



STAYING
SUSTAINABLE

ACTING NOW FOR
A SUSTAINABLE FUTURE

DE VERE

DE VERE ESG UPDATE 2024

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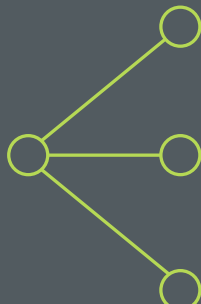
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INTRODUCTION

I AM DELIGHTED TO PRESENT OUR ESG REPORT (ENVIRONMENTAL, SOCIAL, AND GOVERNANCE), HIGHLIGHTING THE PROGRESS WE HAVE MADE IN ADVANCING SUSTAINABILITY ACROSS OUR ORGANISATION.

At De Vere, we recognise the importance of integrating ESG principles into our business and I am immensely proud of the dedication and commitment demonstrated by our colleagues to drive positive change.

Over the past year, we have worked tirelessly to strengthen our ESG framework aligning our strategic vision with our core values. From the boardroom to our hotels and venues, sustainability has been at the forefront of our decision-making process; guiding our actions and initiatives every step of the way.

Under the leadership of our board and ESG Steering Committee we have agreed science-based targets, set a number of sustainability goals, and implemented strategic initiatives in order to achieve them. From

reducing our environmental footprint to developing inclusive workplaces and supporting our local communities, our ESG efforts have touched every aspect of the business.

At an operational level, our Hotel General Managers and dedicated Green Teams have been instrumental in driving sustainability initiatives within their respective locations. Through their passion and commitment, they have embraced initiatives to reduce waste and promote environmentally-friendly practices. Many colleagues have worked hard to support local charities and communities, nurturing meaningful partnerships and making a positive impact through volunteering and fundraising.

As we reflect on the past year, I am incredibly proud of the progress we've made and the impact we have had. However, our journey is far from over. Looking ahead, we remain committed to furthering our ESG efforts, continuously improving our sustainability performance, and creating a brighter, more sustainable future for our organisation and the communities we work alongside.

Together, we recognise that this is an ongoing journey, and we remain committed to striving for positive change every step of the way.



LAURIE NICOL, CO-CEO



FOR US, SUSTAINABILITY IS A BIG RESPONSIBILITY.

That's why we're making changes today to reduce our environmental footprint tomorrow.



EXECUTIVE SUMMARY

THE CLIMATE CHANGE MOVEMENT HAS NEVER BEEN MORE IMPORTANT, WITHIN THE HOSPITALITY INDUSTRY AND BEYOND.

At De Vere, our commitment to sustainability extends through our work with consultants, environmental experts and local communities. We are proud to join other top global companies in supporting the UN Sustainable Development Goals (SDGs). Our operations can influence all 17 SDGs, and we are determined to find new ways to make a positive difference.



We are committed to achieving sustainability through measurable and impactful actions so we've set a target under the Science Based Targets initiative (SBTi), with our baseline year being 2019. Our ultimate goal is to reach Net Zero by 2050. However, to align with the Paris Agreement, we're focusing on significant emissions reductions between now and 2035.

Up to 2022, we've made solid progress towards our 2035 target path. Currently, our targets cover Scope 1 and 2 emissions. Whilst we haven't yet set targets for Scope 3 emissions yet, we are continually evaluating our approach.

De Vere Grand Connaught Rooms
Central London, Covent Garden

De Vere Beaumont Estate
West M25, Windsor

De Vere Horsley Estate
South West M25, East Horsley

De Vere Latimer Estate
North West M25, Chesham

De Vere Cotswold Water Park
near M4 and M5, Cotswolds

De Vere Tortworth Court
M5 Corridor, Bristol

De Vere Wokefield Estate
M4 Corridor, Reading

De Vere Cranage Estate
M6 Corridor, South Manchester



AT A GLANCE:

8 LOCATIONS

1,870 BEDROOMS

260 MEETING ROOMS

1,868 COLLEAGUES

450+ ACRES

30 LAKES & PONDS

COMMITMENT TO
NET ZERO BY 2050

ESG OVERSIGHT

FOR US, SUSTAINABILITY ISN'T JUST A CORPORATE INITIATIVE; IT'S NOW PART OF OUR DNA.

From our dedicated Hotel Green Teams to our Board Members, every level of our organisation is committed to advancing our ESG principles. Our governance structure serves as the framework for our sustainability efforts, guiding our actions and decisions as we strive to make a positive impact on the planet and the communities we serve.

However, we recognise that the journey towards sustainability is ongoing. That's why we're continually evaluating and enhancing our ESG initiatives to ensure they align with the latest best practices and emerging standards. This ongoing assessment allows us to identify new opportunities for improvement and to expand our efforts in areas where we can make the most impact.

Whether it's through the adoption of innovative technologies, the development of new partnerships, or the refinement of our existing practices, we are committed to evolving our approach. By continually broadening the scope of our ESG efforts, we're ensuring that sustainability remains at the core of everything we do.



CHAMPIONING ESG

2024 SAW THE APPOINTMENT OF PATRICIA NEAL AS OUR GROUP ESG AMBASSADOR; A NEWLY CREATED ROLE DEDICATED TO DEVELOPING OUR COMMITMENT TO SUSTAINABILITY.

With a passion for environmental and social responsibility and over thirty years' service at De Vere Patricia brings a wealth of expertise to our team. As ESG Ambassador, Patricia, will lead our efforts to integrate sustainable practices across all aspects of our operations, championing initiatives that drive positive environmental, social, and governance outcomes. Patricia is working closely with property Green Teams focusing on training and culture and is delivering a series of roadshows across all locations aimed at engaging colleagues and promoting best practice. These roadshows will provide valuable training and inspire our teams to integrate sustainable practices into their daily operations. We are excited to have Patricia on board in her new capacity and look forward to the positive impact we will achieve together.

THERE IS OPPORTUNITY TO MAKE POSITIVE CHANGES FOR THE GOOD OF FUTURE GENERATIONS. I FEEL VERY HONOURED TO BE PART OF DE VERE'S SUSTAINABILITY JOURNEY WHICH WE'RE APPROACHING WITH ENTHUSIASM"

Patricia Neal
Group ESG Ambassador



MISSION, VISION AND VALUES

MISSION

To put heart and soul into meetings, events and every hospitality moment.

VISION

Through our inspired people, rich history and local culture, we bring heart and soul to every experience. All with one simple goal: to make every moment memorable.



VALUES



HEART & SOUL

People are our passion. Whether it's our guests, colleagues, or the local community, we care deeply about the time we spend with them.

This commitment extends to our ESG efforts, where we prioritise the wellbeing of everyone. By supporting local initiatives and investing in the communities where we operate, we ensure that our impact is as positive and meaningful as the connections we build.



VALUED RELATIONSHIPS

We inspire our people to build genuine relationships with colleagues, guests, and suppliers alike.

Our ESG principles are at the heart of these relationships, fostering trust and transparency in everything we do. By partnering with ethical suppliers, promoting diversity and inclusion, and encouraging sustainable practices, we create a network of relationships that not only support our business but also contribute to a more responsible world.



INTUITIVE APPROACH

We always take the initiative and continuously strive to enrich the experiences we provide. Ultimately this means we aim to exceed our guests' expectations.

By proactively seeking out innovative solutions and adopting environmentally friendly practices, we ensure that our guests enjoy exceptional experiences that are also mindful of the world's limited resources.



EVERY DETAIL CONSIDERED

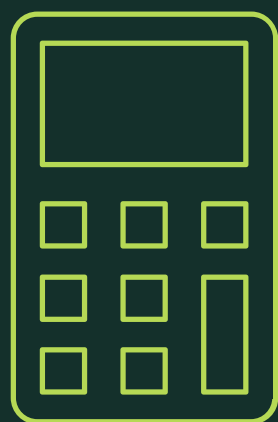
We put all our passion into getting things just right, which is why we pay attention to the thoughtful details that create memorable moments.

This meticulous approach extends to our ESG efforts. We carefully consider the environmental and social impact of every decision we make; from reducing waste and conserving energy to supporting charities and using sustainable materials.

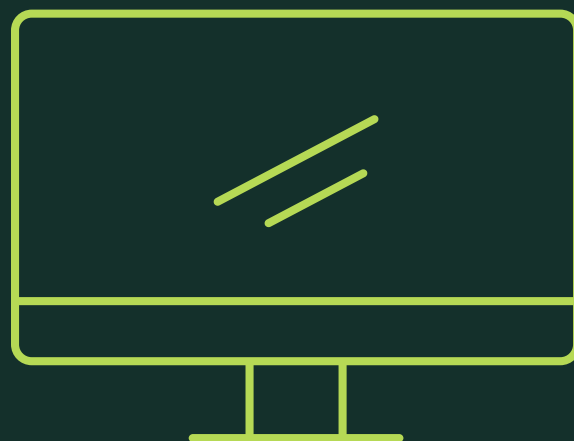
KEY HIGHLIGHTS



COMMITMENT TO NET ZERO
BY 2050



LAUNCHED EVENTS CARBON CALCULATOR
WITH UK B CORP SKOOTECO



IMPROVED ESG DATA
COLLECTION AND ANALYSIS
ACROSS ALL SITES



8
FOODBANKS
BENEFITTING FROM
REGULAR DONATIONS



100%

SITES USING 100%
RENEWABLE
ELECTRICITY



100%

SITES WITH ELECTRIC
CAR-CHARGING
STATIONS



30%

CARBON REDUCTION
ACROSS ALL SITES
SINCE 2019
(AT YEAR END 2023)



2000

VOLUNTEERING
HOURS PLEDGED
PER ANNUM



100%

WASTE DIVERTED
FROM LANDFILL



100%

IACC GREENSTAR
ACCREDITATION

AMBITIOUS CORPORATE CLIMATE ACTION



At De Vere we recognise the urgent need to address climate change and mitigate its impact. That's why we have committed to setting science-based targets to reduce our greenhouse gas emissions in line with the latest climate science. Through rigorous analysis and collaboration with experts, we have established goals to limit our carbon footprint and contribute to global efforts to limit global warming. By aligning our targets with the latest climate science, we are not only demonstrating our commitment to environmental stewardship but also positioning ourselves for long-term sustainability and resilience.



THE NET-ZERO STANDARD GIVES COMPANIES A CLEAR BLUEPRINT ON HOW TO BRING THEIR NET-ZERO PLANS IN LINE WITH THE SCIENCE, WHICH IS NON-NEGOTIABLE IN THIS DECISIVE DECADE FOR CLIMATE ACTION. BECAUSE WE ARE RUNNING OUT OF TIME.”

Johan Rockström

Director of the Potsdam Institute for Climate Impact Research (PIK)



