

BELMOND CORPORATE SUSTAINABILITY & ENERGY POLICY

Belmond offers incomparable travel experiences across 47 properties spread across 28 countries and territories, and approximately 150 restaurants and bars. We recognise that the environmental and social impact of these business operations needs to be carefully managed. All Belmond operations (owned or joint venture) are 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 how guests travel or off property experiences and excursions. We will be committed to enabling guests to engage with our sustainability journey and efforts. .

We are therefore committed to the principles of sustainable tourism. Our approach is based on 3 pillars.

1. Habitat

Our ambition is to reduce our reliance on resources and protect & enrich surrounding natural habitat.

We are committed to protect the environment and drive positive change through:

- Improving energy efficiency
- Renewable energy sourcing
- Water stewardship – to conserve and maintain quality of water
- Waste management - to increase recycling and improve resource efficiency
- Protecting and enhancing biodiversity on site
- Natural habitat regeneration on property¹
- Sustainably and ethically sourced, traceable furniture & textiles

2. Gastronomy

Our ambition is to reduce our impact on food & beverage value chain while driving positive change in the ecosystem.

Our commitment by 2030 is to:

- Focus on local² sourcing with improved traceability and increased plant-based options
- Design our serving to minimize food waste and close the loop with composting
- Partner with our suppliers and farmers for sensitive³ and regenerative sourcing⁴ for key ingredients and minimize plastics usage
- Champion best practices for energy, waste, and water management in our kitchens

3. People

Our ambition is to partner with and support our team, supply chain partners and local communities to thrive.

Our commitments to the Belmond team:

- Constantly reviewing our Health and Safety procedures to ensure they are best in class, for the protection of all who work for or with us
- Provide national living / fair wage for all direct employees in line with Fair Wage Network guidance by 2027
- Ensure team wellbeing with a comprehensive set of benefits
- Provide access to Belmond's confidential 'Speak Up' line to our team and LVMH 'Alert'

¹ For non-food bearing areas

² For more than 50% of our perishables & animal products within the same country or 100miles where applicable

³ Embed a sensitive raw materials guideline for animal welfare, zero deforestation, and endangered species for beef, fresh dairy, eggs, fish & seafood, coffee and cocoa

⁴ 50% of fruits & vegetables for regenerative agriculture in selected products; sensitive raw materials guideline for beef, dairy, eggs, fish & seafood, coffee, and cocoa.

- Line to our team and external stakeholders, including our suppliers and guests
- o Always demonstrate respect and support for each other and our teams, organising learning through proper training and promoting confidence
- o Maximise local employment to support our communities where we operate.

Our commitments to the local community:

- o Wherever possible, products and services will be sourced locally or sustainably in accordance with fair trade principles.
- o Ensure that our suppliers abide by the LVMH labour standards and social responsibilities in our Supplier Code of Conduct
- o Continue our close collaboration with trusted partners for all our community engagement efforts

We commit to raising awareness amongst our team, suppliers, and business partners about our sustainability initiatives by involving them in practical training sessions and informing them through regular and relevant newsletters, ensuring they understand and respect our commitment and values. Although this policy does not extend to how guests travel to or from our destinations or offsite excursions and experiences, we will encourage activations on property to enable guests to engage with our sustainability journey and efforts.

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

Belmond complies with all applicable legislation and respects the legislation 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 CEO and Senior Leadership Team

01 March 2024

Approved & signed by



Dan Ruff

CEO



Carmel McQuaid

Head of Environmental and Social Impact