

Certified



Corporation

Inhabit

Impact report Sustainability Report

FY 2024

Published: December 2025

Alvar Aalto



Inhabit

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Queen's Gardens
BAYWATER

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A Message From Our Founders

When we set out to create Inhabit, we were certain about one thing: that we wanted to design a place for restoration, a deeper kind of rest. The kind of rest that is more than a good night's sleep. The kind of rest that allows you to fully inhale, to feel held by your surroundings, and to leave lighter than when you arrived. We understood early on that in so doing, we were creating spaces where guests do not simply stay but truly inhabit.

What began as the redevelopment of a property in London grew beyond an intention and gained quiet momentum.

In August 2019, we opened our first hotel, Inhabit Southwick Street in Paddington, just months before the world changed in ways none of us could have anticipated. The years that followed challenged hospitality in unprecedented ways, but they also reaffirmed our purpose. The demand for spaces that not only nurture well-being and encourage pause but also prioritise thoughtful, conscious design has become clearer than ever.

In May 2022, we opened Inhabit Queen's Gardens in Bayswater. With this second property, we were able to deepen our commitment to sustainable practices, embedding responsible procurement practices, strengthening partnerships with local social enterprises, and further reducing our environmental footprint.

Becoming a certified B Corp marked an important milestone in that journey. It formalised a belief that has always guided us: the belief that business can, and should, be a force for good. Our certification is

an ongoing responsibility to measure our impact, challenge ourselves, and remain transparent about both progress and areas for improvement.

As we share our third Impact Report, covering the 2024 financial year, we do so with clarity and commitment. This report reflects the progress we have made and the standards we continue to set for ourselves. It also reminds us that meaningful impact is built over time through consistency, transparency and a willingness to keep improving. It represents the steady work behind the scenes: the decisions, partnerships and investments that shape our impact.

Travel is evolving. Guests are seeking experiences that reflect their values and the ability to contribute positively to the places they visit. We see this shift not as a trend, but as a necessary evolution that affirms the path we chose in 2017 and calls us to continually raise our standards.

To our guests, our team, and our partners: thank you. Inhabit exists because of our shared commitment to nurturing wellbeing, connecting communities and contributing positively to the world around us. Your trust and collaboration make this journey possible.

As we move into the year ahead, we remain inspired to deepen our impact and look forward to welcoming you back soon.

Sincerely,

Nadira and Rahim

Co-Founders, Inhabit Hotels



A Message From Our Head of Hotels

At Inhabit Hotels, wellness continues to shape everything we do. In an increasingly fast-paced world, we remain committed to creating spaces where guests can pause, restore balance, and reconnect with what matters most. Guided by our brand pillars, we continue to evolve our vision of an urban sanctuary for travellers seeking mindful stays with purpose.

In this year's Impact Report, we reflect on the progress made over the past year while setting out our priorities for the future. We share both our achievements and the areas where we continue to learn, as we work to reduce our environmental footprint, strengthen our community connections, and advance a more conscious approach to hospitality.

The expectations of today's traveller continue to evolve, bringing new opportunities to shape guest experiences with an even greater focus on wellbeing and responsible travel. At the same time, increasing demand challenges us to balance growth with our commitment to reducing resource use. We are seeing growing interest in low-impact stays, greater transparency in sustainability practices, and higher expectations for businesses to contribute meaningfully to climate action and social equity. These shifts inspire us to continuously adapt and improve.

Over the past year, we are proud to have maintained Green Key certification and B Corp status across both of our hotels, reinforcing our commitment to strong environmental and social standards. We have further strengthened our data collection and reporting processes, progressed our efforts to reduce our environmental impact, and expanded partnerships with local and social enterprises that share our values.

This year also marks an important step forward with our first formal materiality assessment, alongside newly defined Sustainability Pillars and targets. Together, these provide a clearer framework to guide our decision-making and accelerate progress towards our long-term sustainability vision.

Looking ahead, our priorities include advancing our decarbonisation strategy with the ambition of reaching Net Zero emissions by 2040, deepening engagement with our guests and teams, and driving measurable improvements in our impact on people and the planet. We remain committed to aligning our approach with evolving industry standards and best practices, ensuring our strategy continues to deliver meaningful and lasting change.

As you explore our FY2024 Impact Report, we invite you to join us as we continue this journey. Together, we can help shape a more thoughtful and responsible future for hospitality — one that supports the wellbeing of our guests, our communities, and our planet, creating a positive legacy for generations to come.

Samantha van Exter



Head of Hotels

Inhabit Hotels

Business Overview

About Inhabit Hotels

Our mission is to offer guests much more than a place to lay their head, with considered spaces, nourishing food, and staff that share a passion for healthy living. Every detail of our hotels aims to optimise wellness and make the world a better place – from natural materials to sustainable practices, holistic activities, partnerships with social enterprises, and contemplative art.

Inhabit Hotels are a collection of urban wellness hotels 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 compliance, we strive to reduce our environmental footprint and contribute positively to our communities, embedding responsible hospitality in every aspect of our business for the benefit of all stakeholders.

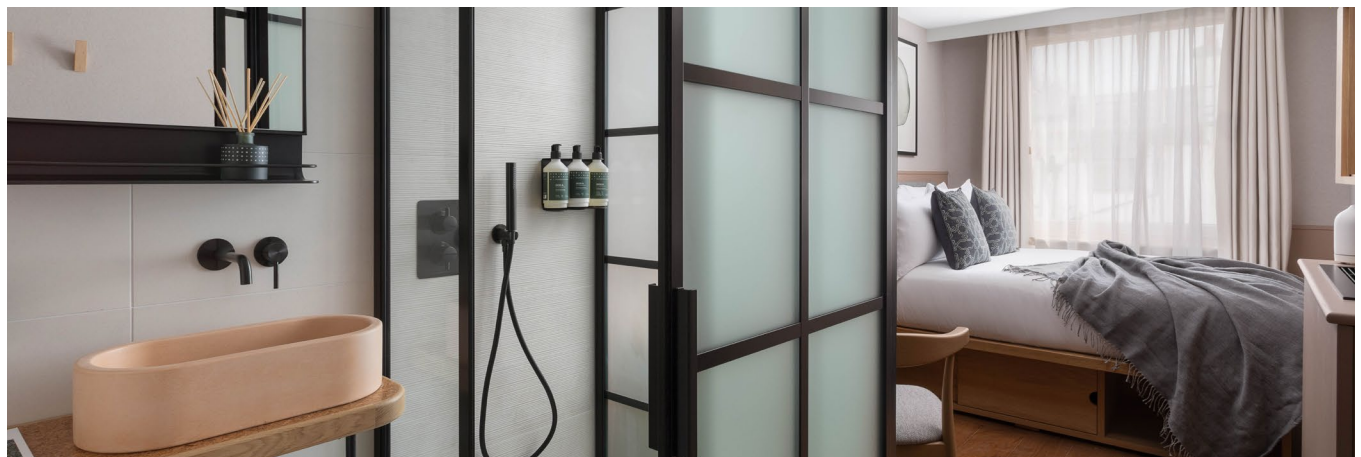
About this Report

The scope of this report encompasses the material ESG topics of the owned and managed activities of our two Inhabit Hotels. Our third-party operated restaurants and spa share our values but are not included in this scope. Metrics included in this annual report cover Inhabit Hotel’s operations for the 2024 financial year, that is 1 April 2023 until 31 March 2024, unless otherwise stated.

The report applies the principles of B Corp and is prepared in accordance with the GRI reporting principles. To enable the quantitative comparison of performance over time, data on material ESG indicators are consolidated in the Performance Tables, found in the Appendix.

We welcome your feedback. Please share your views with us via sustainability@inhabithotels.com

Core Brand Values



2024 Highlights



35%
reduction
of carbon footprint



11%
increase
of recycling rate



Zero
waste
to landfill



78%
sustainable
suppliers



35%
local
suppliers



100%
of hotels certified
To Green Key and B Corp





Governance

Strong governance is the foundation of our sustainability journey. At Inhabit Hotels, we believe that responsible leadership, clear policies, and transparent practices are essential to creating long-term, meaningful impact. Good governance is what ensures that our sustainability ambitions are not just stated, but embedded in how we make decisions, manage risks, and evaluate performance.

We are committed to operating with accountability, integrity, and transparency at every level of the organisation. Our leadership team is actively engaged in ensuring that sustainability is integrated into our business strategy, guided by stakeholder input, recognised frameworks, and best practices in ethical governance.

By consistently applying strong governance principles, we strengthen our ability to deliver on our mission of creating a healthier, fairer, and more sustainable hospitality experience.