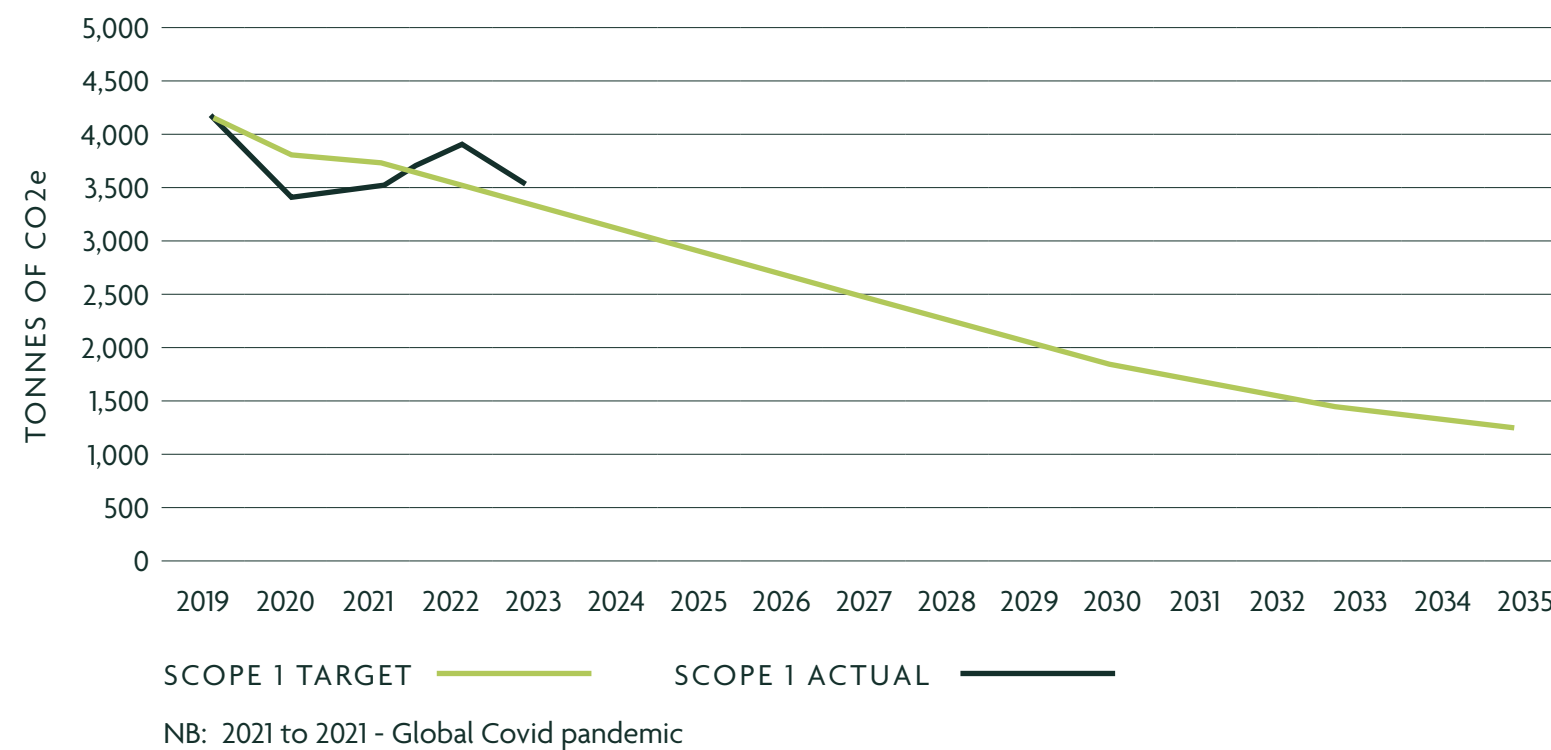
WE'RE COMMITTED TO ACHIEVING SUSTAINABILITY THROUGH MEASURABLE AND IMPACTFUL ACTIONS SO WE'VE SET A TARGET UNDER THE SCIENCE-BASED TARGETS INITIATIVE (SBTI), WITH OUR BASELINE YEAR BEING 2019.

Our ultimate goal is to reach Net Zero by 2050. However, to align with the Paris Agreement, we're focusing on significant emissions reductions between now and 2035.

COMMITTED TO NET ZERO BY

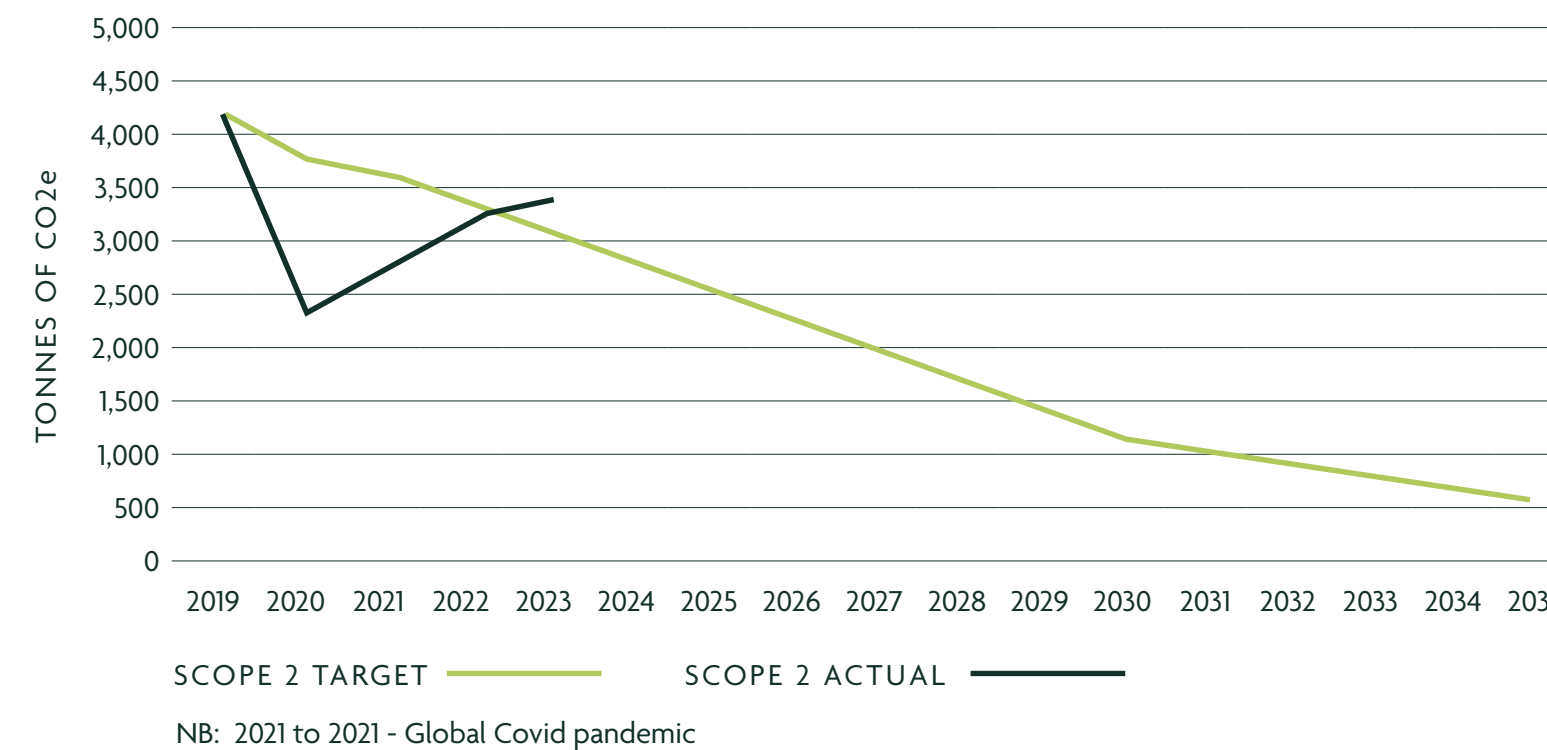
2050

DE VERE SCOPE 1 EMISSIONS



We've set ourselves ambitious Science-Based Targets, but we believe that with the right partnerships and focused efforts, we can achieve them. We're focused on reducing our carbon footprint significantly by 2035; aiming for a 67% reduction in scope 1 emissions and an 87% reduction in scope 2 emissions. While this is a bold target, we're encouraged by the progress we've made so far.

DE VERE SCOPE 2 EMISSIONS



As of 2023 we're on the expected glide path towards our 2025 reduction targets for scope 2 emissions, both in absolute tonnage and emissions intensity. For scope 1, we are slightly above target, but with ongoing energy-saving initiatives in place, we are confident that further reductions will follow in the coming years. Our journey towards a more sustainable future continues, and we remain committed to hitting these key milestones.

PARTNERSHIP WITH TAYLOR MADE ENERGY SOLUTIONS (TMES)

We're committed to continually improve our energy efficiency, which is why we appointed Taylor Made Energy Solutions (TMES) as our energy consultant and advisor. TMES plays a vital role in helping us manage and reduce energy consumption across our hotels. Each month, TMES review our energy usage and profiles, offering valuable insights into sub-metering systems, Building Management Systems (BMS), and control strategies.

In addition to their advisory role, TMES regularly conducts site visits to collaborate with our teams and contractors, identifying new opportunities for energy-saving initiatives. They also serve as the lead assessor for our ESOS compliance, ensuring we meet our energy efficiency obligations under the scheme. Their expertise is integral to our long-term sustainability goals.



I'VE HAD THE PLEASURE OF WORKING WITH DE VERE FOR NEARLY THREE YEARS AND THEIR COMMITMENT TO SUSTAINABILITY HAS BEEN CLEAR FROM THE START. THEIR DRIVE TO DEVELOP AND MEET AMBITIOUS SCIENCE-BASED TARGETS, COMBINED WITH A PROACTIVE APPROACH TO ENERGY MANAGEMENT AND WILLINGNESS TO INVEST, SETS THEM APART IN THE HOSPITALITY INDUSTRY. THE TEAM AT DE VERE CONSISTENTLY SHOW A WILLINGNESS TO INNOVATE AND ADOPT NEW ENERGY-SAVING TECHNOLOGIES, WHICH HAS BEEN INSTRUMENTAL IN ACHIEVING THE SIGNIFICANT PROGRESS WE'VE SEEN SO FAR."

Mark Taylor

Energy and Carbon Consultant, Chartered Energy Manager

OUR TARGETS


At De Vere, sustainability is at the core of our values and operations. As we look towards the future, we recognise the need to address the environmental challenges facing our planet. Our commitment to sustainability is not just about compliance; it's about leading the way in creating a more sustainable and resilient world.


We're dedicated to implementing innovative practices, nurturing a culture of environmental responsibility, and setting ambitious targets that will significantly reduce our footprint.

We aim to achieve key milestone goals that reflect our dedication to a greener and more sustainable future.

OUR TARGETS

NET ZERO BY
2050






REDUCE TOTAL WASTE
PER OCCUPIED ROOM
BY 5% IN 2025

50%

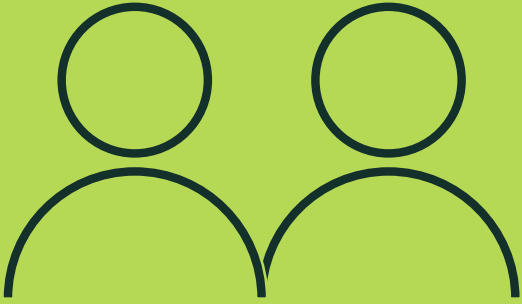
OF TOTAL WASTE
TO RECYCLING
BY END 2024



PROVIDE COMPREHENSIVE
SUSTAINABILITY TRAINING TO

100%

OF DE VERE COLLEAGUES BY
THE END OF Q1 2025





ACCREDITATIONS

ECO-CERTIFICATION.

In today's landscape of sustainability a multitude of awarding organisations and certification schemes are available - each offering a unique set of standards and recognitions

We focused our efforts on this select group of industry-leading accreditations that truly align with our values and goals. By gaining these certifications we have ensured that our commitment to excellence is recognised and validated by credible authorities.



Green Tourism is a certification programme that promotes and recognises sustainable practices within the tourism and hospitality industry. By focusing on reducing environmental impact, conserving natural resources, and supporting local communities, Green Tourism helps businesses adopt eco-friendly operations that benefit both people and the planet. Accreditation demonstrates a commitment to responsible travel, offering guests meaningful experiences while minimising their carbon footprint and contributing to a greener future.



GOLD

ALL OF OUR RESIDENTIAL PROPERTIES ARE CERTIFIED GOLD STANDARD BY GREEN TOURISM



IACC Green Star certification recognises meeting venues that demonstrate a strong commitment to environmental responsibility and sustainability in their operations. Through practices such as energy conservation, waste reduction, and responsible sourcing, IACC Green Star venues prioritise minimising their environmental impact while maintaining exceptional service standards. This certification highlights efforts to create eco-conscious meeting spaces, enabling clients to make sustainable choices that contribute to a healthier planet.



GOLD

ALL EIGHT DE VERE PROPERTIES HOLD GOLD STANDARD CERTIFICATION



TRAVEL SUSTAINABILITY

The Booking.com Sustainability programme highlights accommodation providers that are making a positive impact on the environment and their local communities. It recognises hotels that implement sustainable practices such as reducing energy consumption, minimising waste, and supporting biodiversity. By providing transparent information about these efforts, the programme empowers travellers to make eco-friendly choices.

ALL EIGHT DE VERE PROPERTIES HAVE ACHIEVED SUSTAINABLE CERTIFICATION WITH BOOKING.COM



OPERATIONS

DRIVING SUSTAINABLE PRACTICES

UNITED NATIONS GOALS:



IN THIS SECTION:

RESOURCE SAVING INITIATIVES
WATER, WASTE & RECYCLING
OFFSETTING INITIATIVES



RESOURCE SAVING INITIATIVES

OUR COMMITMENT TO SUSTAINABILITY
EXTENDS BEYOND ENERGY EFFICIENCY
TO ENCOMPASS A WIDE RANGE OF
RESOURCE-SAVING INITIATIVES.

From water conservation to waste reduction and energy management, we are dedicated to minimising our environmental impact while enhancing the guest experience.

Through the use of smart technologies, efficient water systems, and responsible resource management practices, we are driving meaningful change across our properties. These efforts help to preserve natural resources, reduce carbon emissions, and contribute to a more sustainable future. By continually evaluating and improving our practices, we strive to lead the way in responsible resource use and environmental stewardship.

