

SUSTAINABILITY REPORT

2024 – 2025



Foreword

We believe in building a sustainable business. One that is resilient, commercially competitive and prepared for emerging regulation, shifting market expectations and a changing climate.

As our industry faces increasing pressure to decarbonise and strengthen climate resilience, sustainability has become integral to long-term asset value and operational efficiency. With an ambitious goals for growth, we are committed to scaling responsibly, ensuring that growth strengthens both environmental performance and financial resilience.

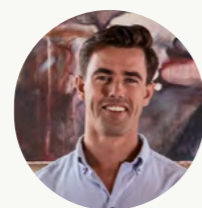
As we share our latest Sustainability Report, we reflect on a year marked by action and progress. We have taken significant steps to reinforce our long-term commitment to sustainability as our pipeline expands. With each new site, we are focused on the environmental and social legacy we leave behind. Guided by our refreshed Net Zero Roadmap and the One Planet Living framework, we continue to reduce emissions, embed circular economy principles and prioritise health and wellbeing for our guests, colleagues and communities.

In 2024, we placed renewed focus on decarbonising and retrofitting our existing portfolio. With nearly 80% of the buildings that will exist in 2025 already built, our climate action strategy must address not only new developments but also

the transformation of existing assets. We've made significant progress in reducing our emissions, fully decarbonising room2 Hammersmith and ten Lamington Serviced Apartments, while also commencing construction on a new net zero homotel in the city of York. From our 2019 baseline, we have reduced our operational emissions by 19%, keeping us firmly on track to achieve net zero by 2030.

This year also marked the launch of our in-house Circular Design Studio. Through material innovation and creative system design, the studio is exploring new ways to repurpose waste from our operations into functional, beautiful products for our hometels and beyond.

These achievements reflect not only the hard work of our teams but also the growing alignment between commercial success and environmental responsibility. As we look ahead, we aspire to continue having a positive impact on our **people, places and planet.**



Robert Godwin

Robert Godwin



2024 in Numbers

**No.1 on
TripAdvisor**

across all room2 locations

£2 million +

social value generated
through local employment.

**1 Circular
Design Studio**

created to transform
hometel waste into usable
products

**100%
carbon-
neutral
stays**

at room2



**74 tCO₂
offset**

through reforestation
in Mexico



**70% of
waste
diverted
from
landfill**

at room2, over 5x better
than the UK average.

**ZERO
single-
use items**

in guest rooms

**89% colleagues
walk, cycle
or take public
transport to
work**



**19%
reduction**

in Scope 2 GHG
Emissions



12 students

gained valuable work
experience with us



**37,500
bees**

on the roof of
room2 Chiswick



76%

less carbon per night than
the average UK hotel



**£11,000 +
donated to
charities**

through in-kind giving.



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About Us

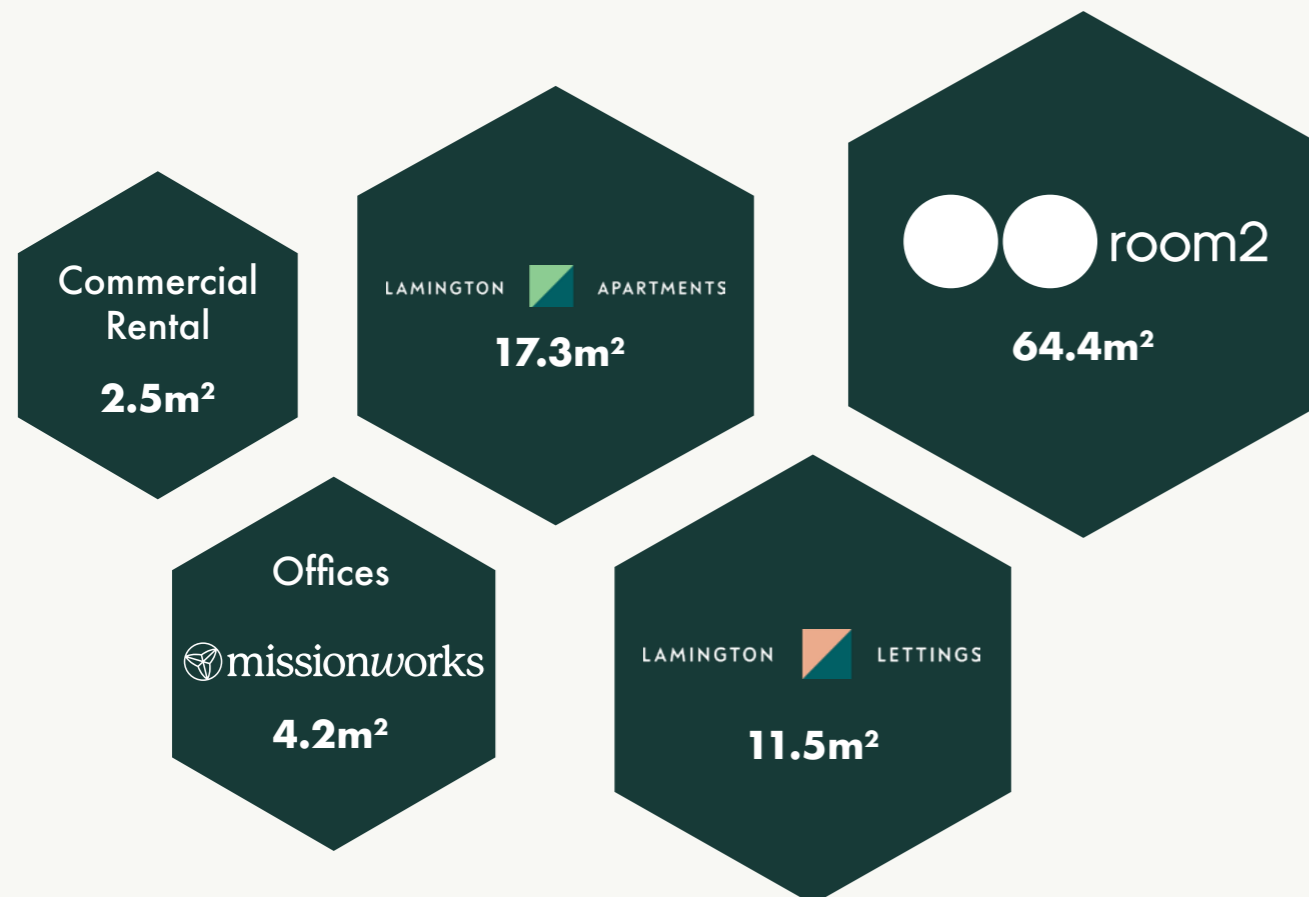
We design, build and operate sustainable and meaningful spaces that connect people, communities and the planet.

Lamington Group is an independent family-owned real estate investment and development company based in West London, specialising in market-leading accommodation for short, medium and long stays.

Lamington Group owns and operates 20,663 m2 of real estate, including the award-winning room2 brand. room2 currently operates hometels in Chiswick, Hammersmith, Southampton and Belfast, with more exciting new destinations across the UK in the pipeline. In 2021, we committed to building and operating all new properties to net-zero standards, following the launch of our ambitious net-zero roadmap.

LAMINGTON GROUP

portfolio by m²



room2
Bridging the gap between hotels and the shared economy. The world's first hometel brand.



Winnie's
A friendly neighbourhood café and bar, serving food that's good for people and kind to the planet.



missionworks
Holistic co-working designed around the psychologist and theorist Jean Piaget.



LAMINGTON LETTINGS
Residential lettings agency since 1978.



LAMINGTON APARTMENTS
West London's largest and most trusted serviced apartment operators since 2006.



