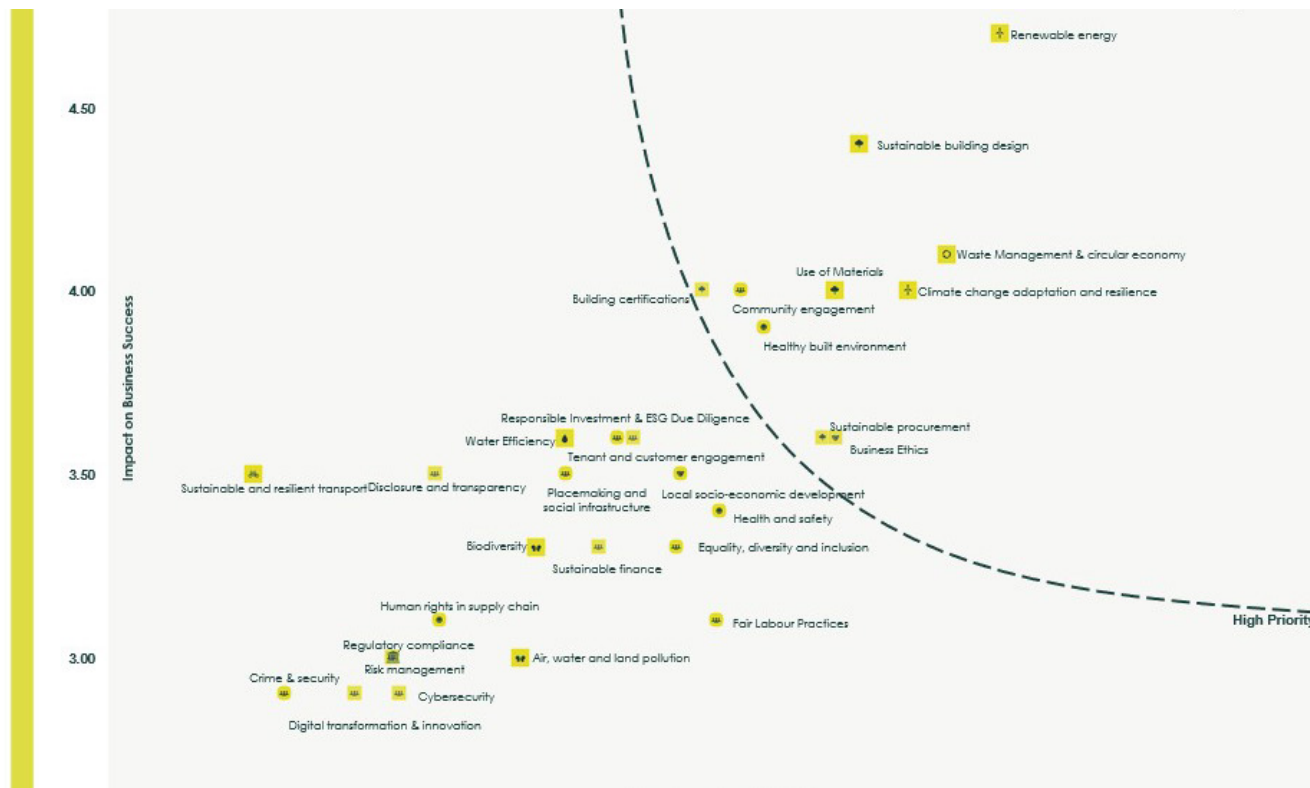
Materiality Assessment

The prioritisation of principles was informed by the materiality assessment, undertaken by Savills Earth, to identify the material issues across the business. The identified list of material sustainability topics align to the Global Reporting Initiative (GRI) standard, and industry peers. The stakeholders included in the survey were employees, senior management, guests, shareholders, suppliers and the local council.

