

# Le Manoir aux Quat'Saisons SUSTAINABILITY & ENERGY POLICY

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Owner: Global Head of Environment and Social Impact

**BELMOND**

**LE MANOIR AUX QUAT'SAISONS**  
**SUSTAINABILITY & ENERGY POLICY**

Le Manoir aux Quat'Saisons: where gastronomy, gardens and culture come alive, and where we engage guests with more responsible eating, drinking and being, year-round. This scope statement supports Le Manoir's continued commitment to EarthCheck certification and alignment with the Michelin Green Star, during a pivotal year of transformation.

A 15th-century manor set in exceptional rural surroundings in Great Milton, South Oxfordshire, Le Manoir is undergoing a significant period of closure and refurbishment throughout 2026. This programme represents a strategic evolution of the property into a leading culinary destination, bringing together a world-class gastronomic restaurant alongside a more accessible bistro concept. Both will be rooted in the same philosophy: garden-to-plate dining, seasonality, and responsible sourcing.

While operational activity is temporarily reduced, this period is being actively used to embed sustainability into the fabric of the estate, infrastructure, and future guest experience. The scope of EarthCheck assessment therefore includes refurbishment activities, estate management, procurement decisions, and the continued stewardship of the gardens and grounds.

Le Manoir's sustainability philosophy remains deeply rooted in its founding principles. Established under the vision of Chef-Patron Raymond Blanc, the property has long championed seasonality, low food miles, and a close connection between garden and kitchen.

In 2026, Le Manoir enters a new chapter in its culinary leadership with the appointment of Chef Arnaud Donckele. While leadership evolves, the core ethos of the property remains unchanged. The principles of "Garden Gastronomy," respect for nature, and responsible sourcing continue to form the foundation of both the culinary direction and wider operational culture. This transition represents an evolution rather than a departure — building on an established philosophy while bringing renewed energy and perspective to the next phase of development.

Sustainability remains central to the identity of Le Manoir. In partnership with Belmond, the property continues to champion a low food-mile, seasonal approach that celebrates produce grown on-site and within the local area. This philosophy will be further strengthened in 2026 through enhanced integration of the kitchen, gardens, and wider estate.

A key focus for 2026 is the development of an expanded sustainability profile across three core pillars:

Le Manoir is advancing its "Second Life Project," a comprehensive initiative focused on circular resource use. This includes the repurposing of garden surplus into preserves, ferments and secondary products, alongside the transformation of organic waste through

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on-site composting and soil regeneration systems. In parallel, the refurbishment programme provides a significant opportunity to reuse and upcycle furniture, fixtures and equipment, extending asset life and reducing waste. This approach reinforces a zero-waste ambition and positions the property as a leader in circular hospitality practices.

The estate's historic gardens, orchards and ponds—some dating back to the 12th and early 13th centuries—are being further enhanced to support biodiversity. Initiatives include habitat creation and protection, strengthening pollinator pathways, and the continued custodianship of listed landscapes within the Great Milton Conservation Area. Le Manoir recognises its responsibility as a steward of both natural and cultural heritage, ensuring the long-term resilience of its ecosystem.

In 2026, the property is deepening its engagement with local stakeholders to better understand and protect the regional water table and surrounding ecosystems. This includes responsible borehole water management for irrigation, collaboration with local landowners, farmers and environmental groups, and the implementation of improved monitoring systems to reduce overall water consumption. These actions reflect a commitment to place-based environmental stewardship.

Beyond environmental performance, Le Manoir remains committed to its role within the local community. Even during closure, the property continues to support local suppliers, contribute to regional initiatives, and provide opportunities for education and skills development in sustainable hospitality.

Le Manoir continues to be a place of mentorship, training and innovation. The 2026 refurbishment period is being used to further embed sustainability into operational culture, ensuring that upon reopening, the property delivers enhanced environmental performance, stronger community integration, and a more immersive guest experience rooted in responsible luxury.

Le Manoir aux Quat'Saisons remains dedicated to continuous improvement, using this transformative year not as a pause, but as an opportunity to redefine what sustainable gastronomy and hospitality can achieve.

We recognise that the environmental and social impact of these business operations needs to be carefully managed. All Belmond branded operations are covered in this policy's scope, including food and beverage sourcing, textiles and furniture, and guest experiences on-site (e.g. spas.) This policy does not extend to off-property experiences and excursions, or to how guests travel to and from our properties. We are committed to engaging guests with our sustainability journey and efforts. We invite them to discover a new pace of travel as they

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savour their time, engage with local culture, and connect with the nature and people around them.

Our committed approach to sustainable tourism is based on three pillars:

## 1. GASTRONOMY

Our ambition is to reduce our impact on food and beverage value chains while encouraging positive changes in the culinary ecosystem.

