



STAYING
SUSTAINABLE

ACTING NOW FOR
A SUSTAINABLE FUTURE

DE VERE

DE VERE
ESG UPDATE 2025

KEY HIGHLIGHTS

15,000

TREES PLANTED CERTIFIED AND PROTECTED WITH SKOOTECO



30,000

PLASTIC BOTTLES RECOVERED FROM COASTLINES WITH SKOOTECO



240

TONNES OF CO2 COUNTERED VIA CLIMATE PROJECTS WITH SKOOTECO



AWARDS



GREENGAGE SUSTAINABILITY AWARDS 2025

BEST HOTEL/ ACCOMMODATION PROVIDER - MULTIPLE SITES SILVER

SUSTAINABILITY TEAM OF THE YEAR DE VERE CRANAGE ESTATE

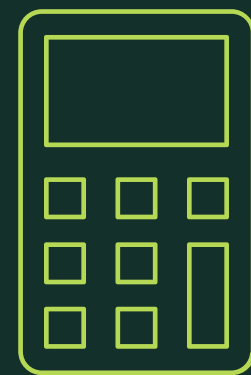


MIALIST 2025

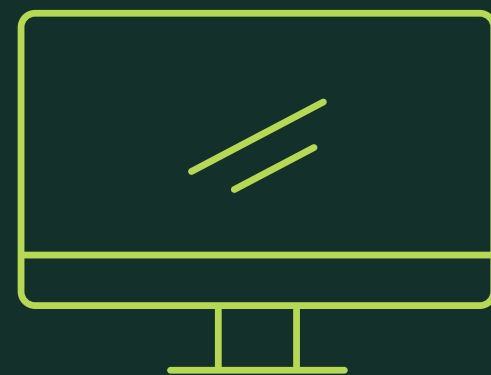
ESG AWARD SILVER



COMMITMENT TO NET ZERO BY 2050



LAUNCHED EVENTS CARBON CALCULATOR WITH UK B CORP SKOOTECO



IMPROVED ESG DATA COLLECTION AND ANALYSIS ACROSS ALL SITES



8 **8** **FOODBANKS** BENEFITTING FROM REGULAR DONATIONS

100%

SITES USING RENEWABLE ELECTRICITY (ZERO EMISSIONS)



2000

VOLUNTEERING HOURS PLEDGED PER ANNUM

100%

SITES WITH ELECTRIC CAR-CHARGING STATIONS



100%

WASTE DIVERTED FROM LANDFILL

30%

CARBON REDUCTION ACROSS ALL SITES SINCE 2019 (AT YEAR END 2024)



100%

IACC GREENSTAR, GREEN MEETINGS, GREEN TOURISM AND ECOSMART

OUR TARGETS

OUR EVOLVING COMMITMENT TO SUSTAINABILITY

At De Vere, sustainability continues to shape every decision we make. Over the past year, we have built on our strong foundations - turning ambition into action and making measurable progress towards our environmental goals.

We recognise that the challenges facing our planet demand not just awareness, but leadership. That's why we are continuing to innovate, invest, and inspire change across our properties and teams. From reducing emissions and conserving resources to championing biodiversity and wellbeing, sustainability remains central to how we operate.

As we look to the future, our focus is on accelerating progress, setting new benchmarks, collaborating with our partners, and ensuring our actions today create a lasting, positive impact for tomorrow.

OUR TARGETS

NET ZERO BY
2050



REDUCE FOOD WASTE PER OCCUPIED ROOM BY 5% (BASED ON 2024)



REDUCE ENERGY CONSUMPTION PER OCCUPIED ROOM BY 3% (BASED ON 2024)



CONTINUED ESG TRAINING FOR
100%
OF COLLEAGUES BY Q1 2026



DONATE **2000**
VOLUNTEERING HOURS
IN 2025

HOST OUR FIRST SUPPLIER ESG WEBINAR IN H1 2026



RECOGNITION YOU CAN TRUST

"Greengage has worked closely with De Vere to support the successful rollout of ECOsmart sustainability certification, achieving Gold Level across the group. We've been consistently impressed by the commitment to sustainability at every level of the business and the strong culture of innovation. There is a comprehensive range of initiatives in place that address all key elements of ESG, with a clear focus on quality, consistency, and the setting and delivery of measurable sustainability targets. We're proud to partner with De Vere and look forward to continuing our work together."