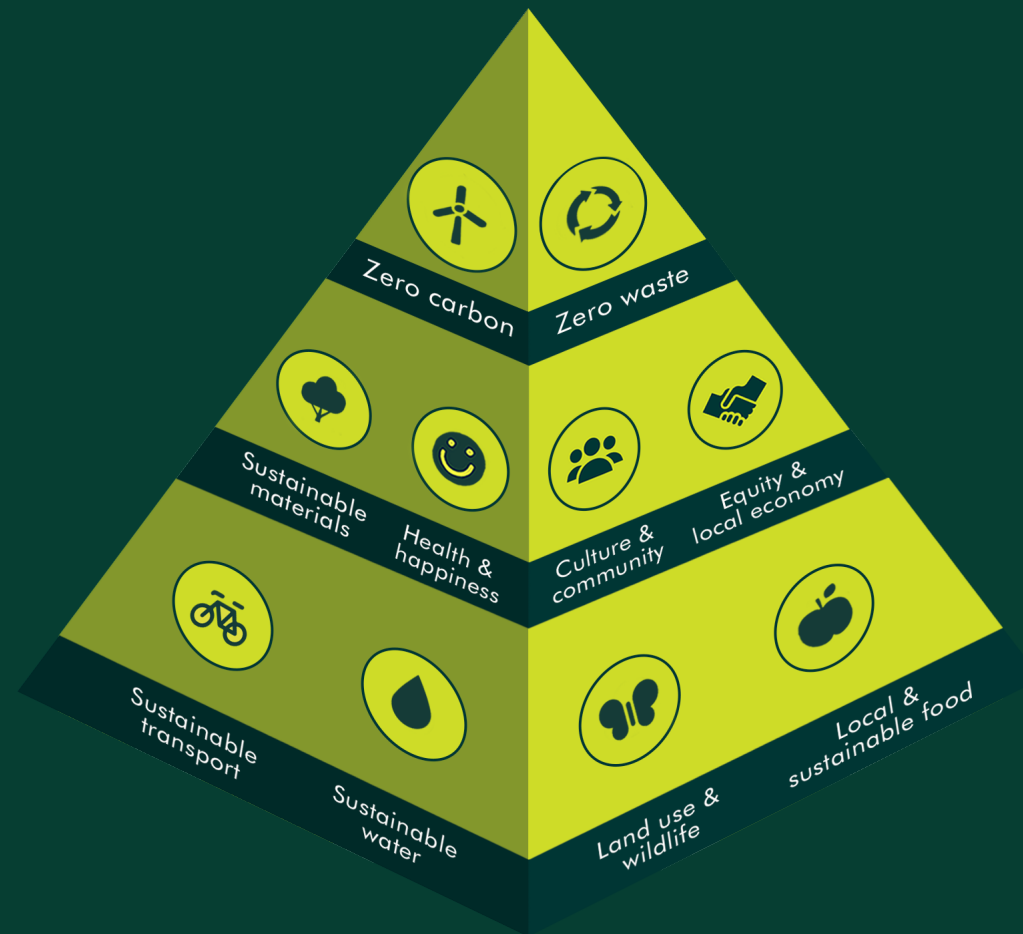
High Priority issues comprise those issues that received high scores by both the Senior Management and all stakeholders; among the issues included in this section are “Climate change mitigation and energy efficiency, Waste management & circular economy and community Engagement”.

Medium Priority issues incorporate issues with high scores for either the Senior Management or all Lamington Group’ Stakeholders, including issues such as “Tenant and customer engagement, business ethics and equality, diversity and inclusion”.

Sustainability is integrated within the Lamington Group business strategy, and has four strategic priorities . Each priority area is supported by a number of goals, which are driven by our senior management and sustainability team. The goals are operationalised through One Planet Living principles, with targets and key performance indicators.



Prioritisation Of Principles:



1 - Zero carbon, Zero waste,

2 - Sustainable Materials, Health and Happiness, Culture and Community, Equity and Local Economy

3 - Sustainable Transport, Sustainable Water, Land use and Wildlife, Local and Sustainable Food

SDG's & OPL

The Sustainable Development Goals were set up in 2015, to create peace and prosperity for people now and in the future. We are committed to align our business with the SDGs and embed them in our culture and day to day operations. One Planet Living is derived from the SDG's with a specific focus on organisations.



Sustainable water



Zero Waste
Sustainable materials



Sustainable transport



Health and happiness



Zero Carbon



Land use and wildlife
Local and sustainable food



Culture and Community



Equity and local economy

Terminology

This plan includes outcomes, indicators and targets that will guide our decision making. While we will strive to achieve these outcomes and targets where possible, we acknowledge that some may be more difficult than others and will evolve over time.

Outcomes: These are broad statements that express a desired condition to be achieved for the specific context.

Actions: We've identified our actions and have decided to keep them in an internal document.

Indicators: These are performance metrics and aims that Lamington Group will use to measure progress.

