

Inhabit

# Impact Report

January 2023

Certified

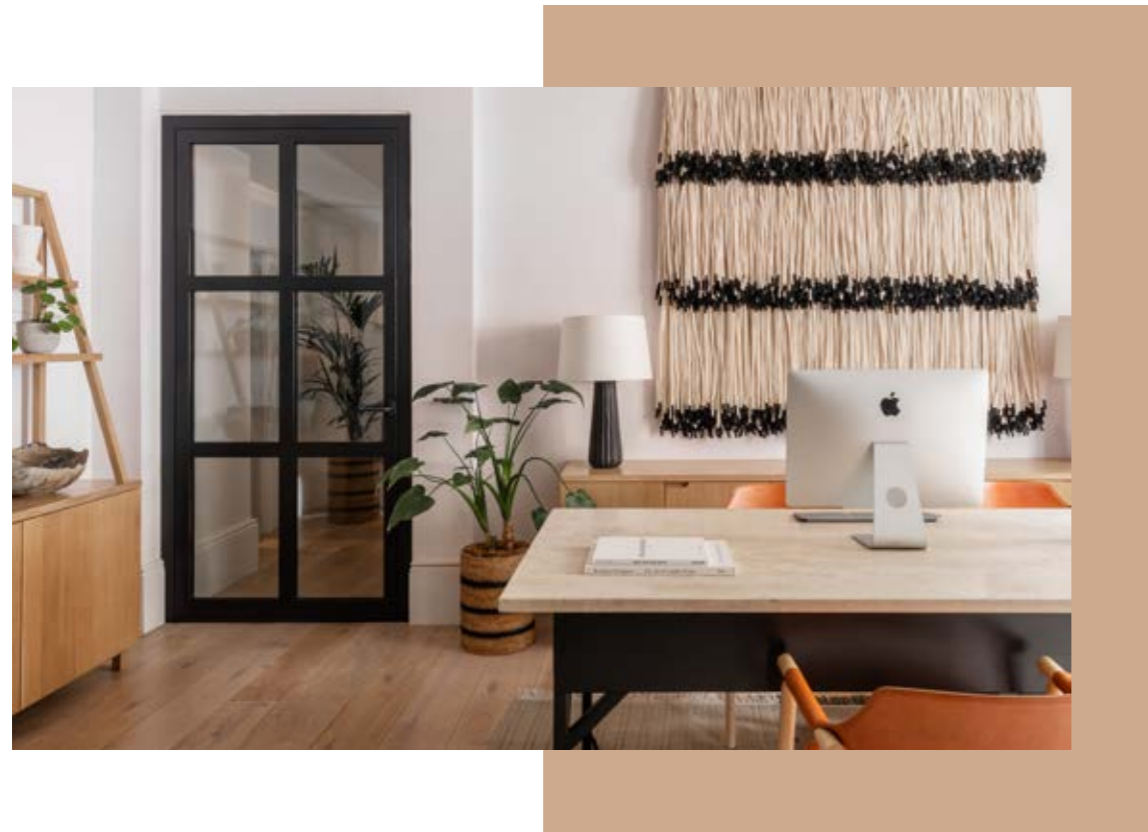


Corporation

[inhabithotels.com](https://inhabithotels.com)

# Vision and Introduction

## THE IDEA



Inhabit Hotels was born in 2017 when co-founders Nadira and Rahim were redeveloping a hotel property in Sussex Gardens. The vision was born when considering what they were looking for in a hotel stay, a restorative experience in the midst of a frenetic city, offering affordable luxury to guests. The co-founders envisioned an urban sanctuary for busy travelers that brings together leading minds from architects and mindful practitioners to makers and sleep researchers ensuring that guests leave the hotels well rested and feeling the best version of themselves.

Inhabit has built a strong foundation, leading a group of properties as an established wellness, mindful brand in the Hospitality Industry. Offering conscious and health-inducing stays at an affordable price point, the first Inhabit hotel on Southwick Street in Paddington opened pre-pandemic, in August 2019. Given the hotel's deep emphasis on monitoring its supply chain, improving its environmental footprint, and creating social impact, it was awarded with Green Key certification almost immediately in 2020, and with a B Corp

certification, in January 2023. In light of its focus on design and alignment with the ambition to provide inspired travelers with transformative stays, Inhabit, Southwick Street is further recognized as a member of Design Hotels.

In May of 2022, the duo opened it's second Inhabit location in Queen's Gardens, Bayswater. Inhabit Hotels is working with over two dozen community partners, most of which are social enterprises, sustainable, ethical, and local businesses. Five United Nations Sustainable Development Goals are further pursued by the two hotel businesses.

