



SOHO HOUSE



SOHO HOUSE 2024 ESG REPORT



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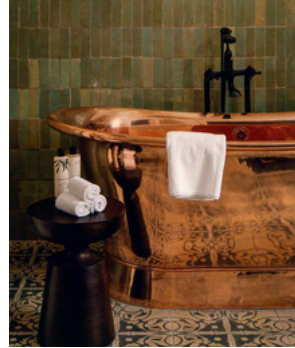
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FROM OUR CEO

‘We now run Soho Mentorship in 21 cities globally, with new launches in Barcelona, Stockholm, and Bangkok in 2024. With thanks to our members, we have now paired over 1,600 young people with a mentor since 2018.’

This year House Foundations has continued to make progress towards our goal of removing barriers to enter the creative industries. Our mentorship programme is dedicated to doing just that, using our Houses and networks to facilitate access for young people in 21 cities globally. In 2024, with thanks to our members, we welcomed our first cohorts in Barcelona, Stockholm, and Bangkok.

Another aspect of our House Foundations strategy is ensuring the wellbeing and development of our Soho House team members. We expanded our programmes dedicated to supporting growth at Soho House across all roles in 2024. Our People and Development team delivered a full Soho Learn calendar of training and masterclasses. Additionally, through our growing Early Careers programme, we welcomed 37 new team members to Soho Apprenticeship, enabling them to pursue a professional development qualification related to their role.

We also continued our progress towards making a positive impact on our surroundings and taking the right steps towards reducing our environmental impact. Light bulbs continue to be replaced with LED across our Houses and we are making energy-efficient choices when upgrading our systems. We also made sustainable design choices in regard to the opening of our new House in São Paulo, which is finished with locally sourced vintage pieces and reclaimed timber flooring.

We believe that by continuing to work together, we are on our way to creating a more sustainable and equitable future for all at Soho House. I want to once again thank our members, teams and partners for supporting House Foundations.

Andrew Carnie,
CEO Soho House & Co Inc.



2024 HIGHLIGHTS

SOHO HOUSE



Mentorship launches in 3 new cities

With new launches this year in Stockholm, Barcelona, and Bangkok, the programme now runs in 21 cities globally.

CREATIVE ACCESS



12 charity partners supported by the Soho House Foundation

The independent global charity issued another four grants to new organisations working to support access to the creative arts and education for young people.

SOHO GIVE



Improved data collection

Improved data collection, including increased reporting on areas such as electronic waste, refrigerants, and across our supply chain.

GOVERNANCE



Global inclusion training

Inclusion Foundations training was delivered to 4,100+ team members across 350+ sessions hosted both virtually and face-to-face.

CULTURE AND BELONGING



Early careers

37 new apprentices onboarded and a 100% pass rate achieved for our 2023 intake.

TEAM WELLBEING AND DEVELOPMENT



Decarbonisation analysis

Conducted a decarbonisation analysis of our direct and indirect emissions. Using the 2023 baseline, we generated reduction pathways which will support our decision-making in progressing towards our goals.

CLIMATE ACTION



ABOUT US

Soho House & Co Inc. is a global membership platform of physical and digital spaces that connects a vibrant, diverse, and global group of members.

We began with the opening of the first Soho House in 1995 and remain the only company to have scaled a private membership network with a global presence. Members around the world engage with Soho House & Co Inc. through our global collection of Soho Houses; Soho Works; The Ned in London, New York and Doha; Scorpios beach clubs in Mykonos and Bodrum; our interiors and lifestyle retail brand, Soho Home; and our digital channels. The LINE and Saguaro hotels in North America also form part of Soho House & Co Inc.'s wider portfolio.

Data representative of Soho House and related brands (Soho Home, Soho Works, Cowshed, our restaurants) to 31 December 2024.



45
Houses

210,000+
Soho House members

20
Countries

77
Total sites

7,523
Team members



SOHO HOUSE

SOHO WORKS

SOHO FRIENDS

SOHO HOME



Saguaro

SCORPIOS

THE NED

About Us



HOUSE FOUNDATIONS

Our ESG strategy uses the platforms we've built to make a positive impact on the people around us, the lives of our members and the environment.