Targets: This is the target of what and when we will meet the indicator

Source: Where this information will be tracked

SDG alignment: Most relevant SDG's per target

The Principles



Zero Carbon

Priority Tier: 1

Climate change is the world's biggest threat and is directly linked to human induced carbon emissions. The built environment accounts for 40% of global greenhouse gases and needs radical change to transition to net zero. The hotel industry has also been criticised for having incredibly low environmental standards and not making progress to address the climate crisis.

Lamington Group's Mission:

To be net zero by 2030 and create whole life net zero carbon ho(me)tels

Goals:

1. Demonstrate leadership in whole life net zero carbon hotels

Lamington Group is committed to achieving whole life net zero carbon for all new ho(me)tel developments. We developed the world's first whole life net zero carbon ho(me)tel in 2021 – room2 Chiswick.












2. Achieve net zero for operational carbon by 2030

To reduce our operational carbon footprint we launched our net zero by 2030 pathway in 2021. We fully align with the 1.5C trajectory referencing the Science-based target Initiative (SBTi).

3. Influence stakeholders to pursue wider decarbonisation

Being a hotel developer and operator, we acknowledge that a lot of our emissions are scope 3, such as embodied carbon, our supply chain and consumers. We aim to lever our touchpoints to influence our stakeholders in pursuing wider decarbonisation altogether.



| Outcome | Indicators | Target | Source | SDG alignment |
|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Developed & operating whole life net zero carbon hometels | % of new developments aligned with whole life net zero standards, set by UK GBC Net Zero Carbon Buildings Framework | 100% of all new developments from Q3 2023 | Brand Guidelines |  |
| | Achieve Energy Use Intensity (EUI) | EUI of 50 kWh/m2/yr by 2030 | Energy Audit |  |
| Achieved net zero carbon Scope 1 & 2 by 2030 using science-based targets | % reduction of absolute scope 1 and 2 GHG emissions from 2019 baseline | Reduction of 46% by 2030 | GHG Audit |  |
| | Apply energy efficiency measures and electrify | 100% of hometels and Offices by 2025, Apartments by 2030 | Energy Audit |   |
| | % hometels and Lamington Apartments that use 100% renewable energy | 100% by 2023 | Energy Audit |   |
| | Develop internal carbon budget for each department | Carbon budget set by 2024 | Department strategies |  |
| Influence stakeholders to pursue wider decarbonisation | % of new long let tenants with green lease clauses requiring them to procure renewable energy | 100% from 2024 | Tenant contract |  |
| | % of guests that track and offset carbon from travel to hometels sites | Option to track and offset travel is made available to guests in 2023 and reaches 80% in 2030 | Annual GHG report |   |
| | % of suppliers engaged in setting carbon reduction and sustainability targets | At Least 50% annually | Survey from suppliers |  |

Zero Waste

Priority Tier: 1

In London alone, the built environment sector consumes 400 million tonnes of material each year and accounts for 54% of waste (Mayor of London, 2021). Waste from the built environment is often hard to recycle and releases harmful toxins into the natural environment.

Lamington Group's Mission:

Reducing consumption and maximising reuse and recycling

Goals:

1. Zero waste to landfill

Lamington Group aspires to achieve zero waste to landfill in operation, with waste either being turned into energy or recycled into new products.










2. Promote recycling at our spaces

The hospitality industry has recognised the need to keep customers engaged with waste recycling and other initiatives. We encourage recycling amongst our users at all sites.

3. Contribute to the circular economy

Fully integrated circular economy principles shall be reflected in every aspect of our business, from the choice of building materials and procured goods to the approach we adopt to turn operational waste into resources.



| Outcome | Indicators | Target | Source | SDG alignment |
|--------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Waste is reduced | Amount of single use plastic packaging offered in homotel rooms and Lamington Apartments | Reduce to 0 by 2023 and maintain annually | Audit |  |
| Recycling is maximised | % of building material elements to be comprised of recycled or reused content | 20% by 2025 and annually | Audit |  |
| | % of homotel with in-room 3-in-1 recycling and food waste bins | 100% in 2023 and annually | Brand specification |  |
| | % of Lamington Apartments with in-room recycling | 100% by 2023 and annually | Audit |  |
| | % of roommates and Lamington Apartments employees to undergo waste management training | 100% in 2022 and annually | Onboarding training |  |
| | Recycling rate for hometels sites & Missionworks | 80% by 2023 and maintain annually | Waste Tracker |  |
| Zero waste is sent to landfill | % of waste diverted from landfill from Lamington Apartments, hometels and MW operations | 100% in 2022 and maintain annually | Waste Tracker |  |
| | 100% in 2022 and maintain annually | Minimum of 95% of construction waste materials to be diverted from landfill by 2025 and maintain annually | Waste Tracker |   |

Materials & Products

Priority Tier: 2

Resource use drives half of the world's climate emissions and 90% of natural destruction around the world. The UK's material footprint was estimated at 971 million tonnes in 2018, equivalent to 14.6 tonnes per person (National statistics, 2018). With this consumption pattern, humanity's demand for ecological resources and services far exceeds what Earth can regenerate in a year.