At the onset of 2023, Nadira and Rahim are proud to communicate how their vision has become a reality through the group's first impact report and multi-year summary. Together with Inhabit's Team and the broader community, they welcome you to learn more about their activities to date, as well as plans for future progress and impact.

# Co-founders' Statement

WE ARE COMMITTED TO WELLNESS FOR OUR GUESTS AND FOR THE WIDER WORLD

Wellness is at the heart of our brand. Inspired to create a restorative experience in a frenetic city, Inhabit is aligned with what being well means to us. We think of wellness as more than a physical state; we see it as a way of being. Our brand pillars of social connectedness, intellectual expansion, and environmental responsibility reinforce this belief.

Our experiences to date have solidified our conviction that businesses—small or big—can bring about tremendous change and positively shape communities. At Inhabit, we hope not only to showcase products from social enterprises and ethical suppliers, but also to inspire our guests, employees, suppliers, contractors, and partners to perhaps reconsider their purchasing decisions and processes. There is, undoubtedly, so much more we can do. We hope this multi-year impact report will evolve into an annual report and hold us accountable to deliver more impact each year.

We are reminded of a wise woman's words, those of Mother Teresa, who spoke often of ripples. She said, "Alone we may not be able to change the world. However, we can cast a stone across the waters to create many ripples." These ripples really do have the power to change the world. And it begins with a group of people casting stones. This year, we endeavour to keep casting stones and to continue building on our framework for impact. We welcome your ideas and support as we make this journey.

With gratitude,  
**Nadira and Rahim**



# Mindfulness in the Community and Beyond

## About Inhabit

The Inhabit Hotels are a collection of urban wellness properties in West London. Wellbeing is at the heart of what we do, as we offer guests both restorative and invigorating experiences to foster mindfulness, healthy habits, and even better sleep. Going beyond regulatory compliance, we are committed to enhancing green initiatives by monitoring and reducing overall consumption levels and converting environmental efforts into sustainable business opportunities. Social benchmarks are likewise core to our strategic decision-making. In these ways, we are a responsible hospitality business for our stakeholders.

## Our Mission

**Inhabit stands for excellence in wellness and sustainable hospitality.**

Through our guest-centric approach, we encourage visitors to explore our wellness facilities, our yoga courses, and plant-centric cuisine. Our diverse team and clean-lined, sustainable interiors support guests in their journey towards feeling healthier and more connected to themselves and to the community of West London. We firmly believe in forming good people for a better future, and that our planet depends on it.

## Our Neighbourhood

We offer our guests unique opportunities to explore Paddington, a quintessentially West London area with character. Our neighbourhood is rich in architecture, quaint mews and residences, an array of cuisines, as well as unparalleled green spaces. We curate wellness-oriented experiences for our guests such as mindful walks, sanity walks, workshops with makers, book clubs with London authors, and eco-friendly boating experiences along London waterways.

Inhabit's surroundings offer the best of both worlds: a peaceful residential area and also a thriving business hub. We're tucked away in a quiet spot near gracious townhouses, relaxed cafés, quirky independent boutiques, and pretty back alleys. Meanwhile, we also benefit from easy access to Paddington Station—surrounded by offices, creative studios, and commerce. Taking inspiration from our surroundings, we strive to provide a refuge of calm amid the buzz.

Inhabit, is a short walk to Hyde Park, Kensington Gardens, Regent's Canal, as well as the picturesque area of Little Venice. Paddington Station is the iconic landmark associated with the area. The area has plenty of other noteworthy charms, including distinguished architecture like the Heatherwick Bridge, and an array of interesting activities on offer along Paddington Canal.



# Our Sustainability Goals and Guidelines

At Inhabit, we adopt a holistic approach to quality by committing to sustainability and strong partnerships as we grow.



## Green Key

As our first step towards achieving ambitious sustainability goals, we focused on establishing green policies and formulating strategic plans based on environmental performance. Our dedicated effort proved to be successful when Inhabit, Southwick Street was awarded with Green Key certification in 2020. The recognition was further beneficial in helping us to benchmark our performance within the hospitality industry.

### Inhabit best practices observed by Green Key during its 2022 audit:



—Great communication of sustainable activities



—Smart use of technology to save paper



—Strong retail area with local products



—Wonderful vegetarian (and often, vegan) restaurant



—Excellent tap water



—Altogether a great hotel with many innovative ideas

Inhabit, Queen's Gardens has also been working towards a Green Key Certification in the months since its 2022 opening.

## United Nations

Building on our environmental practices, we are happy to share that at Inhabit, we are making progress towards five of the U.N.'s selected Sustainable Development Goals.

We believe that we can optimise our resources and drive positive impact within our community while focusing on:



Promoting good health and wellbeing amongst our guests, employees, and local community.



Making sure female employees have effective participation and equal opportunities for leadership at all levels of decision-making in our hotels.