Water conservation is an important part of our resource-saving efforts, especially as we operate over 1,870 bedrooms; each equipped with baths and showers plus multiple public area W/C's. To minimise water usage across our business we have installed flow-saver devices, ensuring taps deliver just four to six litres of water per minute and showers deliver 12 litres per minute.

By incorporating flow regulators and sensors into our water outlets, we have successfully reduced water consumption by over 28,545 m³ each year since 2019 across our property portfolio, all without affecting water pressure. This significant reduction not only contributes to our resource-saving efforts but also reinforces our commitment to sustainable practices and responsible water management throughout our operations. We continue to add flow restrictors wherever possible to further enhance efficiency.

All our swimming pools are equipped with water surface covers allowing us to mitigate unwanted overnight evaporation and heat radiation to the air. By using these covers, we achieve an average saving of 384 kWh per day which represents a 19% reduction in the total estimated heat losses from each swimming pool.

THIS TRANSLATES INTO
26 TONNES
OF CARBON SAVINGS
PER YEAR PER PROPERTY

significantly contributing to our sustainability initiatives and commitment to reducing our environmental impact.

Over 90% of our properties' lighting has been converted to energy-efficient light-emitting diodes (LEDs) helping us reduce electrical consumption by approximately 65% while maintaining or in some cases improving light levels. This transition equates to a significant reduction of 2,728,704 kWh per year, resulting in an impressive 545 tonnes of carbon savings annually; equivalent to taking 118 cars off the road for an entire year.



Our appointed printer uses FSC-certified paper, ensuring that our printed materials come from responsibly managed forests. Additionally, we've moved many of our print items, including guest directories and room service menus to digital formats further reducing our impact. In 2024 we made a switch to sending our event booking contracts and invoices electronically saving more than 48,000 sheets of paper annually. On top of reducing our paper consumption this also eliminates the need for envelopes, postage, and the associated delivery miles.

For internal printing all printers are set to default double-sided printing and use black ink rather than full colour helping us reduce our paper usage and ink consumption.



SUSTAINABLE TECHNOLOGY

In our commitment to sustainability, we recognise the vital role that Information Technology plays in reducing our environmental impact. This outlines our efforts to optimise resources and extend the lifecycle of our IT assets. From repurposing equipment to implementing efficient printing solutions, we are dedicated to minimising waste and energy consumption while enhancing still operational effectiveness.



- ✓ Repurposing of redundant servers for a new project which saved this equipment from disposal and metal recovery
- ✓ We prioritise the purchase of mobile phones with extended life warranties. For example, some handsets that are three years old still have at least another one and a half years of functional life
- ✓ We maximise the lifespan of all hardware including PCs, laptops, printers, and copiers - our internal repair team is dedicated to fixing equipment whenever possible before considering new purchases
- ✓ We utilise the print-on-demand feature in our Property Management System which prevents automatic printing and allows users to determine printing locations enhancing copier efficiency
- ✓ All copiers across the business use a pin and release system we ensure that only necessary documents are printed
- ✓ In 2024 we reduced the footprint of our data centre by replacing legacy equipment with new, more efficient technology, leading to significant savings in both power consumption and cooling requirements

WASTE REDUCTION & RECYCLING

ACHIEVED ZERO TO LANDFILL STATUS BY PARTNERING WITH LEADING WASTE MANAGEMENT PROVIDER.

All our waste streams are managed responsibly. Our approach includes recycling various materials such as cardboard, plastic, cans, glass, and paper. General waste undergoes responsible disposal through incineration, generating energy in the process.

Additionally, our food waste is diverted to an anaerobic digester, functioning as an industrial composter that not only eliminates waste but also produces energy. While we're enthusiastic about our progress, we acknowledge that our waste management data collection began relatively recently, in the second half of 2023. We're constantly analysing our results and we're confident that with our commitment to responsible waste management practices we're on the right track toward achieving our goals.



COMMITMENT TO A LANDFILL FREE FUTURE



WE ARE COMMITTED TO MAINTAINING OUR ZERO WASTE TO LANDFILL STATUS. OUR PARTNERSHIP WITH WASTE MANAGEMENT EXPERTS SUEZ WILL HELP TO KEEP THIS GOAL A REALITY.

Together, we have implemented a waste management strategy that focuses on recycling, reuse, and responsible disposal. Through efficient waste segregation systems across our properties and regular audits, we ensure that waste is minimised and diverted away from landfill. With Suez’s support, we are continuously improving our processes to reduce our environmental impact. All of our waste streams are disposed of responsibly by our partner Suez:

GENERAL WASTE – ENERGY FROM WASTE

Where mixed wastes remain after recycling or it is not practicable to reclaim the materials, the energy value of these resources can be recovered safely, using modern energy-from-waste technology.

RECYCLING INITIATIVES – MIXED RECYCLING INCLUDING GLASS, PLASTIC AND PAPER

Suez collect a variety of materials for recycling including paper, cardboard, plastics, and metals, which are all collected together. This approach simplifies recycling for our colleagues and guests making it easier to divert these materials from landfills and ensure they are processed into new and useful products.

FOOD WASTE – ANAEROBIC DIGESTION

Anaerobic digestion is an alternative way of composting food waste, while also producing renewable energy and avoiding carbon emissions. The process is called anaerobic because it takes place in the absence of oxygen in a sealed tank. Like composting, it is a natural process dependent on the micro-organisms that digest organic waste.

We are preparing comprehensive waste segregation tonnage reports at both the group and property levels. These reports will serve as our baseline, enabling us to monitor improvements going forward. Our goal is to reduce overall waste tonnage while increasing recycling rates.

To achieve this, we will collaborate with each property to ensure that adequate training is provided and that appropriate segregation facilities are available.

DITCHING DISPOSABLES

WE ARE COMMITTED TO REDUCING THE USE OF SINGLE-USE PRODUCTS ACROSS ALL ASPECTS OF OUR BUSINESS.

Recognising the environmental harm caused by plastic waste, we have taken proactive steps to minimise our use of disposable plastics and promote more sustainable alternatives, and have made good progress in this area.

Eliminating single-use items entirely from our operations is in our long-term plan and we are dedicated to making meaningful changes that contribute to a cleaner environment. By working closely with our suppliers, partners, and colleagues we aim to significantly reduce our plastic footprint and play a part in the global effort to tackle plastic pollution.

Between September 2022 and August 2024 we purchased 534,750 paper straws, averaging 270,000 per year. This switch from plastic to paper straws is part of our broader commitment to reducing single-use plastics and adopting more sustainable alternatives across our business.

By purchasing 534,750 paper straws instead of plastic, we've saved enough plastic to cover approximately 50 miles if the straws were laid end to end. That's roughly the distance from London to Cambridge.

Since implementation we have replaced nearly 300,000 miniature toiletry bottles with larger refillable containers resulting in the avoidance of approximately 3 tonnes of single-use plastics. This estimate is based on the average weight of a miniature empty bottle, which is around 10 grams, and when stacked, would reach a height of around 79 feet—approximately the height of an 8-story building. By making this transition, we are significantly reducing plastic waste and promoting a more sustainable approach to our operations.



ENERGY

We are dedicated to improving our energy efficiency and reducing our carbon footprint so we are in the process of collecting and verifying historical data on gas, electricity, and water usage for previous years. This will provide us with accurate baseline figures, enabling precise monitoring of our energy consumption going forward and allowing us to demonstrate improvements over time.

We're proud to share some of the impressive progress we've made since 2019:

- **2,602,274 kWh saved:** Through our sustainability initiatives, we've managed to save over 2.6 million kilowatt-hours of electricity. Equivalent to powering around 850 UK homes for a year.
- **15.8% reduction in energy use:** In 2023, we used 15.8% less energy compared to 2019, reflecting our commitment to energy conservation.
- **509 tons of CO2 emissions reduced:** Our efforts have resulted in a reduction of 509 tons of CO2 emissions, significantly lowering our environmental impact. Equivalent to offsetting the carbon emissions from 1.3 million miles driven by an average petrol car.

- **Approximately £600,000 saved:** These energy savings have also translated into substantial financial savings, with approximately £600k saved compared to 2019.

These achievements have been made possible by our investments in advanced Building Management Systems (BMS), the installation of energy-efficient LED lighting, and the optimisation of both back of house and front of house operations.

BMS CONTROL CENTRE

Towards the end of 2024 we're launching our Building Management System (BMS) Control Centre. This innovative control centre will empower our head office team to monitor the operation and performance of our plant machinery in real-time. With this capability, we can swiftly address any issues or concerns, and proactively manage and reduce unnecessary energy consumption across our facilities.

ELECTRIC CAR CHARGING POINTS

We support our guests in reducing their carbon impact by providing charging points across all of our country estate properties. This encourages both the use of and visibility of electric vehicles, which can have up to four times less carbon impact than traditional fossil fuel powered vehicles. Our chargers are widely available across the group and have been instrumental in promoting sustainable transportation.



CASE STUDY

BOILER REPLACEMENT AT DE VERE TORTWORTH COURT

BACKGROUND

When approaching the project to replace the boilers at De Vere Tortworth Court we wanted to ensure that our decision reflected our commitment to sustainability, not just cost-efficiency. Rather than opting for a simple like-for-like replacement we took a more thoughtful approach, prioritising the long-term environmental impact of our choice. Our goal was to invest in modern, energy-efficient systems that would significantly reduce our carbon footprint, align with our broader ESG objectives, and enhance the hotel's overall energy performance for years to come.

OUTCOME

De Vere Tortworth Court is now heated by 8 Imax Xtra2 condensing boilers, replacing a 23 years old heating system of 24 boilers combining 4 modules of 6 Ideal Stelrad Concord boilers. The new installed and commissioned Imax Xtra2 gas fired boilers supply low pressure hot water heating circuit to all radiators, hot water systems and air handling units.

The full mechanical work consisted of removal of the existing Concord boilers, associated pipework and flue system, back to the isolation valves, pumps and expansion vessels.

With restricted access and space limitations in the plant room, the new Imax Xtra2 boilers installed was proven to be the perfect fit, creating extra space for future maintenance and repairs.

Newly installed Imax Xtra2 boilers are 15% more efficient, consuming less gas than our old Concord boilers. With emissions less than 40mg per kWh the new boilers meet Nox6 requirements and are eco-friendly. This equates to a reduction of approximately 453,000 kWh per year, converted into 81.5 tonnes of carbon savings per year.

The Imax Xtra2 boilers features a touch screen control interface, backed by the property BMS software that offers exceptional flexibility and energy saving control.



CASE STUDY HIGHLIGHTS:

ENERGY SAVINGS:

20%

Projected energy consumption reduction by the new boilers, leading to significant operational cost savings.

CARBON EMISSION REDUCTION:

100 TONNES

The modernised system will lower carbon emissions by approximately 100 tons annually, supporting our long-term sustainability goals.

EFFICIENCY IMPROVEMENTS:

92%

The boilers have a significantly higher efficiency rating, improving from 75% to 92% in terms of fuel conversion.

INVESTMENT IN SUSTAINABILITY:

The upgrade represents an investment in **LONG-TERM ENVIRONMENTAL BENEFITS** ensuring that the heating system meets both current and future environmental standards while reducing its environmental footprint.

The overall investment for this project was £250k contributing to an overall spend of approximately £1.5 million in a 12 month period across the group. This significant investment in plant equipment is a clear demonstration of our commitment to reducing our environmental footprint by replacing outdated and inefficient systems with modern, energy-efficient solutions.

OPTIMISED FOR IMPACT

Our engineering team continuously optimises all plant equipment to align with the specific functionality needs of our business. This targeted approach ensures that machinery operates only when necessary, avoiding the inefficiencies and costs associated with 24/7 operation. By fine-tuning our equipment usage, we strike a balance between operational excellence and energy conservation.

We're committed to sustainable practices that make a real difference. Clean renewable energy is essential in combating climate change, and we're proud to play our part. As of July 2023, 100% of the electricity used across our entire portfolio comes from renewable sources. We have subscribed to the Renewable Energy Guarantees of Origin (REGO) scheme which ensures that the electricity we use is sourced from renewable generation, providing transparency and assurance of our green energy credentials. This is just one of the many steps we're taking to ensure a greener future for everyone.



ALL LOCATIONS ARE
POWERED BY 100%
RENEWABLE ELECTRICITY



OFFSETTING INITIATIVES

THIS YEAR SAW THE LAUNCH OF OUR NEW EVENTS CARBON CALCULATOR, A TOOL DESIGNED TO HELP EVENT ORGANISERS UNDERSTAND AND REDUCE THE ENVIRONMENTAL IMPACT OF THEIR EVENTS.

This innovative calculator measures the carbon footprint of various aspects of an event, including transport, energy use, and waste. By providing detailed insights our Events Carbon Calculator empowers users to make more sustainable choices and offset their carbon footprint should they wish.