Our 2030 targets and commitments:

Certifications	Sustainability certification at 100% of properties
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Corporate Governance

At the core of our responsible business commitment is strong leadership and governance. We are committed to good governance practices that ensure we operate with accountability, integrity and transparency in everything we do. Every layer of our organisation works together to uphold these standards and to consistently incorporate both people and planet into our decision-making.

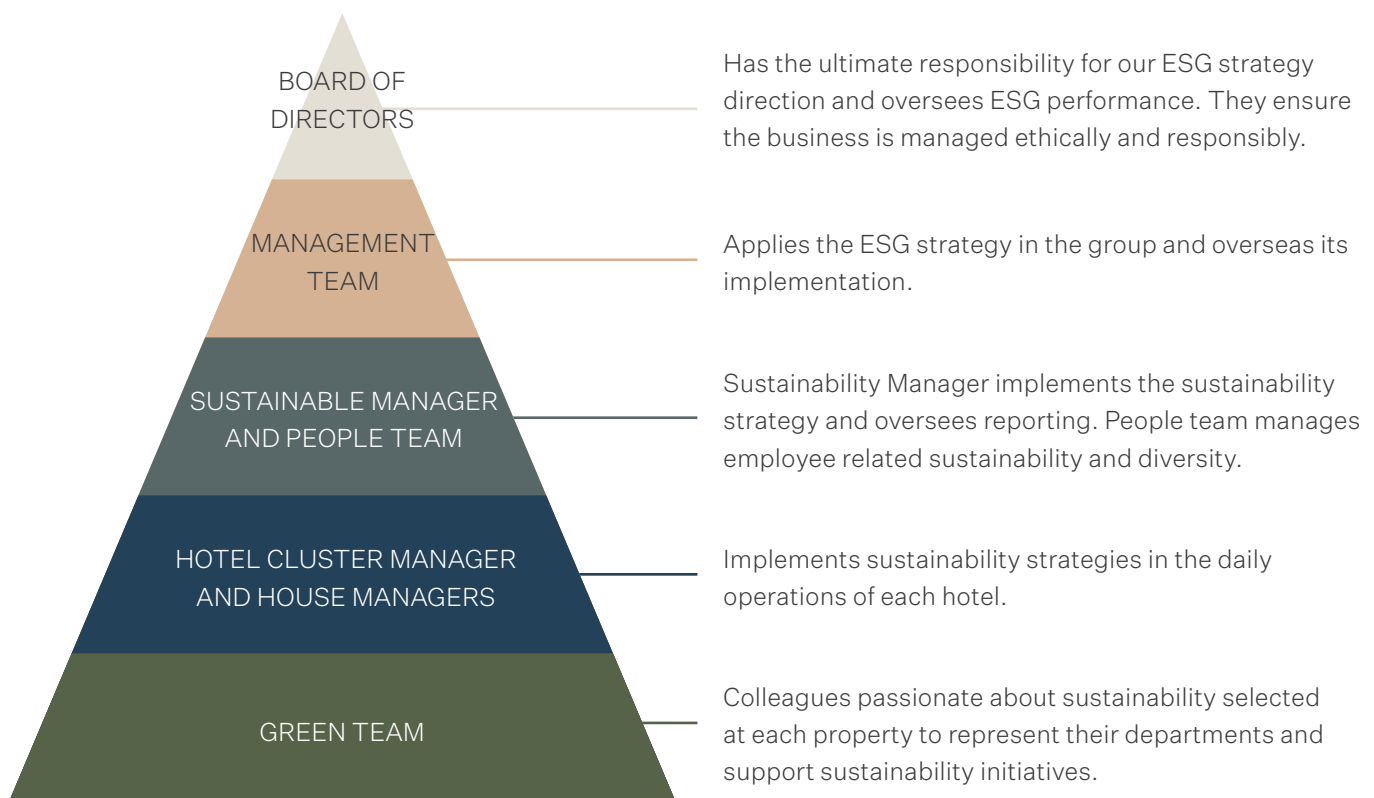
Our written Code of Conduct reflects our core values and helps uphold the principles of ethical business conduct that guides our decision making for all our business activities. It is applicable and communicated to all team members from the moment they arrive.

Our policies reflect our commitment to conducting business in compliance with all UK and international laws and regulations, including anti-corruption and bribery rules, human rights, labour laws, and anti-discrimination measures. We also align ourselves with key international frameworks such as the United Nations (UN) Sustainable Development Goals and the Guiding Principles on Business and Human Rights.

We have written sustainability and sustainable procurement policies that outline our standards and commitments to people, planet and our local communities, which are explained to all newcomers during their induction and consistently reinforced.

All policy commitments are approved at the most senior level and are communicated to all team members during induction and further training, and to other business relationships where relevant. In the upcoming year, we will be conducting a full review of our policies and strengthen them where needed.

We maintain a clear grievance policy to allow all employees to report any mistreatment or concerns at work. Furthermore, we have implemented a whistleblowing procedure to allow all employees and contractors to raise concerns about potential malpractice or wrongdoing in the public interest, including via anonymous reporting channels. Whistleblowing and grievances are handled by human resources at the organisational level with confidentiality and protection against retaliation.



Stakeholder Engagement

Inhabit Hotels' impacts go beyond our organisation and we strive to ensure benefits for all stakeholders. We consider stakeholders to be the individuals or groups affected economically, socially, or environmentally by Inhabit Hotels' actions.

We collaborate and engage with a wide range of stakeholders to ensure we understand their needs and the potential impact of sustainability initiatives, and work together effectively towards common goals and create shared value.

We have identified 8 stakeholder groups and have ongoing engagement with each as appropriate, and conducted additional surveys this year to support our materiality assessment. We are committed to strengthening our relationship with them through open dialogue and engagement.



Customers

We engage with our guests and corporate clients through various feedback channels, our loyalty programme, and our sales team. We inform and encourage guests to participate in our sustainable initiatives during their stay.



Industry associations and peers

Industry associations, peers, and sustainability certification bodies in our sector are key stakeholders in developing best practices and standards. We stay up to date with developments, have regular audits with leading certifications, and are part of several peer partnerships.



Team members

We listen and engage with our colleagues and nurture talent through development plans, performance reviews, and training programmes. We inform and enable our colleagues to implement our sustainability initiatives.



Franchise partners and memberships

We are Members of Design Hotels™ and value this partnership for the sharing of resources, best practices, and standards.



Business partners

We work with third-party operators, who manage our restaurants and spas, that share our values, and we have open communication about achieving our shared sustainability goals.



Local communities and social partners

We collaborate with organisations that support people and our communities, by working with local organisations, creating social partnerships, volunteering regularly with charities, and fundraising for good causes.



Suppliers

We choose our suppliers, vendors, and contractors carefully, and meet with them about our sustainable procurement goals and possibilities. We have an ever-expanding network of suppliers who share our values.



Regulatory Bodies

Policy makers are key in achieving wider sustainability goals, so we stay up to date with regulatory changes and strive to meet and exceed them.

Materiality Assessment

Our business operations inevitably have an impact on people, the environment, and society. While we have always aimed to manage our impacts responsibly, this year we have started formalising our efforts with an enhanced sustainability strategy.

To ensure our strategy reflects the issues most important to our stakeholders, we conducted a materiality assessment to identify key environmental and social issues. The assessment was based on robust desk research, industry guidelines, and stakeholder engagement, and conducted in accordance with GRI reporting standards.

This assessment was done on the level of our parent group Montcalm Collection, but its findings are applied to the context of Inhabit Hotels.

Our materiality assessment process

- 1 Understood our hotels' context using sustainability frameworks, industry publications, sector benchmarks, and internal reviews.
- 2 Identify our hotels' actual and potential, positive and negative impacts based on ongoing stakeholder engagement, desk research of industry guidance, and internal qualitative discussions.
- 3 Identify our hotels' most relevant stakeholders and conduct a mixture of surveys, desk reviews, and qualitative analysis to assess the significance, based on severity and likelihood, of all identified impacts, which are then grouped into topics.
- 4 Consolidate scores of significance of both desk research and stakeholder assessments to create a ranked list of material topics, prioritising the top 15 topics as our material topics.