Lamington Group's Mission:






Using materials from sustainable sources and promoting products which help people reduce consumption.

Goals:

1. Reducing natural resource consumption

One of the biggest impacts we have is in the construction and retrofitting of our sites. Identifying and using materials with lower impact helps with reducing embodied carbon. We aim to use circular economy principles, and reuse and repurpose materials where possible. We will choose suppliers that align to these values and we will work with those who don't, to improve their sustainability efforts.



| Outcome | Indicators | Target | Source | SDG alignment |
|-------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Suppliers of products and materials are selected based on environmental and ethical credentials | % of loose bespoke furniture for hometels sites is made locally | 100% loose bespoke furniture is made 30 miles from site for all hometels by 2023, and maintain annually | Design Brief |   |
| | Develop and gather data from Sustainable Procurement questionnaire | Sustainable Procurement policy published and sent to all top suppliers* by 2023 and maintain annually | Suppliers survey |  |
| Circular principles are adopted in the purchase and disposal of materials and products | % of Lamington Apartment's end of life furniture waste streams are identified and diverted from landfill | 50% by 2024, 100% by 2025 and and maintain annually | Waste audit |  |
| | Number of projects using circular recycling/upcycling principles implemented across the Group | At least 2 annually from 2023, and maintain annually | Annual report |  |

Health & Happiness

Priority Tier: 2

Health and happiness are integral to humanity, but with a global focus on gross domestic product, populations' wellbeing and happiness can often be overlooked as an indicator for progression (World Happiness Report, 2022). We have a holistic approach to sustainability, incorporating social, environmental and economic aspects.

Lamington Group's Mission:

Encouraging active, social, meaningful lives to promote good health and wellbeing.

Goals:


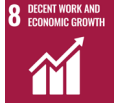






1. Create a positive place to work and stay

Providing a positive work environment will increase employee wellbeing and motivate the delivery of high-quality work. We are committed to making Lamington Group a positive place to work where employees can grow and develop. We offer a cycle to work scheme and two days to volunteer to our employees in our head office.

2. Promote health and wellbeing across our guests and the wider community

It is Lamington Group's commitment to promote health and wellbeing across our guests and the wider communities that we operate in, making sure that their lives are enhanced when staying or interacting with us



| Outcome | Indicators | Target | Source | SDG alignment |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees are growing and developing | % employees engaging in structured or unstructured training post-probation* | 50% in 2023 and 100% by 2025 and maintain annually | HR training log |  |
| | % of staff turnover is reduced annually | Annual reduction of 5% | HR log |  |
| An environment is created that facilitates good health and wellbeing for employees | % of employees that have access to Employee Assistance Programme | 100% in 2022 and maintain annually | HR offering |  |
| | Average score achieved on employee biannual survey ranking their well-being and happiness in the workplace | Average score is 8/10 or more each year starting in 2022 and and maintain annually | Employee Survey Results |   |
| Spaces created that enhance wellbeing | % of office desk spaces with access to natural light | 70% of office desk spaces of new developments from 2023 and maintain annually | Development Specification |  |
| | Low VOC paint is specified for new and refresh projects | All refresh projects specified by 2023 and maintain annually | Development Specification |  |
| Healthy choices are encouraged and made easy for guests | % of hometels guest rooms promote and enable healthy eating | 75% in 2022 and maintain annually | Audit |  |

*Post probation training - Anything we have dedicated time, specific topic and is related either with personal or professional development conducted after the probation period. Excluding employees on notice periods or on long term leave.

Culture & Community

Priority Tier: 2

Heritage and local identity has always been the cornerstone of a sustainable community. The value of cultural heritage and its transmission for “making cities and human settlements inclusive, safe, resilient and sustainable” is an integral part of the UN Agenda 2030.

