OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY 2024/25

GD TFE hotels

INTRODUCTION

TFE Hotels acknowledges the traditional owners of the lands we conduct business upon and pays our respects to Elders past, present and emerging. We respect the Country itself, including its trees, animals, spirits, waters, skies, stars, and special sites.

At TFE, we are proud to follow responsible business practices across our global network.

- We are global citizens with a local conscience.
- We drive environmental, social, governance, and community initiatives through our international network as part of our business as usual.
- And we empower our people to drive small projects with big impact at a local level.

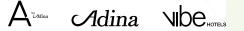
To put this into practice we have created our Global ESG Charter, which aims to define the areas of focus along the ESG topics. The charter has five clear pillars that outline the most pressing topics in our organisation's Environment, Social and Governance strategy and then set clear commitments to be addressed under each pillar. These commitments and the resulting ESG initiatives were defined, after going through a process of analysing where the company is at the moment, what topics are most important to our business and its stakeholders and where we can have the biggest impact in being part of a more sustainable future.

To ensure the Charter is implemented efficiently and successfully, we make the following ESG strategic promise, the steps of which will help us build a solid base for all our ESG work.

TFE HOTELS' STRATEGIC ESG PROMISE:

As a business, we commit to the principles of the ESG Charter and to working collectively and innovating to improve continuously.

We do this by defining clear areas of focus and setting strategic targets around these. We will put tools in place to systematically monitor our progress against this charter and the set goals, we also commit to ensuring that the sustainability strategy is made actionable by all our teams across our global network of hotels. Finally, to ensure full transparency, we commit to publishing annual sustainability reports to show the progress we have made. 2





Collection



A GREENER TOMORROW

TFE Hotels has a responsibility to play a part in mitigating climate change and supporting sustainable development of the hospitality sector to create a greener tomorrow.



Lower carbon footprint

Commitments:

- Set up and use a carbon measurement system.
- Monitor emissions and report on progress.
- Make a carbon reduction commitment and work towards this.



Greener builds

Commitments:

• Refurbish and develop with sustainability in mind.



Sustainable operations

Commitments:

- Monitor the use of energy, water and district heating in all hotels.
- Set, publish, and work towards energy consumption reduction targets.
- Set, publish, and work towards water consumption reduction targets.
- Set, publish, and work towards district heating consumption reduction targets.
- Set, publish, and work towards natural gas consumption reduction targets.

Innovative solutions

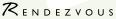
Commitments:

- Find like-minded partners and set up partnerships.
- Embracing digital solutions.
- Developing and implementing a Responsible transport policy.









Collection



A CLEANER WORLD

To ensure the preservation of the natural world around us, which is the destination that our guests travel to see and therefore a big part of our product, we drive initiatives to protect our environment and foster a green mindset in all our strategic decisions and internal operations.



An internal green mindset

Commitments:

- Involve and train all employees.
- Establish Green teams in all hotels.



Waste reduction

Commitments:

- Monitor all waste streams and set reduction targets.
- Reduce overall waste.
- Reduce Food waste.
- Eliminate Single-use plastic.



Green practices

Commitments:

- Choose products that have minimal impact on land and ocean.
- Actively avoid pollutants.



Protection of biodiversity

Commitments:

Set up partnerships to support conservation.







DIVERSITY, EQUITY AND INCLUSION

We value the contribution of all our teams and each individual 365 days of the year and see diversity as a major strength in our business. We strive to create an environment where everyone feels welcome, valued, and able to fully participate in the unique experiences we have to offer.



Happy and healthy team members

Commitments:

- Continue to invest and improve our wellbeing programme.
- Monitor and review team wellbeing and equality and diversity.
- Implement communication to effectively engage teams on all levels.
- Ensure a respectful workplace for all.



Diverse and inclusive teams

Commitments:

- Firmly embed diversity in TFE's global culture.
- Offer inclusive work models.
- Clear policies and learning around wellbeing, diversity and safety.
- Recognise great achievements and input.