Crafting a decent workplace environment for employees, and supporting local small- and medium-sized enterprises.



Creating equal opportunities and ensuring that social protection policies are in place to protect hotel staff.



Adopting and promoting sustainable procurement practices, as well as sourcing responsibly.

You will find more details about how we are working towards these goals in the pages that follow.

## B Corp

We are very proud to have become B Corp certified for our Southwick Street property in January of 2023.

The remainder of this report will follow our work done according to B Corp's core impact areas, in order of priority to and achievement for Inhabit.

### CORE IMPACT AREAS

Customers — Community — Environment — Workers — Governance

## Customers

At Inhabit, we curate experiences designed to support guests along their wellness journey.

Those that wish to delve inwards can benefit from spa facilities, mindfulness exercises, healthy bites, and sleep restoration techniques. Those looking for outdoor and social boosts can make use of walking and boating guides, or community art events. Everything from our serene colour schemes to our natural materials to our earthy scents has been oriented towards providing both remedial and invigorating experiences for our daily guests.



## Wellness, Health, and Fitness



“I am so happy to be a part of a team that puts wellness and sustainability at the heart of everything it does. This unique and progressive concept is something that I am proud of nurturing through my work everyday.”

—**Jessica Roberts**, Head of Wellbeing



### Spa Treatments and Facilities

Inhale at Inhabit, our blissful spa and wellness centre, is the first to offer treatments by Gaia in London. Here, guests are welcome to enjoy a variety of relaxing services, including the Gaia Poultrice Massage, a Yoga Lifting Facial, or Raindrop Therapy— all of which feature Gaia’s Fair Trade and Certified Organic products.

We are also proud to offer our guests infrared sauna access at both sites, and to present our very first built-in salt room at Inhabit, Queen’s Gardens, that provides guests with a uniquely meditative experience. Aura cleansing salt therapy has multiple mental benefits, such as the potential to decrease anxiety levels, reduce stress, and restore energy. The inhalation of salt particles also helps to improve the respiratory systems by removing toxins, minimising headaches, and increasing skin resilience.



### Mindfulness

Our in-house yoga and meditation teachers aim to create an environment in which students feel safe and motivated to find inner peace and good health. Guests are invited to slowly move, breathe, and supplement their mind and body with positivity by joining daily activities with our resident expert.

### Fitness

Inhabit guests are also invited to take advantage of our sleek fitness studio, designed especially to provide a space to practise yoga, Pilates, and meditation. We offer fitness classes suitable for all ages. Some include Vinyasa, Hatha, slow flow or Yin yoga, core-engaging Pilates, and 1:1 sessions with our favourite local trainers.



### Nature Walks

We’ve created a map of the best local routes for guests to explore their surroundings. Whether going for a run or engaging in a mindful walk, we hope that hotel customers will continue their routines or start new ones during their stay. Our map includes some of the most prestigious green spaces in London, including emerald Hyde Park as well as stunning community and neighbourhood gardens.

In our present culture, quiet is becoming somewhat of an endangered species. And yet, the benefits of such moments have never been more needed. In 2019 and early 2020, we hosted silent walks (aptly named, Sanity Walks) in Hyde Park. The walks were led by a local psychotherapist, and followed by turmeric lattes as well as a brief talk in our hotel’s Yeotown Kitchen. These guided walks were a fantastic opportunity for exercise, connection, and inspiration. The short presentation explained how moving meditation that can enrich one’s daily life.

### Paddle Boats

The self-drive boating experience of GoBoat London allows the adventurous to explore the city by water. Guests can glide through Little Venice, watch people passing by along Regent’s Canal, and see Paddington from a new perspective. We believe that our connection to local organisations like GoBoat enables hotel customers to be active while seeing London in unique and sustainable ways.



## Nourishment for Body and Mind



### Plant-based Fare at Yeotown

We believe that food should be restorative for both body and mind while also being fresh, filling, and delicious. A plant-centric diet can achieve both of these goals while improving health and even athletic performance, so we engaged the food and beverage provider Yeotown Kitchen to help us serve our guests with goodness. Yeotown showcases a meat-free menu and works with sustainable, local ingredients. When paired with beautiful presentations and smiling service, its nourishing qualities continue. Yeotown is open for breakfast, lunch, and dinner.

### A Good Night's Sleep

At Inhabit, we take sleep seriously. We are committed to ensuring that our guests feel well rested and rejuvenated following their stay. Through thoughtful touches such as aromatherapy scents, reed diffusers, and sleep kits, we are

determined to provide our guests with an environment that is designed to induce deep rest. Guests are also encouraged to lock away their smart phones in the equipped Studio ND or built-in phone lock box at night to avoid any disturbances. Additionally, we supply all rooms with cloud-like Naturalmat or Casper mattresses and pillows, enabling guests to experience the power of a good night's sleep.