People are at the heart of everything we do. As such, our ESG progress to date has had a principal emphasis on social impact. As a global membership of creatives, we're committed to using our platform to help people from underrepresented and lower socioeconomic backgrounds into the creative industries. Alongside this, we have a strong focus on inclusion in our teams, membership, and supply chain, and on supporting the communities around us through Soho Give.

We are also committed to ensuring our business does as little harm to the environment as possible, aiming to make a positive contribution where we can. We've set ambitious 2030 goals to reduce carbon emissions in our direct operations and supply chain; to promote responsible consumption and divert food and non-food waste from landfill; to minimise environmentally harmful practices in our sites; and to uphold an environmental and ethical standard in our supply chain.





2030 GOALS

SOHO HOUSE



5% of Soho House membership intake to be part of a creative access programme

200 projects sponsored for emerging talent

CREATIVE ACCESS



Drive an industry-leading inclusion programme in our teams, supply chain, and membership

15% of annual procurement spend allocated to underrepresented businesses

CULTURE AND BELONGING



Working towards net zero, 50% reduction in scope 1 and 2 emission intensity

50% reduction in Scope 3 emission intensity.
Reduce emissions from company travel

CLIMATE ACTION



50% food and non-food waste reduction in our operations

80% of all waste produced diverted from landfill
100% of sites separating food waste

REDUCE WASTE



Commitment to learning development and equal opportunities

Provide skills and resources to the hospitality industry

TEAM WELLBEING AND DEVELOPMENT



100,000 volunteer hours contributed by our teams annually

Increase our investment in causes aligned to Soho House values

SOHO GIVE



Reduce use of environmentally harmful chemicals

Reduce use of single-use plastics
Reduce water use and fund essential clean-water projects

PROTECT OUR SURROUNDINGS



95% of food, beverage, textiles, and materials aligned to our responsible procurement policies

95% of suppliers contractually signed up to our Supplier Code of Conduct

SOURCE ETHICALLY



SOHO HOUSE

PEOPLE

CREATIVE ACCESS
CULTURE AND BELONGING
TEAM WELLBEING AND DEVELOPMENT
SOHO GIVE

Mentorship Showcase 2024,
Soho House Rome

2030 GOAL TRACKING

People	2030 Goals	2024 Progress	Status
Creative Access  	5% of Soho House membership intake to be part of a creative access programme	2.8% of forecasted intake are part of a creative access programme, with over 4,000 young creatives supported since 2018.	On Track
	200 projects sponsored for emerging talent	5 Soho Futures projects this year, taking us to 40 projects to date.	On Track
Culture and Belonging  	Gender parity in our leadership team	21% of leadership identify as women; this remains consistent with 2023.	Needs Work
	Balanced ethnic diversity in our leadership team	37% of leadership identify as ethnically diverse; this remains consistent with 2023.	On Track
	15% of addressable spend allocated to underrepresented businesses within our supply chain	1.8% of spend allocated to underrepresented businesses (-1% YOY). In 2025, we're dedicating resources to establish a programme that builds relationships with a greater variety of business owners, while creating pathways for bold, inclusive organisations to join our supply chain.	Needs Work
	Membership demographics to be representative of the places we're in	In 2023, we established House Identities to better understand the demographics of the cities and communities we operate within. We continue to use this to support local membership initiatives.	On Track
	20% increase in diverse representation in our content	Last year, we created a simple system that allows us to track inclusivity within our content. We continue to use this system to identify the types of stories we need to work harder to tell.	On Track
Team wellbeing and development	Provide skills and resources to the hospitality industry	37 new apprentices onboarded in 2024. We have now supported 99 apprenticeships since 2023.	On Track
Soho Give 	100,000 volunteer hours contributed by our teams annually	In 2024, we supported 119 charities globally through donations, gifts-in-kind and volunteering.	Needs Work
	Increase our investment in causes aligned to Soho House values	\$2.9 million donated to charitable causes – an 18% increase from our 2021 baseline.	On Track
	Donate food at all our sites	17% of sites were able to donate food and drinks through their charity partnerships.	Needs Work



SOHO FUTURES

Our Soho Futures programmes continue to support young creatives who face challenges or barriers to accessing the creative industry.