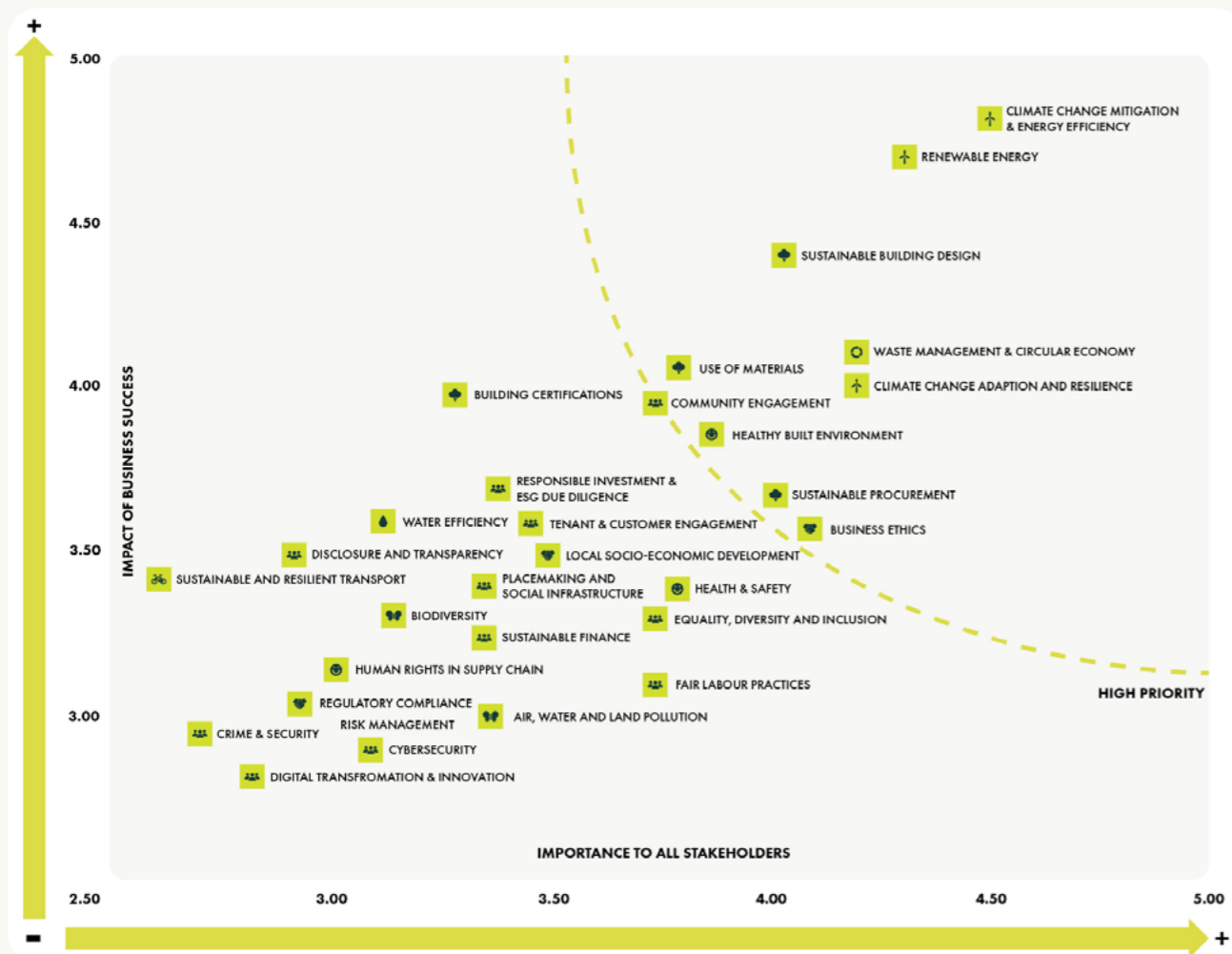
LAMINGTON DEVELOPMENTS
Development studio crafting inspiring spaces and delivering award-winning projects.

Mapping What Matters

In 2022, Lamington Group partnered with an external consultant to undertake a materiality assessment and refine our sustainability strategy.

Guided by the One Planet Living framework, the assessment identified environmental, social, and economic issues most significant to our organisation and our wider stakeholders. To ensure a well-rounded perspective, we gathered feedback from a diverse group, including colleagues, senior management, guests, shareholders, suppliers, and local community groups, resulting in 337 survey responses.

By considering both internal and external priorities, the materiality assessment helped us pinpoint areas of most significant impact. These insights have sharpened our strategic focus, ensuring that our sustainability efforts align with the most pressing challenges facing our business and community.



Our Focus Areas

Three core focus areas emerged from our materiality assessment:

Net Zero

Achieving Net Zero is at the heart of our sustainability journey. We are developing and operating hotels in alignment with the UK Net Zero Building Standards thresholds and science-based targets goals.



Circularity

Waste is an opportunity to innovate. We embrace circular economy principles, transforming waste into usable resources.



Health & Wellbeing

By embedding wellness into everything we do, we aim to create an inclusive environment where guests feel rested and inspired, and colleagues can grow and thrive.



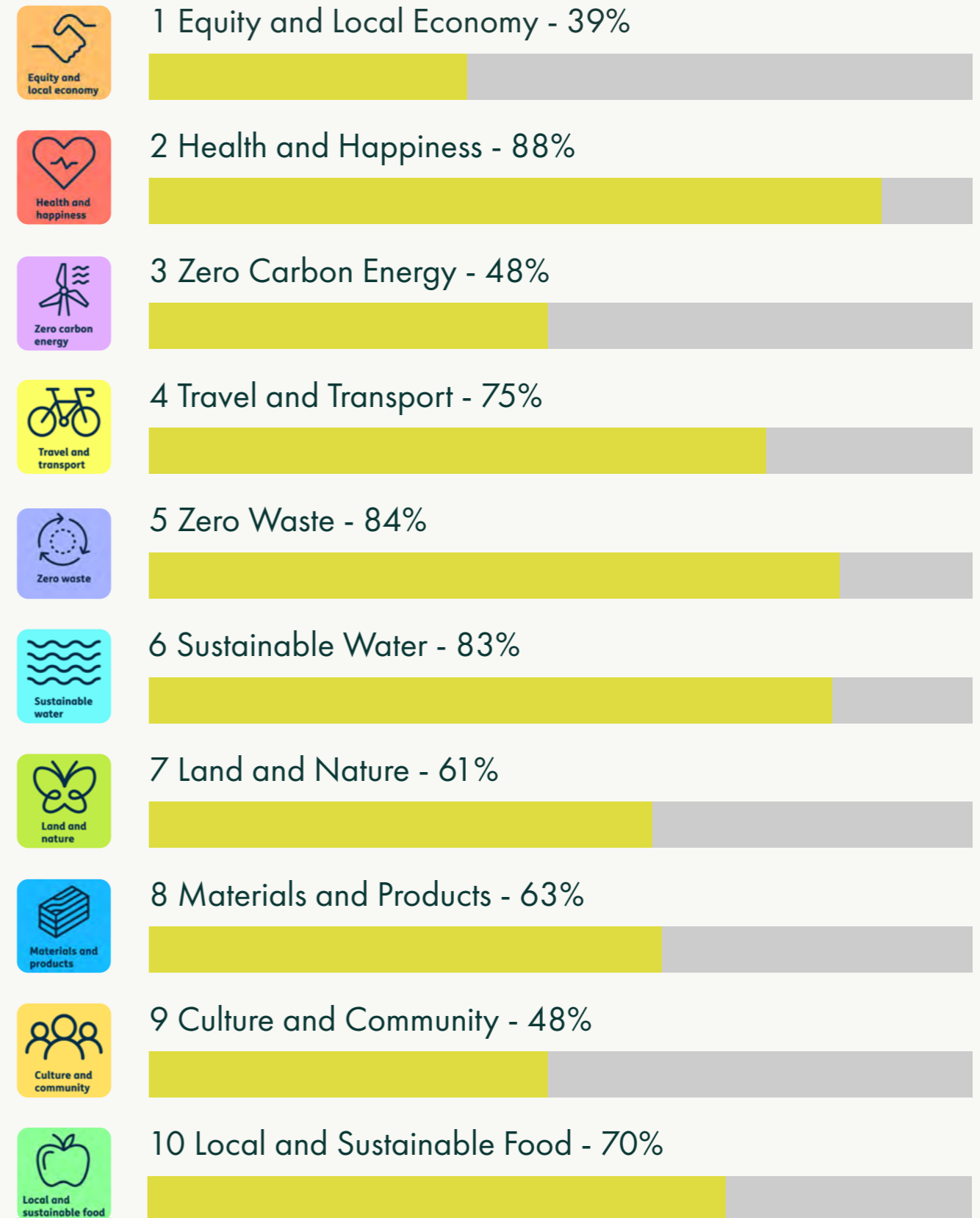
Sustainability Strategy

Our sustainability approach is aligned with our three company pillars, People, Places, and Planet, and guided by the One Planet Living (OPL) framework. Built around ten guiding principles, OPL integrates social, environmental and economic sustainability in alignment with the United Nations Sustainable Development Goals (SDGs).

Our Pillars and the OPL framework are Deeply embedded into our culture and inform strategic planning across our organisation. Each principle is supported by defined goals and KPIs, with progress reviewed quarterly by the senior leadership team and reported to the Board twice a year.



OPL Progress



PEOPLE

People are at the heart of everything we do. Guided by One Planet Living principles **Equity and Local Economy** and **Health and Wellbeing**, we strive to create places where guests feel rested and inspired, and where our teams are encouraged to grow, thrive and make a positive impact.



"This year, we've been finding smarter ways to support our guests and colleagues. By improving our systems and capturing better data, we're helping everyone do their best work while building a culture that values growth and collaboration."

Thomas Breen,
Head of People and Culture





Equity and Local Economy

We create safe and equitable places to stay and work that support local prosperity and promote fair trade globally.

High-Quality Local Jobs

At Lamington Group, we are committed to creating a positive and inspiring workplace where every colleague can reach their full potential. This year, we are proud to have realigned all our job descriptions in line with our sustainability pillars – People, Planet and Places – so colleagues can confidently articulate how they support Lamington Group’s mission.