Our material topics

Ranked based on significance of impact

1. GHG emissions
2. Sourcing
3. Energy
4. Waste
5. Training & Education
6. Plastic waste
7. Governance
8. Water
9. Employee Wellbeing
10. Local Community
11. Equality & Diversity
12. Health & Safety
13. Human Rights
14. Reporting
15. Biodiversity

Reporting threshold

16. Customer Communication
17. Cultural Heritage
18. Facilities
19. Economic Impact
20. Stakeholder Engagement

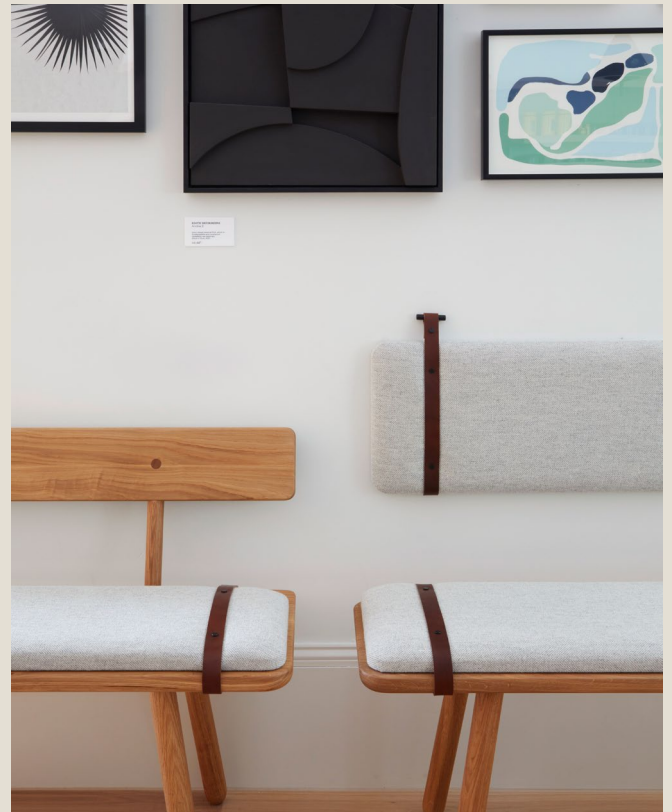
Our 15 material topics were used to create our Sustainability Pillars which form the core of our sustainability strategy, detailed in the following page. They will be reviewed annually and are supported and approved by senior management. How we manage and report on each material topic is detailed in the rest of this report.

Sustainability Pillars

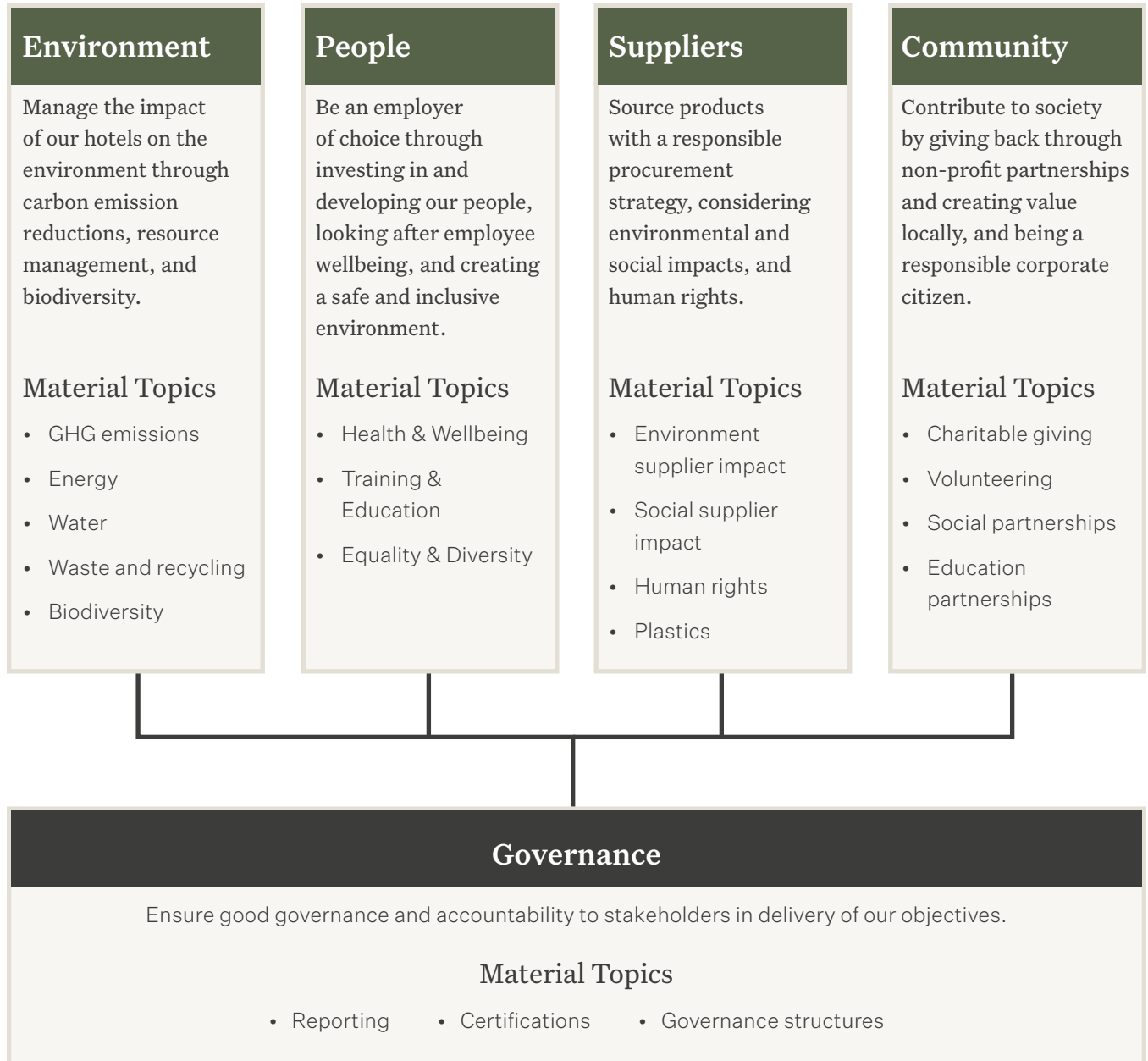
Sustainability is a broad and complex topic, so creating meaningful change requires a clear and focused approach. In 2024, we identified the environmental, social and governance issues most material to Inhabit Hotels and its stakeholders. These priorities were then grouped into five Sustainability Pillars, which now form the foundation of our sustainability strategy.

Four of these pillars reflect the areas where our business has the greatest impact: Environment, People, Suppliers and Community. At the centre sits Governance, which underpins the delivery of all our initiatives through clear accountability, responsible decision-making and transparent reporting.

Together, these pillars provide a practical framework for advancing Inhabit Hotels' purpose-led approach to hospitality and helping us strengthen our positive impact in a way that aligns with our brand, operations and stakeholder expectations.



Our Sustainability Strategy



Target Tracker

After establishing our material topics and Sustainability Pillars, targets were developed for 2030 for the most key KPIs.

The base year for our targets is FY2023, the first year we have sufficient data for both hotels.

These targets represent our near-term targets for 2030. Our environmental targets support our long-term goal to achieve Net-Zero emissions by 2040, aligned with the global ambition to limit global warming to 1.5°C.

While the targets were set after the financial year included in this report, we take this opportunity to present our current performance against these new targets. We look forward to presenting our progress further in next year's report.

Indicator	2023 target	2024 result Compared to 2023 baseline	Status	
Environment				
Carbon Emissions	Carbon intensity per m2 reduction of scope 1&2 by 60%	▼ 35.4% reduction	On track	
	Carbon intensity per m2 reduction of scope 3 by 50%	▼ 3.5% reduction	Started	
Energy	Energy intensity per m2 reduction by 30%	▼ 5.1% reduction	On track	
	100% renewable electricity use	100% renewable electricity contract agreed for coming year	Not started	
Water	Water intensity per guest night reduction by 15%	▲ 5.1% increase	Started	
Waste	Waste intensity per m2 reduction by 20%	▲ 26.8 % increase	Started	
	Recycling rate increase to 90%	▲ 64% recycling rate	On track	

Indicator	2023 target	2024 result Compared to 2023 baseline	Status	
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People

Employment Support	2 active annual development and employment partnerships for underrepresented and disadvantaged people	Not yet started	Not started	
Diversity	50% gender diversity in management roles	44% gender diversity	On track	
	30% underrepresented social group diversity in management roles by 2030	Not yet measured	Not started	
Training and Development	100 hours of annual training and career development per employee	74 training hours	On track	
	30% of leadership roles filled internally per year by 2030	Not yet measured	Not started	

Suppliers

Suppliers	Sustainably source 90% of annual spend	78% sustainable suppliers	On track	
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Community

Fundraising	Fundraise £4000 to charitable causes	Fundraising introduced end of year	Started	
Volunteering	Contribute 450 hours of community service	Volunteering introduced next reporting year	Not started	

Governance

Certifications	Sustainability certification at 100% of properties	100% certified since 2023	Achieved	
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Our certifications

We follow leading sustainability standards and certifications to guide our sustainability efforts. These certifications help us prioritise actions, hold us accountable through audits, and provide valuable benchmarks with the rest of our industry.



Green Key

Green Key

Both of our hotels are Green Key certified. As our first step towards achieving ambitious sustainability goals, we worked towards the Green Key certification, a leading international eco-label for the tourism industry.