With our new 'Staying Sustainable' programme hotel guests staying two nights or longer can opt out of having their room serviced during their stay. In return, we will plant a tree on their behalf through our B Corp partner, SkootEco. This initiative not only helps reduce water and energy consumption associated with daily room cleaning but also contributes to reforestation efforts and carbon sequestration. By choosing to participate, our guests can enjoy their stay knowing they are making a positive impact on the environment.



For both of these exciting initiatives we've partnered with Skoot Eco, a certified B Corp dedicated to promoting environmental sustainability through innovative solutions and partnerships. Their mission is to combat climate change by supporting reforestation projects and carbon offset initiatives worldwide. Skoot Eco collaborates with businesses and individuals to plant trees, reduce carbon footprints, and promote greener practices. By partnering with Skoot Eco, we are able to contribute to meaningful environmental impact and offer our guests the opportunity to participate in sustainability efforts that make a real difference.



In addition to our offsetting initiatives, we are excited to announce the launch of our Green Meeting Packages, designed to provide environmentally responsible options for hosting meetings and events. These packages include eco-friendly choices such as reusable water bottles for delegates, a free EV charge for organisers and of course energy-efficient venues powered by renewable electricity. Additionally, we offer recycling stations and encourage the use of reusable materials throughout the event. Our Green Meeting Packages reflect our commitment to sustainability and provide our clients with the opportunity to host events that are both impactful and environmentally conscious.

ACCESSIBILITY

ACCESSIBILITY IS A VITAL ASPECT OF OUR COMMITMENT TO PROVIDING AN INCLUSIVE ENVIRONMENT FOR ALL GUESTS, ESPECIALLY WHEN OPERATING WITHIN OLD HISTORIC BUILDINGS.

While these structures are rich in history and character they often present unique challenges in meeting modern accessibility standards. Features such as narrow doorways, and steep staircases can hinder mobility and create barriers for guests with disabilities. To address these challenges, we have developed comprehensive accessibility guides that detail the available accommodations and support options at our properties. These guides serve as essential resources, ensuring that all guests can navigate our historic spaces comfortably while enjoying the unique charm and heritage they offer. Our ongoing efforts to enhance accessibility reflect our dedication to creating a welcoming experience for everyone.





COMMUNITY

NURTURING CONNECTIONS

UNITED NATIONS GOALS:



IN THIS SECTION:

COLLEAGUE BENEFITS
TALENT & TRAINING
OUR CAREER PROGRAMMES
CHARITY
OUR ENVIRONMENT
CLEAN AIR
THE GREATER OUTDOORS
ZERO CARBON ACTIVITIES
STRAVA WELLBEING AT HEART CLUB
CAPTURING NATURE
WELLBEING
SUNDAY TIMES BEST PLACES TO WORK



COLLEAGUE BENEFITS

OUR CULTURE IS BUILT ON A FOUNDATION OF INCLUSIVITY, SUPPORT, AND CONTINUOUS DEVELOPMENT. WE PRIORITISE THE WELLBEING OF OUR COLLEAGUES BY OFFERING COMPREHENSIVE INITIATIVES THAT PROMOTE BOTH PHYSICAL AND MENTAL HEALTH, ENSURING OUR PEOPLE FEEL VALUED AND EMPOWERED TO THRIVE.”

Jeremy Pickess
Head of People & Culture



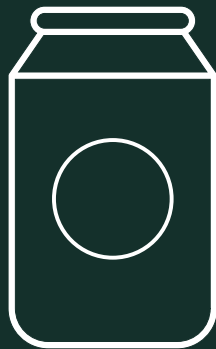
CALM APP AVAILABLE TO ALL COLLEAGUES



EMPLOYEE ASSISTANCE PROGRAMME BY HOSPITALITY ACTION



MENOPAUSE COACHING



PEOPLE'S PANTRY



BICYCLE STORAGE



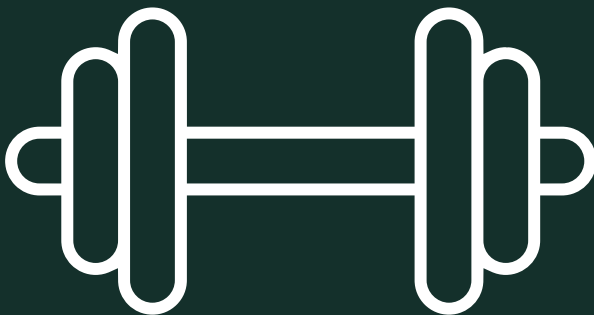
REVIVR TRAINING CPR TRAINING



COLLEAGUE WELLBEING AREAS



COLLEAGUE ECO EXCHANGE



FREE GYM MEMBERSHIP

THE SUNDAY TIMES
Best Places to Work 2024
BIG ORGANISATION

RECOGNISED IN THE SUNDAY TIMES BEST PLACES TO WORK 2024

being acknowledged as one of the happiest places to work in the UK



86%

average colleague happiness



86%

confidence in management

AVERAGE LENGTH OF SERVICE – GENERAL MANAGERS 9 YEARS

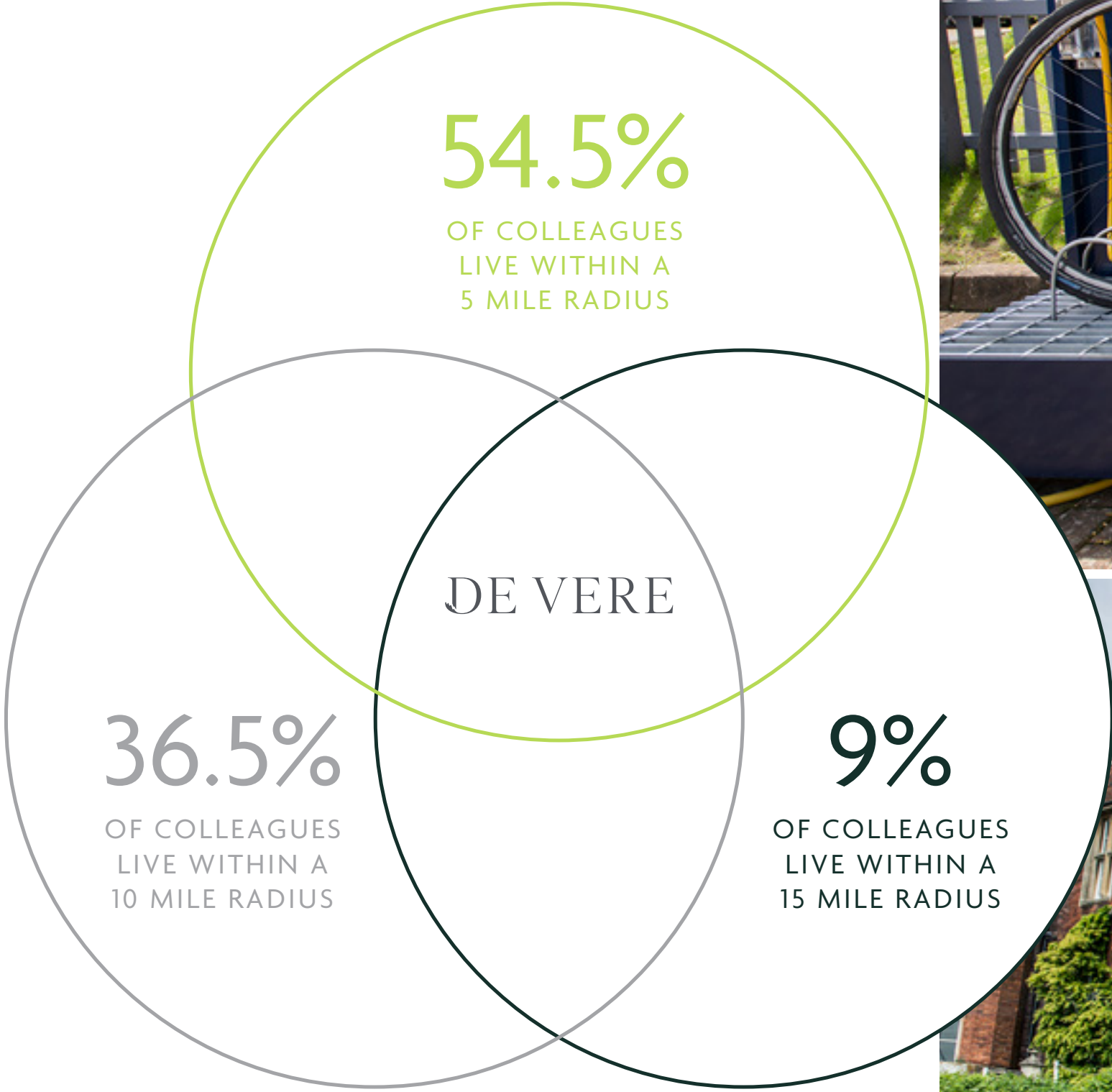
AVERAGE LENGTH OF SERVICE – SENIOR LEADERSHIP TEAM 10 YEARS

CLOSE TO HOME

WE'RE PROUD OF THE FACT THAT OVER HALF OF OUR COLLEAGUES LIVE WITHIN A FIVE-MILE RADIUS OF THEIR WORKPLACE, WHICH SIGNIFICANTLY REDUCES COMMUTING DISTANCES AND HELPS LOWER OUR OVERALL CARBON FOOTPRINT.

This not only contributes to reducing traffic congestion and emissions but also strengthens our connection with the local communities. By providing local employment we are supporting economic growth and promoting sustainability and positively impacting the areas in which we operate.

Looking ahead we're focusing on enhancing sustainable travel options for our colleagues, including introducing cycle-to-work and car sharing schemes.




24%
OF OUR COLLEAGUES HAVE A FAMILY CONNECTION

This reflects the positive workplace culture we've developed as nearly a quarter of our colleagues are not only satisfied with their roles but also happy to recommend working for De Vere to their family members. This endorsement highlights the trust and pride our colleagues feel in their work.

Happy colleagues lead to a thriving workplace and the family connections within our teams further strengthen our sense of community and shared values.



TALENT & TRAINING

AT DE VERE, WE ARE DEDICATED TO NURTURING AND DEVELOPING THE TALENT THAT DRIVES OUR SUCCESS. OUR COMMITMENT TO EXCELLENCE EXTENDS BEYOND OUR GUESTS TO THE PEOPLE WHO MAKE OUR HOSPITALITY EXCEPTIONAL.

Recruiting top talent is essential to fostering innovation and growth, and one of the most effective ways to engage emerging talent is by supporting recruitment fairs at local schools and colleges. By building strong relationships with educational institutions, we can connect directly with students who are eager to start their careers and explore opportunities. These events not only allow us to showcase our company's values, culture, and career paths but also play a pivotal role in inspiring the next generation of hospitality professionals.

Through a range of tailored programmes and initiatives, we provide opportunities for individuals at all stages of their careers to grow, thrive, and lead in the hospitality industry. From early careers to ongoing professional development, our focus is on equipping our team with the skills, knowledge, and experiences needed to excel and innovate. Our structured pathways and support systems are designed to help colleagues achieve their career aspirations and make a meaningful impact.

At De Vere, we offer diverse pathways to kickstart a career in hospitality. Our Early Careers Programmes combine exceptional learning with hands-on operational experience, setting our colleagues on the path to a successful career.

These roadshows will ensure all of our colleagues understand what role they play in helping us achieve our ambitious goals and targets.



We're thrilled to share that Frazer Gander, Assistant Head of People & Culture has won People Manager of the Year at the 2024 Business Travel People Awards. This achievement highlights his dedication to our people-first approach and our ongoing commitment to creating an inspiring work environment.

DE VERE COTSWOLD WATER PARK CONDUCT MOCK INTERVIEWS WITH OUR TRAVEL & TOURISM STUDENTS. THEY RELISH THIS VALUABLE OPPORTUNITY WHICH EXPANDS THEIR INTERVIEW EXPERIENCE."

Cirencester College



LEARNING & DEVELOPMENT GOES GREEN

We've integrated sustainability into our training and development practices by embracing digital processes that reduce our environmental footprint while enhancing colleague learning experiences. By transitioning from paper-based materials to online platforms, we minimise waste and reduce energy consumption associated with physical training resources.

Digital training also allows for greater flexibility and accessibility, empowering colleagues to engage with learning content anytime and anywhere. This approach not only supports our sustainability goals but also fosters a culture of continuous improvement and innovation, ensuring our teams are equipped with the skills needed for a sustainable future.