Lamington Group’s Mission:

Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living.

Goals:








1. Celebrate localism

Each location we operate in is unique. We acknowledge the history and celebrate local cultures and communities in our work. For instance, room2 Chiswick has a collection of local artists and crafters throughout, from prints in each room to the mirrors in every bathroom.

2. Strengthening bond with the local community

We will continue to build community through organising community events. A recent event was curated with Art Below, and launched ‘Art in the Age of Now’, a free public art exhibition in May 2021.



| Outcome | Indicators | Target | Source | SDG alignment |
|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The workforce is engaged in sustainability topics | % of employees to engage in Team Planet receive a financial bonus from achieving 50+ points | 75% in 2022 and and maintain annually | Team Planet Scoreboard |  |
| | Number of annual Team Planet meetings/workshops expanded to all sites | At least 10 each year at every site by 2022, and maintain annually | Team Planet Scoreboard |   |
| The workforce is engaged in sustainability topics | Number of partnerships with sustainable brands or NGOS | At least 10 per year | Marketing Partnerships |  |
| Cultural heritage and history of the neighbourhoods we operate in are appreciated | Number of events held to support local communities | At least 5 each year | OPL events tracker |  |
| | Number of individual property websites that showcase local heritage and culture | 100% in 2022 and and maintain annually | Website Audit |  |
| | Number of awareness events* celebrated and communicated to all employees | At least 5 each year | Events Log |  |

***Awareness events** - events that are communicated to employees relating to any cultural or widely celebrated event e.g. Christmas, Chinese New Year, Eid, Pride, Mental Health Awareness, National Women’s Day.

Equity & Local Economy

Priority Tier: 2

In our globalised economy, approximately 70% of all freight is transported by ship, producing increased greenhouse gas emissions and degrading natural resources (International Transport Forum, 2019). A lack of transparency is common throughout these global supply chains, creating an environment of poor working conditions, (International Labour Organisation, 2017). Localising and circularising our economies can improve transparency and reduce environmental impacts, creating a vibrant and resilient economy.

Lamington Group's Mission:

Creating safe, equitable places to live and work which support local prosperity and international fair trade.

Goals:

1. Support local economies

The local places where we are situated make each place unique. Lamington Group strives to partner with local organisations to support the local economy and improve customer's experience. 100% of the loose bespoke furniture for room2 Chiswick was manufactured 10 miles from the site, and we have been working with local artists throughout the building.

2. Create quality local job opportunities

Apart from working with other local business partners, Lamington Group aims to set examples by offering high quality jobs to local people with the emphasis on promoting diversity, equality and inclusion and respecting human rights.



| Outcome | Indicators | Target | Source | SDG alignment |
|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inclusion, diversity and equality is actively promoted | % of managers that are women | 50% in 2022 and maintain annually | Equity, Diversity and Inclusion Report |  |
| | Track diversity across all employees and report annually | 100% of employees requested to fill out anonymous diversity form and report by 2023 | Equity, Diversity and Inclusion Report |  |
| | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation (GRI) | Track and report gender pay gap by 2023 | Equity, Diversity and Inclusion Report |  |
| | % of management that has done Diversity, Inclusion and Unconscious Bias training | 100% by 2022 and maintain annually | Learning Management System |  |
| Local residents, businesses and charities are supported | Number of local* products fitted in each new hometels location | 20+ in each hometels property at opening from 2022 | Site audit |   |
| | Company wide raise for charitable cause that aligns with our mission | 1 cause per year from 2022 | HR Information System |  |
| % of employees are paid a Living Wage | % of employees are paid a Living Wage | 100% in 2022 and annually maintain annually | Living Wage Accreditation |   |
| | % of new jobs advertised locally | 100% from 2023 and maintain annually | Recruitment Policy |  |

*Local - Within 30 miles from the site.

Travel & Transport

Priority Tier: 3

Transport accounts for around one-fifth of global carbon dioxide, of which road travel is the highest (CO₂) emissions [24% if we only consider CO₂ emissions from energy] (International Energy Agency, 2018). The number of tourists travelling across borders is expected to reach 1.8 billion a year by 2030, according to latest UNWTO predictions Switching to low carbon transport is essential for bringing down emissions

Lamington Group's Mission:

Reduce the need to travel, and encourage walking, cycling, and low carbon transport.