The certification gives us a robust and extensive set of requirements, guidelines, and best practises to implement, and helps us benchmark our performance within the hospitality industry. Our dedicated efforts proved to be successful when Inhabit Southwick Street achieved Green Key certification in 2020, followed by Inhabit Queen’s Gardens in 2023. Both hotels have been successfully recertified every year since.



Certified



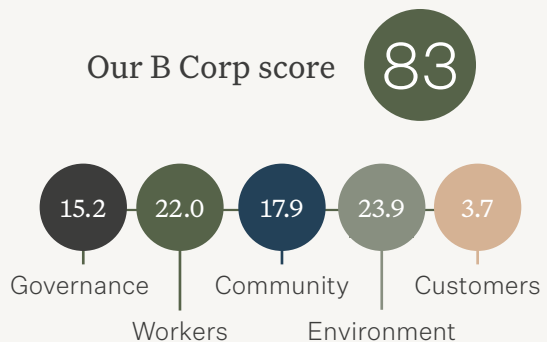
Corporation

B Corp

B Corps are companies that follow high environmental, social, and governance standards, and make a legal commitment to create benefit for all stakeholders. The vision of Inhabit Hotels has been closely aligned to the B Corp values since our inception, so it was a logical step to work towards the B Corp certification to solidify our commitment to sustainability.

One of the first London based hotels to achieve this positive marker in 2023, the certification marks our dedication to guests, employees, social enterprises and the environment.

We aim to continuously improve our performance and are working towards improving our score by the time we need to recertify in 2026.



United Nations SDGs

Sustainable development has been defined by the United Nations as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”.

At Inhabit Hotels, we aim to follow this framework by contributing to the United Nations (UN)’s Sustainable Development Goals. While we can relate our activities to most of the 17 Global Goals, we have determined that our material topics following our assessment are most closely aligned with the following 6 Goals in particular.

3 GOOD HEALTH AND WELL-BEING



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

5 GENDER EQUALITY



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

8 DECENT WORK AND ECONOMIC GROWTH



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

10 REDUCED INEQUALITIES



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

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



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

13 CLIMATE ACTION



Implementing sustainable measures and processes to reduce our climate impact and build resilience.



Environment

Environmental management is a core part of Inhabit Hotels’ sustainability vision. Our commitment to protecting the environment has shaped Inhabit Hotels’ design, philosophy, and daily operations.

Recognising our role in the global tourism industry, which traditionally has been known for its high environmental impacts, we strive for long-term sustainable management of our activities, contributing to a more sustainable future for the industry.

Inhabit Hotels is committed to developing and maintain a robust environmental system. This includes monitoring energy, water, waste, and carbon footprint levels, and working continuously to reduce them.

We apply circular economy principles as much as possible to our hotel’s design, fit-out, and operations, and send zero waste to landfill. We also work with local, sustainable suppliers as much as possible, to minimise the environmental impact of transport, and ensure that our products are durable and made using green materials and practises.

We think revenue generation and environmental efforts are complements, not opposites, and finding ways to combine them is what makes a sustainable business.

Our 2030 targets and commitments:

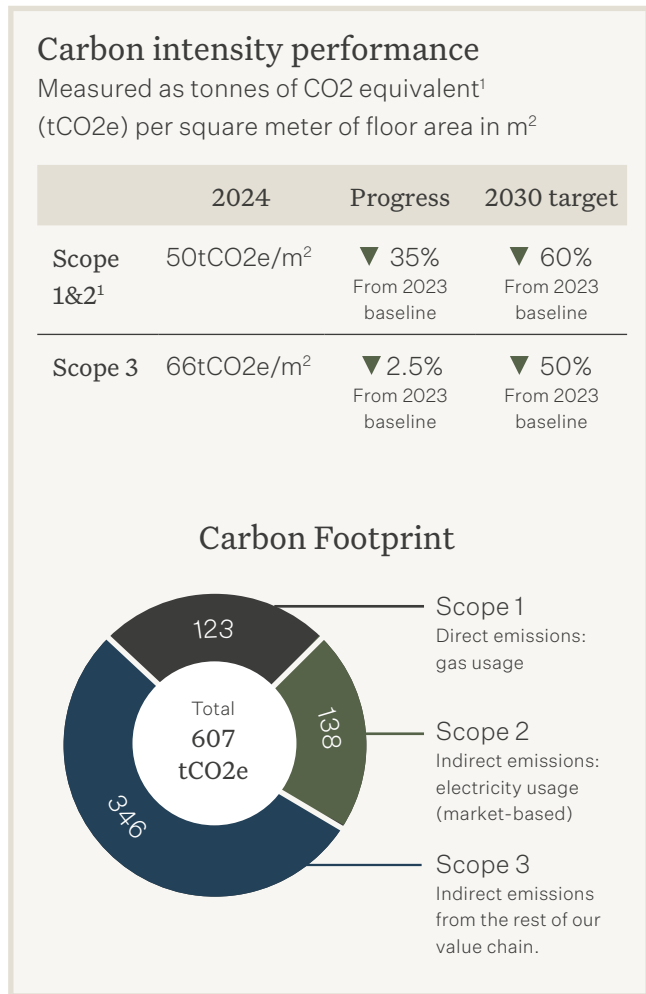
Carbon Emissions	Carbon intensity per m ² reduction of scope 1&2 by 55%
	Carbon intensity per m ² reduction of scope 3 by 50%
Energy	Energy intensity per m ² reduction by 30%
	100% renewable energy use
Water	Water intensity per m ² reduction by 15%
Waste	Waste intensity per m ² reduction by 20%
	Recycling rate increase to 90% and achieve zero waste to landfill

Supporting the UN SDGs:



Carbon Footprint

GHG emissions are one of the most important impacts of any hotel. We measure our carbon footprint annually to keep track of our environmental impact against our 2023 baseline and have ambitious goals to reduce our impact.



We are committed to support the global ambition to limit global warming to 1.5°C. Our long term target is to achieve Net-Zero emissions by 2040.

This is achieved by reducing our emissions 90%, and remove the residual amount of through robust carbon removal projects. We follow the GHG Protocol and the Science Based Targets initiative (SBTi) guidance, and plan to set verified SBTi targets soon.

We currently measure Scope 1 and 2, and some categories of Scope 3, namely waste, outsourced laundry, and upstream energy emissions.

While we do not measure the emissions of our complete supply chain yet, we already have extensive green procurement policies and practices in place. We will expand on our scope 3 reporting in the future. We are on track to achieve our 2030 carbon reduction target with a reduction in both scope 1 +2 and scope 3 emissions compared to our baseline of 2023.

Our scope 1 and 2 carbon footprint is driven by our gas and electricity consumption, and we monitor and manage these closely to achieve savings where possible. We achieved a 35% reduction in our market-based emissions compared to 2023, largely due to switching to a lower carbon electricity contract. Our location-based emissions also reduced by 5%, which can be attributed to ongoing energy efficiency efforts, detailed in the following page.

We are switching to a 100% renewable electricity contract later in 2024, reducing our market-based scope 2 emissions further, which will be accounted for in next year’s report. We are evaluating our roofs for solar panels and while most of our roof space is unsuitable, we are planning on installing solar panels where possible. We continue to work on reducing our energy consumption to minimise our location-based carbon emissions.

While we currently do not measure all our scope 3 emissions, we are still taking measures to reduce these impacts. For example, we give preference to local suppliers who deliver to us using low or zero emission vehicles or bikes which reduces the transportation emissions associated with our purchased products. We have achieved significant savings by diverting all waste from landfill through recycling and waste to energy, which alone has prevented an estimated 31 tCO₂e. We also reduce our laundry tonnage, washed by an external company, by washing linen and towels only upon request.

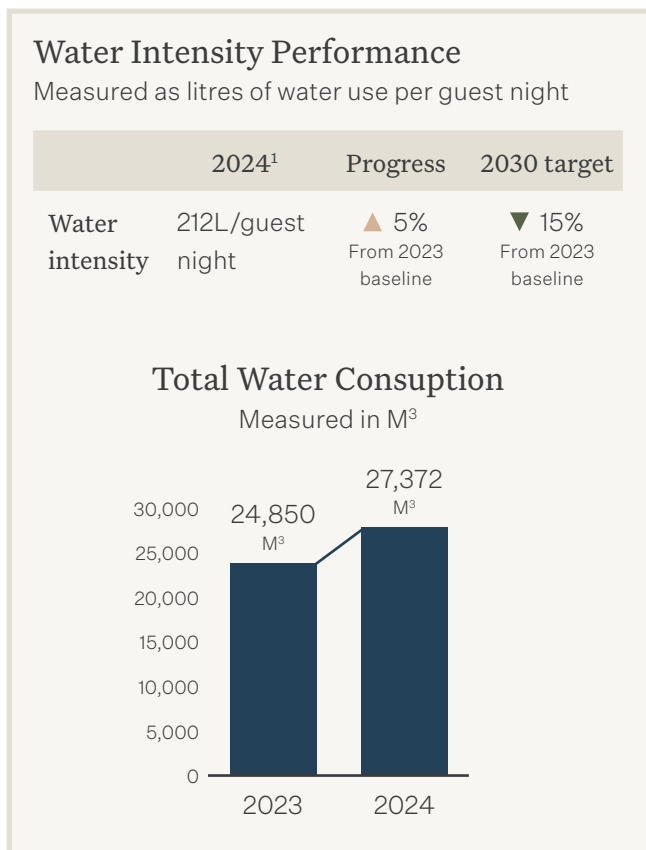
We have reduced our Scope 3 emissions by 2.5% since our 2023 baseline and will continue to expand our scope 3 reduction strategy in the coming years.