The creative industry remains a difficult environment to break into, particularly for people from lower socioeconomic, underrepresented, and marginalised groups. To address the barriers that young people face when trying to start a creative career, we continue to work with our global membership platform to create pathways for the next generation of creatives.

Together, the Soho Mentorship and Soho Fellowship programmes supported over 1,000 young creatives in 2024. Since starting in 2018, we have now welcomed over 4,000 young people through our creative access programmes in total.

In 2024, we were able to maintain our creative access intake at 2.8% of forecasted membership – our ambition is to reach 5% by 2030.



2030 Goals

5% of Soho House membership intake part of a creative access programme

200 projects funded for emerging talent

In 2024

4,000+ people supported through our creative access programmes since 2018

3 new cities launched Soho Mentorship programmes



Find out more about Soho Mentorship [here](#)

SOHO MENTORSHIP AROUND THE GLOBE

The creative industry is not only difficult to break into, it's also a challenging career to navigate – particularly for those who are just starting out. Having a mentor is an invaluable tool to enabling young creatives to share their work, gain a different perspective and learn from someone who has personal experience of being on a similar journey and shared that ambition.

Our first Soho Futures programme, Soho Mentorship, has continued to grow since it was established in 2018, and now runs in 21 of the cities in which we have Houses.

With thanks to both our members and our partners, over 1,600 mentees have been matched with a mentor and gone on to participate in our 12 to 16 week mentorship programme and become a part of the Soho House member community.

The programmes across the globe are run in partnership with Creative Futures Collective (US), Creative Mentor Network (UK), Routes In (Europe), and OWN Academy (Asia).



BARCELONA

Mentor: Vlad Briceño Prince, head of international markets at younity

Vlad signed up to Soho House Barcelona's inaugural mentorship programme because he is committed to empowering others and believes mentoring a young person is the perfect way to bring this to life.

'I was thrilled to be connected with my mentee. Her passion, motivation, talent, and drive truly resonate with me. I'm excited to work alongside her and eagerly anticipate the incredible things she'll achieve with my support.'



Mentorship launch night,
Soho House Barcelona

In Europe, 76%* of mentees are likely to continue their relationship with their mentors

MENTORSHIP

Our mentees and mentors across our new programme launches tell their stories, plus updates from the UK and Americas



Mentorship launch night,
Soho House Stockholm

Mentee: Naeb Isak, media and communications student interested in digital marketing

Naeb joined the programme as they were finding the marketing industry difficult to navigate.

'I applied looking for not only a mentor but for a space filled with creative people, and I have found the experience to be more than I could have imagined. I immediately felt comfortable with everyone around me and we have all been able to share a lot of knowledge and experience with each other.'

STOCKHOLM

BANGKOK

Mentor: Vittorio Badini, head of production at Benetone Films

Reflecting on the mentorship programme, Vittorio found the experience to be valuable for both mentee and mentor.

'It was an incredibly rewarding experience, not only in terms of supporting my mentee's growth but also in the meaningful conversations and mutual learning that took place. Watching their confidence and perspective evolve over time was inspiring, and the relationship we built was one of trust, insight, and shared ambition.'

'Mentorship fosters genuine connections within the community and reinforces the power of a mentor in professional and personal development.'



Mentorship launch night,
Soho House Bangkok

Mentees in Asia scored their creative and professional alignment with their mentors 8.5/10*

Mentee: Mya Austin, Balham, London

Mya joined the programme with the intention to grow their personal brand while also looking for career support.

'It was a really great experience and I'm so grateful I got the opportunity to see it for myself. I was paired with a mentor from a different career path; however it was such a great pairing – my mentor helped me in so many ways.

'Being a young creative and having the guidance from someone who has been in your position and learning from them is so helpful.'



UK



Mentee: Artin Avaznia, Toronto

As a solo dance artist, Artin worked with their mentor to explore the breadth of their skill set.

'My mentor, encouraged me to embrace all of my multidisciplinary skills rather than stay rigid in one approach. Together, we focused on building a sustainable career as a solo dance artist – one that honours both versatility and vision.

'Now, whether I'm performing, directing, or producing content, wearing multiple hats has become a strength, not a setback.'