Goals:

1. Tackle Scope 3 GHG emissions from business travel and guest commuting journey

Guest and business travel accounts for a large portion of our scope 3 emissions. We encourage low carbon transport to our sites and promote bike and scooter rental. We will be working to reduce travel emissions further by offering guests the chance to offset their emissions and encouraging low carbon travel through communications.



| Outcome | Indicators | Target | Source | SDG alignment |
|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------|------------------------------|-------------------------------------------------------------------------------------|
| Guests choose low carbon transport | % of hometels that track guest travel with accurate data | 100% in 2023 | GHG report |  |
| | % of sites that actively promote low carbon travel | 100% in 2022 and updated annually | Website |  |
| The amount of fossil fuels used for transportation is reduced across the business | Hybrid work policy adopted for all those who can do their job from home | Adopt policy in 2023 and maintain annually | Employee Handbook + Intranet |  |
| | Adopt business travel policy to lower emissions | Adopt policy in 2023 and maintain annually | Employee Handbook + Intranet |  |
| | Maintain cycle to work scheme | Scheme implemented at all sites and maintain annually | Employee Handbook + Intranet |  |

Land Use & Wildlife

Priority Tier: 3

Construction and development reduces biodiversity by using land that could be used for green space. Biodiversity and wildlife has been in dramatic decline since the industrial revolution. This is especially important in cities where there is a mainly built environment. Increasing biodiversity also improves air quality, sequesters carbon, cools cities and enhances wellbeing to the dwellers.

Lamington Group's Mission:

Protecting and restoring land and marine systems for the benefit of people and wildlife

Goals:

1. Increase biodiversity

Lamington Group recognises that we are using spaces that could be used for rewilding. We want to reduce our negative impact on biodiversity and wildlife as much as possible. This involves finding innovative ways to use our space such as green roofs, garden spaces and conserving the local area.

2. Promote natural conservation among stakeholders

Lamington Group understands that our effort to preserve wildlife is limited. We need to leverage our unique role to interact with guests of our hotel and, for example, promote wildlife preservation to them through education and showcasing.



| Outcome | Indicators | Target | Source | SDG alignment |
|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|---------------------------------------------|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The local environment, in which we operate, is conserved | % of new development achieve 20% biodiversity net gain | 100% of sites by 2023 and maintain annually | Biodiversity Net Gain Assessment |  |
| | Ban use of pesticides and herbicides at sites | 100% of sites by 2022 | Sustainability Policy |  |
| | Conduct ESG due diligence all new acquisitions | Used in 100% of acquisitions by 2023 | Acquisitions Checklist |  |
| | % of employees that volunteer on projects that enhance or protect the natural environment | 50% of employees annually from 2023 | HR Information System |  |
| Spaces are dedicated to support ecosystems and increase biodiversity | % of new hometels with a biodiversity feature e.g. green roofs, bee hives or other landscaping feature | 50% from 2025 and maintain annually | Audit |  |
| Connection with the natural world is promoted to guests | % of locations that promote natural attractions to guests | 100% in 2022 and maintain annually | Websites |   |
| | % new hometel developments and refurbishments adopting Sustainable Design Principles | 100% in 2023 and maintain annually | Brand Specification |  |

Local & Sustainable Food

Priority Tier: 3

The UK was responsible for 9.52 million tonnes of food waste in 2018 (WRAP). Food waste alongside poor distribution, importing food and high carbon diets make our food system unsustainable. One way to improve sustainability is to eat less meat, as it is estimated that a vegan diet has the lowest carbon footprint (Shrink that footprint, 2022).

Lamington Group's Mission:

Promoting sustainable, humane farming and healthy diets that are high in local, seasonal, organic food and vegetable protein

Goals:




1. Avoid food waste

Lamington Group aims to reduce food waste and offers food waste collection services in homotel and Missionworks that is turned into renewable energy through anaerobic digestion or composted on site.

2. Reduce food related carbon emissions

Lamington Group shall proactively encourage guests and employees to choose low carbon and healthy food. We are working with aligned suppliers and partners to bring these offerings and have vegan and vegetarian options available and support local where possible.



| Outcome | Indicators | Target | Source | SDG alignment |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------|-------------------------------------------------------------------------------------|
| Guests and employees are encouraged to eat healthy and low carbon | % of food options that are vegetarian or vegan | 50% in 2022 and maintain annually | Audit |  |
| | % of low carbon food available on sites | 60% in 2022 and 70% by 2024 and maintain annually | Audit |  |
| No food is wasted | % of food waste from hometels is reclaimed via local donation or to composting/anaerobic digestion | 100% in 2022 and maintain annually | Waste Audit |  |

Sustainable Water

Priority Tier: 3

UN-Water in 2021 said that 2.3 billion people live in water-stressed countries. While the UK is not considered a water-stressed country, the Environment Agency has said that the UK could see national water shortages by 2050 if action is not taken to conserve supplies.

