

SUSTAINABILITY POLICY

Approved by the Managing Director on December 31, 2023

I. STATEMENT

Lifestyle Retreats Group and all its members (hereinafter “Company”, “we” or “our”) are committed to integrating environmentally and socially responsible practices into our daily operations.

We take accountability and a systemic approach to sustainability.

Sustainability at Lifestyle Retreats is not just a commitment; it is a way of life. It mirrors our dedication to the well-being of all stakeholders.

It reflects our core values of Quality, Care and Commitment.

II. SCOPE

This policy applies to all business entities within Lifestyle Retreats Group regardless of location.

We expect our suppliers, contractors, partners and guests to also support our commitment and promote sustainability initiatives.

III. COMPLIANCE AND DISCIPLINE

All employees associated with Lifestyle Retreats Group are required to adhere to this policy.

Non-compliance may result in disciplinary actions.

IV. RESPONSIBILITIES

All managers are responsible for ensuring the content and the ethos of this policy are effectively

communicated, internalised and complied with throughout the organisation.

V. GUIDING PRINCIPLES

1. Employee Well-being and Development

We prioritise our team members’ health, safety, professional development and even personal development.

In response to insights derived from our 2023 employee engagement survey, we have crafted tailored programs addressing wellness, knowledge expansion, and skill development.

The ongoing development of the Lifestyle Retreats Academy further serves as a hub for continuous learning and growth for all team members.

More details can be found in the *Human Rights Policy* and *Code of Conduct*.

2. Community Engagement

Our commitment extends beyond our properties, actively contributing to and respecting local communities.

We provide both financial and non-financial assistance, participate in cultural heritage preservation, and support indigenous groups.

We are dedicated to fostering local entrepreneurship and empowering individuals within the communities we serve.

More details can be found in the *Social Sustainability Policy* and *Human Rights Policy*.

3. Environmental Responsibility

Insetting is a core aspect of our sustainability efforts.

We meticulously monitor and collect data on energy, waste, water, and laundry to reduce emissions throughout our value chain.

Additionally, we voluntarily engage in credible carbon-offsetting projects.

More details can be found in our *Environmental Policy*.

4. Governance and Resilience

We establish a sustainability committee, bringing together leaders from various functions within Lifestyle Retreats.

This Committee collaboratively addresses multifaceted sustainability projects, ensuring a holistic approach to governance and resilience.

More details can be found in our *Corporate Governance Policy*.

5. Stakeholder Engagement

We are committed to building and nurturing positive relationships with all stakeholders.

We continue conducting our employee engagement survey in 2024 to ensure a positive work environment and employee satisfaction.

Our efforts extend to reinstating our customer satisfaction measurement system and providing guests with a comprehensive *Guest Etiquette* for experiencing guilt-free and sustainable stays.

We are dedicated to elevating the compliance rate of all suppliers to our Supplier Code of Conduct from 50% to a minimum of 80% by 2024.

Our suppliers and providers are carefully selected based on the *Responsible Procurement Policy*.

6. Collaboration and Partnership

Seeking and forging impactful collaborations, we diversify our collaboration and partnership base to include sectors beyond tourism, creating a broader scope of sustainable practices.

We actively seek collaborations with organisations dedicated to cultural heritage preservation, biodiversity conservation, and the circular economy in 2024.

7. Certification

We are registered as a Green Globe member, aligning our sustainable management system with their rigorous standards.

Green Globe certification applications for all properties are actively pursued in 2024.

8. Communication and Transparency

We utilise various communication channels to inform guests, visitors, employees, shareholders, and the public about our sustainability commitment, vision, and goals.

Recognising every employee as a potential green champion, communication flows both top-down and bottom-up.

More details can be found in our *Responsible Communication Policy*.

VI. IMPLEMENTATION

We provide employees with training on sustainability policy and associated policies, ensuring each employee is operationally responsible for implementing the policy within their respective areas of responsibility.

This policy undergoes an annual review and is updated as necessary.

We extend an invitation to all stakeholders to join us in shaping a future marked by responsible tourism and a circular economy, collectively creating a better life for all.