### Socially Conscious Mini-bars

We support social enterprises and small, socially conscious businesses across our hotels. A great example of this work is our mini-bars at both properties and also the pantry at Southwick Street, which are stocked in collaboration with Social Supermarket. Social Supermarket curates the best products from a selection of brands that have net-positive impact. Together, we champion food and beverage products that not only taste great but also make a difference.



At Inhabit, we take sleep seriously.



### Inspirational Libraries

Guests are invited to visit our hotel libraries, which offer carefully curated selections of literature. Styled shelves showcase classic fiction and non-fiction, coffee table editions, and enlightening reads that inspire both mind and body.



### Art Experiences

As a continuation of Inhabit's ethos of mindfulness, we curated a holistic art programme for our hotel guest rooms and public areas in partnership with the creative consultancy, Culture A. Featured is a mix of emerging and established artists working in a variety of mediums, including textile, metal, painting, and photography. The programme engages guests in a multi-disciplinary art experience that celebrates Inhabit's mission, London sensibility, and Scandinavian style. We hope that artwork inspires guests to reflect on their surroundings while also connecting with the works and each other through the inclusive, universal language of art. The partnership between Culture A and Inhabit highlights our joint commitment to promoting local and international cultures alike.

# Environment



Inhabit is committed to focusing on green initiatives by monitoring and reducing consumption levels, converting environmental efforts into revenue generating opportunities, and promoting corporate social responsibility within the community.

## Inhabit Hotel’s Environmental Policy

Our eco-conscience has shaped Inhabit’s design, philosophy, and daily operations. In addition to wellbeing, social connectedness, and intellectual expansion, environmental and sustainability efforts are core pillars of our business, informing all that we do. Inhabit aims to nurture and support the surrounding community and has formed deep and meaningful partnerships with social enterprises and charities. Recognising our role in the global tourism industry, we strive for long-term sustainable management of our activities, contributing to a more sustainable future for the industry. We seek to benefit the world by starting within our community.

### At Inhabit, we emphasise:

- Protecting the environment by reducing the environmental impact of our activities and participating in environmental and conservation initiatives
- Continuously monitoring our environmental performance and setting sound environmental objectives
- Decreasing our environmental footprint by saving on energy and water
- Minimising the creation of waste
- Applying a ‘reduce, reuse and recycle’ approach to our design, fit-out, and operations
- Educating staff on environmental and sustainable issues and providing regular training
- Sharing environmental awareness with guests and encouraging them to participate in our eco-efforts and green activities, such as nature walks in Hyde Park or Tokyobike excursions
- Raising awareness on environmental, sustainable, and social matters
- Promoting health and wellbeing via an extensive wellbeing programme with activities such as yoga, meditation, and Pilates, plus regular talks and events
- Creating a CSR policy with reference to social, cultural, economic, quality, human rights, health, risk, and crisis management
- Contributing to a better world by providing staff, guests, and local communities with safe and inclusive spaces, dedicated to wellness and self-care
- Working with green-minded, socially conscious partners such as Aerende, BELU, Globechain, Goldfinger, IQAir, Kalinko, Self Care Co., Studio ND, Who Gives a Crap, Women Returners, and Yeotown



# Energy and Carbon

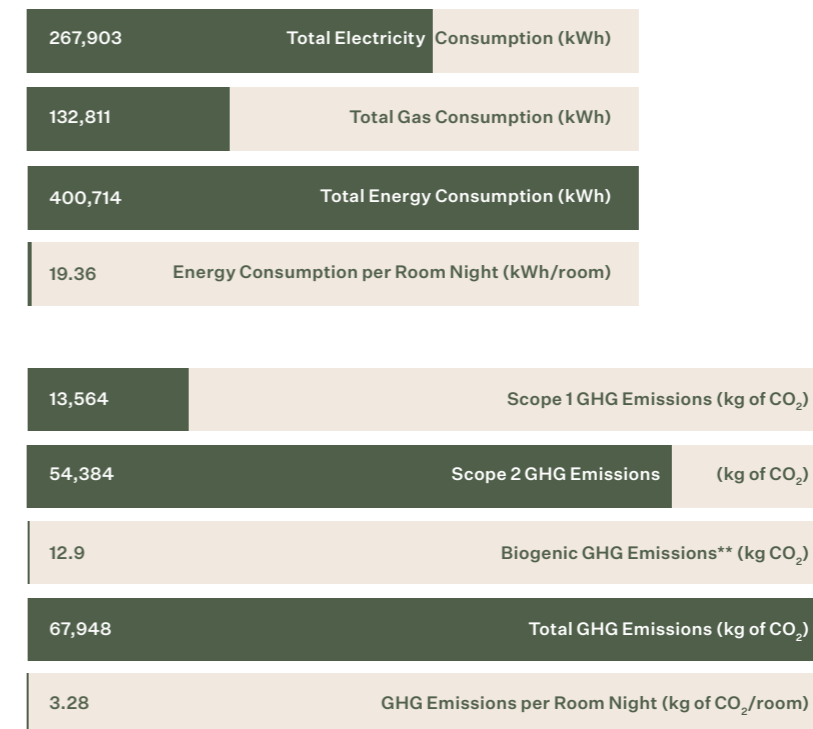
The major energy resources consumed at Inhabit are gas and electricity. Therefore, our energy saving projects are mainly focused on their reduction. Echoing the Net Zero Strategy set out by the U.K. government, we strive to reduce our overall carbon footprint by moving towards renewable energy where possible. In December 2021, we opted for a more responsible energy supplier that could provide us with a higher percentage of renewables, allowing it to account for around 50% of our energy consumption. We have also made efforts to decrease our electric consumption with a move to 100% LED lighting.