Andrew Perolls, CEO, Greengage Solutions

ECO-CERTIFICATION.

In a landscape filled with sustainability certifications and awards, we have focused our efforts on those that truly reflect our values and long-term goals.

This past year, we're proud to have achieved Green Meetings Gold and ECOsmart Gold accreditation across every De Vere property - a result of our teams' hard work and unwavering commitment to sustainable practices.

Green Meetings and ECOsmart add to our growing list of respected accreditations, further strengthening our position as a leader in responsible hospitality and ensuring that every meeting and event at De Vere supports a greener future.



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

 GOLD

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



EcoSmart certification is a leading industry standard awarded to hotels that demonstrate a strong commitment to environmental sustainability. Assessed by Greengage, the certification recognises actions across key areas including energy and water conservation, waste reduction, responsible sourcing, and community engagement.

 GOLD

ALL EIGHT DE VERE PROPERTIES HOLD GOLD STANDARD CERTIFICATION



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

 GOLD

ALL EIGHT DE VERE PROPERTIES HOLD GOLD STANDARD CERTIFICATION



TRAVEL SUSTAINABILITY

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

ALL OF OUR RESIDENTIAL PROPERTIES HAVE ACHIEVED SUSTAINABLE CERTIFICATION WITH BOOKING.COM



Green Meetings is an independent certification that recognises sustainable practices in meetings and events. It encourages venues to reduce environmental impact through energy efficiency, waste reduction, and responsible sourcing, while also supporting the wellbeing of delegates and local communities. Accreditation shows a commitment to hosting events that are both impactful and environmentally responsible, helping organisers deliver meaningful experiences with a lower carbon footprint. By working with Green Meetings, we continue to embed sustainability into our event spaces, ensuring that every meeting contributes to a greener future.

 GOLD

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

SHAPING THE FUTURE: OUR NEXT STEPS

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

EMPOWERING OUR TEAM

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

RENEWABLE ENERGY STRATEGY

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

TACKLING FOOD WASTE

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

DYNAMIC TARGETS

Our ESG targets are ambitious, but with the passion and energy of our teams, we are confident they are achievable. However, simply meeting these goals is not enough. We will regularly review, update, and challenge, and set new targets to ensure to ensure continuous improvement. To further strengthen our commitment, we are also recruiting for a brand-new Energy Manager role to help drive energy efficiency and sustainability initiatives across our estate.

CELEBRATING INNOVATION

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

STAYING INFORMED

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

EXPLORING NEW INITIATIVES

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

PHASING OUT SINGLE-USE PACKAGING

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

TRIALLING VOLTAGE OPTIMISATION

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

ADDRESSING SCOPE 3 EMISSIONS

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

UNDERSTAND AND REDUCE OUR DIGITAL CARBON FOOTPRINT

As technology plays an ever-greater role in our operations, we recognise the growing impact of digital activity on the environment. Our next step is to measure and understand our digital carbon footprint - from data storage and email usage to cloud services and online marketing - to identify opportunities for meaningful reduction. By optimising systems, adopting low-carbon digital practices, and engaging our teams in digital sustainability, we aim to minimise the hidden environmental cost of our online presence while maintaining efficiency and innovation.

CHOOSING RECOGNITION THAT COUNTS

As we continue to strengthen our sustainability credentials, we're reviewing a range of environmental accreditation schemes to identify those that carry the greatest meaning for our business, our guests, and our partners. Programmes such as Green Key are being considered as part of our commitment to credible, transparent recognition of our progress.



DE VERE

DEVERE.COM