¹ All GHG gasses are included, presented in CO₂ equivalent (CO₂e)
² Scope 2 emission related performance figures and targets are based on market-based emissions. Location based scope 2 emissions for FY2024 were 192 tCO₂e

Water and Energy

Hotels are inherently water- and energy-intensive to operate, and we take our responsibility to manage these resources seriously. We measure our consumption and have measures and practices in place to reduce our impacts.

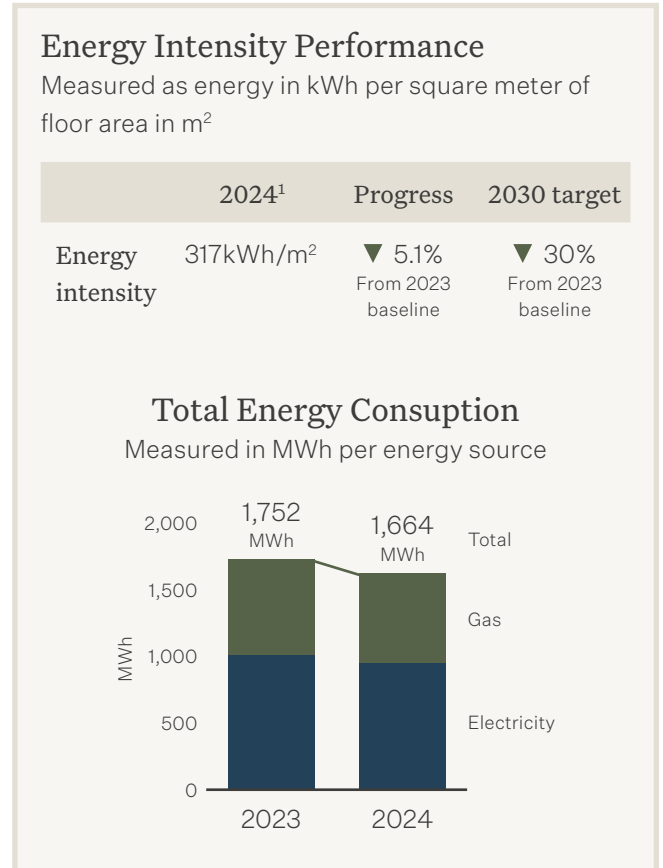
Water



Our water consumption per guest night has increased by 5% compared to 2023. This is partly explained by a broken water meter during a period in 2023 which may have skewed part of the results. Even so, we are auditing our fixtures and processes to ensure we can get back on track for our 2030 reduction target.

We strive for low water consumption 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.

Energy



Our hotels are powered by gas and electricity, and we work to reduce our consumption as much as possible. We have achieved a 5.1% decrease in our energy consumption compared to last year, keeping us on track for our 2030 target.

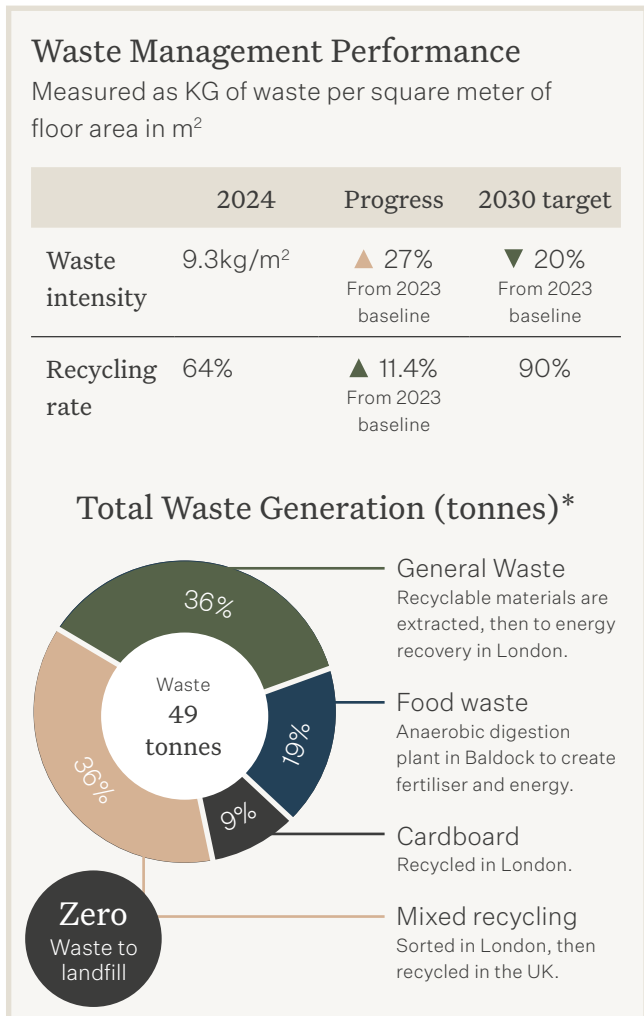
Some energy saving measures implemented in our hotels include 100% LED lighting, a key card system in all guest rooms that turns off energy use when the rooms are empty, and energy saving operating procedures. We also have a centralised building management system that allows us to control our heating and cooling air-conditioning units, allowing us to closely monitor and optimise the use our main sources of energy consumption.

Furthermore, windows in Inhabit Queen’s Gardens have secondary glazing to prevent heat and energy loss, and we are doing the same for Inhabit Southwick Street. We also engage and train our team to use energy efficiently.

Waste and Biodiversity

We are a zero waste to landfill organisation. We apply the circular economy principles of Reduce, Reuse, Recycle, and Recovery (in that order) to every level of our hotels, from our fitouts to our daily operations.

Waste



Our total waste generation has increased by 27% compared to last year, but this is for a large part explained by increased occupancy and significantly improved record keeping. Since 2024, our housekeeping teams have been keeping manual daily records of the volume of each of our waste streams, giving us more accurate and detailed insights compared to estimated invoice data. We are working towards reducing our waste generation and increasing our recycling rates to meet our 2030 targets.

* No sufficiently accurate glass or coffee grounds recycling data was available, although they are recycled by our hotels. We will improve our data completeness in the coming year.

Inhabit Hotels have been set up to generate minimal waste from the start. We have eliminated single use plastic from guest rooms and hotel operations, opting for reusable solutions or biodegradable alternatives instead. We recycle our mixed recycling, cardboard, food waste, glass, and coffee grounds*, and what can't be recycled is sent to energy recovery, ensuring we send zero waste to landfill.

Some examples of how we minimise our waste include:

- No plastic water bottles, instead we have reusable glass bottles and filtered water stations on every floor.
- No single use plastic toiletries, instead we have refillable dispensers.
- We have designed our hotels with durable natural and reclaimed materials.
- Our daily cleaning products come concentrated and are diluted on site in reusable containers.
- We carefully source products with minimal and plastic-free packaging.
- Our on-site restaurant does not offer a buffet and ensures efficient food handling.
- Staff are trained regularly on waste reduction and recycling.

Biodiversity

As urban hotels with no green spaces, we are limited in how we can support biodiversity, though we recognise the important of any organisation to protect natural ecosystems. Some of the initiatives we have implemented include:

- All cleaning products used are natural and biodegradable, preventing hazardous chemicals from entering the waterways.
- We financially support a local residential garden
- We organise litter picks with our teams to clean local streets, parks, and canals

Indoor Air Quality

To ensure that the indoor air quality in our hotels is consistently strong, we've installed HEPA air filtration systems in addition to air purifiers by on each floor of the hotels.



People

We recognise that our success would not be possible without the dedication and wellbeing of our team. We strive to create a healthy, inclusive, and inspiring workplace, where every employee is respected and has opportunities to excel.

At Inhabit Hotels, people are at the heart of our vision for responsible hospitality. We believe that a thriving team is essential to a thriving business, and we are committed to supporting our employees not just as professionals, but as individuals.