Equal opportunities to grow and learn

Commitments:

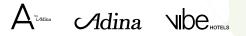
- Continue to offer great on-the-job and growing training opportunities.
- Build a transparent framework to promote on merit.
- Increase opportunities for underrepresented and marginalised groups/individuals.



Accessibility awareness

Commitments:

- Review accessibility of global hotel network and develop improvement plans.
- Improve and clearly communicate accessibility of all hotels.
- Collaborate with accessibility organisations.
- Implement suitable control mechanisms.







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DIVERSITY, EQUITY AND INCLUSION - CONTINUED

We value the contribution of all our teams and each individual 365 days of the year and see diversity as a major strength in our business. We strive to create an environment where everyone feels welcome, valued, and able to fully participate in the unique experiences we have to offer.



Empowered teams

Commitments:

- Involve teams in our ESG efforts.
- Drive small projects with big impact at a local level.
- Use social media for good.



Reconciliation action plan (AU-LED)

Commitments:

- Deliver a Reconciliation Action Plan to guide relationships with First Nations Peoples.
- Promote culture and develop opportunities to work with the communities in which we operate.
- Use our influence to advocate for social change.



Travelodge



OUR GLOBAL COMMUNITY

We want to make a difference in people's lives and in the communities where we live, operate and travel. Our commitment is rooted in the belief that responsible and considerate hotel operations can enhance, rather than detract from, the unique identity and prosperity of our local community.



Strong community and local heritage connections

Commitments:

- Identify and minimise the negative impacts of our operations.
- Engage and actively communicate with the local community.
- Enhance the local economy.
- Preserve and promote cultural heritage.



Support for local charities and crisis relief

Commitments:

- Invite local initiatives and interest groups.
- Identify and partner with regional and local charity initiatives.
- Offer emergency/disaster relief and recovery.
- Encourage and incentivise team members to volunteer.



Companywide charity and sponsorship initiatives

Commitments:

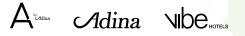
- Contribute to local and global projects.
- Tackle youth homelessness.
- Support sports organisations.



Guest involvement

Commitments:

- Educate and engage guests whilst they are staying with us.
- Share both ways.







CONSCIOUS GOVERNANCE

We build systems that strengthen the base of our organisation, as well as support and provide a safe environment for all our stakeholders, we take our due diligence seriously.



Strong foundations for a trustworthy and ethical business

Commitments:

- Compliance with all legislation and due diligence topics.
- Ensure clear policies.
- Guarantee transparency and protection of whistleblowers.
- Systematically engage stakeholders.
- Use our Enterprise Risk Management Framework to ensure greater transparency and accountability for managing the impact of risk across all facets of our business.



A fair organisation

Commitments:

- Ensure a diverse and independent board of directors.
- Embed fair and equal compensation practices.
- Implement sustainability in all roles.



Safety and wellbeing culture

Commitments:

- Implement and promote a code of ethics for all employees.
- Use the Clean Touch Health & Hygiene program.
- Guarantee responsible Data Management.



Like-minded suppliers

Commitments:

- Define criteria for purchasing to create and implement a responsible supply chain policy.
- Inform and evaluate all our suppliers according to our purchasing policy.
- Increase the amount of sustainable products bought/offered.
- Engage with local food suppliers and develop joint projects.







CONSCIOUS GOVERNANCE - CONTINUED

We build systems that strengthen the base of our organisation, as well as support and provide a safe environment for all our stakeholders, we take our due diligence seriously.



Human rights protection

Commitments:

- Use the UN Declaration of Human Rights as a guiding principle to uphold human rights standards in all our operations.
- Oppose modern slavery.
- Safeguard the rights and well-being of children.