The year also marked the enhancement of our HR and training systems in our workforce management processes. Harri streamlines recruitment, onboarding and scheduling, while Mapal supports performance tracking, engagement and training completion. Together, these platforms enable us to create a more efficient and supported work environment.

Supporting young people is a key priority for us, and we provide work experience placements for students, helping to develop future talent in the hospitality industry.



12 Students
participated in structured
work experience



100%
of team members
completed all
mandatory training

For the first time, we’ve used the Social Value Portal’s TOM System™ (Themes, Outcomes and Measures) framework to measure the impact of hiring locally. TOM has helped us translate our social contribution into real, measurable value, showing how employing local people in stable, meaningful roles creates wider economic benefits.

Applying the TOM System™ framework marks an important step in understanding our role in supporting local prosperity. As we continue to grow, these insights will guide us in strengthening our commitment to local recruitment and ensuring that every new opening brings genuine value to the people and communities that make our success possible.



68%
colleagues hired locally
(within 5 miles of each site)

£2,159,000
social value created
through local employment

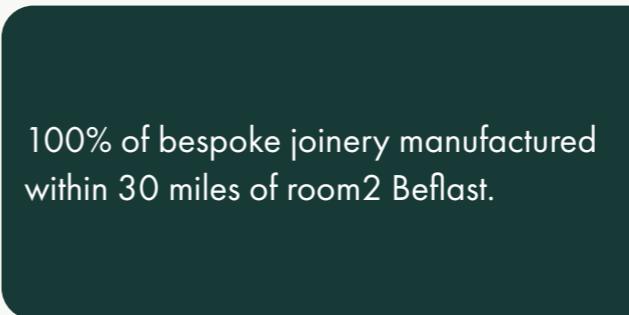
Supporting Local Economies

During design and operations, we embed community benefit into our procurement processes to positively contribute to the local economies we call home. We actively source goods and services from local suppliers wherever possible.

Bespoke furniture at Chiswick manufactured 10 miles from site and using FSC-certified wood.



187 lampshades locally produced in Belfast with iconic Northern Irish linen.



100% of bespoke joinery manufactured within 30 miles of room2 Belfast.



In 2025, we plan to further develop a method to measure our social contributions to local communities more accurately. We’ll apply the TOM framework to our procurement to quantify the social and economic value that we generate. Specifically, we’ll measure our spend with local suppliers to capture the direct economic benefits we create in each area where we operate.



Health and Happiness

Our goal is to encourage active, social and meaningful lives to promote good health and wellbeing.

Creating a Positive Place to Work

People are at the heart of everything we do. Creating a positive work environment enhances colleague well-being and also drives the delivery of exceptional work and service.

We are proud to have reduced the average number of sick days among our colleagues. This dramatic improvement is a testament to our healthy and engaged workplace culture. By investing in proactive wellness programs, flexible work options and robust mental health support, we've not only prioritised the well-being of our team but have also significantly boosted our operational productivity.

Results of our Colleague Engagement Survey



71%
have positive overall satisfaction and wellbeing



81%
are promoters of Lamington Group (positively rated)



81%
agreed that they are treated with dignity and respect at Lamington Group*



77%
agreed that the culture and behaviour at Lamington Group supports a diverse workforce*

12

TEAM CULTURE EVENTS

100%

LEADERSHIP IN STRUCTURED TRAINING

*based on bi-annual colleague engagement survey



Average Sick Days per Colleague

2023

5.8 Days

2024

1.8 Days

UK Average

4.4 Days



Diversity, Equity and Inclusion

Diversity, equity and inclusion are essential to the operations and growth of our business. We believe that a diverse workforce drives creativity, strengthens decision-making and reflects the communities we serve. By fostering an inclusive culture where every individual feels valued and supported, we create a workplace that empowers people to contribute their best.

We're proud to see strong gender balance and equitable pay within our Support Office. While these figures reflect Support Office data only, they demonstrate meaningful progress toward gender equity across our business. Although not legally required to publish gender pay data, Lamington Group is committed to transparency and will extend reporting to cover the entire company next year.



46%

WOMEN
in managerial roles

4.61%

GENDER PAY GAP:
67% lower than the
UK average of 14.3%



Physical and Mental Wellbeing



To support colleague well-being, room2 offers initiatives that promote balance, resilience, and a positive work environment. These include a confidential Employee Assistance Programme and gym access for on-site staff, a cycle-to-work scheme, and two paid volunteering days per year. A formal hybrid working policy also supports flexibility company-wide.

Financial Wellbeing

In 2025, we signed up to Stream, a financial well-being platform that helps colleagues manage their money and reduce financial stress. The platform offers early access to wages, budgeting and savings tools, as well as financial coaching, enabling our workforce to make informed financial decisions.



45%

colleagues
enrolled

86%

of enrolled colleagues
track wages as they earn

41%

colleagues are using
their savings pot

Engaging our Teams on Sustainability

Team Planet is our dedicated colleague sustainability initiative, designed to engage and empower staff to make more sustainable choices. Every month, we host Team Planet sessions across our Support Office and room2 locations, covering various sustainability topics and promoting collaboration.

This year, we have hosted 30 Team Planet sessions across the business. Alongside the learning sessions, employees collaborate in department teams to complete sustainability actions to earn points as part of a company-wide competition, with the winning team receiving a financial incentive.

149

SUSTAINABLE ACTIONS UNDERTAKEN

72

ACTIONS THAT PROMOTED CIRCULARITY

19

ACTIONS THAT REDUCED RELIANCE ON CARBON

16

ACTIONS THAT ENHANCED HEALTH AND WELL-BEING

Delphis Eco

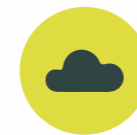
Delphis Eco eco-cleaning products are certified as ultra-low, low or zero VOC formulations. Traditional cleaning products may contain significant VOC levels; by contrast, these supplies are explicitly formulated to exclude or minimise volatile organic compounds. This supports our commitment to maintaining healthy indoor air quality and operating with low toxicity.



Creating a Healthy Place to Stay

We aim to create an inclusive environment where guests feel rested and inspired. From wellness-focused design to on-site gyms, pet-friendly policies and biodiversity initiatives, we want to promote holistic well-being.

Each property features air filtration systems with real-time monitoring, ensuring optimal air quality, temperature and humidity, critical factors for improved sleep and mental clarity. At all of our properties, we have carefully selected our suppliers to ensure they use low-VOC and non-toxic materials.



High Indoor air quality at our room2 hometels:

room2 Belfast

89/100 Acceptable

room2 Chiswick

87/100 Good

room2 Southampton

82/100 Good

Biophilic design further nurtures wellbeing through our innate connection to nature. Research has shown that incorporating natural elements into the built environment can reduce stress, enhance creativity and improve mood. Our properties feature abundant greenery, exposed wood and natural materials throughout their interior spaces.



337

indoor plants across our room2 hometels



PLANET

The climate crisis is the defining challenge of our time, demanding urgent and sustained action. As buildings account for around 40% of global carbon emissions, we recognise our responsibility to lead by example and be part of the solution. Guided by One Planet Living principles **Zero Carbon, Travel and Transport, Sustainable Water, Land and Nature and Zero Waste**, we are committed to creating places that enable both people and the planet to thrive.



"We are uniquely shaping an organisational culture that is grounded in a commitment to sustainability. We empower every team member, at every level of the business, to take action on climate change."

Lucy Eaglesfield,
Head of Sustainability

Zero Carbon

Climate change is directly linked to human-induced carbon emissions. To reduce our Carbon impact, we have committed to building only net zero properties and reaching net zero across the group by 2030.

Net Zero Roadmap Progress Update

Accounting for nearly 40% of greenhouse gas emissions, the built environment plays a critical role in reducing emissions. To drive meaningful change across our portfolio, our Net Zero Roadmap established three core commitments that continue to shape how we design, build and operate.

1st: Design and Develop Net Zero Buildings

We are committed to designing, building and operating only Net Zero hometels, in alignment with the UK Net Zero Carbon Building Standard.

In 2024, we advanced the development of two new room2 locations, both designed in alignment with the UK Net Zero Building Specification.

2nd: Net Zero by 2030

We are committed to achieving net zero across the business by 2030. This includes meeting and aiming to exceed our Science Based Targets initiative (SBTi) goal of reducing Lamington Group’s Scope 1 and 2 emissions by 46% by 2030.

In 2024, we placed renewed focus on transitioning our existing estate to be fully electric. We renovated and retrofitted room2 Hammersmith and ten Lamington Serviced Apartments, removing gas boilers and installing air-source heat pumps and solar PV.

3rd: Track and minimise Scope 3 Emissions

We will continue to measure and reduce our scope 3 emissions by carefully selecting partners and collaborating with our supply chain.

To improve our management of scope 3 emissions, we enhanced our data analysis methodology in 2024. While this resulted in a higher reported footprint, it provides a more accurate representation of our operational impact.