- ✓ On-line eLearning resources to reduce travel and our carbon footprint
- ✓ Digital reviews and development workbooks
- ✓ An ESG eLearning module to increase general awareness among colleagues

ESG ROADSHOWS

As part of our commitment to achieving carbon neutrality by 2050, we are enhancing our culture and sustainability practices. We are touring our hotels to showcase our environmental goals to our 1,800 colleagues and foster a culture of sustainability.

OUR CAREER PROGRAMMES

GRADUATE MANAGEMENT PROGRAMME

Our Graduate Management Programme is tailored for university graduates eager to embark on a dynamic career in hospitality. This 18-month rotational programme provides in-depth exposure to hotel operations, meetings, and events. Graduates gain a comprehensive understanding of our business, preparing them for a future leadership role at De Vere.

Our graduates have advanced to roles such as Food & Beverage Managers, Guest Experience Managers, and Event Managers.



APPRENTICESHIPS

At De Vere, we are committed to providing growth opportunities for everyone through our diverse apprenticeship programmes offering programmes that cater to all levels of development.

We celebrate the dedication and hard work required to complete an apprenticeship with a selection of special awards including a bonus payment of £250 and a celebration event with fellow successful apprentices.



TRAINEE MANAGEMENT PROGRAMME

Our Emerging Leader Programme, a Level 3 Supervisor Apprenticeship, offers a structured path for those aiming to build a management career in hospitality while earning a formal qualification. This programme provides a broad range of learning and development opportunities across all operational hotel departments, including Front Office, Food & Beverage, Conference & Banqueting, Housekeeping, and Kitchen.

Previous participants have advanced to positions such as Guest Experience Executive, Bars Supervisor, and Events Supervisor.



CHARITY

WE DONATED OVER £560,000 TO NHS CHARITIES TOGETHER TO HELP STAFF, VOLUNTEERS AND PATIENTS AT THE CENTRE OF THE COVID19 PANDEMIC.

We encourage our colleagues at properties and head office to actively participate in fundraising for local charities, with committees in each location nominating a charity of the year.

Each year we donate breaks away to seriously ill young adults through the Willow Foundation and provide access to available bedrooms for ‘Room To Reward’ to thank charity volunteers who give up their time for those who need it most. We also help our customers donate via charitable contributions on our bedroom bookings and via our loyalty schemes.

De Vere has committed to donate over 2,000 hours of volunteering in 2024 to continue to develop valued relationships within the local community. Over 450 hours, equivalent to 56 days’ worth of their colleagues’ time were donated on Thursday 29th February in order to give back the extra leap year day to local charities and community projects.



WE ARE SO GRATEFUL TO DE VERE FOR ITS SUPPORT OF NHS CHARITIES TOGETHER. DONATIONS MEAN NHS CHARITIES ACROSS THE COUNTRY CAN CONTINUE TO BE THERE FOR NHS STAFF, VOLUNTEERS, AND PATIENTS - HELPING WITH IMMEDIATE NEEDS, SUPPORTING MENTAL HEALTH AND WELLBEING. THANK YOU TO DE VERE FOR SUPPORTING OUR APPEAL”

Ellie Orton
Chief Executive NHS Charities Together



WILLOW FOUNDATION

Willow help seriously ill young adults make precious memories in the toughest times. At De Vere, our partnership with them runs deep as we've been long-term supporters of their incredible mission. We contribute to their cause in various ways, such as gifting overnight stays at our hotels to help deliver amazing special days. Each stay is a VIP experience, enriched with special touches to ensure beneficiaries and their loved ones enjoy a truly relaxing and memorable break.

Additionally, we donate hotel breaks for Willow to use as auction lots at their fundraising events. Together, we're making a meaningful difference in the lives of those Willow support.



THIS WAS A DAY THAT NO AMOUNT OF MONEY COULD BUY. THE TIME THAT WAS GIVEN, AND THE MEMORIES THAT WERE MADE WILL NEVER BE FORGOTTEN. THE WHOLE WEEKEND AWAY WAS AMAZING QUALITY TIME SPENT WITH MORGAN THAT WE WOULD OTHERWISE NEVER HAVE HAD. THE SPECIAL DAY MADE MORGAN FEEL MORE CONFIDENT, AND GAVE HIM A POSITIVE FOCUS, AND DEFINITELY GAVE US FOREVER MEMORIES.”

Morgan Coxhead Visited De Vere Latimer Estate - November 2023



SEEING THE SMILES ON MY CHILDREN'S FACES ON OUR SPECIAL BREAK, THE FUN WE HAD MEANS I KNOW THEY WILL ALWAYS REMEMBER THIS TRIP, IT'S IMPORTANT THAT WE HAVE AS MANY GOOD MEMORIES TO KEEP FOREVER AND I KNOW THIS TRIP WILL BE ONE OF THEM.”

Martin Davey & Family

Visited De Vere Beaumont Estate – October 2023

ROOM TO REWARD

Room to Reward is a unique charity dedicated to recognising and rewarding the tireless efforts of volunteers and unsung heroes within the community. By partnering with hotels and accommodation providers, Room to Reward transforms unoccupied hotel rooms into valuable opportunities for those who give back, enabling them to enjoy a well-deserved getaway. At De Vere we are proud to support Room to Reward in their mission to provide meaningful experiences for individuals who make a positive impact in their communities, ensuring that their hard work does not go unnoticed.

ROOM TO REWARD IS A CHARITY INITIATIVE INTENDED TO GIVE RESPITE TO THE OUTSTANDING MEN AND WOMEN WHO DO SO MUCH TO STRENGTHEN THEIR COMMUNITIES AND TO CARE FOR THOSE WHO CANNOT CARE FOR THEMSELVES.”



OUR VOLUNTEERS
HAVE FELT VALUED,
APPRECIATED AND
MORE DETERMINED TO
SUPPORT THE WORK OF
OUR CHARITY. IT IS A
FANTASTIC IDEA AND A
PRIVILEGE FOR US TO
HAVE THE OPPORTUNITY
TO RECOGNISE OUR
HIDDEN HEROES.”

Helen Schielke,
Brain Injury Rehabilitation &
Development charity (BIRD)

OUR ENVIRONMENT

OUR LOCAL ENVIRONMENTS ARE AS IMPORTANT TO US AS OUR OWN GREEN SPACES, SO EACH PROPERTY HAS A GREEN TEAM TO ENGAGE IN LOCAL OUTREACH PROJECTS.

We are committed to ensuring that these meetings are conducted regularly and effectively across the organisation. Green Team meetings serve as crucial platforms for sharing knowledge, aligning strategies, and fostering collaboration. Our aim is to encourage active participation and engagement from all team members, ensuring that these sessions are informative, productive and well attended.

We empower each property to take responsibility for their local initiatives, fostering a positive impact on our communities and encouraging colleague engagement. Across our own outdoor spaces, boasting over 800 acres we prioritise sustainability and conservation efforts.

Our dedicated Estate Management teams lead the charge in championing biodiversity and conservation, implementing initiatives such as tree and invasive species management and carbon offsetting tree planting schemes. With features like kitchen and herb gardens, bug hotels, beekeeping facilities, wildflower meadows and even an arboretum, sustainability is not just a duty but a passion. We relish the opportunity to involve local schools and to educate our younger guests about biodiversity awareness and inspire future generations.



CLEAN AIR

WE ARE PROUD OF
OUR COMMITMENT TO
SUSTAINABILITY AND OUR
EXPANSIVE HOTEL GROUNDS
PLAY A KEY ROLE IN THIS.

Our country hotels are surrounded by woodlands, gardens, well established trees and even an arboretum which contribute significantly to carbon sequestration. These natural landscapes help to absorb and store CO2 from the atmosphere. By maintaining and nurturing these green spaces, we are actively reducing our carbon footprint while enhancing biodiversity. Our ongoing commitment to protecting these areas is central to our broader environmental strategy, ensuring our hotels remain sustainable and ecologically diverse.

Our guests can experience the tranquillity and beauty of our tree-filled grounds; whether taking a leisurely walk or exploring the woodland trails, guests can unwind and reconnect with nature amongst centuries-old trees, diverse wildlife, and beautifully maintained landscapes. This natural environment not only provides a peaceful escape from the hustle and bustle of daily life but also offers the chance to breathe in fresher, cleaner air thanks to the significant carbon sequestration and biodiversity supported by our trees.



SPENDING TIME IN
NATURE IMPROVES
YOUR MOOD,
REDUCES FEELINGS
OF STRESS, HELPS
YOU FEEL RELAXED
AND IMPROVES
PHYSICAL HEALTH



CASE STUDY - DE VERE LATIMER ESTATE

At De Vere Latimer Estate, our extensive woodlands and mature tree stock play a key role in our carbon sequestration efforts, helping to combat climate change while enhancing our natural surroundings.

Our site includes a variety of species, from towering Horse Chestnuts to elegant Cedars. Using the EcoMatcher CO2 sequestration formula we've calculated that the Zone A trees on this estate sequester approximately 15.97 metric tons of CO2 annually (equivalent to the emissions from driving a car around the earth 1.5 times), while the expansive woodland areas (Zone B) contribute an impressive 313.95 metric tons of CO2 per year (comparable to offsetting the energy used by 37 homes over the course of a year).

Over their lifetime our trees will absorb an estimated 33,262 metric tons of CO2, which is like offsetting the electricity usage of a small town for nearly 5 years. A testament to the vital role our trees play in protecting the environment aswell as creating landscapes for our guests and colleagues to enjoy.

NB: 'Sequester' refers to the process by which trees absorb carbon dioxide from the atmosphere and store it in their trunks, roots, and soil, helping to reduce overall carbon levels and mitigate climate change.



OUR TREES SEQUESTER

APPROX

16

METRIC TONNES OF
CO2 ANNUALLY

(equivalent to the emissions from
driving a car around the earth 1.5 times)



OUR WOODLAND CONTRIBUTES

APPROX

314

METRIC TONNES OF
CO2 ANNUALLY

(comparable to offsetting the energy used
by 37 homes over the course of a year)



OUR TREES WILL SEQUESTER

APPROX

33,000

METRIC TONNES OF CO2
OVER THEIR LIFETIME

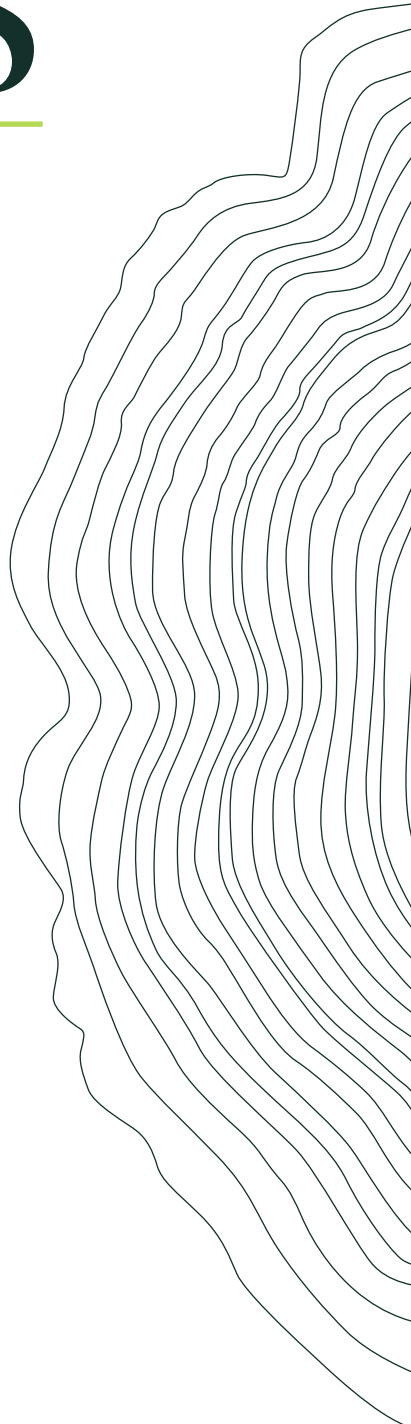
(which is like offsetting the electricity
usage of a small town for nearly 5 years)

OUR ROOTS

WE TAKE IMMENSE PRIDE IN THE NATURAL HERITAGE ACROSS OUR ESTATES, PARTICULARLY IN THE DIVERSITY AND LONGEVITY OF OUR TREES.

With a total of 243 species, our tree population is not only a testament to biodiversity but also a significant contributor to carbon sequestration. Together, our trees have sequestered an impressive 18,335 tonnes of carbon over their lifetimes. One of our oldest and most remarkable trees, a 300-year-old Common Oak (Quercus Robur) at De Vere Tortworth Estate has alone sequestered 50,000 kg of carbon.