**WE COMMIT TO:**

- focus on sourcing local products with better traceability and increase vegetarian/vegan options;
- design our rations to minimise food waste and close the cycle through composting;
- partnering with suppliers and farmers who source ingredients responsibly<sup>1</sup> and minimize the use of plastics;
- Champion best practices for energy, waste and water management in our kitchens.

## 2. HABITAT

Our ambition is to reduce our dependence on resources while protecting and enriching the natural habitat around us.

**WE COMMIT TO:**

- improve energy efficiency;
- obtaining energy from renewable sources;
- to manage water that preserves and maintains its quality;
- managing waste by increasing recycling and resource efficiency;
- protect and enhance biodiversity in the area;
- regenerate the natural habitat on the property;<sup>2</sup>
- Traceable furniture and textiles that are ethically and sustainably sourced.

## 3. PEOPLE

Our ambition is to foster a safe and inclusive environment for all. We partner with and support our teams, supply chain partners, and local communities to help them thrive.

**OUR COMMITMENTS TO THE BELMOND TEAM ARE AS FOLLOWS:**

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<sup>1</sup> Detailed guidance provided by Belmond Purchasing Policy V3 2026, including confidential guidance on raw materials such as meat, dairy, eggs, fish, seafood, coffee and cocoa.

<sup>2</sup> For non-food aspects

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- Constantly review our Health and Safety procedures to ensure they are the best they can be, in order to protect everyone who works with or for us
- Offer a fair or commensurate wage to all direct employees, in line with the guidelines of the Fair Wage Network
- Ensure team well-being with a comprehensive set of benefits
- Provide access to the confidential "Speak Up" hotline to our team and to the LVMH "Alert" line to our team and external stakeholders, including our suppliers and guests
- Always show respect and support for one another, organizing learning through appropriate training and promoting trust
- Maximising local employment to support the communities in which we operate

**OUR COMMITMENTS TO LOCAL COMMUNITIES ARE AS FOLLOWS:**

- Source products and services locally wherever possible, in accordance with fair trade principles
- Ensure that our suppliers abide by LVMH's labor standards and social responsibilities in our Code of Conduct for Suppliers and Business Partners
- To make it easy for our teams to share their knowledge and skills through volunteering activities, helping people in the local community reach their full potential
- Continue to collaborate closely with trusted partners for all of our community engagement efforts

We commit to raising awareness amongst our teams, suppliers, and business partners about our sustainability initiatives. We will involve them in practical training sessions and provide them with regular and relevant newsletters, ensuring they understand and respect our commitments and values. Although this policy does not extend to how guests travel to or from our destinations or off-property excursions and experiences, we will encourage activations on-property to inspire guest engagement with our sustainability journey and efforts.

We diligently adhere to general global guidelines to ensure consistency and alignment with our sustainability goals. At the same time, we recognize the unique challenges and opportunities that present themselves at Le Manoir. Therefore, we develop our own action plans and roadmaps tailored to our specific contexts. This approach allows us to implement effective and innovative solutions that contribute to our collective mission of sustainability. Combining global standards with localized initiatives, we strive to make a meaningful impact on the environment and the communities we serve.

We commit to continual improvement measured by an annual external benchmarking assessment via the EarthCheck Certified programme, which provides tools and indicators to help our team minimise our environmental footprint and be accountable for our actions. As

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a member of the LVMH Group, we align with their sustainability reporting protocols, which are also independently audited.

Belmond complies with all applicable laws and respects the regulations of the countries in which we operate.

We commit to reviewing this policy annually so that we may track our improvements and set yearly targets. We commit to ensuring our policy is shared with all appropriate stakeholders, including but not limited to guests, teams and suppliers and local authorities.

Our commitment is protected by our General Manager, Senior Leadership Team and the Green Team.

Niall Kingston  
General Manager



05 May 2026

| APPROVAL DATE:                                                                 | EFFECTIVE DATE:                  | DATE OF NEXT REVISION:                                        |
|--------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------|
| March 3 <sup>rd</sup> , 2026                                                   | March 2026                       | March 2026                                                    |
| VERSION:                                                                       | DIVISION:                        | AUTHORITY:                                                    |
| 4.0 (March 2026)<br>3.0 (March 2025)<br>2.0 (March 2024)<br>1.0 (January 2023) | Trains and Cruises               | General Manager                                               |
| POLICY OWNER:                                                                  | CONTACT:                         | ASSOCIATED POLICIES AND GUIDANCE:                             |
| Global Head of Environment and Social Impact                                   | Carmel McQuaid<br>Alison Gubbins | Sustainable Procurement Policy<br>Community Engagement Policy |

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