116-unit Net Zero homotel coming to York in 2027.



191-unit Net Zero homotel coming to Leeds in 2028.



Decarbonised in 2024, room2 Hammersmith now runs on 100% electric and renewable energy.

Net Zero Roadmap Progress Update

Our 2024 emissions profile was shaped by portfolio expansion, improved data capture and stabilised operations of newer assets. Our Greenhouse Gas (GHG) emissions data has been prepared in accordance with ISO 14064-1:2018 and verified by the British Standards Institution (BSI). A full account of our 2024 GHG emissions can be found in our 2024 GHG Emissions Report.

Scope 1 & 2

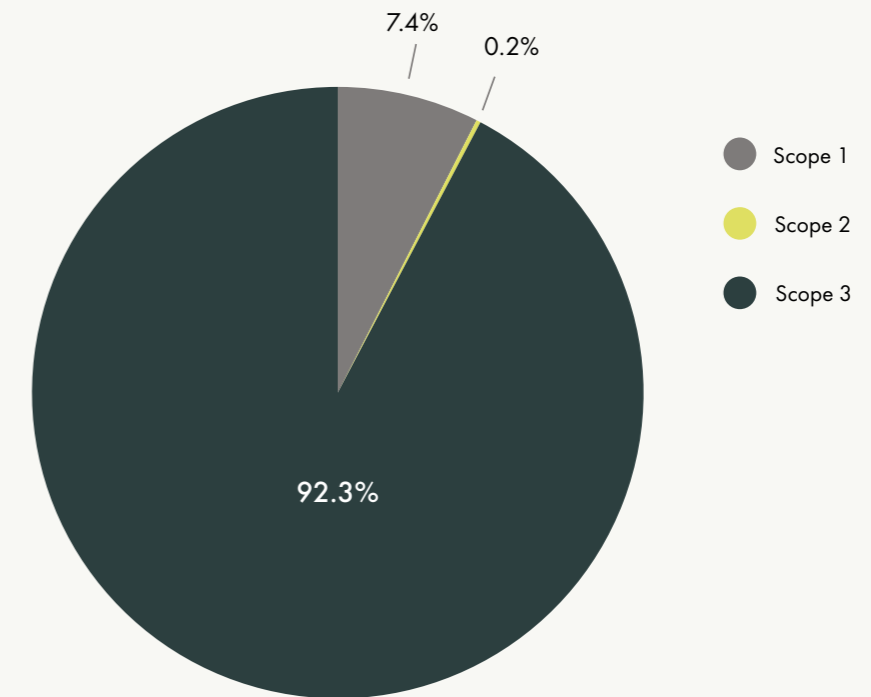
In 2024, we achieved a 19% reduction in Scope 1 and 2 emissions compared with our 2019 baseline, despite continued business growth. All sites are now powered by Renewable Energy Guarantee of Origin (REGO) contracts with our utility suppliers, with the exception of a brief one-month gap at room2 Chiswick during a supplier transition. We also decarbonised room2 Hammersmith and ten Lamington Serviced Apartments by removing gas boilers, installing air source heat pumps and installing rooftop solar PV, the impact of which will be realised in 2025 GHG emissions reporting. A deep dive into this initiative is presented on page 24.

Scope 3

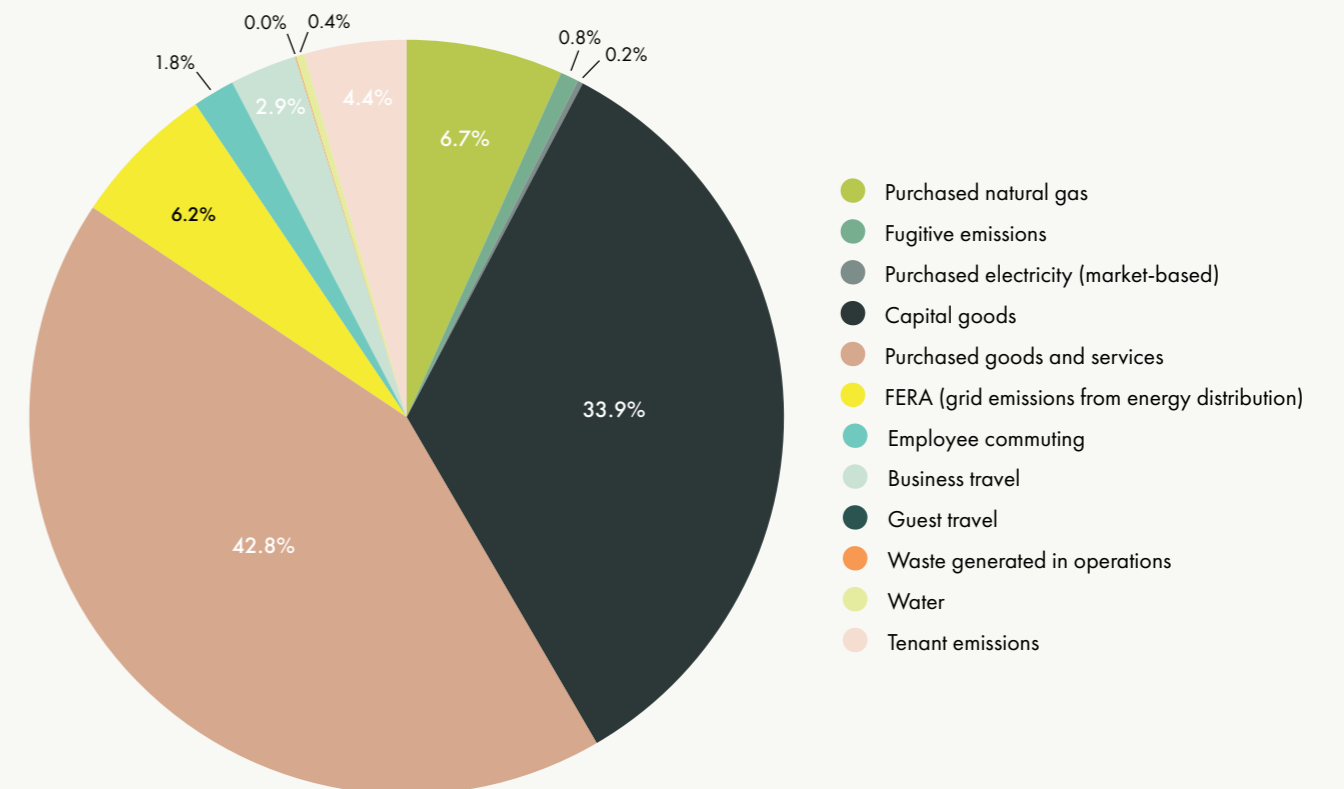
Scope 3 emissions rose in 2024, primarily due to improved data coverage and business growth, with increases from Purchased Goods and Services and Capital Goods. However, waste-related emissions fell by 92% compared to 2019, driven by improved waste data quality, updated emissions factors for waste treatment, and the continued success of our circular practices in maximising reuse and recycling while avoiding landfill.

Emissions Intensity	
Overall emissions intensity: ↓ 14.21%	
Capital goods: ↓ 13%	Waste: ↓ 96%
Natural gas: ↓ 50.8%	Water: ↓ 46.9%

Scopes 1, 2 and 3 (in tCO₂e)



Scope 3 Categories









Carbon Neutral Stays at room2

Every stay at room2 hometels is carbon neutral. To maintain this target, we use a combination of deep emissions reduction strategies and carbon offsetting.

Energy Reduction

To reduce reliance on grid consumption, we use a series of energy reduction strategies:

 Air Source or Ground Source Heat Pumps	 Rooftop Solar Panels
 Occupancy-enabled Lighting, Heating and Cooling	 Low Temperature Hot Water Systems
 Renewable Electricity	 Smart Meters and Building Management Systems

Carbon Per Night

To empower our guests to make informed choices, we're proud to share our carbon emissions per night's stay in our Green House Gas Report.

 **On average, our room2 hometels are 76% more sustainable than the average UK hotel.**

Carbon Offsetting

Our primary goal is to reduce emissions as much as possible. However, to maintain our carbon neutral operations we utilise carbon credits to offset residual emissions that cannot be eliminated. When selecting offsetting projects, our focus is on high-quality projects with robust internal tracking and long-term environmental and social benefits.



In 2024, we offset 74 tonnes of CO₂e from room2's Scope 1 and 2 emissions through Earthly's forest management and reforestation project in Ejido X-Hazil, Quintana Roo, Mexico. Certified under the Climate Action Reserve's Mexican Forest Protocol, the project spans nearly 55,000 hectares and focuses on carbon removal, native biodiversity and community empowerment.



Case Study: Lamington Serviced Apartments

In the UK, most of the buildings that will still exist in 2050 - around 80% - are already standing. Retrofitting this existing stock is essential to achieving net zero. Our Lamington Serviced Apartments (LSA) include Victorian-era properties. In 2024, we undertook a test retrofit project at one of our 10-unit serviced apartment properties to demonstrate the potential for low-carbon transformation within existing building stock.