The collective age of our trees, spanning 55,805 years, takes us back to the Ice Age; showcasing the deep-rooted history within our landscapes. Our commitment to conservation extends to rare and endangered species as well; we proudly host five of the UK's seven most endangered tree species across our estates including The Plymouth Pear (Pyrus Cordata); one of Britain's rarest trees. Famous for its foul-smelling flowers which, though beautiful in spring, have been said to resemble the pong of decaying fish! Its small, round fruits are inedible, but provide an important food source for birds. Due to its uniqueness, it is the only tree protected under the Wildlife and Countryside Act 1981, and its seeds are deposited at the Millennium Seed Bank at Kew Gardens.



18,335 TONNES

Co2 sequestered over their lifetimes

55,805 YEARS

Combined age of all trees

5 OF 7 UK ENDANGERED TREE SPECIES

With 14 endangered trees in total

243

species of trees across all estates

25m

THE HEIGHT OF OUR TALLEST TREE
A Common Oak at De Vere Cranage Estate

300 YEARS

THE AGE OF OUR OLDEST TREE
Common Oak at De Vere Tortworth Court

TOP 5 TREE SPECIES:

- 1 Common Oak (Quercus Robur)
- 2 Yew (Taxus Baccata)
- 3 Silver Birch (Betula Pendula)
- 4 Crack Willow (Salix Fragilis)
- 5 Ash (Fraxinis Excelsior)



THE GREATER OUTDOORS

A COUNTRY ESTATE HOTEL IS NOTHING WITHOUT ITS GROUNDS, AND WE USE OURS TO GREAT EFFECT. THESE ARE OUTDOOR SPACES THAT ARE DESIGNED TO IMPRESS. PLACES THAT CONFERENCE GOERS, WEDDING COUPLES AND LEISURE GUESTS CAN ENJOY, IN BEAUTIFUL SURROUNDINGS.

These are places to think. Places to relax. Places that are an extension of the hotel itself; offering everything from al fresco dining and super-fast outdoor wifi, to leisure facilities that offer inspiring break out spaces. At our country estate hotels, we have made the great outdoors as impressive as our great indoors.



ZERO CARBON ACTIVITIES

We have curated a selection of zero or low carbon activities designed for our guests to enjoy during their stay at our hotels. These experiences enhance the time spent with us but also align with our commitment to sustainability. From nature walks and eco-friendly workshops to running and outdoor gyms, each activity is crafted to minimise environmental impact while allowing guests to connect with the natural beauty of our surroundings; creating lasting memories while supporting a greener future.

DE VERE
LATIMER
ESTATE



DE VERE
TORTWORTH
COURT



DE VERE
BEAUMONT
ESTATE



DE VERE
CRANAGE
ESTATE



DE VERE
HORSLEY
ESTATE



DE VERE
WOKEFIELD
ESTATE



DE VERE
COTSWOLD
WATER PARK



- ON SITE

 - Outdoor gym
 - Bike hire
 - Wellies available
 - Walking & running routes
 - Strava Wellbeing at Heart Club
 - Yoga mats

NEARBY

 - Golf
 - Water-skiing
 - Go Ape
- ON SITE

 - Outdoor gym
 - Giant outdoor games
 - Bike hire
 - Wellies available
 - Walking & running routes
 - Strava Wellbeing at Heart Club
 - Tree planting
 - Yoga mats

NEARBY

 - Fishing
 - Wild swimming
- ON SITE

 - Tennis courts
 - Outdoor gym
 - Football pitch
 - Children's play area
 - Giant outdoor games
 - Bike hire
 - Wellies available
 - Nature trail
 - Walking & running routes
 - Strava Wellbeing at Heart Club
 - Yoga mats

NEARBY

 - Riverside walks
- ON SITE

 - Tennis courts
 - Outdoor gym
 - Giant outdoor games
 - Bike hire
 - Wellies available
 - Dance classes
 - Stargazing equipment
 - Walking & running routes
 - Strava Wellbeing at Heart Club
 - Yoga mats

NEARBY

 - Golf
 - Footgolf
 - Horse riding
 - Trout fishing
 - Clay pigeon shooting
 - Tatton Park walking trails
 - Go Ape Delamere
 - Wild swimming
- ON SITE

 - Outdoor gym
 - Football pitch
 - Giant outdoor games
 - Bike hire
 - Wellies available
 - Fishing
 - Walking & running routes
 - Strava Wellbeing at Heart Club
 - Yoga mats

NEARBY

 - Golf course
 - Wild swimming
 - Tennis courts
 - Aqua park
 - Wellness/dance classes
- ON SITE

 - Golf course
 - Tennis courts
 - Outdoor gym
 - Children's play area
 - Football pitch
 - High ropes course
 - Climbing wall
 - Archery
 - Woodland laser combat
 - Giant outdoor games
 - Bike hire
 - Wellies available
 - Wellness/dance classes
 - Tree planting
 - Walking & running routes
 - Strava Wellbeing at Heart Club
 - Yoga mats

NEARBY

 - Alpaca walking
 - Fishing
 - Paddle boarding/kayak hire
 - Wild swimming
 - Animal rescue shelter volunteering
- ON SITE

 - Outdoor gym
 - Children's play area
 - Giant outdoor games
 - Bike hire
 - Wellies available
 - Wellness/dance classes
 - Walking & running routes
 - Strava Wellbeing at Heart Club
 - Yoga mat

NEARBY

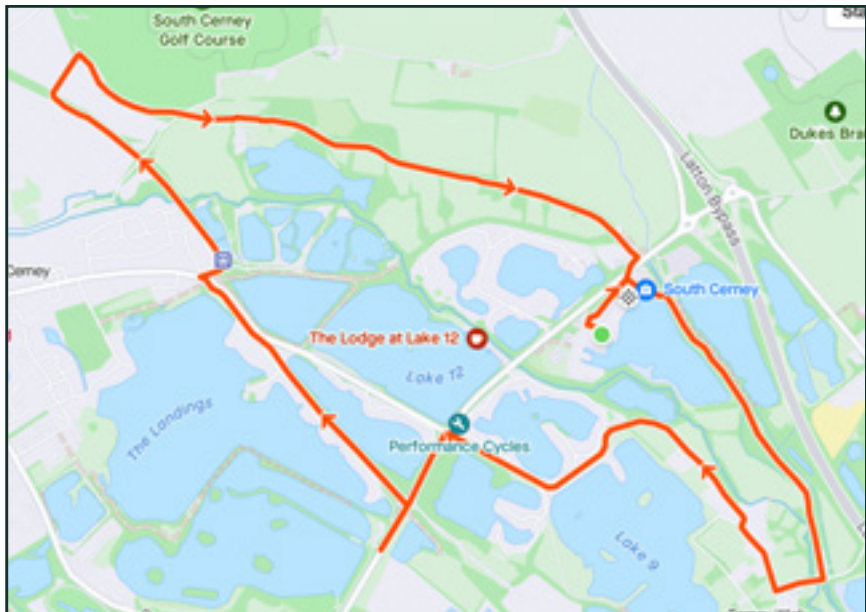
 - Archery
 - Golf course
 - High ropes course
 - Inflatable water course
 - Climbing wall
 - Fishing
 - Paddle boarding/kayak hire
 - Wild swimming
 - Woodland nature hide

STRAVA CLUB: YOUR WELLBEING AT HEART

We've launched the De Vere Wellbeing at Heart Strava club to encourage outdoor activities and track progress, benefiting both mental and physical health.


It's just one of the ways we make sure everyone who stays with us has an unforgettable experience. So, when we introduced our 'Wellbeing at Heart' programme, we wanted to encourage guests and colleagues alike to enjoy an active lifestyle by exploring the great outdoors that surround our country estate hotels. We've created some fun routes and segments for you to discover around our hotels that are suitable for all abilities; so give them a go and keep an eye out for our 'Wellbeing at Heart' challenges.

EXAMPLES OF ROUTES OUR GUESTS CAN ENJOY:

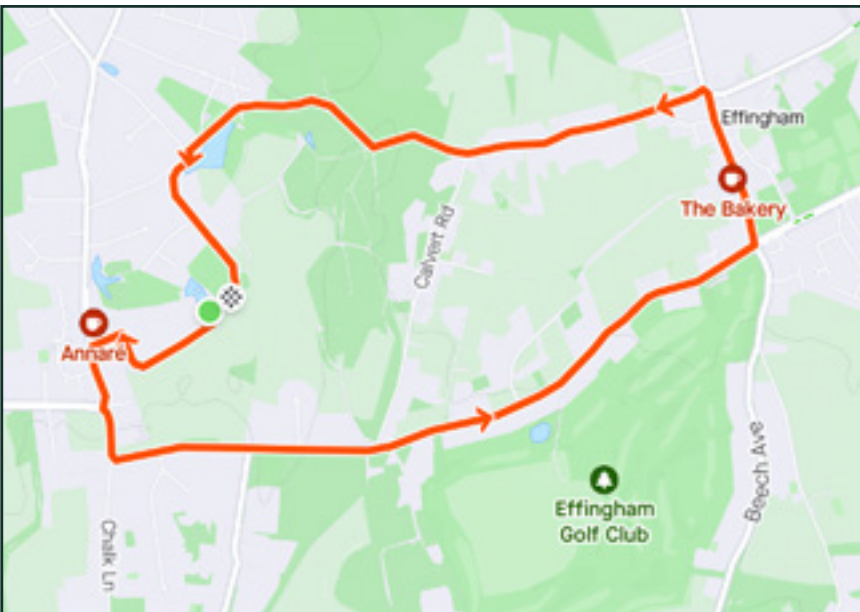


DE VERE COTSWOLD
WATER PARK NEARLY
9K MIXED TERRAIN

 RUN/WALK

 8.7 KM

 7 M

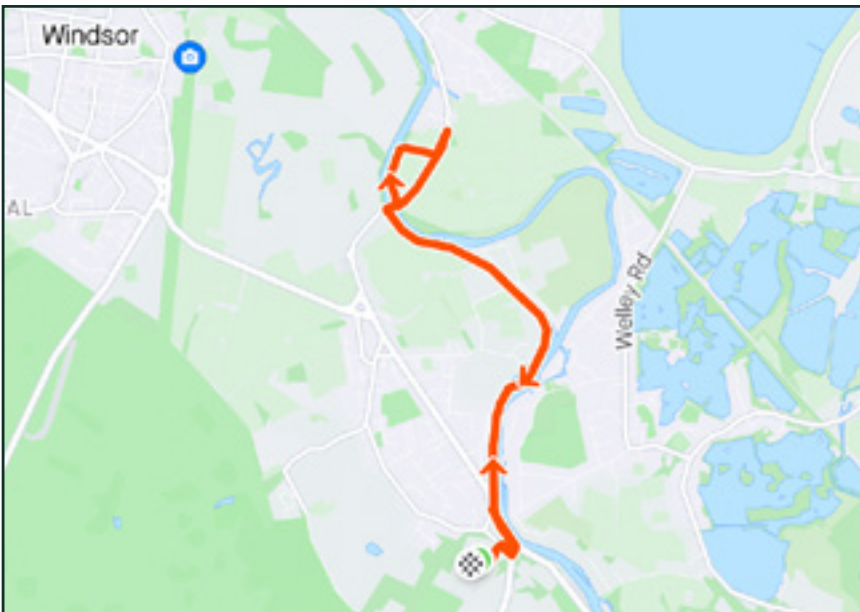


DE VERE
HORSLEY ESTATE
7K CIRCULAR

 RUN/WALK


 6.78 KM

 101 M

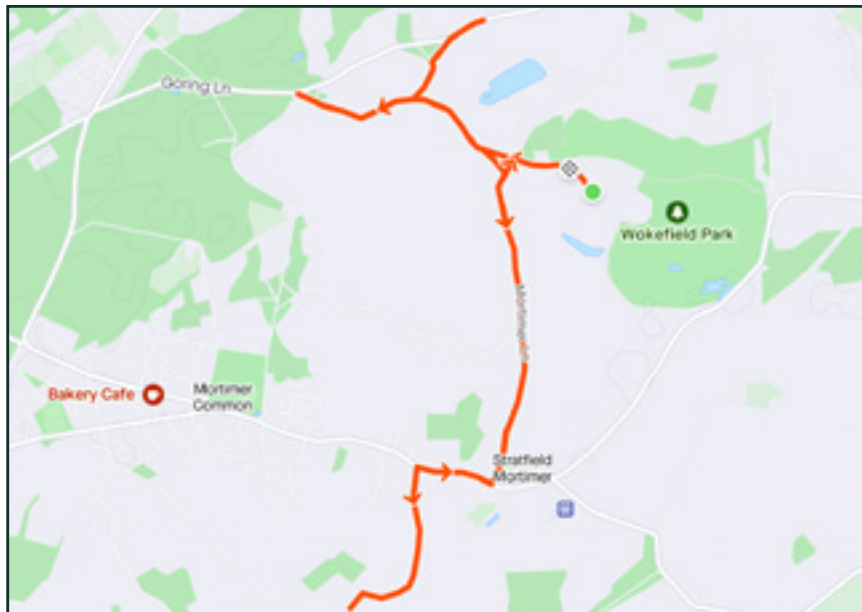


DE VERE
BEAUMONT ESTATE
9K ROUTE

 RUN/WALK

 8.88 KM

 30 M



DE VERE
WOKEFIELD ESTATE
10K ROUTE

 RUN/WALK

 10.38 KM

 106 M

CAPTURING NATURE

WILDLIFE ON OUR ESTATES

We're thrilled to share some exciting results from the wildlife cameras installed across our estates. These cameras have provided us with incredible glimpses into the natural world, capturing moments of local wildlife in their habitats. Among the highlights is stunning footage of majestic owls in flight and graceful deer roaming through our grounds.

