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MONASTERIO, A BELMOND HOTEL SUSTAINABILITY & ENERGY POLICY

Version: 4.0
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Owner: Global Head of Environment and Social Impact

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Monasterio, A Belmond Hotel, It's in itself a museum, Cultural Heritage of the Nation, protected by Unesco World Heritage Site and an iconic landmark of Cusco. Is a former Monastery from the 16th century, with the most exclusive Cusquenian Art School Collection. Monasterio has 117 rooms ranging from 23m2 to 50 m2. The property also includes two restaurants "Oqre" from breakfast, lunch and dinner and "El Tupay", the fine dining restaurant. One chapel called "Capilla de San Antonio", a lobby bar, two spa treatment rooms and three patios, the main courtyard gather by our 300 -year-old Andean Cedar.

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 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[1] 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;

[1] 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.

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- regenerate the natural habitat on the property;[2]
- 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:

- 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 Cusco. 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.

[2] For non-food aspects

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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 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 Area General Manager, Senior Leadership Team and the Green Team.

Michael Leitao
MICHAEL LEITAO
Area General Manager

APPROVAL DATE:	EFFECTIVE DATE:	DATE OF NEXT REVISION:
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POLICY OWNER:	**CONTACT:**	**ASSOCIATED POLICIES AND GUIDANCE:**
Global Head of Environment and Social Impact	Carmel McQuaid Alison Gubbins	Sustainable Procurement Policy Community Engagement Policy

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