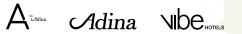


Industry recognised verification

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Commitments:

- Learn from best practice and partake in industry benchmarking.
- Regularly monitor and evaluate our sustainability performance against recognised targets and third party methodologies.
- Ensure accurate and comprehensive greenhouse gas emissions inventory and reporting, in accordance with recognised standards.
- Work towards certifying all hotels with a GSTC-recognised label or similar.



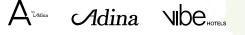
OUR COMMITMENT TO OUR CHARTER

Now that we have defined the most important areas to work with, it is important that we tell you, how exactly we plan to deliver on our promise.

At TFE, governance, ethical business practices and high standards of conduct are fundamental to the way we work as a responsible, sustainable business. Our governance framework supports the delivery of group strategy. We regularly review our governance policies and practices considering current and emerging corporate governance practices, regulatory requirements, market practice and community expectations.

- TFE Hotels Visions and Values
- TFE Hotels' Code of Conduct (relaunched 2024)
- ESG Framework 2022-25
- Enterprise Risk Management Policy and Framework
- Environmental Framework 2022-25 (draft)
- Our Global Community Framework 2022-25 (draft)
- TFE Corporate Governance Statement (draft)
- ESG Charter
- Global ESG Leadership Group
- ANZ ESG Committee / EU ESG Committee
- ANZ ESG Working Group / EU ESG Working Group
- Green Teams (Hotel and Head Office Level)
- Global Steering Groups for Risk and Governance
- Global Carbon Management Plan (draft)
- Diversity, Equality, and Inclusion Policy
- Reconciliation Action Plan (Work in progress)
- Sustainable Management System
- Reporting across Sustainability, Risk and Governance.

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ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY

TFE Hotels is committed to high standards of conduct and ethical behaviour across all of our operations. This includes the recent relaunch of TFE Hotels' Code of Conduct.

Our Code:

- (a) communicates the core expectations of all our employees in critical risk areas including in respect of our business practices and interactions with external partners,
- (b) provides an ethical decision-making guide for our employees to apply sound judgment and principled practices to their daily work life decisions, and
- (c) provides multiple avenues (including an anonymous mechanism) for employees to speak up safely, securely and with confidence that they will be protected and supported about concerns or instances of inappropriate or unethical conduct.

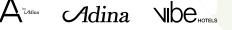
Similarly, our Whistleblowing Policy:

- (a) supports and reflects our Code,
- (b) sets out procedures and avenues available to report unethical, corrupt, illegal or otherwise inappropriate conduct, as well as potential breaches in relation to modern slavery, and
- (c) ensures disclosures of wrongdoing are dealt with appropriately and promptly.

TFE Hotels continues to review and strengthen its policy and procedure framework, particularly in relation to aspects of our business operations exposed to potential risks:

- Procurement Policy requires team members making commercial commitments on TFE Hotels' behalf to: seek to reduce the supply chain's adverse social and environmental impacts; and take reasonable steps to ensure people in the supply chain are treated with respect, have adequate working conditions, and work in a safe and healthy environment.
- Contractors and Subcontractors Policy outlines policies regarding performance on human rights, health & safety and environmental issues when engaging contractors, and applies TFE Hotels policies to its contractors (including suppliers). It requires all contractors and subcontractors to comply with applicable Australian and international laws regarding employment practices and benefits, anti-discrimination and work, health and safety. The policy also requires contractors to ensure that they do not, and that their supply chain does not, engage in any 'modern slavery' practices including forced labour, exploitation, debt bondage and deceptive recruiting for labour or services.
- Work, Health and Safety Policy seeks to implement and maintain mandatory safe working conditions for all team members and contractors.
- Bullying, Discrimination and Harassment prohibits workplace bullying, harassment or discrimination in any form.
- Recruitment and Selection ensures TFE Hotels' recruitment and selection processes encourage equal employment opportunity and diversity.
- Anti-Corruption, Bribery and Political Donations Policy prohibits any activities associated with corruption or bribery, and setting clear criteria for permissible political donations.









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