We are proud to cultivate a diverse and equitable workplace, where differences are celebrated and every team member is given a fair opportunity to grow and contribute.

Through regular training, we aim to build both individual and collective capability, enabling our team to learn, lead, and stay engaged in meaningful work. Beyond the basics, we provide additional resources to look after our team’s wellbeing, supporting physical and mental health, and encouraging a healthy work-life balance.

By investing in our people, we nurture a positive culture that empowers individuals and strengthens our collective impact.

Our 2030 targets and commitments:

Employment Support	2 active annual development and employment partnerships for underrepresented and disadvantaged people
Diversity	50% gender diversity in management roles 30% underrepresented social group diversity in management roles by 2030
Training and Development	100 hours of annual training and career development per employee 30% of leadership roles filled internally per year by 2030

Supporting the UN SDGs:



Our Team

Our talented team is what makes our Inhabit Hotels the welcoming and restorative spaces they are. We are deeply committed to cultivating a thriving working environment that nurtures creativity, fosters growth, and celebrates diversity.

Our hospitable and dedicated team consists mostly of full-time employees, supplemented by several agency staff. At the end of FY2024, we had 42 agency staff working with us, who often help us meet seasonal demands across departments. Many of them have been with us for many months and some end up becoming part of our own staff over time.

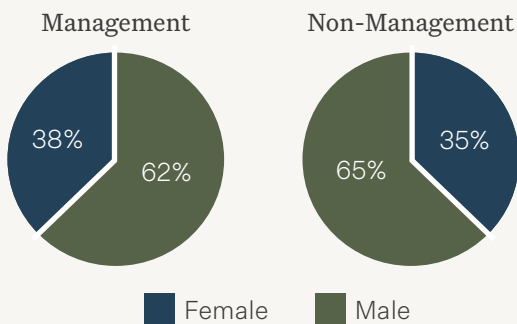
Our Team in Numbers

Measured as headcount at the end of the reporting year.

Total number of employees - 34

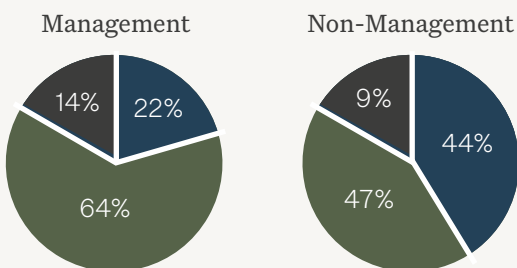
	2024	2030 target
Management gender diversity	38% female	50% From 2023 baseline

Our team by Gender



■ Female ■ Male

Our team by Age



■ Under 30 ■ 30-50 ■ Over 50

Diversity, Equality, and Inclusion

At Inhabit Hotels, we aim to create an equitable and welcoming environment. In addition to complying with legal requirements, we ensure that our hiring, training, and promotion practices are free from discrimination on the grounds of gender, race, disability, and other protected characteristics.

We recently implemented a new recruitment system that helps to increase fairness and transparency on the candidate selection, as well as an annual appraisal process for fair and impartial evaluation of employee performance, decreasing impact of unconscious biases.

This year, women accounted for 66% of our overall workforce and 38% of our management positions, which we aim to increase to 50% by 2030. Our management gender distribution is influenced by the small size of our leadership team, and sits within a wider context of strong gender balance across the organisation.

We aim to empower groups and individuals that have historically been underrepresented or disadvantaged in workplaces. We will start tracking underrepresented employee groups next year and have set a 30% representation target. In the past year, we have organised events like an International Women’s Day panel on March 6th, provided a British Sign language workshop, and held an Equal-i-Tea celebration for Pride month with our teams.

Development and Wellbeing

Our colleagues are at the heart of delivering exceptional guest experience in our hotels. By investing in their development and wellbeing, we aim to create a supportive work environment where all team members can thrive.

Training and Development

Training and Development Performance

	2024	2030 target
Average training hours per employee	74	100 <small>From 2023 baseline</small>
Employees who received regular performance reviews	100%	

We place high value on training our employees and providing them with professional development opportunities.

Upon joining, all employees receive a full day induction training and get access to our online learning academy Rise. Employees go through a learning journey with compliance programmes including key concepts such as GDPR; equality and diversity; anti-harassment; unconscious bias; modern slavery; whistleblowing; and health and safety. Relevant roles receive further courses focusing on hard and soft skills such as leadership, anti-corruption and emotional intelligence.

Additional learning opportunities are offered to all team members through our training platform, including employee skill development courses, sustainability courses and personal wellbeing courses. We also offer relevant in person trainings like first aid training and British Sign language training.

To ensure all team members actively develop sustainable behaviours, sustainability training is included in our company induction, followed by further sustainability training once a year.

We have set a target to have at least 2 active annual development and employment partnerships for underrepresented and disadvantaged people. We have done such partnerships in the past, and going forward we will take a structured approach to uplifting local and underrepresented people through such programmes.

Health and Wellbeing

Inhabit Hotels 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.

We want to help our employees take good care of their physical and mental health, and to that end we offer all employees access to SimplyHealth, a wellbeing platform with a range of benefits like talking to a GP 24/7, claiming back the costs of treatments, a counselling helpline, and a discounted gym membership.

Going beyond physical and mental health, we provide our teams with additional resources to encourage them to take care of their personal wellbeing. Our monthly employee newsletter, Team Talk, includes wellbeing calendars and tips, as well as updates on internal or external wellbeing events. In October, six mediation and breathwork sessions were organised for staff, providing a restorative break and teaching participants important tools for personal wellbeing. The teams also raised awareness for Mental Health Awareness Week by observing Wear It Green Day.



Suppliers

We believe that the impact of a sustainable hotel extends beyond its walls. That’s why we work to build strong, values-aligned relationships with our suppliers, who share our commitment to sustainability, ethical business, and positive social change.

By seeking out local suppliers with shared social and environmental values, we are able to source responsibly and in a way that reinforces our goals while enhancing the guest experience. We consciously choose every supplier we work with, balancing environmental impacts and guest wellbeing as the highest priorities.

We actively seek out businesses that are purpose-led and forward-thinking, such as fellow B Corp-certified companies, social enterprises, or suppliers offering plastic-free, biodegradable, or circular solutions. We prioritise local and UK-based suppliers to reduce transport emissions and support community economies.

From the durable furnishings designed during our hotel refurbishment to the everyday products we use across our properties, we aim to embed sustainability into every level of our supply chain.

Our 2030 targets and commitments:

Suppliers	Responsibly source 90% of significant spend
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Supporting the UN SDGs:



Sustainable Procurement

We have built an extensive network of green and socially minded suppliers that share our values, and help us bring our vision to life. From toilet paper to mini bars, we carefully source every product we purchase.

Sustainable Purchasing

Sustainable Purchasing Performance

Measured as proportion of annual spend in GBP.

	2024	2030 target
Sustainable suppliers Suppliers that are eco-certified, purpose driven, local, or otherwise have a clear sustainability strategy.	78%	90% From 2023 baseline
Local Suppliers Suppliers that are located within 50 miles of Inhabit Hotels.	35%	

We have a Supplier Code of Conduct and Sustainable Procurement Policy that outline our minimum criteria for suppliers, ensuring suppliers follow all applicable regulation and have suitable environmental and social measures in place to prevent negative impacts. We evaluate all new suppliers using these policies, and engage with existing suppliers if needed.

Going beyond our baseline criteria, we give preference to suppliers that share our high commitment to sustainable change, focusing on characteristics like:

- **Sustainability certifications**, like B Corp or any other highly regarded, relevant, third party verified certification
- **Local businesses** who operate close to our organisation, either within Greater London or within the UK as applicable.
- **Natural materials**, including plastic-free packaging, organic ingredients, and biodegradable materials.
- **Circular solutions**, such as reusable, refurbished, or recycled products, and focusing on durability and circular end-of-life programmes.

- **Efficient appliances**, to prioritise energy and water efficient appliances.
- **Social enterprises**, namely purpose-led organisations that use profits to solve social or environmental problems.

Sustainable Suppliers

Here is a selection of suppliers we are proud to call a part of our Inhabit Hotels network.

Yeotown Kitchen

Restaurant

Our restaurant is run by Yeotown Kitchen, helping us serve our guests with goodness, offering a plant-centric menu free from refined sugars, dairy, meat and gluten, as well as sustainable fish and free-range egg options, and using mindfully sourced ingredients.

Social supermarket

Mini-bars

UK B Corp that curates the best products from a selection of brands that have net-positive impact.

Skandinavisk

Soap, Haircare and Scent Diffusers

B Corp that makes vegan and organic hair and skincare products, using refillable dispensers made from recyclable bioplastics.

Cheeky Panda

Toilet paper

UK B Corp that makes toilet paper from bamboo with plastic-free packaging.