Lamington Group's Mission:

Using water efficiently, protecting local water resources, and reducing flooding and drought

Goals:

1. Reducing water consumption

Being a hotel operator, we have comparatively high water consumption as a result of guests' activities. Therefore, active water management in our portfolio makes business and environmental sense.

2. Managing flood risk of our portfolio

As global temperature continues to rise, it is foreseen that our portfolio will be exposed to higher flood risk. Lamington Group shall endeavour to eliminate, avoid or mitigate flood risk to safeguard guests and employees.



| Outcome | Indicators | Target | Source | SDG alignment |
|-------------------------|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Flood risk is reduced | % of new developments with a blue roof or measures adopted to mitigate local flooding* | 50% from 2022 and up to 100% from 2024 and maintain annually | Audit |   |
| | % of new developments include grey water systems | 50% from 2025 and maintain annually | Audit |  |
| Water demand is reduced | % of sites that assess carbon emissions associated with water consumption and waste water | 100% of sites from 2022 and maintain annually | GHG Report |  |
| | Water flow rate of showers and taps | Set taps 3 L/minute and showers 8 L/minute - current sites in 2023 and future sites upon opening | Audit |  |

Our Partners

Who we're working with:



EEA aims to help hotels and other hospitality businesses tackle the challenge of climate change and we sit on the advisory board to lead the way to this brighter future, in the most effective way possible.



Zero Carbon Forum is using our emissions data as to build the UK's hospitality roadmap to achieving net zero faster together.



Introba, previously known as Elementa, is our strategic partner helping us develop our net zero building standards and roadmap to net zero.



Climate Partner offer companies climate action solutions and is helping us to build and deliver an effective carbon offset strategy.

Who we align to:



UKGBC has published a Net Zero Whole Life Carbon Framework to achieve net zero carbon in construction and operation. Our building standards and reporting templates align to their Framework.



The Glasgow Declaration is a catalyst to accelerate climate action in tourism and to secure strong actions to support the global goals to halve emissions over the next decade and reach Net Zero emissions before 2050.



The Climate Pledge (TCP) calls on companies to commit to net zero by 2040. We commit to reach this target by 2030. This includes measuring and reporting greenhouse gas emissions on an annual basis, implementing decarbonisation strategies and neutralising any remaining emissions.



London Energy Transformation Initiative (LETI) is a network of over 1000 built environment professionals that are working together to put the UK on the path to a zero carbon future. room2 Chiswick is the 1st LETI Pioneer hotel and we align to their whole life net zero definition.



Science Based Targets initiative (SBTi) drives ambitious climate action in the private sector by enabling companies to set science-based emissions reduction targets. Our emissions assessments and reporting, this roadmap and our targets align to the most ambitious 1.5 degree SBTi scenario.

Governance

As business we are committed to do the right thing, and we therefore understand business ethics as the underlying principles of everything we do at the Lamington Group

The Group's senior management holds the overall responsibility for this action plan. The implementation of this Action plan will be lead by our sustainability team. We have established a Sustainability Taskforce that oversees our sustainability strategy and its progress, and ensures implementation of actions to achieve our goals by working with teams across the Group.

Progress is tracked internally and will be updated on a quarterly basis. Updates will be published annually with full transparency in a wider sustainability report.

Sustainability Team



Angeliki Krania
Sustainability Manager



Melisa Gooding
Sustainability +
Communications Officer

Sustainability Task Force



Michael Liverman
Head of Development



Parik Zala
Head of Operations



Jo Webb
National Key Account
Manager



Charlotte Hammond
People + Culture
Manager



Natalia Rakowska
Marketing Manager



Zoe Woodhall
Procurement Manager

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People. Places. Planet.

Address

Lamington Group
109 Hammersmith Grove
London, W6 0NQ

Contact Us

sustainability@lamingtongroup.com

Get in touch

We'd love to hear your feedback or to partner with you if you share the same ambition to reduce our collective impact on our planet.



One Planet
Living®