The project involved replacing five individual gas boilers with a centralised air-source heat pump (ASHP) system, significantly improving heating efficiency while eliminating onsite fossil fuel use. To further reduce operational emissions, rooftop solar PV was installed to supply renewable electricity directly to the property. The retrofit was completed in August 2024, with performance data confirming a substantial reduction in carbon emissions and energy demand.

Retrofitting existing buildings like LSA is one of the most impactful actions we can take to reach net zero. The most sustainable buildings are the ones that already exist and by upgrading rather than rebuilding, we preserve embodied carbon and extend the lifespan of our assets.

“Net Zero is a cost. But the bigger cost is doing nothing. The earlier we act, the greater the return.”



*Stuart Godwin,
Managing Director,
Lamington Group*

Decarbonisation has Delivered:



£3,517
in annual energy savings



12,151
kgCO₂e annual carbon saved



~8,000
kWh annual renewable energy generated



9 year
estimated return on investment





Travel and Transport

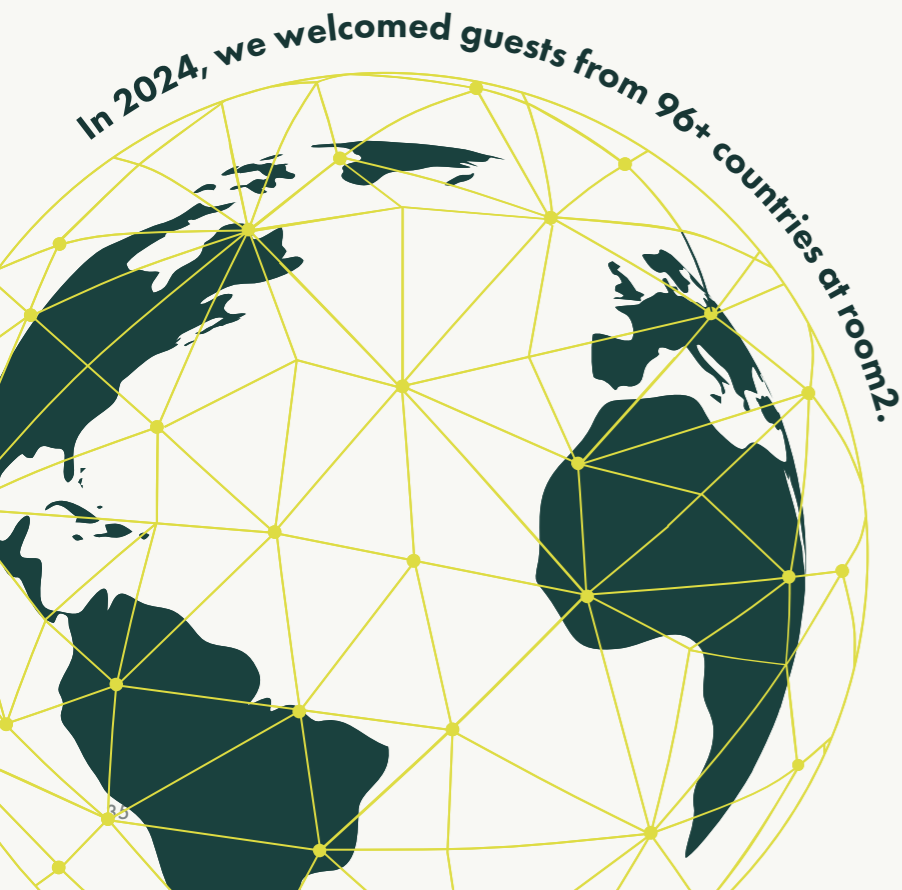
Transport accounts for approximately one-fifth of global carbon dioxide emissions. Promoting low-carbon travel options for guests and colleagues is a meaningful opportunity to reduce carbon emissions.

Promoting Sustainable Guest Travel

The number of international tourist arrivals is expected to reach 1.8 billion annually by 2030, according to the UN World Tourism Organisation. As travel demand increases, supporting a shift to low-carbon transportation is essential for reducing emissions across the tourism sector.

To promote more sustainable travel choices, we provide low-carbon travel guidance for every managed property. This information is shared with guests before their stay, helping them plan trips that prioritise walking, cycling, public transport, or lower-emission travel options, such as trains over air travel.

To strengthen our emissions reporting and support data-driven action, we also collect guest travel data to better understand how people reach our properties, enabling more accurate Scope 3 tracking and helping identify opportunities to support behaviour change across our value chain.



Minimising Commuting & Business Travel Impact

We reduce commuting emissions by encouraging active and low-carbon travel, supported by hybrid working and the Cycle to Work scheme. In 2024-25, we introduced CycleSaver, a new colleague benefit that provides access to tax-free e-bike passes through salary sacrifice, making sustainable commuting options more affordable and available.

Our London head office is well-connected to public transport, and we encourage virtual meetings to minimise unnecessary business travel. When needed, we prioritise trains or buses over cars or air, reserving flights only when no practical, low-emission option exists.



Sustainable Water

Reducing our water consumption and managing flood risk are crucial to minimising our carbon footprint and resource consumption, while also mitigating climate change-related risks to our assets.

Reducing Water Consumption

Our standard design specifications require all water fixtures to be aerated and flow-restricted, ensuring that we reduce water and energy usage while still providing guests with high-quality facilities.



32,809m³
water consumed (2004)



9 Olympic Swimming Pools water saved

water consumption reduction at room2.

Managing the Flood Risk of Our Portfolio

As global temperatures continue to rise, the likelihood of our properties being exposed to flood risk increases. We mitigate floods through blue roof technology and runoff attenuation tanks.

100%

of new developments fitted with a blue roof to mitigate flooding.

50,000 litres

of water can be stored on the roof at room2 Chiswick, releasing slowly after a storm event to mitigate local flooding.

Land and Nature

Since the Industrial Revolution, biodiversity and wildlife have faced significant decline. Protecting natural environments and enhancing biodiversity in cities is vital for improving air quality, cooling urban areas and sequestering carbon.

Adaptive Reuse

Nearly 80% of the buildings that will exist in 2050 are already built. At Lamington Group, we prioritise the acquisition of previously developed land and the adaptive reuse of underutilised or dilapidated buildings. This approach allows us to grow responsibly whilst avoiding the need to build on undeveloped greenfield sites and preserving valuable green space.

Enhancing Local Biodiversity

Biodiversity is declining at a rate faster than at any time in human history. At Lamington Group, we are committed to enhancing biodiversity and supporting conservation efforts both on our properties and in collaboration with our stakeholders.

Bees at room2 Chiswick

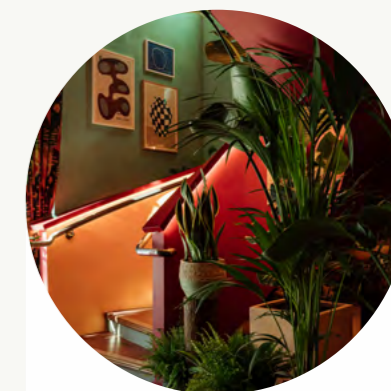
room2 Chiswick is home to around 37,500 bees, which contribute to local pollination and produce honey for the London Bee Company, benefiting both the environment and the local economy.



Green roofs and garden spaces



Bee colonies



Biophilic design and interior greenery

Zero Waste

The built environment and hospitality industry are resource-intensive. Reducing waste and maximising resource recovery are essential to lowering our environmental impact.

Zero Waste to Landfill at room2

We are committed to zero waste to landfill at room2 hometels. This means designing waste out from the outset, prioritising reduction and reuse and ensuring as little as possible ends up in landfill. Circular principles guide our approach, including eliminating single-use items and finding innovative ways to extend the use of materials.

70%

**WASTE WAS
DIVERTED FROM
LANDFILL**



at room2, over 5x better than the UK national average.

82%

**AT ROOM2
BELFAST**



setting a new benchmark for the portfolio.

100%

**REFILLABLE
TOILETRIES**



diverting an estimated 1.55 tonnes of plastic from landfill in 2024.

Composting on-site

is in place at room2 Chiswick, with food waste from Belfast and Southampton sent for anaerobic digestion.



Zero waste cocktails

at room2 bars repurpose citrus peels, coffee grounds and herbs, transforming what would be waste into creative ingredients.





Materials and Products

Resources drive nearly half of the world’s climate emissions and 90% of environmental degradation worldwide. Reducing natural resource consumption is therefore one of the most critical steps we can take to mitigate climate change.

Reducing Resource Consumption

At Lamington Group, our approach to materials and products is rooted in circularity, sustainability and longevity. Our five sustainable design principles guide the selection and procurement of materials and products.