The installation of a centralised building management system and air conditioning at Inhabit, Queen’s Gardens has allowed us to further monitor and optimise the overall energy efficiency of our heating, cooling, and air handling units.

In addition to reducing greenhouse gas emissions, Inhabit, Southwick Street has partnered with Tokyobike, providing guests with a bicycle and helmet rental service during their stay, encouraging them to explore the city by bicycle instead of by car. Not only does this provide guests with a more adventurous and memorable experience, but also it helps to reduce roadside emissions within the local community.

With our continuous energy saving efforts, the total energy consumption at Inhabit, Southwick Street in FY2022 was 400,714 kWh, which resulted in 67,948 kg of CO2 total greenhouse gas emissions. Due to the global COVID-19 pandemic, our occupancy rate was also at less than capacity for a period, resulting in a lower intensity of energy consumption and emissions than average.

## Energy Consumption and Greenhouse Gas (GHG) Emissions FY2022\*



\* FY2022 covers the data from 1 April 2021 – 31 March 2022 for Inhabit, Southwick Street. This data does not cover Inhabit Queen’s Gardens, as the hotel was officially launched in April 2022 and the figures for this hotel were not available for full comparison at the time of reporting.

\*\* The GHG Protocol requires that CO2 emissions from biomass combustion at stationary sources are reported as biomass CO2 emissions (in terms of total amount of biogenic CO2 emitted) and are tracked separately from fossil CO2 emissions.

In alignment with the national Net Zero Strategy, we are committed to being more transparent about our environmental performance by disclosing our energy efficiency and carbon intensity in this impact report. We are also determined to identify the best ways to further reduce our greenhouse gas emissions and contribute to national targets.

## Water

We strive for low water consumption at Inhabit through our use of efficient equipment and appliances. Low-flow taps and shower heads—low-flush and dual-flush toilets with limited flushing rate, and automatic faucets for sinks—are installed in all guest rooms at Inhabit, Southwick Street in particular. To further reduce our fresh water consumption, we have installed high water efficient dishwashers in our kitchen, as well as a rainwater harvesting system at Inhabit, Queen’s Gardens. The storage tank in the latter has a capacity of 100 liters, which is enough to allow the hotel to water on-site plants. Also, all cleaning products used at Inhabit are eco-friendly, preventing hazardous chemicals from entering the drainage system.

## Indoor Air Quality

To ensure that the indoor air quality at Inhabit is consistently strong, we’ve installed HEPA air filtration systems in addition to air purifiers by partner IQAir on each floor of the hotels. In combination with smart sensors, we can keep track of the real-time quality index associated with each system, ensuring that sufficient fresh air circulates within the floors and rooms. As a result, we have been reducing potential pollutants or virus exposure for our guests and employees since 2019.

## Waste

One of the ways in which we reduce waste at Inhabit is through the elimination of single-use plastics. We’ve replaced disposable plastic bottles of toiletries with larger dispensers in guest rooms.

Instead of providing plastic bottles of water, we’ve also installed still and sparkling water dispensers on each floor, where guests can refill the glass bottles that are available in their rooms. Further, these dispensers are supplied by BELU, a social enterprise that invests its profit into saving carbon emissions from entering the atmosphere, championing a circular economy, and in ending water poverty. One of BELU’s most important projects is supplying clean water, decent toilets, and good hygiene to communities around the world with WaterAid. We are very proud to support this work through our partnership.

To best allow for the reuse of any applicable waste that we do have, we’ve partnered with First Mile to keep track of our recyclables and to collect general waste for their waste-to-energy project. We will continue to review this practice and our general materials consumption in the future.



