

P&P ESG Policy

Environmental, Social, and Governance (ESG) Commitment Statement/policy

P&P is committed to integrating Environmental, Social, and Governance (ESG) principles into all areas of our operations. We recognise our responsibility to reduce environmental impact, support and empower diverse communities, and operate with integrity and transparency. This ESG Policy outlines our commitments, objectives, and practices regarding chemicals, resource use, and diversity & inclusion.

1. Environmental Responsibility

1.1 Chemical Use Policy

P&P is committed to ensuring that all products and processes involving chemicals are safe for people and the environment. As part of this commitment:

- **Phosphate-Free:** All cleaning agents and chemical products used by P&P will be free from phosphates, which are known to contribute to water pollution and eutrophication.
- **Chlorine-Free:** We aim to avoid the use of chlorine-based chemicals due to their potential to form toxic compounds harmful to human and aquatic life.
- **Non-Toxic & Biodegradable:** All chemicals will be evaluated to ensure they are non-toxic to the environment and biodegradable wherever possible.
- **Sustainable Sourcing:** Preference will be given to suppliers and manufacturers who demonstrate compliance with international environmental safety standards and who use eco-certified ingredients.
- **Regular Review:** Our approved chemical list will be reviewed annually to ensure compliance with evolving environmental regulations and industry best practices.

1.2 Energy and Water Stewardship

We are committed to minimising our energy and water footprint through responsible resource management.

Energy Use

- Prioritise energy-efficient appliances, equipment, and lighting across all facilities in support with the properties.
- Encourage remote work, digital workflows, and energy-conscious behaviour among staff, where supported.

Water Use

- Install auto-dispense fixtures and water-saving devices in all locations pertaining to P&P Operations (I.e. chemical dispensers).
- Monitor water usage and implement conservation measures.
- Ensure wastewater is treated responsibly and meets or exceeds regulatory standards (If required).
- Educate staff on water conservation practices.

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Approved By: Directors

Other

- Efficient Printing
- Reducing the amount of waste produced by the business
- Using Technology to lessen the need to travel
- Support hotel sustainability projects on waste recycling/reduction and reuse.
- Training Employees on the hotel sustainability projects to support the larger hospitality industry.

2. Social Responsibility

3.1 Diversity, Equity, and Inclusion (DEI) Policy

At P&P, we believe that diversity in all its forms drives innovation, creativity, and success. Our Diversity, Equity, and Inclusion (DEI) Policy reflects our commitment to fostering a workplace where every individual feels respected, valued, and empowered.

Commitments

- **Inclusive Hiring:** We recruit from a diverse talent pool and use bias-free hiring practices. We actively seek to improve representation across all levels of the organisation.
- **Equal Opportunity:** Employment decisions are based on merit, qualifications, and business needs, without regard to race, ethnicity, gender, sexual orientation, age, disability, religion, or other protected characteristics.
- **Training & Awareness:** All employees receive training on unconscious bias, inclusive behaviour, and cultural competency.
- **Leadership Accountability:** Management is held accountable for promoting DEI in their teams and for mentoring underrepresented groups.
- **Safe Work Environment:** We uphold a zero-tolerance policy toward discrimination, harassment, or bullying of any kind.
- **Supplier Diversity:** We support diverse suppliers and contractors.

4. Community Engagement and Charitable Support

As part of our commitment to social responsibility, our organisation actively supports charitable initiatives and community development. We contribute through sponsorships, donations to both national and local charities many of which are recommended by our employees and the funding of community based projects. All suggestions are reviewed with care to ensure alignment with our values and social impact objectives.

5. Governance & Oversight

- ESG goals and metrics will be reviewed quarterly by the executive leadership team.
- An internal ESG Committee will be responsible for monitoring progress, recommending improvements, and ensuring alignment with this policy.

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6. Transparency & Continuous Improvement

P&P commits to regular engagement with stakeholders including employees, customers, suppliers, and community partners to align our ESG efforts with their expectations and needs. We will continue to evolve this policy as science, technology, and societal expectations change.

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