

Policy Name	Author	Owner
Climate Change Mitigation and Adaptation Policy		

Version	Revision author	Version comments

### About this policy

Climate change presents an existential threat to businesses in all sectors and geographies. Stakeholders are progressively demanding that businesses respond to the risks associated with climate change and that responsive strategic planning should be embedded into business plans and decision-making processes. Response is also increasingly becoming a legal obligation.

Soho House takes these threats and obligations seriously and is also committed to mitigating the effects of our own business operations on the climate.

This policy outlines: -

- a. How Soho House plans to play its part in mitigating the effects of climate change through addressing our own emissions and the emissions of our value chain;
- b. How Soho House will go about assessing the physical, transitional and financial risks associated with climate change insofar as they relate to our own operations and value chain;
- c. How Soho House plans to mitigate and adapt its business operations in response to these risks, in order to be ready for the challenges that climate change presents.

### Mitigating our own emissions

Soho House has committed to mitigate emissions produced by our own operations through an evaluation and report of our scope 1 and 2 emissions data.

Soho House has put in place an emissions reduction strategy across its operational sites and plans to offset those emissions that it cannot eliminate from its own operations in 2023.

### Mitigation of the emissions of our value chain

We are committed to working with our suppliers and customers in order to reduce emissions along the value chain. We aim to achieve this through:

1. Considering emissions implications when choosing suppliers
2. Asking our suppliers to make voluntary emissions reductions within their own operations.
3. Actively considering sustainability risks when designing or developing new products and services.

### **Climate change-related risk assessment**

The Board of Soho House has overall accountability for the management of risk and for regularly reviewing the effectiveness of our risk management systems and strategy.

As well as identifying the most relevant climate-related risks for our business, the risk-assessment process will reflect on whether the levels of risk in each area are increasing or decreasing, and whether certain mitigating actions can help us to manage these risks.

The risk assessment will cover the following areas of climate-related risk as they relate to the company's direct operations, infrastructure, products and services, in the short, medium and longer-term:

1. Physical disruptions due to risks such as flooding, extreme weather events, heat waves, fire, supply chain disruption, impacts to employee health or availability of resources.
2. Transitional risks such as government legislated policy changes, emerging legislation, innovations in technology, climate change disclosure requirements or changing consumer preferences.
3. Financial risks, such as those that may occur as a result of market demand fluctuations or other economic impacts.
4. Reputational risks, such as damage to our reputation through a failure to set ambitious climate-related goals for our business.

### **Mitigating and adapting to risk**

Once Soho House understands its operational position regarding climate-related risk it will be able to set out its mitigation and adaptation strategies in response to identified risks.

### **Reviewing this policy**

This document will be reviewed annually and updated with any progress or changes to Soho House's climate change mitigation and adaptation policy.

**Date:**