Self Care Co

Candles

Social Enterprise that created custom, plant-based candles for us. 10% of their profits go to DON'T JUST STARE, a mental health charity.

BioHygiene

Daily Cleaning Products

UK Cleaning brand that provides environmentally friendly, non-toxic, plant-derived cleaning products, preventing pollution to water and land.

Design with Impact

Before our hotels were opened, we refurbished the interior of our heritage listed Georgian to create our restorative spaces. It was the start of many long-lasting partnerships with purpose-led partners that helped design and furnish our hotels with durable, sustainably sourced, and socially responsible furniture and décor.

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

Goldfinger

Furniture

London based social enterprise which produced bespoke wood furniture items for our hotels using wood diverted from landfills, and they engrave the coordinates of where the trees were found. Their Academy teaches marginalised young people the craft of woodworking and they run a monthly community kitchen.

Kalinko

Furnishings

London based social enterprise which sells beautiful, handcrafted homeware products made in Burma, retailing the work of many talented artisans who would not otherwise have the infrastructure to sell their crafts. Their rattan products can be found in our guest rooms.

Belu

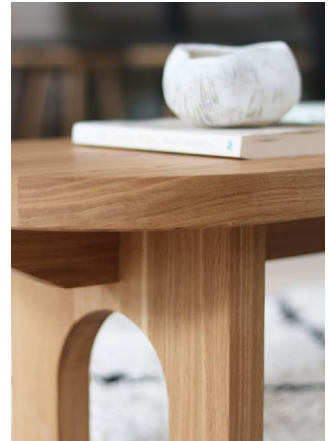
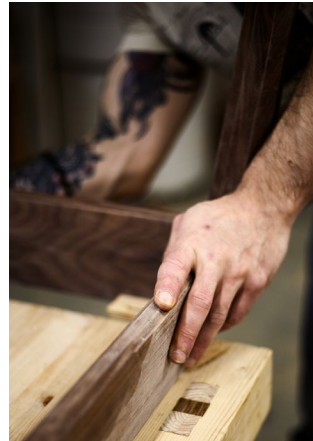
Water Stations

This social enterprise that donates 100% of net profits to WaterAid, a non-profit that improves water and sanitation access in water-scarce communities. They supply us with filtered water taps that we use for refillable water bottles, significantly reducing waste.

Katie Treggiden

Consultancy and Podcast

Katie Treggiden is a creative consultant specialising in sustainable, circular design, who delivered a sustainable design workshop for senior leadership and design teams. She also partnered with us to create mini-episodes of her podcast Making Design Circular for our guest room channels, which can be enjoyed by guests during their stays.



Studio ND

Phone boxes

Thoughtful, environmentally conscious design studio based in South London which created the hand-made lock boxes found in our guest rooms to put away phones and switch off for the night for a restorative experience.

Granby Workshop

Architectural ceramics

Liverpool based workshop which made the bespoke terrazzo reception desk at Inhabit Southwick Street, and a beautiful fireplace at Inhabit Queen's Gardens, utilising the original marble and stone that was initially removed from the sites, creating unique reimaged and circular features.

Culture A

Art programme

Creative consultancy which curated the holistic art programme for our hotel guest rooms and public areas, engaging guests in a multi-disciplinary art experience that celebrates Inhabit Hotels' mission, London sensibility, and Scandinavian style.



Community

We seek to benefit the world by starting within our community. Our vision is to contribute to a better world by providing staff, guests, and local communities with safe and inclusive spaces, dedicated to wellness and self-care.

Our mission of creating a sanctuary for wellness and sustainability could not exist without also engaging our external community, as they are an essential part in achieving this.

We work with organisations local to us as well as charities to invest in the wellbeing of our local community, because we are part of that community and have a responsibility to contribute positively to it.

In addition to local partnerships, we host regular events that support social causes, raise money for charities through employee-led fundraising, and have recently introduced a guest fundraising programme that extends our community impact beyond borders.

Our 2030 targets and commitments:

Frundraising	Fundraise £4000 to charitable causes
Volunteering	Contribute 400 hours of community service

Supporting the UN SDGs:



Social Partnerships

We are determined to be a force for good in the world, so we work with various charities, local organisations, and community groups to create positive outcomes for all involved. Here is a selection of partnerships we were proud to be a part of in the last year.

Events with Social Impact

Sustainable Design Panel

In September, we hosted a sustainability panel in our Southwick Street hotel, as part of the London Design Festival. Speakers from our long-time partners Holland Harvey Architects, Kalinko, and Goldfinger were invited to speak on the importance of thoughtful design and architecture in fostering wellbeing in our daily lives and communities.

Self Space's Love in progress

During Valentine's month, we partnered with mental health service provider Self Space to offer a series of workshops focused on self-love and connection held at Inhabit Hotels. The workshops offered a space to realign, work on tension points, and nurture awareness and understanding. Our partnership with Self Space started in 2019, running regular mental health programmes in the hotels.

PaddingtonNow BID

The PaddingtonNow Business Improvement District (BID) is an organisation that aims to improve the Paddington area for businesses, employees, residents, and visitors. We work closely with them on a number of initiatives that helps serve the community and provides opportunities for local non-profits.

Fundraising

Building Tomorrow

This year, we introduced our guest charity fundraising programme for Building Tomorrow, a charity that equips communities in Uganda to support universal access to inclusive, quality education. Guests can add a nominal £1 to their stay which will be match-funded by Inhabit Hotels to raise enough money to build new primary schools in regions in need. We are targeting £4000 by 2030.

We only started this programme at the end of the reporting year so we have no meaningful results to report yet, but our next report will include the key results of this initiative.

Employee Fundraising

Our teams also like to get involved with raising money for local charities. One amazing example happened at the start of the year, when 7 team members from our Head Office teams walked 10 miles from Richmond Park to Trafalgar Square in London to raise funds for the Internally Displaced Persons (IDPs) in Myanmar following the political events there. They contributed to raising £21,000 collectively with other organisations!

We are introducing our employee volunteering programme in the coming reporting year, which will allow our employees to make an even bigger impact targeting 400 hours by 2030.



Appendix I

All figures stated are the aligned to our financial years accounting period, namely April 1st – March 31st.
 FY2024 includes April 1st 2023 – March 31st 2024, and FY2023 includes April 1st 2022 – March 31st 2023.

Environmental Performance Tables

Environmental data				
Performance Indicator	Category	Unit	2024	2023
Energy				
Electricity		kWh	991,600	1,038,908
Gas		kWh	671,968	713,266
Total Energy Consumption		kWh	1,663,568	1,752,174
Energy Intensity		kWh/m ²	317	334
Energy from Renewables		%	13%	46%
Water				
Water consumption		M3	27,253	24,850
Water intensity		l/guest night	212	202
GHG Emissions				
Scope 1*		tCO ₂ e	123	130
Scope 2	Location Based	tCO ₂ e	192	201
	Market Based	tCO ₂ e	138	273
Scope 3	Purchased Goods and Services**	tCO ₂ e	257	262
	Fuel- and energy-related activities	tCO ₂ e	88	93
	Waste from operations	tCO ₂ e	1.0	0.9
Total Emissions ***	Scope 1 + 2	tCO ₂ e	261	403
	Scope 3	tCO ₂ e	346	355
	Scope 1 + 2 + 3	tCO ₂ e	607	758
Emission Intensity***	Scope 1 + 2	tCO ₂ e / m ²	50	77
	Scope 3	tCO ₂ e / m ²	66	68
	Scope 1 + 2 + 3	tCO ₂ e / m ²	116	131
Waste				
Diverted waste	Recycling or AD	tonnes	31	22
Non-diverted waste	Energy recovery	tonnes	18	16
Total waste		tonnes	49	39
Waste intensity		kg / m ²	9.3	7.4
Recycling rate		%	64%	57%

* Excluding biogenic emissions

** This category currently includes only water usage and outsourced laundry.

*** This figure is calculated using using Market based emissions

Appendix II

All figures are for the Financial Year 2024, namely April 1st 2023 – March 31st 2024

Social Performance tables

Employee Statistics			
Indicator	Male	Female	Total
Full time	11	21	32
Part time	1	1	2
Total Employees	12	22	34
Agency			42

Employee Diversity Statistics			
Indicator	Management	Workforce	Total
By gender			
Male	8	4	12
Female	5	17	22
By age group			
<30	3	12	15
30-50	9	7	16
>50	2	1	3

Compensation Ratios			
Indicator	Management	Workforce	Total
Gender pay ratio			
Women to men basic average remuneration ratio	0.8565	1.0228	0.8355

Training and Education			
Indicator	Management	Workforce	Total
Average hours of training per employee			
Male	44.9	29.25	74.15
Female	44.9	29.25	74.15
Percentage of employees receiving regular performance reviews			
Male	100%	100%	100%
Female	100%	100%	100%

