

Whitbread SASB report: 2020

The aim of the Sustainability Accounting Standards Board (SASB) Foundation is to establish industry-specific disclosure standards across environmental, social and governance topics, facilitating communication between companies and investors about useful financial information to aid decision making.

This is the Group's first report disclosing sustainability information aligned to the recommendations of the SASB Hotel & Lodging and Restaurant Standards.

The Group has not currently reported against all metrics within this standard and will aim to expand its reporting in the next 12 months where relevant.

SASB code	Accounting metric	Response/ report location	Response/ report location	Additional references/ comments
		2019	2020	
SV-HL-130a.1	Total energy consumed (GJ)	2,429,385	1,660,299	CDP Climate Change submission 2020 and 2021
	Percentage grid electricity	98.91%	98.04%	CDP Climate Change submission 2020 and 2021
	Percentage renewable electricity	97.08%	98.78%	CDP Climate Change submission 2020 and 2021
SV-HL-140a.1	Total water [^] withdrawn (thousand cubic meters m ³)	4,882	3,236	CDP Water Security submission 2020 and 2021
	Total water [^] consumed (thousand cubic meters m ³)	129	Data available in Q3 2021	CDP Water Security submission 2020 and 2021
	Percentage of each in regions with High or Extremely High Baseline Water Stress	43.9%	Data available in Q3 2021	CDP Water Security submission 2020 and 2021
SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	Premier Inn Environmental Policy Statement. Whitbread Restaurants Environmental Policy Statement		https://www.whitbread.co.uk/sustainability/policies/other-policies
SV-HL-310a.1	Voluntary turnover rate for lodging facility employees	Data not calculated in this format in 2019	20.3%	In 2020, the government's retention schemes in the Groups main markets impacted turnover with a 30% reduction in rates compared to a normal trading year. Under normal circumstances the Groups rates are still below the sector average
	Involuntary turnover rate for lodging facility employees	Data not calculated in this format in 2019	10.3%	
SV-HL-310a.3	Percentage of lodging facility employees earning minimum wage	89% of team members on or above national living wage	The impact of the government's Job Retention Scheme means like-for-like comparisons of national living wage data is not available for this year	2019: Whitbread 2019/20 Annual Report, page 43
SV-HL-310a.4	Description of policies and programs to prevent worker harassment	There are many policies in place to prevent worker harassment. These policies are wide-ranging and cover everything from explaining what bullying, harassment and victimisation is and its impact, to what is expected and the potential interventions: Anti-Bribery Policy - Code of Conduct - Gifts and Hospitality Policy - Disability Awareness Policy - Equal Opportunities Policy - Health and Safety Policy - Human Trafficking Positioning Statement - Responsible Sourcing Policy - Speaking Out Policy - Modern Slavery Statement - Human Rights Policy - Diversity and Inclusion statement - Transgender and Gender Identity Policy - Personal Relationships at Work Policy - Employing Offenders or Ex-Offenders Policy		https://www.whitbread.co.uk/sustainability/policies/people https://www.whitbread.co.uk/sustainability/policies/other-policies

SASB code	Activity metric	Response/ report location	Response/ report location
		2019	2020
SV-HL-000.C	Total area of lodging facilities* (m ²)	2,518,628	2,585,810

[^]UK water data only *global hotel and restaurant estate footprint