

Axiom Hospitality Responsible Sourcing - Green and Ethical Purchasing Policy

Environmental Responsibility

Environmental Impact Reduction

Axiom Hospitality encourages suppliers to surpass environmental regulations where feasible and demonstrate continuous improvement in reducing the environmental impact of operations, products and services across all lifecycle stages. Axiom Hospitality expects suppliers to mitigate negative impacts, such as deforestation and pollution, affecting bio-diversity and ecosystems.

Greenhouse Gas Emissions Reduction

Axiom Hospitality encourages suppliers to reduce greenhouse gas emissions and contribution to climate change.

Resource Management

Axiom Hospitality encourages suppliers to address its use of resources to ensure efficient and sustainable processes are in place with respect to water, raw, processed and non-renewable materials, and energy.

Waste Management

Axiom Hospitality expects suppliers to safely and properly manage and minimise waste, inclusive or universal, hazardous and e-waste, packaging materials, single-use plastics, and wastewater by implementing prevention, recycling re-use and other waste reduction processes.

Responsible Sourcing of Materials

Axiom Hospitality is committed to the legal and responsible sourcing of its products and services and will not knowingly purchase products made with illegally harvested, produced and/or traded materials. Axiom Hospitality expects suppliers to source raw and other materials from responsible and legal sources and exercise due diligence on the materials in their supply chain.

Responsible Sourcing of Materials Linen Supplier Sustainability Attributes

Axiom Hospitality is committed to responsibly sourced cotton. Axiom Hospitality expects suppliers of our towels and bed linen to ensure sustainability attributes, including:

- Production locations
- Third-party labour audits
- OekoTex 100 certification
- Wash performance and product life

Management System

Axiom Hospitality is committed to upholding the highest standards regarding the social and environmental integrity of our supply chain. Axiom Hospitality expects that our suppliers implement and maintain, as applicable management systems that facilitate compliance with all applicable laws, identify and mitigate related operational risks, and undertake continuous improvement as appropriate. Axiom Hospitality encourages suppliers to inform and/or train relevant staff on the aforementioned subjects and to track and communicate progress regarding these efforts. Axiom Hospitality encourages suppliers to have a process for timely corrective action of any violations or non-compliance identified and provide its employees with an anonymous complaint mechanism to report workplace grievances.

Animal Welfare

Axiom Hospitality is committed to the humane treatment of animals and recognises that animal welfare is crucial to safe and responsible operations, entertainment and food and product supply chain. Suppliers should recognise their responsibility for the ethical treatment of animals in their care and in the care and in the care of their suppliers, employees and contractors. We expect our suppliers vendors and business partners to comply with local standards and encourage them to surpass, where feasible, international standards on the ethical, humane and legal treatment of animals.

Cage Free Egg Policy

Axiom Hospitality is expanded committed to source 100% of our shell, liquid, and egg products across our portfolio from cage-free sources by the end of 2022. We are committed to transparently sharing our progress towards this commitment.

Sustainable Forestry

Axiom Hospitality requires Suppliers of wood and paper products to maintain compliance with all applicable laws, rules and regulations. Axiom will not purchase wood or paper products made with illegally harvested or traded wood. Axiom gives preference to recycled and certified products and those protecting High Conservation Value Forests, avoiding natural forest conversion and ensuring protection of human, civil and labour rights wherever feasible. We understand there are many forest certification options and will give preference to Forest Stewardship Council (FSC) certified products based on regional risk and if all other product attributes are equal.

We consider certifications legitimate if they have independent governance, multi-stakeholder inputs (including board representation), independent certification with independent auditors, complaints and appeal process, transparency, and open participation.

Supplier Conduct & Ethic Guidelines

Business Integrity

Axiom Hospitality expects suppliers to engage in fair play and honesty without coercion, conspiracy, bribery, corruption or abuse of economic power. Suppliers shall forbid giving or promising anything of value to a government official or employee, whether to influence that person in his or her official duties or to encourage unlawful conduct.

Protection of Intellectual Property

Axiom Hospitality expects suppliers to safeguard Axiom Hospitality's assets and reputation by never using Axiom Hospitality's assets for personal gain or in a manner that could create a conflict of interest. Suppliers shall respect intellectual property rights and safeguard Axiom Hospitality's guest and employee information.

Disclosure of Information

Axiom Hospitality expects suppliers to report all pertinent financial information, products details and invoices accurately and honestly and documents the purpose of transactions.

Anti-Corruption

Axiom Hospitality is committed to observing the standards of conduct set forth in the UK Bribery Act 2010 and the anti-corruption and anti-money laundering laws of the country. Suppliers must comply with all applicable anti-corruption and anti-money laundering laws, including all laws governing lobbying, gifts and payments to public officials, political campaign contribution laws and other related regulators. Further information can be found in the Axiom Hospitality's Anti-Bribery and Corruption policy.