US

US

81%* of mentees felt more empowered to create new projects and professionally present themselves at the end of the programme

UK

85%* of all mentors felt more equipped to support young people from underrepresented backgrounds

95%* of mentors either agreed or strongly agreed that they have an understanding of the barriers to access for young people from lower socioeconomic backgrounds

*Results from post-programme surveys

Creative Access



SOHO FUTURES GRANT MEXICO CITY

The Soho Futures Grant was established in 2022 with the purpose of supporting the development of a portfolio project for emerging creatives across music, art, film and theatre, fashion, community impact, and content.

Improving conditions for women in work is essential to achieving gender equality and advancing social and economic outcomes. With the opening of our House in Mexico City in last year, we took the opportunity to host the grant there to help support this mission.

Women in Mexico face gender disparities in the labour market, including reduced access to opportunities, lower wages, workplace harassment and barriers to succeed in their careers. Their participation in the creative industries in particular is low. The 2024 Soho Futures Grant supported five women and their projects across a range of disciplines and platforms.

Sara Kalach Esseis is the founder of Violetta, a digital platform that provides tools that encourage healthier relationships and aim to help prevent violence. It offers support, psychoeducational content, and connects users with psychologists. Utilising technology, Violetta creates a safe space focused on violence prevention through an AI-powered chatbot and a web platform.

‘The grant has allowed us to take a crucial step in making Violetta a more complete, accessible, and useful platform for those seeking a life free from violence. It has truly been a catalyst, establishing a solid foundation for growth and empowering us to continue making a positive impact that reflects both my passion and life purpose.’



Mariajose Benitez,
Muntanya Lab



Mariajose Benitez is the founder of Muntanya Lab, which aims to redefine the concept of ‘waste’ by developing new materials and circular strategies for dealing with organic industrial waste. The lab proposes a new production perspective that recognises nature’s guidelines for more efficient and responsible systems across diverse industries at an industrial level.

‘The grant has enabled us to expand our resources, products, and production capacity, while also achieving important milestones like registering the business, creating a website, and serving international clients.’

‘The Soho House network has introduced us to people genuinely interested in our project, helping us build connections and access valuable mentorship.’



Karen Dayan,
El Color de la Artesana

Karen Dayan's social enterprise and fair-trade business, *El Color de la Artesana*, combines Mexican design and craftsmanship with a contemporary, high-quality focus to create utilitarian design items. As a social enterprise, it aims to generate profit while addressing social and cultural problems.

'The grant is a recognition of years of dedication to El Color. Being able to include such a prestigious honour in our credentials strengthens our position when approaching clients and opens doors to new business, innovative techniques, and opportunities that financial support has now made possible.'



Fernanda Valdivia's colourful documentary, *Hombres Tejedores*, explores the lives of men who are involved in traditional weaving in communities in Mexico where being different is often frowned upon. It follows four young men – three from indigenous communities and one of mestizo origin – who challenge traditional gender roles in their cultures by engaging in a practice customarily reserved for women.

'Receiving this support has been invaluable for connecting with others and opening doors for the next generation, particularly in advancing gender equality. It's reinforced the importance of believing in my project and committing to its development.'



Aketzali Rodríguez's project, *Abuelo, cuéntame un cuento* (Grandpa, tell me a story) is an anthology of tales inspired by the legends and histories of Xochimilco's towns and neighbourhoods, narrated by elders. Ranging from the fantastical to the real, they were collected through interviews, illustrated by younger generations, and produced in audio format to be accessible to the visually impaired.

'As a writer, this experience has been a powerful boost, allowing me to reach a wider audience and expand my work. Collaborating with storytellers and producers, and engaging with older adults and people with disabilities has deepened my understanding of how literature and art can be socially inclusive. Persist, create, dream.'



CULTURE AND BELONGING

Soho House remains committed to celebrating diversity, championing inclusion, and empowering equitable outcomes for all.

In keeping with our **vision, mission statement, and values**, at Soho House we prioritise respect and kindness at every turn, and believe collaboration allows us to be innovative and forward-thinking. We have recently strengthened our philosophy to reflect our belief that culture and belonging are the cornerstones to building a truly inclusive community. The wording may have changed, but our commitment to the work of creating environments where our members and teams feel safe, seen, and valued, remains the same.