GRI Index

Statement of use	Inhabit Hotels has reported in accordance with the GRI Standards for the period 1 April 2023 to 31 March 2024.
GRI 1 used	GRI 1: Foundation 2021

General Disclosures

GRI Standard / Other Source	Disclosure	Location	Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details		Inhabit hotels is a collection of two hotels, individually registered under the legal names "Inhabit Hotel (Southwick Street) Limited" and "Inhabit Hotel Queen's Gardens Limited". It is part of the hotel group Montcalm Collection and privately owned by Precis Investments Limited. The head office is located in London, UK, and it operates in the United Kingdom.
	2-2 Entities included in the organization's sustainability reporting	P8, Business overview	The scope of sustainability reporting includes Inhabit Southwick Street and Inhabit Queen's Gardens. Audited financial reporting is publicly available for both entities separately.
	2-3 Reporting period, frequency and contact point	P8, Business overview	The reporting period is aligned with the financial year 2024, from 1 April 2023 to 31 March 2024, and is prepared annually.
	2-4 Restatements of information		"Restatements Compared to the FY2023 Impact Report: Electricity: Inhabit Queen's Gardens' electricity consumption from December 2022 to March 2023 was updated using invoice data instead of manual readings, which were found to be inaccurate. This resulted in 40% higher total energy usage and a 13% higher scope 2 location-based carbon footprint than previously reported. Gas: Inhabit Southwick Street's gas consumption from August 2021 to September 2022 and Inhabit Queen's Gardens' gas consumption from May 2022 to December 2022 were updated using monthly estimates based on room nights and 2023 data, replacing inaccurate invoice data and addressing a broken meter. Combined, this resulted in 27% higher gas usage and a 27% higher scope 1 carbon footprint than previously reported. Carbon Footprint: Scope 2 market-based emissions for FY2023 were restated for both properties due to the revised electricity data and the availability of more accurate emissions factors for the reporting period. This resulted in a 90% higher scope 2 market-based carbon footprint than previously reported. Water: Inhabit Queen's Gardens' water consumption from April 2022 to March 2023 was restated from zero (due to a broken meter) to monthly estimates based on guest nights and FY2024 data, resulting in 80% higher total water consumption than previously reported. Waste: Inhabit Southwick Street's waste data from April 2022 to July 2022 was updated using accurate monthly weight records instead of averages, and Inhabit Queen's Gardens' waste data from April 2022 to March 2023 was corrected for manual data entry errors. Combined, this resulted in 15% lower total waste generation, a 6% lower recycling rate, and 40% lower scope 3 waste-related emissions than previously reported."
	2-5 External assurance		The report has not been externally assured.
	2-6 Activities, value chain and other business relationships	P8, Business Overview P12, Stakeholder Engagement P28, Sustainable Procurement	
	2-7 Employees	P25, Our team Appendix 1, Performance Tables	
	2-8 Workers who are not employees	P25, Our team Appendix 1, Performance Tables	

General Disclosures (continued)

GRI Standard / Other Source	Disclosure	Location	Explanation
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	P11, Corporate Governance	The Executive Board of Inhabit Hotels (The Board) comprises three Executive Directors of Inhabit Hotels, one Non-executive Director who is the Chair, and one Independent non-Executive Director. 60% of the board is female, and 80% falls within the 30-50 years age group, with 20% in the 50+ group.
	2-10 Nomination and selection of the highest governance body	P11, Corporate Governance	The board is a combination of owners, directors, and long-standing employees selected based on experience, qualifications, and relation to the company.
	2-11 Chair of the highest governance body	P11, Corporate Governance	The Chair of the board is a Non-Executive but is a long-standing employee
	2-12 Role of the highest governance body in overseeing the management of impacts	P11, Corporate Governance	The Board reviews key strategic decisions and performance, including ESG strategic direction and performance. They ensure the business is managed ethically and responsibly. The Head of Hotels Applies the ESG strategy in the group and oversees its implementation.
	2-13 Delegation of responsibility for managing impacts	P11, Corporate Governance	
	2-14 Role of the highest governance body in sustainability reporting	P11, Corporate Governance	The 2 founders as Board representatives together with the Head of Hotels review and approve the Impact report.
	2-15 Conflicts of interest	P11, Corporate Governance	Independent advisors are hired at board level to ensure compliance and prevent conflicts of interest
	2-16 Communication of critical concerns	P11, Corporate Governance	Critical concerns are communicated to the board as they occur and are handled as appropriate.
	2-17 Collective knowledge of the highest governance body	P11, Corporate Governance	Each board member advances their knowledge and experience of sustainable development related to their main discipline or focus area.
	2-18 Evaluation of the performance of the highest governance body	P11, Corporate Governance	No formal evaluations in place
	2-19 Remuneration policies		Board members are paid salaries for work in business
	2-20 Process to determine remuneration		All remuneration policies are determined internally with annual reviews
	2-21 Annual total compensation ratio		Omission: confidentiality constraints
	2-22 Statement on sustainable development strategy	P7, A Message From Our Head of Hotels	
	2-23 Policy commitments	P13, Materiality Assessment P11, Corporate Governance	
	2-24 Embedding policy commitments	P26, Development and Wellbeing P11, Corporate Governance	
	2-25 Processes to remediate negative impacts	P11, Corporate Governance	
	2-26 Mechanisms for seeking advice and raising concerns	P11, Corporate Governance	
	2-27 Compliance with laws and regulations		No significant instances of non-compliance with laws and regulations occurred during the reporting period
	2-28 Membership associations		None
	2-29 Approach to stakeholder engagement	P12, Stakeholder engagement	
	2-30 Collective bargaining agreements		No employees are covered by collective bargaining agreements

GRI Index

Material Topics

GRI Standard / Other Source	Disclosure	Location	Explanation
"GRI 3: Material Topics 2021"	3-1 Process to determine material topics	P13, Materiality Assessment	
	3-2 List of material topics	P13, Materiality Assessment	

Procurement practices

GRI 3: Material Topics 2021	3-3 Management of material topics	P28, Procurement Strategy	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	P28, Procurement Strategy	

Energy

GRI 3: Material Topics 2021	3-3 Management of material topics	P22, Energy and Water	
	302-1 Energy consumption within the organization	P22, Energy and Water	
GRI 302: Energy 2016	302-3 Energy intensity	P22, Energy and Water	
	302-4 Reduction of energy consumption	P22, Energy and Water	

Water and effluents

GRI 3: Material Topics 2021	3-3 Management of material topics	P22, Energy and Water	
"GRI 303: Water and Effluents 2018"	303-5 Water consumption	P22, Energy and Water	
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	P22, Energy and Water	
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	P22, Energy and Water	

Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	P21, Carbon Footprint	
	305-1 Direct (Scope 1) GHG emissions	P21, Carbon Footprint	
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	P21, Carbon Footprint	
	305-3 Other indirect (Scope 3) GHG emissions	P21, Carbon Footprint	
	305-4 GHG emissions intensity	P21, Carbon Footprint	
	305-5 Reduction of GHG emissions	P21, Carbon Footprint	

Waste

GRI 3: Material Topics 2021	3-3 Management of material topics	P23, Waste and Biodiversity	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	P23, Waste and Biodiversity	
	306-2 Management of significant waste-related impacts	P23, Waste and Biodiversity	
	306-3 Waste generated	P23, Waste and Biodiversity	
	306-4 Waste diverted from disposal	P23, Waste and Biodiversity	
	306-5 Waste directed to disposal	P23, Waste and Biodiversity	

Supplier environmental assessment

GRI 3: Material Topics 2021	3-3 Management of material topics	P28, Procurement Strategy	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	P28, Procurement Strategy	

Material Topics

GRI Standard / Other Source	Disclosure	Location	Explanation
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	P26, Development and Wellbeing	
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	P26, Development and Wellbeing	
	403-6 Promotion of worker health	P26, Development and Wellbeing	
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	P26, Development and Wellbeing	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	P26, Development and Wellbeing	
	404-2 Programs for upgrading employee skills and transition assistance programs	P26, Development and Wellbeing	
	404-3 Percentage of employees receiving regular performance and career development reviews	P26, Development and Wellbeing	
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	P25, Our team	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	P25, Our team Appendix 1, Performance Tables	The board consists of 60% female members, and 80% falls within the 30-50 years age group, with 20% in the 50+ group.
	405-2 Ratio of basic salary and remuneration of women to men	P25, Our team Appendix 1, Performance Tables	
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	P31, Community	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	P31, Community	
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	P28, Procurement Strategy	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	P28, Procurement Strategy	

Thank you for reading.

If you have any questions, comments, or ideas about sustainability, please reach out to us at sustainability@inhabithotels.com



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