Employed across the Group, our Sustainable Procurement Policy also holds us accountable and ensures that our suppliers share our commitment to environmental responsibility and ethical practice.

01

Choosing Natural

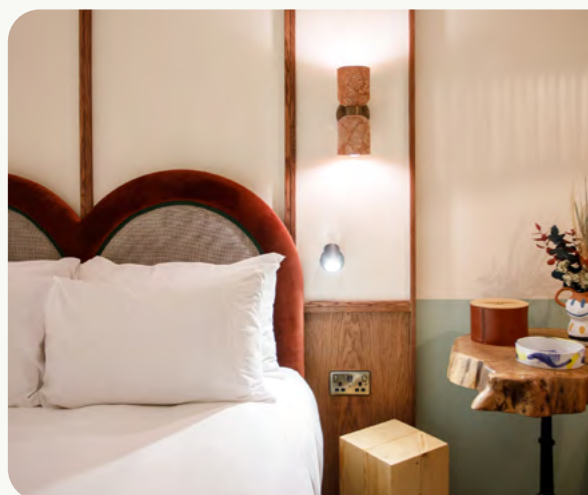
We favour materials that are renewable and non-toxic, such as wood, natural fibres, and clay-based products.



02

Prioritising Local

Wherever possible, we source from local and regional suppliers to reduce our transport emissions whilst also positively contributing to our local economy.



03

Timeless Spaces

We design for longevity, creating interiors that are durable and resistant to trends, reducing the need for future refurbishment.



04

For People

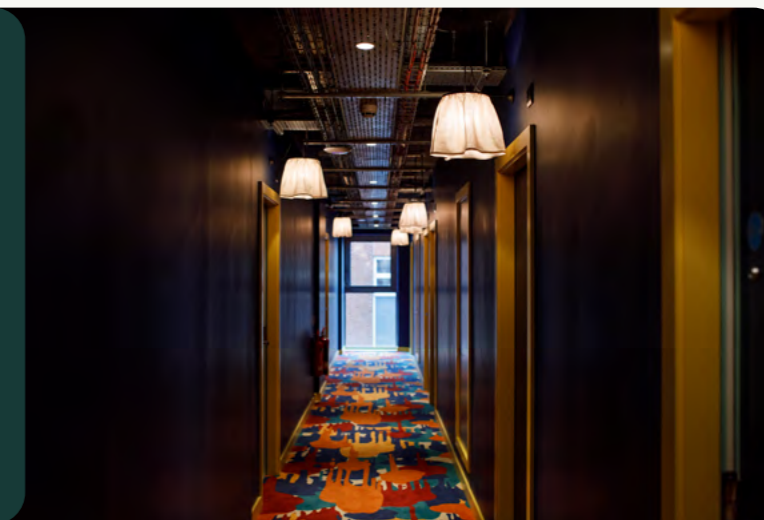
Every product choice considers the physical and mental well-being of guests and staff.



05

For Circularity

Choose up-cycled, circular materials and products that reduce waste and inspire.



Case Study: Circular Design Studio

At the end of 2024, we launched our in-house Circular Design Studio, dedicated to transforming waste from our hometels into new, purposeful products. Led by Josh Renouf, our Circular Design Manager, the studio explores innovative ways to close materials loops within our operations. By reimagining waste as a resource, the studio creates products that can be reintroduced into our properties.

Building on the success of circular design initiatives at room2 Belfast, the Studio has undertaken a comprehensive waste audit of our existing waste streams. It has begun prototyping products made from spent coffee grounds, including 3-in-1 bins for guest rooms and bits and bobs boxes.

As one of the first initiatives of its kind in the UK hospitality sector, the Circular Design Studio represents an ambitious and industry-leading approach to tackling waste at its source. Embedding circular thinking directly into our operations is transforming our approach and encouraging our teams to see waste as a valuable material for innovation and systemic change.

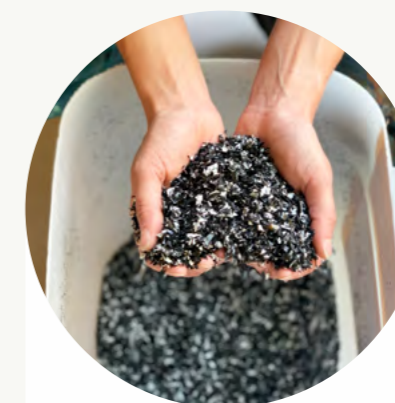
“Our ambition is to fully close the loop on hotel waste and build a financially viable model for circular design that makes sustainability tangible and engaging.”



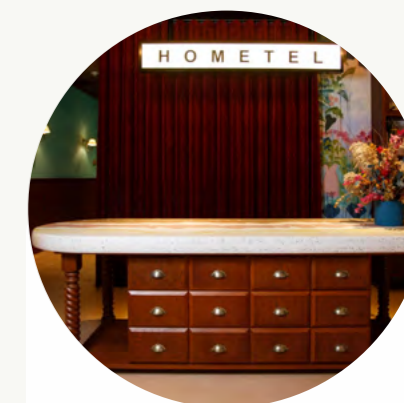
Josh Renouf,
Circular Design Manager



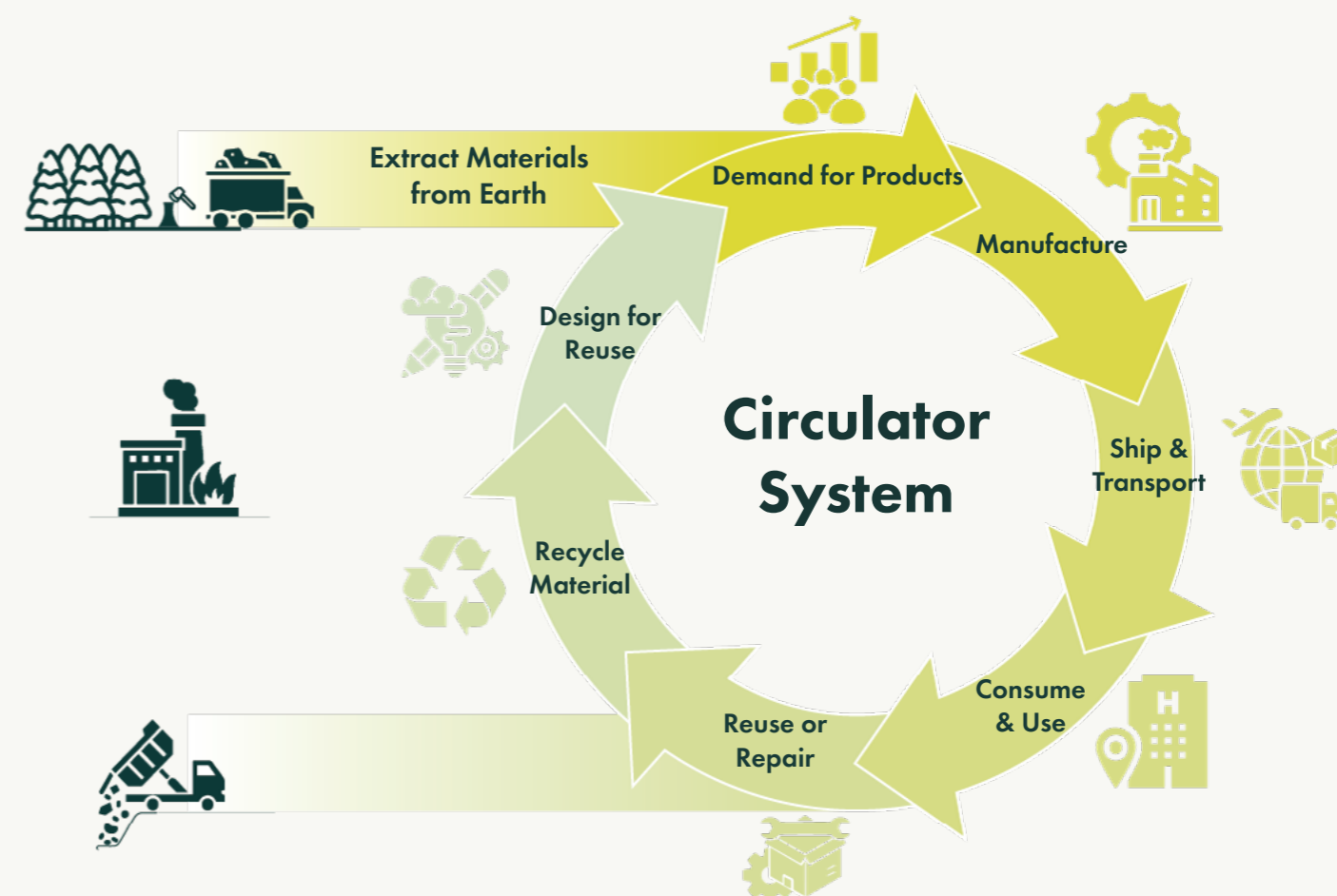
Plastics collected from our hometels



Plastics processed into printable material



Materials made into new products



PLACES

We are deeply committed to enriching the communities in which we operate. By prioritising local sourcing and thoughtful partnerships, we celebrate the character of each of our spaces with the support of the artists, makers and producers who bring it to life. Guided by One Planet Living principles **Culture and Community** and **Local and Sustainable Food**, we aim to create places that foster a sense of belonging and a strong connection to place.