## Green Procurement

At Inhabit, we also have a Supplier Code of Conduct that encourages procurement from both environmental and social sources. Working with local business partners helps us to reduce emissions resulting from more extensive shipping and handling. Partnering with certified B Corporations where possible further allows us to source sustainable, healthy, safe, and premium products for our guests.

Some examples of trusted products and suppliers include:

- Vegan and organically formulated skincare products that further use recyclable bioplastics in their packaging (SKANDINAVISK);
- Sustainably sourced coffee in compostable capsules (SENDERO SPECIALTY COFFEE);
- Furniture pieces made from reclaimed wood and other materials (Goldfinger and Granby Workshop).
- Toilet tissue paper made from 100% recycled fibres (Who Gives A Crap); and





## Community

Inhabit’s mission and vision around creating a sanctuary for wellness could not exist without also engaging its external community.



## Supporting Local Businesses

We are determined to be a force for good in the world, and supporting local businesses through long-term partnerships is certainly a way to achieve this. By seeking out suppliers with shared values, we are able to source responsibly and in a way that reinforces our goals while enhancing the guest experience.

**Here is a selection of partners that we are proud to call a part of our Inhabit network.**

### Aerende

Aerende is an award-winning online shop that sells ethical homewares and gifts, handmade in the U.K. by individuals facing social challenges. It allows consumers to purchase a variety of beautiful, functional, and elegant products whilst simultaneously enabling them to make an impact. The cushion covers featured at Inhabit were purchased through Aerende and sewn at Studio 306 in Wood Green by people recovering from and living with mental health illnesses.

### Be For Change

Be For Change diverts industrial materials from waste and uses ample creativity to fashion them into new, durable products. A great example of this partner’s work is showcased at Inhabit, where leather cushions have been made specifically for the space.

### Globechain

“From helping women in Guinea, to charities in performing arts, football clubs, schools and churches, Inhabit made a positive impact in people’s lives beyond the hotel room experience.”

—May Al-Karooni, CEO and Founder

Globechain is an award-winning British marketplace that redistributes unwanted items by connecting corporations to charities and families. Globechain has helped Inhabit to divert 273 items thus far (weighing over 2900 kg) from landfill.

### Kalinko

Kalinko is an online homeware brand in London that sells beautiful, handcrafted products made in Burma. The site retails the work of many talented artisans who would not otherwise have the infrastructure to sell their crafts. As such, Kalinko is an important social enterprise partner for Inhabit. The hotels have been purchasing their rattan products for their guest rooms since 2019.

### Goldfinger

The social enterprise, Goldfinger, produced bespoke furniture items such as tables and cabinets for Inhabit. In addition to its retail store and woodworking workshop, the company’s Academy teaches marginalised young people the craft of woodworking, so that they can find new direction, expertise, and then progress into meaningful work. The wood for these products and processes has been diverted from landfills.

What’s more, the Goldfinger Kitchen offers free meals to its local community every month, contributing to the fight against food waste while serving those in need. During the pandemic, the organisation delivered free meals to vulnerable residents in the London community in a further effort to address isolation.

In these ways, Goldfinger is a noteworthy proponent of the circular economy, and an especially wonderful partner.



### School of Life

The School of Life is a global education organisation that helps people to lead more fulfilled lives. In partnership with its London branch, we are retailing School of Life books and other resources at both Inhabit locations.

## Engaging with Community



### PaddingtonNow BID and Considerate Hoteliers

The PaddingtonNow Business Improvement District (BID) is an organisation that aims to improve the Paddington area for businesses, employees, residents, and visitors. Through the implementation of special infrastructure projects, it has ameliorated the quality of streets— reducing traffic, saving businesses, managing back anti-social behaviour, tackling air pollution, and upgrading local parks and gardens.

Considerate Hoteliers is a specialist company that helps and encourages businesses in the hospitality sector to operate responsibly. The firm offers a data management system called Con-Serve that has been tailored to capture necessary and informative facts about the industry.

As part of our collaboration with both PaddingtonNow BID and Considerate Hoteliers, we voluntarily provided our environmental performance data as research material. In doing so, we have been able to help build a reliable database for future case studies, carbon deduction, and air quality improvement projects within the Paddington community. We continue to work with this ISO 50001 accredited data-monitoring platform to simply yet comprehensively measure our electricity, gas, water, and waste consumption.

Inhabit Southwick further collaborated with PaddingtonNow BID and Karma Yoga during the pandemic to organise three months of meditation sessions at the hotel.