Gift and Entertainment

Axiom Hospitality expects suppliers ensure that gifts or entertainment are modest and with Axiom Hospitality's guidelines when interacting with Axiom Hospitality's employees and Axiom Hospitality's contacts.

Anti-Harassment

Axiom Hospitality expects suppliers to provide a fair and safe workplace that is harassment-free, secure, and that creates a hospitable environment. Further information can be found in the Axiom Hospitality's Anti-Harassment and Bullying policy.

Anti-Discrimination

Axiom Hospitality expects suppliers to promote an inclusive environment that fosters mutual respect, diversity, inclusion and equal opportunity with employees and other stakeholders, including customers and business partners. Further information can be found in the Axiom Hospitality's Equal Opportunities policy.

Supplier Diversity

Axiom Hospitality encourages suppliers to include businesses owned by individuals from historically disadvantaged communities, such as people with disabilities, LGBT people, ethnic minorities, veterans, and women, in the selection process for contracting opportunities, and when possible, to track and report spend with these diverse-owned firms.

Eco-Labels for Daily Cleaning Chemicals

Our aim is for at least 75% of the chemical cleaning products for daily use have a recognised eco-label. To lower the environmental footprint, the use of cleaning products containing hazardous chemicals is minimised. This includes the products used for the daily cleaning of the guest rooms, conference areas, restaurants, public areas (excluding swimming pools) and staff areas (excluding kitchen and laundry areas). The recognised eco-labels can be international (e.g. EU-Ecolabel, Nordic Swan, Green Seal, Cradle2Cradle, etc.) or nationally third-party verified eco-labels.

Eco-labelled Food and Beverage

We will endeavour to purchase food/beverage products that are organic, eco-labelled, fair-trade, labelled and/or locally produced (within 100km) where possible.

Purchase of new / replacement electrical appliances:

- When we are replacing any electrical appliance, wherever it is in the premises, it is advisable to replace with the highest energy rating available, that meets our budget.
- The minimum that should be considered is a 'B' rating.
- The replacement item should have a recognised eco label or other high energy efficiency rating (e.g. one of the two most energy efficient classes in the EU energy label system or EnergyStar rating).
- With lighting, this should be energy efficient and wherever possible LED bulbs.
- Kitchen items include energy efficient ovens, steamers, boilers, hoods, refrigerators, freezers, dishwashers, toasters, ice machines, generators, etc.
- Furthermore, new dishwashers, depending on type, should be as efficient as possible with small types using a maximum of 6 litres per wash and larger to max of 120L.
- In offices and reception, they will include computers, printers, photocopiers, etc.
- In the housekeeping section, items include vacuum cleaners, steam cleaners, etc.
- With room mini-bars, these should not consume more than 1 kWh/ per day.

Renewable Energy

- We aim to choose environmentally friendly and sustainable type of electricity, from renewable sources.
- The green contracts we source are typically covered by a REGO premium (Renewable Energy Guarantee of Origin). The premium secures certificates for renewably sourced energy that offset the usage. The generation is UK based, whether that be via solar or wind etc.
- If available, we will consider purchasing eco-labelled electricity. This means that the electricity is not only renewable, but the eco-labelling also ensures that it is third-party verified and fulfils additional sustainability criteria, e.g. taking biodiversity into account, financing projects that combat electricity poverty, new clean electricity projects, etc.

Prevention of Forced Labour and Human Trafficking

Axiom Hospitality expects suppliers to respect an employee's freedom of movement. Suppliers shall support the elimination of all forms of human trafficking and forced, bonded or compulsory labour, as well as the exploitation of children. Suppliers must not retain, destroy, conceal, confiscate or deny an employee's identity or immigration documents or personal valuables and belongings. Further information can be found in the Axiom Hospitality's Modern Slavery & Child Exploitation policy.

Prevention of Child Labour

Axiom Hospitality expects suppliers to adhere to minimum age provisions of applicable laws and employ only workers who are of the applicable minimum age for employment or the applicable age for completion of compulsory education, whichever is the highest. Further information can be found in the Axiom Hospitality's Modern Slavery & Child Exploitation policy.

Prevention of Unethical Recruitment

Axiom Hospitality expects suppliers to not charge recruitment fees as part of the application process or use fraudulent recruitment practices.

Freedom of Association and Collective Bargaining

Axiom Hospitality expects suppliers to respect an employee's freedom of association and right to bargain collectively, if desired.

Workplace Conditions

Axiom Hospitality expects suppliers to provide employees with a safe and healthy- working environment that meets applicable legal standards or industry workplace standards. Suppliers must provide employees with accessible and adequate restrooms, portable water, sanitary food preparation, storage and eating facilities.