“Our goal is to make every guest feel genuinely at home, and part of that is a connection to the place they’re in. Our spaces are filled with small touches and details that tell the story of the communities and people we engage with every day.”

Michelle Thomas,
Head of Experience





Culture and Community

At Lamington Group, we believe in investing in our communities. Our approach prioritises local businesses and celebrates the diverse voices of our cities.

Community Engagement and Events

At Lamington Group, we are committed to building strong relationships through local partnerships, events and sustainable initiatives.

156 live music events

featuring local independent artists



453

EVENTS INVITING OUR LOCAL COMMUNITIES INTO OUR HOTELS

held across our room2 hometels.

£11,000 + donated
to charities through in-kind giving

12 students

engaged on careers in hospitality



room2 Southampton

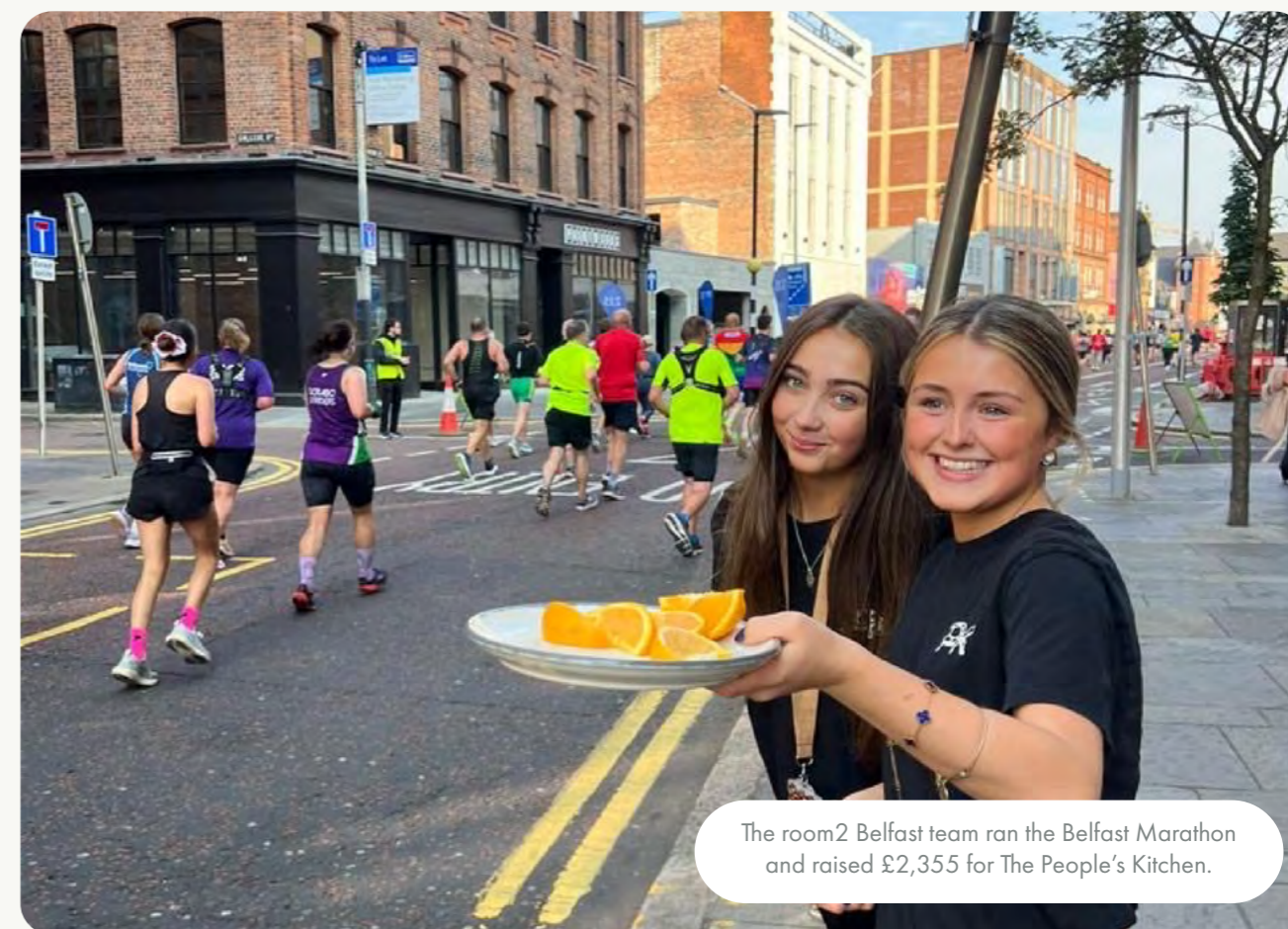
room2 Southampton hosted 167 free or subsidised spaces for the local community, supporting a wide range of social, cultural, and educational initiatives. Activities included weekly coffee mornings for the elderly and vulnerable, clothes swap afternoons promoting sustainable fashion and events designed to support skills development and career progression.

room2 Chiswick

room2 Chiswick has become a vibrant hub for community connection and local enterprise. During the year, we hosted 53 local events, welcoming our community, artists and entrepreneurs into our space. This included providing complimentary space for regular activities including calligraphy workshops, terrarium making sessions and knitting circles, as well as networking groups for new parents, local women entrepreneurs and more. In May 2024, room2 Chiswick proudly sponsored Chiswick Jazz, supporting local culture and bringing live music to the heart of our community.

room2 Belfast

room2 Belfast supported 11 charitable events benefitting our local community, including art initiatives by Theatre & Dance NI, Open Arts NI and Golden Thread Gallery as well as community support initiatives such as Northern Ireland Community Fund, Community NI, and MW Advocate. We also partnered with sustainability-focused organisations, hosting groups such as Titanic Denim Sustainable Solutions, and the B Corp Northern Ireland Group.



The room2 Belfast team ran the Belfast Marathon and raised £2,355 for The People's Kitchen.

Purpose-led Partnerships

By collaborating with regional suppliers and makers, we can invest in our local communities and ensure our operations contribute positively to their economic and social well-being.

Our 2024 partnerships included:

Who Gives a Crap

– Supplying 100% recycled and bamboo toilet paper, this certified B Corp donates 50% of its profits to build toilets and improve sanitation in developing countries.



Delphis Eco – A UK-based B Corp producing eco-friendly cleaning products made from renewable, plant-based ingredients in recycled packaging, helping to reduce chemical pollution and plastic waste.



Spared®

We partnered with Spared® to breathe new life into waste materials, including transforming plastic shampoo bottles into a statement reception desk. The collaboration aims to challenge the concept of waste within the hotel industry.



Dodds & Shute

Dodds & Shute, a sustainable and design-led company, supplied 90% of the furniture at room2 Belfast. They operate with a zero landfill policy by recycling production leftovers or sending them to energy recovery schemes. As a certified B Corp, they meet the highest standards for environmental, social, and governance performance.

room2 Belfast invites and celebrates Belfast’s rich artistic history. The homotel lobby includes a publicly accessible art gallery, showcasing local art work. Throughout the homotel, we have featured local artists and makers, bringing the city to life within our walls.



Alana McDowell

Alana McDowell is a Belfast born Illustrator and designer. Her beautiful freehand painted murals feature in several of the bedrooms in room2 Belfast.



Jamie Beard

A Northern Irish illustrator, Jamie’s work is rooted in social justice and Belfast’s LGBTQ+ community. Jamie was commissioned to create a surprise element within the bedroom wardrobes bringing the richness of Irish mythology and folklore to life.



Rebecca O’Doherty

Specialising in fine art paintings, Rebecca created a mural for the backdrop of our reception that captures the spirit of our homotel, inspired by her original ‘Sitting Room’ painting and the memories that build in a home over time.



Local and Sustainable Food

Our approach prioritises local small businesses and sustainable and ethical suppliers – nourishing people and the planet.

Championing Local and Ethical Food at Winnie’s Cafe and Bar

Food plays a vital role in both guest experiences and environmental impact. At room2, we’ve designed our approach to sustainable food to support healthy choices, local economies and a lower carbon footprint. Winnie’s Café and Bar offers a menu built around fresh, locally sourced, nutritious ingredients.



70%

MENU OPTIONS WERE VEGETARIAN

to reduce the carbon and resource intensity of our food



204,876

MEALS SERVED

across our properties (2004-2025)



“This year, we removed almond milk due to its high water consumption and environmental impact, and we continue to offer alternative milks at no additional charge”

Lindsay Conway,
Sustainability Projects Officer

Each room2 location features a curated selection of local beers, wines, and spirits to celebrate regional craftsmanship and reduce transport emissions associated with imported products. In 2024, we also strengthened our partnerships with additional regional suppliers, ensuring that our food and beverage offerings directly support local farmers, producers, and independent businesses.