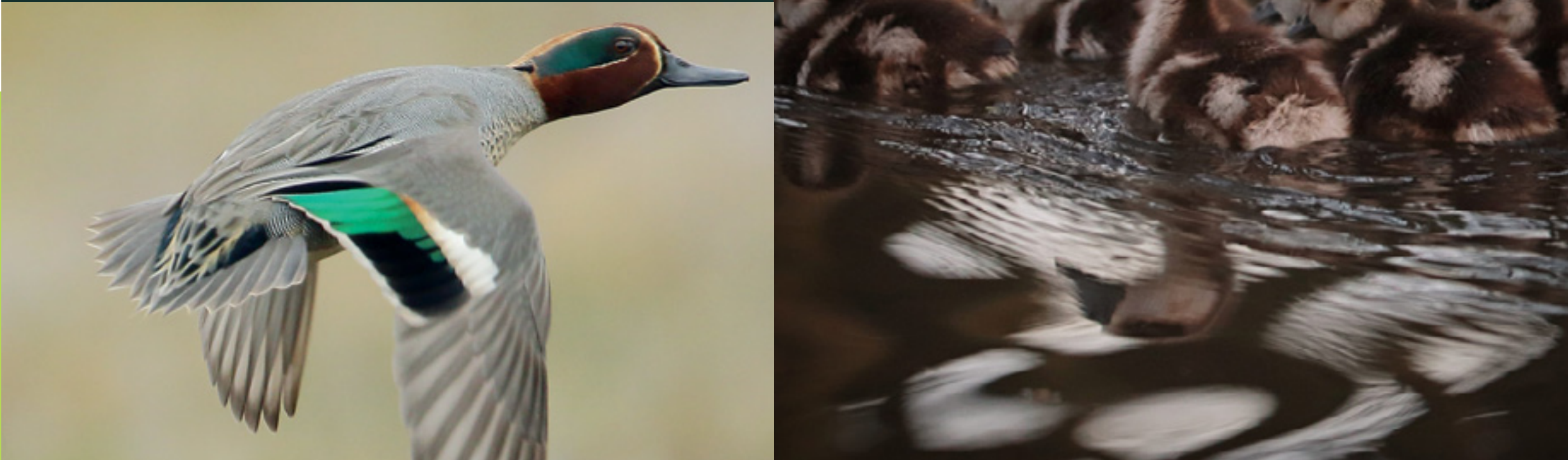
These observations not only enhance our understanding of the biodiversity across our estate but also reinforce our commitment to preserving and celebrating the natural environment. We are inspired by these


discoveries and look forward to continuing our efforts to protect and support wildlife.

At De Vere Cranage Estate our pond is a vital natural habitat serving as a home to the protected Great Crested Newts. These rare amphibians are safeguarded under UK and European law, making their presence at our estate a symbol of our commitment to biodiversity and conservation. We take great care to maintain and preserve their habitat, ensuring that the pond and surrounding ecosystems remain undisturbed. This thriving population of great crested newts highlights the importance of our green spaces and demonstrates our dedication to protecting local wildlife as part of our broader sustainability efforts.



De Vere Cotswold Water Park is home to many wintering waterbirds, holding important numbers of many species including Great Crested Grebe, Poohard, Tufted Duck and Shoveler.





THESE CAMERAS HAVE PROVIDED US WITH INCREDIBLE GLIMPSES INTO THE NATURAL WORLD

Peter Sangster
Venue Director, De Vere Wokefield Estate

LIVING WELL

WE ARE DEDICATED TO FOSTERING A CULTURE OF WELLBEING AND ENERGY FOR OUR COLLEAGUES AND GUESTS.

Colleague wellbeing is paramount to ensuring that our team can deliver memorable service to our guests. When our colleagues feel supported, engaged, and valued, they are more likely to create positive experiences, foster genuine connections and enhance the guest experience. By prioritising their wellbeing, we not only invest in our team but also enrich the experiences we provide to our guests.

We are introduced several initiatives to promote health and happiness in the work place. These include installing state-of-the-art outdoor gyms at our scenic locations, providing free access to the Calm app for relaxation, and offering certified mental health first aiders and free/discounted gym memberships.

Because colleague wellbeing directly enhances customer satisfaction we offer eight online training modules covering stress management and ergonomic practices.

We've recently introduced menopause coaching to support our colleague's health and well-being. Our menopause expert provides tailored coaching to help navigate this transition with confidence.

Our commitment extends to ethical practices, including modern slavery prevention, ethical uniform sourcing, and gender pay gap monitoring, all outlined in our code of conduct and Inspire Online training. Additionally, all hotel General Managers and HR Managers have completed Mental Health First Aid training to better support our team.

We're thrilled to announce the launch of 'De Vere's Got Talent,' a dynamic and entertaining showcase for our colleagues to shine. This exciting talent show provides a platform for our team members to unleash their creativity and share their unique talents with the De Vere community. From singing and dancing to comedy and beyond, the possibilities are endless. 'De Vere's Got Talent' embodies our commitment to encouraging a vibrant and inclusive workplace culture, where every voice is celebrated and every talent is appreciated. We're ready to be dazzled by the incredible talent within our team.



We proudly partner with Hospitality Action, a leading charity and Employee Assistance Scheme dedicated to supporting those who work in the hospitality industry. Through this collaboration, we aim to raise awareness of the mental health and wellbeing challenges faced by our colleagues. Hospitality Action provides vital resources and support, including confidential counselling, financial assistance, and training courses, which empower our colleagues to navigate personal and professional challenges effectively.



THE SUNDAY TIMES

BEST PLACES TO WORK



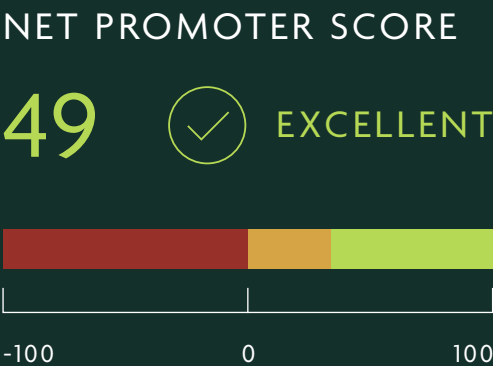
DE VERE HAVE BEEN FORMALLY RECOGNISED AS ONE OF THE BEST PLACES TO WORK IN THE UK.

We will use the positive outcomes from the survey to further support our colleagues and continue to make De Vere an even better place to work in the future.

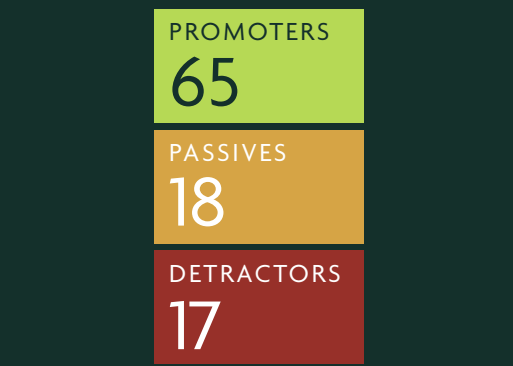
The Sunday Times Best Places to Work recognises and celebrates the best employers in the UK based on feedback from employees and an independent assessment of workplace culture, leadership, and employee engagement and wellbeing.

Featuring in the 'Big Organisation' category, De Vere recorded an impressive engagement score of 87% on job satisfaction and 88% on colleagues feeling proud to work for De Vere, with all other categories including its diversity and inclusion credentials described as Excellent.

YOUR DATA HIGHLIGHTS



AREA FOR IMPROVEMENT

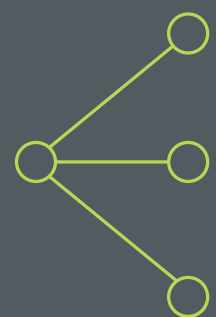


AREA FOR CELEBRATION



SIX STEPS TO WORKPLACE HAPPINESS





SUPPLY CHAIN

BUILDING RESPONSIBLE PARTNERSHIPS

UNITED NATIONS GOALS:



IN THIS SECTION:

PARTNERS
CLEANING PRODUCTS
FOOD & BEVERAGE
FOOD FOR THOUGHT



PARTNERS

WE RECOGNISE THAT SUSTAINABILITY IS NOT AN INTERNAL ISSUE; TO MAKE A DIFFERENCE WE HAVE TO WORK TOGETHER WITH OUR ENTIRE SUPPLY CHAIN.

We have already made procurement a priority, choosing only to work with new suppliers with strong sustainability credentials. And when it comes to long-standing partners, we have completed an audit of all sustainability policies and accreditations to ensure we have common perspectives and standards of ethics and sustainability goals. Furthermore, we expect all suppliers to adhere to our Supplier Code of Conduct which reflects De Vere’s commitment to ethical, sustainable, and socially responsible business practices. We expect our suppliers to uphold the highest standards and this includes ensuring fair wages, safe working conditions, and compliance with local and international laws. We also encourage our suppliers to adopt environmentally responsible practices, such as reducing waste and carbon emissions, as part of our collective effort to minimise our environmental impact. By partnering with suppliers who share these values, we aim to create a more sustainable supply chain that supports our long-term ESG goals.

By consolidating our supply chain we’ve achieved significant savings of approximately 208,000 delivery miles per year, reducing our CO2 emissions by 119 tonnes. This was achieved by removing independent suppliers and integrating products such as fresh fish, cooking oil, and draught lagers onto the delivery routes of national suppliers.

SUPPLY CHAIN CHECKLIST:

- ✓ SAVED 208,000 DELIVERY MILES ANNUALLY BY CONSOLIDATING OUR SUPPLY CHAIN
- ✓ AUDITING SUPPLIER ESG CREDENTIALS
- ✓ ADHERE TO DE VERE CODE OF CONDUCT

SUPPLY CHAIN HIGHLIGHTS:



Since 2022, we have restructured over 65% of our key partner suppliers, creating a more resilient supply chain that drives positive environmental and social impact. This transformation has allowed us to consolidate spend categories, enabling more efficient deliveries and significantly reducing supplier miles and associated CO2 emissions. These changes strengthen our business while contributing to wider community goals and supporting our sustainability commitments.

In addition to product range, quality, and strong commercials, the selection process involved due diligence on each supplier’s commitment to ESG targets, ensuring alignment with our determination to create a supply chain which is sustainable and ethically minded.




Competitive tendering resulted in the selection of Brakes for ambient and frozen Foods, Bibendum for wines, Champagnes and spirits, Reynolds for fresh produce fresh fish and dairy, Heineken for beers, lagers and ciders and ADA for refillable guest room and public area toiletries, Johnsons Hotel Linen for laundry and linen services cumulatively accounting for 63% of total Food & Beverage and Consumable expenditure. These suppliers were also selected as our sustainability goals aligned.



PARTNER ACCREDITATIONS

This selection of suppliers represents 63% of our annual F&B and consumable expenditure, highlighting our strong commitment to responsible purchasing practices.

	BRAKES AMBIENT AND FROZEN FOODS	HEINEKEN BEERS, LAGERS AND CIDERS	REYNOLDS CATERING SUPPLIES FRESH FOODS	BIBENDUM WINES & SPIRITS	ADA GUEST ROOM TOILETRIES	XL PRESS PRINT	JOHNSONS HOTEL LINEN LAUNDRY	
ACCREDITATIONS	     	  	     	  	   	 	 	

FOOD & BEVERAGE

We champion health and wellbeing, providing our customers with balanced dietary options. We've adapted our core restaurant and conference menus in line with the rise of veganism, acknowledging the needs of our guests. In fact, by using plant-based ingredients that use fewer natural resources, we can save 31,936Kg of greenhouse gas over 12 months (source: The Vegetarian Society).