### Self Care Co.

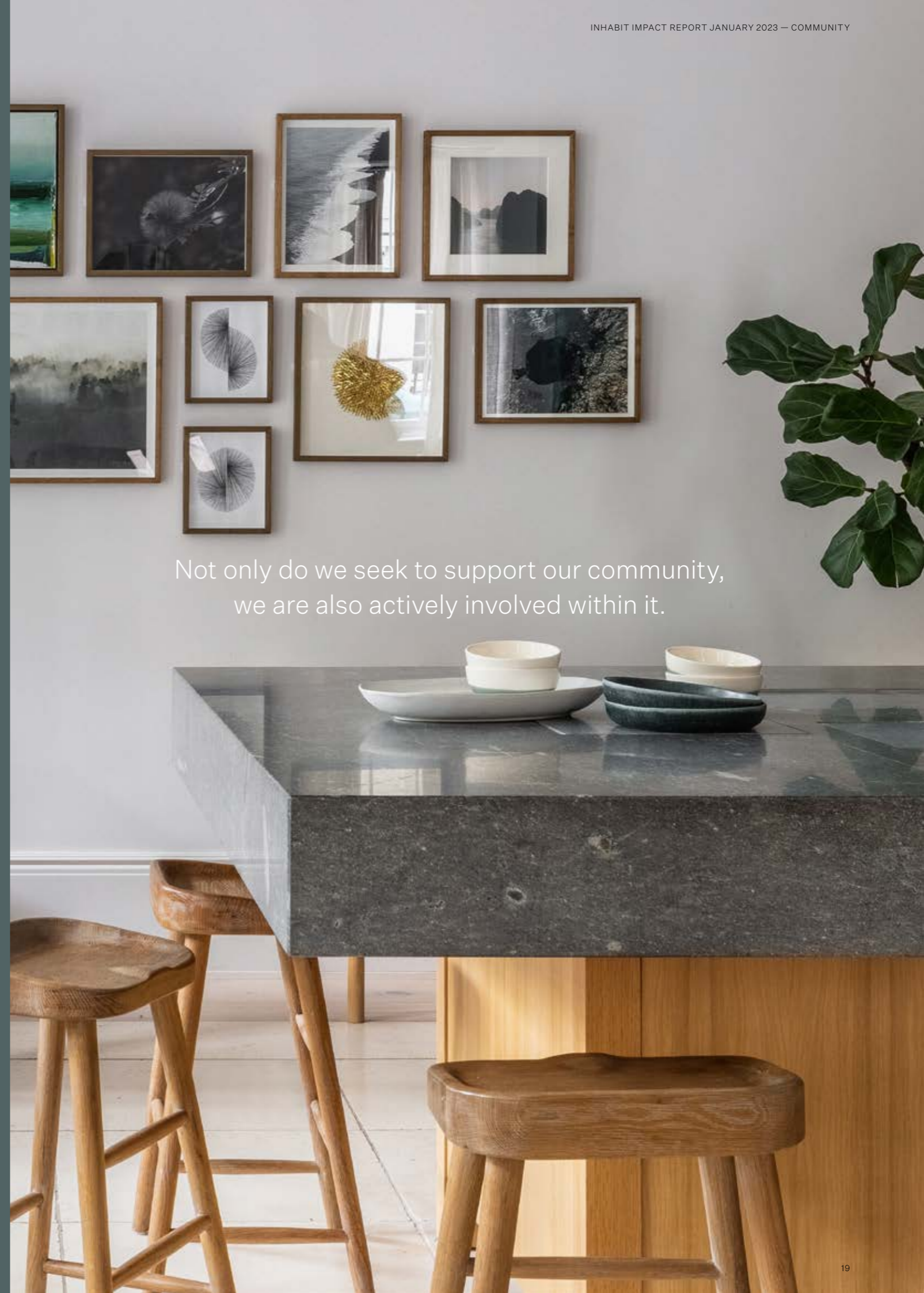
The Self Care Co. has also been an important partner of Inhabit since inception. Together, we've created custom, plant-based candles blended with a mix of essential oils that can work well for guests during both day and night. With every purchase that is made, 10% of profits go to DON'T JUST STARE, a charity raising awareness around mental health.

### Self Space

With the understanding that our outlook fundamentally impacts all areas of life, we've partnered with Self Space to help guests feel great. The Self Space facilitates inspiring talks and workshops that focus on both enhancing and maintaining mental health awareness as well as, ultimately, wellbeing. Our work with the organisation began in December 2019 with open group therapy sessions to combat loneliness around the holidays. Now, Self Space runs programs for the hotels on a monthly basis.

### St. Mary's Hospital

During the pandemic, we wanted to demonstrate our gratitude to all of the National Health Service (NHS) workers who had dedicated an abundance of time and effort to keeping our community safe. To do this, we worked with a local bakery to deliver free meals and baked goods to NHS workers in the intensive care unit of our neighbourhood hospital, St. Mary's.



Not only do we seek to support our community, we are also actively involved within it.