Supporting Local Suppliers

Hoxton Bakehouse, Southampton

Artisan bakery supplying freshly baked bread and pastries made from locally milled flour and responsibly sourced ingredients.



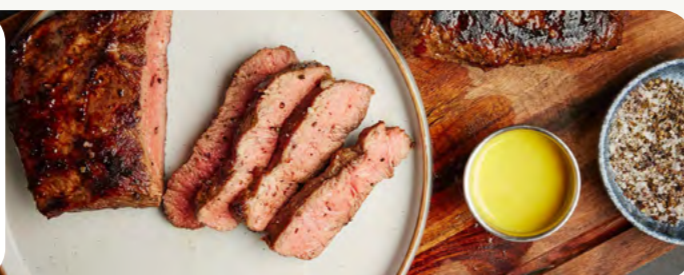
Sipsmith Gin and Vodka, London

Certified B Corp producing small-batch spirits using traditional methods, with a focus on quality craftsmanship and responsible sourcing.



Ethical Butcher, London

Works directly with regenerative UK farms to supply grass-fed meat with full traceability and a low environmental footprint.



Unity Brewing, Southampton

Southampton-based independent brewery crafting modern beers with sustainable practices and a strong community ethos.



Drayne's Dairy Farm, Belfast

Family-run farm producing fresh milk with a focus on animal welfare and local distribution.



Seaview Farm, Belfast

Small-scale, regenerative farm providing locally grown produce using low-impact farming methods that protect biodiversity.



Coffee and tea can carry significant environmental and ethical impacts. As they are the most widely consumed commodities in our hotels we have taken care to partner exclusively with suppliers who share our commitment to sustainability, fair trade and social responsibility.

New Forest Tea

Ethically sourced with fully compostable packaging designed to leave no trace.



Sea Dog Coffee

A local, small-batch UK roaster donating 10% of profits to charities supporting retired military dogs.



Bailies Coffee

Works directly with farmers to promote sustainable farming practices.



Clipper Tea

100% Fairtrade and organic, using biodegradable, unbleached tea bags and sustainable packaging.



Big Tea

An independent, ethically minded brand that reduces microplastic waste and supports fairly paid growers.



GOVERNANCE



Lamington Group's Board
at room2 Belfast

Governance

Reporting

We voluntarily publish annual Sustainability and GHG Emissions Reports. Guided by our Net Zero Carbon Roadmap and One Planet Living Strategy, we believe that transparency drives accountability, and accountability drives change.

Our GHG reporting follows the Greenhouse Gas Protocol (GHG), developed by the World Resources Institute and the World Business Council for Sustainable Development. All data has been prepared in accordance with ISO 14064-1:2018 and verified by the British Standards Institution (BSI) to reasonable assurance and 10% materiality, excluding guest travel emissions.

Data is collected in collaboration with department heads and tracked monthly by our Sustainability Team through our internal One Planet Living reporting framework, ensuring accuracy and consistency.

Board of Directors

In 2024, Lamington Group appointed a new Board of Directors, led by six industry leaders, including the company's founding Godwin family. The addition of three Non-Executive Directors brings a wealth of specialist expertise to strengthen governance, strategic decision-making and sustainable growth.



Merzak Kaddour, co-founder of Locke, has over two decades of experience in hospitality and finance, with deep insight into investment strategies. Robert Ryan offers extensive knowledge in property development and management across hotels, serviced apartments and offices. Ufi Ibrahim, CEO of the Energy & Environment Alliance (EEA), brings valuable sustainability expertise. Together, their combined skills have enhanced the Board's capability and reinforced confidence among stakeholders.

Training and Upskilling on Sustainability

In 2024, we expanded our Sustainability team with three new sustainability specialists, strengthening our in-house expertise and deepening our focus on circular design and low-carbon operations. This included the appointment of a Circular Design Manager, leading innovation in waste reduction and material reuse through our new Circular Design Studio; a Sustainability Engineer, dedicated to decarbonising our existing building portfolio and improving operational performance across our assets; and a Sustainability Communications Officer to support thought leadership within our industry.

Our Sustainability team continues to lead upskilling in sustainability across the organisation through Team Planet sessions, in-person training, and engagement in sustainability projects.

Next Steps

Looking ahead to 2025-26, we will continue strengthening the governance frameworks that underpin our sustainability commitments. Key priorities include:

- 01** **Updating our Net Zero Roadmap and One Planet Living Strategy** to reflect progress made, align with the latest industry standards, and support the needs of our growing portfolio.
- 02** **Integrating AI to enhance sustainability performance**, including improving the speed, accuracy and efficiency of data collection, monitoring and reporting across our operations.
- 03** **Advancing our circular design studio**, taking innovative steps to repurpose hotel waste into new products and materials that support our circularity goals.

With continued collaboration and a focus on improvement, we will continue to design, build and operate sustainable and meaningful spaces that connect people, communities and the planet. Thank you to our colleagues, partners and stakeholders for your ongoing support.

Awards and Recognition

Serviced Apartment Awards 2022, 2023 & 2024

Sustainability Award, Outstanding Achievement Award, Interior Design Award

Business Travel Awards Europe 2024

Achievement in Sustainability – Accommodation Provider

West London Business Awards 2023

West London Company of the Year

The Caterer Best Places to Work in Hospitality 2022

Top 30 Best Places to Work in Hospitality

Southampton Region Hoteliers Association Hospitality Awards 2024

Team of the Year – room2 Southampton

Community Award – room2 Southampton

Marie Claire Sustainability Awards 2024

Best National Sustainable Hotel | Travel & Leisure category – National Group Winner

HSMAI Europe Awards 2025

Sustainability Award – room2 Belfast

The Brit List Awards 2024

The Eco Award – room2 Belfast

Green ‘Race to Zero’ Business of the Year

Mix Interiors Awards 2024

Project of the Year | Hotel Interiors – room2 Belfast

Estate Gazette Awards 2023

Sustainability Award



Memberships and Alignments

We actively collaborate with leading industry groups and climate initiatives to accelerate progress, share knowledge and align our actions with the collective efforts of the real estate development and hospitality sectors.

Certifications



B Corp

As a certified B Corp, Lamington Group is part of a community of businesses using profit as a force for good. This certification formalises our commitment to people and planet, ensuring that our decisions create positive outcomes for our employees, guests, communities and the environment.



Living Wage Employer

As an accredited Living Wage Employer, Lamington Group is committed to paying all directly employed staff and regular third-party contractors a wage that reflects the actual cost of living.



Green Tourism Certification

Gold achieved for room2 Belfast, Chiswick, Southampton, Hammersmith and Missionworks (Green Meetings)

Green Tourism is the UK's leading sustainability certification specifically for the hospitality and tourism sector. The certification independently verifies our commitment to sustainable hospitality and benchmarks our performance against industry best practice.



Greenage ECOsmart Platinum Certification

Platinum certification for room2 Belfast and Chiswick

We have obtained EcoSmart Platinum – the highest rating awarded by Greengage, recognising outstanding sustainability practices in the hospitality and travel sector.



BREEAM Excellent

Excellent rating awarded to room2 Chiswick

BREEAM is the world's leading building-level sustainability certification, assessing the environmental performance of the built environment. We have committed to obtaining BREEAM Excellent rating on our properties.

Memberships



The Energy and Environment Alliance

Aiming to help hotels and other hospitality businesses tackle the challenge of climate change, Lamington Group is proud to sit on the Energy and Environment Alliance Advisory Board and be a driver for Alliance's strategic direction and operational performance.



UK Green Building Council (GBC)

Lamington Group is a proud member of the UKGBC, a membership led industry network transforming the sustainability of the built environment.

Alignments



The Climate Pledge

As a member of the Climate Pledge, we have committed to the goal to be net zero before 2040. This includes measuring and reporting greenhouse gas emissions on an annual basis, implementing decarbonisation strategies in line with the Paris Agreement.



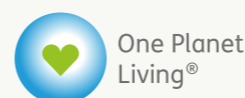
The Glasgow Declaration

Lamington Group annually reports on our progress to the Glasgow Declaration, which acts as a catalyst to accelerate climate action in tourism and halve emissions over the next decade, as well as reach Net Zero emissions before 2050.



Race 2 Zero

In 2022, we joined this global campaign along with over 5,000 other businesses to take immediate action to halve global emissions by 2030 and deliver a healthier, fairer, zero carbon world.



One Planet Living

Developed by Bioregional, One Planet Living is a sustainability framework built around ten principles. It is embedded into our organisation through a detailed framework, KPIs and metrics that are reported quarterly.

People. Places. Planet.

Get in touch

Thank you for reading our report. We'd love to hear your feedback or to partner with you.

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