Our new Smart Space conference lunch menus visually showcase 'lower impact' dishes. We also provide market-leading open communication on allergens and the dietary requirements of our guests. It's the start of the journey but we're actively reducing our food miles by stocking more British products, particularly beverages, and encourage our chefs to use locally-sourced ingredients to reinvest in their local businesses and communities. Some of our properties operate kitchen gardens kitchen gardens at our properties, working towards a 'seed to plate' ethos where we can grow core menu items within a stone's throw of the kitchen.

We're dedicated to reducing food waste at our buffet-style meals by encouraging guests to only take what they will eat. Through educational initiatives and clear signage, we aim to raise awareness about the environmental

impact of food waste and promote mindful consumption. By working together, we can make a significant difference in reducing waste and supporting sustainability.

At each of our locations our menus include locally produced options such as gin and gourmet cheeses. By selecting items from local distillers and producers through our national suppliers we ensure that our guests enjoy the freshest, highest quality products while still supporting local artisan producers. This approach allows us to reduce the number of deliveries required to our sites, minimising supplier miles and lowering our carbon footprint.



We are proud to serve exclusively Fairtrade certified coffee at all our locations. This commitment ensures that the coffee we provide is sourced from farmers who receive fair wages and work under ethical conditions. By choosing Fairtrade, we support sustainable farming practices and contribute to the well-being of communities around the world.



We've introduced sustainable wines to our wine list and 26% of the wines we sell are now sustainably produced. We carefully hand-picked a selection of wine from producers who share our sustainability values. Their wine making principles include organic certified farming, ethical working conditions and targets for reducing carbon emissions, waste, and water usage.

WE'VE SUCCESSFULLY REDUCED THE NUMBER OF OUR SUPPLIERS AND MINIMISED SUPPLIER MILES TO LESSEN OUR ENVIRONMENTAL IMPACT. BY FOCUSING ON EFFICIENCY IN OUR SUPPLY CHAIN AND ACTIVELY WORKING TO REDUCE FOOD WASTE WE ARE COMMITTED TO MAKING A DIFFERENCE. I BELIEVE THAT EVERY STEP WE TAKE IN OUR KITCHENS CAN MAKE A MEANINGFUL DIFFERENCE TO THE ENVIRONMENT AND OUR COMMUNITIES"

Bruce McDowell, Group Food & Beverage Director



FOOD & BEVERAGE

Where we can't source or produce locally, we adopt a 'just in time' ordering process through our procurement partner to address one of the key areas of sustainability in F&B, food waste. We have further managed unnecessary wastage by optimising our operational hours to the specific demands of the day. When food wastage is unavoidable, we ensure it is collected and taken to anaerobic digesters to create biogas and compost. Our bars and restaurants play a key role in our move away from single use plastics, such as removing plastic straws, and we work with our key suppliers to reduce unnecessary packaging, such as moving our vegetable supplier on to reusable containers rather than cardboard. The negated the use of 9,000 cardboard boxes saving 3 tonnes of cardboard annually.

As part of our sustainability initiatives, we have partnered with our food supplier Brakes to recycle our cooking oil. Between September 2023 and August 2024, we have successfully recycled 19,855 litres of fryer oil, which equates to approximately 992 drums of oil, each purchased in 20-litre quantities. This recycling effort is a key component of our contract with Brakes, allowing us to not only reduce waste but also promote a circular economy within our operations; recycled oil can also be used in the production of various products, including soaps, cosmetics and lubricants.

We have big plans to make lots of small changes to provide our guests with a more sustainable experience. We're measuring our production and plate wastage to help quantify where we can make the biggest interventions to reduce food waste.



HERE ARE SOME OF THE THINGS WE'RE WORKING ON:



ECO-FRIENDLY COFFEE CUPS

We're on a mission to find truly compostable coffee cups, free from polylactic acid linings that hinder composting. Additionally, we're sourcing lids made from compostable fibre materials, further reducing our environmental footprint. In the meantime we are ensuring that we reduce the use of single use cups by using reusable mugs wherever possible.



HYDRATION SOLUTIONS

In our efforts to minimise plastic waste, we're installing more water fountains across the estate to encourage the use of refillable bottles and reduce reliance on single-use bottled water.



FOOD WASTE SOLUTIONS

From careful measurement and reporting to considering composting machines, we're tackling food waste head-on. Our coffee waste is now repurposed as compost, and we're actively seeking sustainable options for managing food waste across all our sites.



SUSTAINABLE LIQUOR

Our wine list now features a curated selection of sustainable wines, ensuring that every sip leaves a positive impact on the planet. We're continually seeking to grow this collection by focusing on wines from vineyards that prioritise eco-friendly practices. In addition to wines, we are expanding our focus to include sustainable options across all alcoholic beverages, exploring partnerships with producers who share our commitment to environmentally friendly production methods.

SHAPING THE FUTURE: OUR NEXT STEPS

We are committed to not just maintaining our ESG standards but continuously pushing them forward. Our focus is on empowering our colleagues to make decisions that positively impact the environment and listening to their ideas and insights as we travel on this journey together.

EMPOWERING OUR TEAM

We believe that real change starts from within. That's why we are nurturing a culture that equips all colleagues with the knowledge and confidence to make environmentally responsible decisions. Our teams will be empowered to hold us accountable and contribute innovative ideas that shape the future of our sustainability efforts.

RENEWABLE ENERGY STRATEGY

We recognise that each of our properties has unique energy needs, and a one-size-fits-all approach is not feasible. Our next steps include developing tailored renewable energy strategies for each location investigating solutions such as solar panels and other green technologies to help reduce our carbon footprint.

TACKLING FOOD WASTE

Reducing food waste remains a key priority for us. We will continue collaborating with culinary experts, clients, and third-party suppliers to enhance our food waste management processes. By exploring innovative solutions like dehydrators and macerators we aim to minimise waste while maintaining high food quality standards.

DYNAMIC TARGETS

Our ESG targets are ambitious, but with the passion and energy of our teams, we are confident they are achievable. However, simply meeting these goals is not enough. We will regularly review, update, and challenge, and set new targets to ensure to ensure continuous improvement.

CELEBRATING INNOVATION

Each year, as part of our ‘You Are De Vere’ initiative, we celebrate the achievements of our colleagues. This includes recognising and implementing the best sustainability ideas generated across the business. Innovation is at the key to our growth.

STAYING INFORMED

Pat Neal our ESG Ambassador, along with our Green Teams will ensure that De Vere remain at the forefront of sustainability by staying up to date with the latest trends and developments in this fast-changing landscape.

EXPLORING NEW INITIATIVES

In the future we aim to explore additional initiatives that further enhance our sustainability efforts, across our properties, introduction of yoga domes for eco-friendly wellness experiences, achieving Green Meetings accreditation, considering B-Corp certification and continuing to improve on our EcoVadis Fastmover accreditation.

PHASING OUT SINGLE-USE PACKAGING

While we have made progress in eliminating single-use packaging across our properties, a small number of items still rely on such materials. We are actively working to source viable, sustainable alternatives for these remaining items. In the coming months, we will collaborate with suppliers and explore innovative solutions to ensure that we can fully remove single-use packaging, aligning with our commitment to reducing waste and plastic consumption across our business.

ESOS REPORT RECOMMENDATIONS

Following the analysis of our latest ESOS (Energy Savings Opportunity Scheme) report we will implement a strategic review of all recommendations to improve energy efficiency across our properties. This includes exploring both immediate and long-term initiatives that will allow us to reduce energy consumption, lower costs, and minimise our environmental footprint. Our team will prioritise actionable steps, ensuring that each recommendation aligns with our broader sustainability goals.

TRIALLING VOLTAGE OPTIMISATION

In our pursuit of energy efficiency, we are planning to introduce a trial site for voltage optimisation. By optimising the voltage supplied to electrical equipment, we aim to reduce energy consumption and increase the lifespan of our systems. If successful, this initiative will be rolled out across the group helping us lower energy usage and contribute to our overall carbon reduction targets.

ADDRESSING SCOPE 3 EMISSIONS

Our commitment to reducing Scope 3 emissions (those indirectly generated throughout our supply chain) will be a major focus in the coming years. We will work closely with suppliers to ensure they meet our sustainability standards, while also conducting detailed assessments to understand the full impact of our operations. By improving transparency and engaging with suppliers on energy use, transportation, and materials sourcing, we will significantly reduce our overall carbon footprint and continue to lead in sustainable hospitality practices.

COLLEAGUE TRAVEL

We'll be focusing on enhancing sustainable travel options for our colleagues, including introducing cycle-to-work and car sharing schemes. Whilst many of our colleagues live locally these efforts will further reduce our carbon footprint and promote eco-friendly commuting.

FURTHER READING

IN THIS SECTION:

FURTHER READING
MODERN SLAVERY REPORT
GENDER PAY GAP REPORT
GDPR & PRIVACY



DISCOVER MORE

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS REPORT

This UN report asks the question of whether our actions today are laying the right foundation to achieve the agreed Sustainable Development Goals (SDGs).

IACC

IACC is a global community of passionate people and companies delivering exceptional meeting experiences. IACC standards are the benchmark for what a meeting venue should aspire to by creating a unique point of entry that is inclusive of only the best in-class meeting venues from around the world. Being certified members of this elite group means our properties are committed to demonstrating our mission to drive innovation and to always meet the high standards of excellence expected of us.

GREEN TOURISM

Green Tourism provide expert advice and manageable actions for tourism and hospitality businesses to achieve sustainability certification. It lets our customers know our business is invested in a healthy future. We've joined hundreds of incredible businesses who are supported by their expert guidance and framework.

WILLOW FOUNDATION

Each year we donate one hundred free stays in partnership with the Willow Foundation, providing seriously ill young adults aged 16 to 40 with uplifting and unforgettable special days.



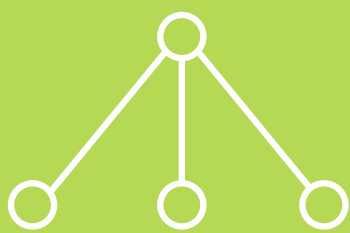
MODERN SLAVERY REPORT

De Vere acknowledges its responsibilities under the Modern Slavery Act 2015, making a voluntary commitment to ensure acts of slavery, human trafficking, child and sexual exploitation do not occur across its operating businesses, and those within its suppliers of goods and services.

We welcome the opportunity to publish our statement confirming our ongoing commitment for the prevention against slavery and human trafficking. Each year we will explore all opportunities to improve our practices and learn from industry trends and other best practice initiatives.



INFORMATION ON:



OUR SUPPLY
CHAINS



OUR
RESPONSIBILITIES

GENDER PAY GAP REPORT

Organisations of more than 250 employees are required by UK law to publish gender specific pay data annually. For the De Vere group, this requires the publishing of pay data for De Vere 2 Limited and De Vere Wokefield Estate Limited. At De Vere we aim to be an employer of choice and are committed to the principle of equal opportunities and equal treatment for all employees. Providing a diverse and inclusive workplace, where everyone, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability has an equal opportunity to reach their true potential and achieve their career ambitions, is therefore at the core of our values.



INFORMATION ON:



PAY
QUARTILES



DE VERE
INITIATIVES

GDPR & PRIVACY

At De Vere we prioritise the privacy and security of our guests' and employees' data. Adhering to GDPR guidelines, we are committed to implementing robust data protection measures to ensure that all personal information is handled with the utmost care and confidentiality. Our rigorous protocols and continuous monitoring safeguard against unauthorised access ensuring that data remains secure at all times.

INFORMATION ON:



COLLECTION AND
STORAGE OF DATA



ESSENTIAL INFORMATION

This document is issued by De Vere. The information within is based on data available at the time of publication and is subject to change. All reasonable care has been taken to ensure that the facts stated are accurate and that any opinions given are fair and reasonable.

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This document contains forward-looking statements, identifiable by terms such as “may,” “will,” “expect,” “anticipate,” “intend,” “believe,” and similar terms. These statements are based on assumptions, and actual events may differ materially. Any forward-looking statements are subject to risks and uncertainties beyond De Vere’s control.

Achievements mentioned in this document, including certifications and awards, may involve multiple factors beyond De Vere’s ESG efforts, such as third-party involvement. There is no assurance that these properties will continue to maintain their certifications or awards in the future.

Goals, targets, and commitments — such as those related to ESG — are aspirational and may evolve. They are not guarantees or promises that all objectives will be met. Figures or data related to emissions, waste reduction, energy efficiency, and other environmental metrics are subject to change and may not have been independently verified.

Statements about De Vere’s ESG policies and procedures may not apply in all cases and may change over time. No assurance can be given that De Vere will continue to support all ESG initiatives outlined in this document.

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For further details email ESG@devere.com



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