# Workers

At Inhabit, we strive to create a healthy, inclusive, and inspiring workplace, where every employee is respected and has opportunities for success. Beyond the basics, we provide additional resources such as mindfulness training as well as a range of professional development opportunities for employees at all levels.



## Health and Wellbeing

Inhabit strives to create a healthy and safe workplace for its teams. In order to reduce potential operational risks, we provide regular first-aid, health and safety training, food and hygiene training, and fire drill practices for employees.

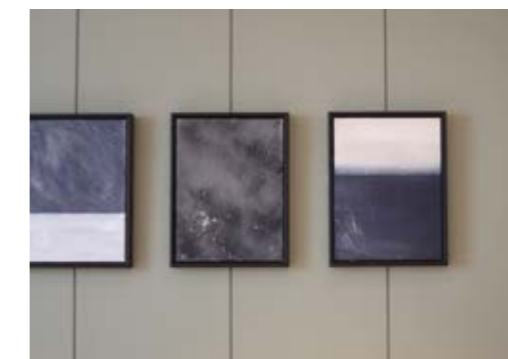
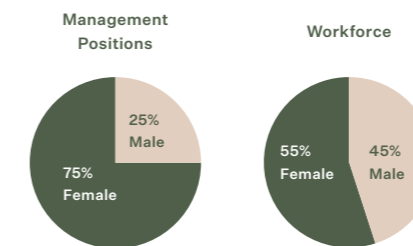
Since wellbeing and mindfulness is at the heart of what we do, we also offer restorative experiences for our workers. For example, mindfulness trainings help employees to overcome stress as well as any negativity through awareness.



## Diversity and Inclusion

We do not tolerate any form of harassment, slavery, human trafficking, forced labour or child labour at Inhabit or within its affiliate companies and supply chain. Apart from complying with the legal requirements of remuneration and benefits for our employees, we also ensure that our hiring, training, and promotion practices are free from discrimination on the grounds of gender, race, religion, disability, age, marital status, sexual orientation, or family.

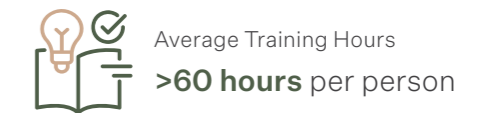
Where possible, we empower groups and individuals in need. For instance, since 2019, we've partnered with Women in Travel and collaborated with the Women Returners Programme. This programme is aimed at women from difficult backgrounds, some of whom have been out of work for an extended period. We offered five individuals a four-week work experience, supported by a mentor. After completion of the traineeship, we extended longer term job offers to three of these women. Enabling female employees to return to work with confidence while further supporting the economic empowerment of those belonging to minority groups is a core impact goal of Inhabit's. Today, women account for 55% of our overall workforce and 75% of our management positions.



## Development and Inspiration

We provide a series of professional development opportunities, encouraging employees to enhance their soft skills while achieving their career goals.

In 2021, our average staff training was over 60 hours per person, and the feedback we received regarding these trainings was overwhelmingly positive.



Our work with Saira Hospitality is a great example of this. Saira connects individuals across the world with local hotel partners. These individuals are then trained in hospitality by Saira in conjunction with the hotel, with the goal of receiving a job placement at the specific hotel at the end of the training period. Inhabit was part of Saira's seminal work in London last year. Together, we created an educational programme and were able to retain and place graduates—many of whom were from underprivileged backgrounds, helping to generate additional positive social impact.

Inhabit employees also have access to WAGESTREAM, a smart financial wellbeing platform that allows them to track and understand spending. Employees can now measure the financial impact on their overall quality of life, helping them to achieve financial security for themselves and for their families.

**We will continue to explore and provide development opportunities to Inhabit workers at all levels.**





We incorporate both people and planet into our decision-making

## Governance

Our approach to creating lasting positive impact is to consistently incorporate both people and planet into our decision-making. We consider it core to the success of our business.



At Inhabit, we have a written code of ethics that is communicated across our teams— at the point of hire and when anything is changed. Social and environmental factors are also intentionally included in our employee hiring and training, as are performance reviews.

Impact metrics are reviewed, with targets set accordingly. Part of this is collecting information from stakeholders and sharing our progress with them. Another part is ensuring that we have an organisational structure that is clear, so that related reporting and strategy can be officially assigned and discussed internally.

As stated at the outset, we recognise that our current framework is only the beginning of our journey towards a bigger impact. We will continue to develop a sharper framework to measure progress each year, and remain proud of our goals and achievements to date.



We are on a mission to create holistic spaces for wellbeing in London. Inhabit’s vision is to support and grow best practices in wellness, sustainability and social connectedness within the wider community in order to educate others and change our world collectively.

# Inhabit

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