Early in 2024, our leaders convened to set priorities from a diversity, equity, and inclusion perspective to guide our work for the year. One of the biggest takeaways was a desire for learning across our teams, which led us to focus on programming a range of educational resources. We also continued to drive representation and belonging by creating moments of connection and reflection for our members.

Pride Event,
Soho House São Paulo



2030 Goals

Gender parity and balanced ethnic diversity in our leadership team

Membership demographics to be representative of the places we're in

20% increase in diverse representation across our content

15% of addressable spend allocated to underrepresented businesses

In 2024

*4,100+
team members received
inclusion training*

*Culture and Belonging
identified as the cornerstones
of our philosophy*

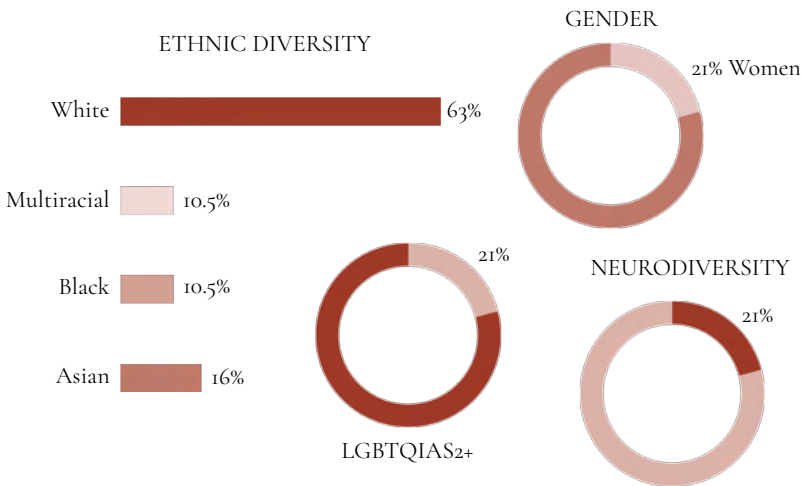
Culture and Belonging



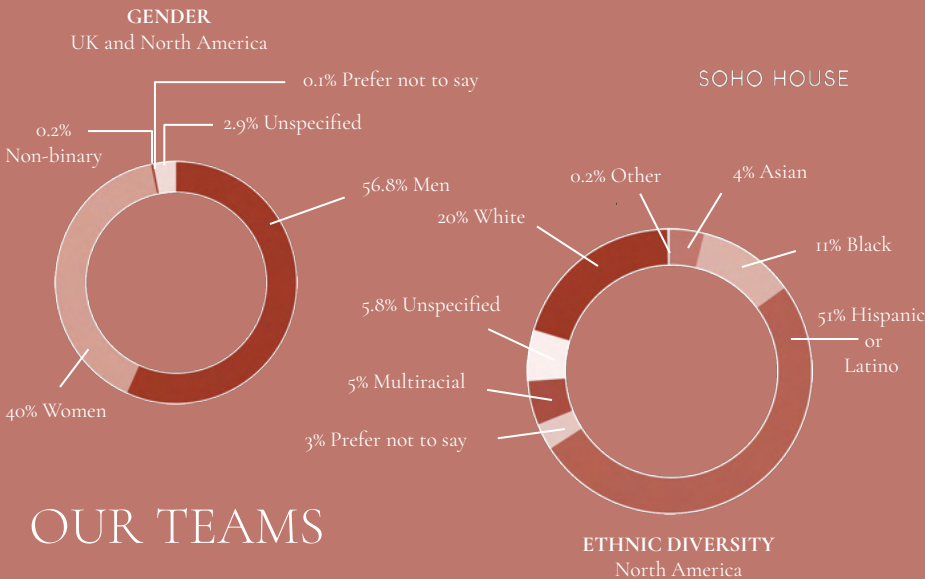
OUR LEADERSHIP

The leadership team is comprised of chiefs and managing directors, as well as directors of key business functions.

In 2024, there was no substantive change in the identities of individuals within our senior leadership group. Our figures remain steady, with 21% of our leaders identifying as women and 37% as ethnically diverse.



Data representative of Soho House up to 24 March 2025



OUR TEAMS

5,509 full-time employees in North America and the UK working across operations and our support offices.

The visibility of team demographics across the globe is an area we continue to work on. In 2023, we implemented a new HR system in the UK. We acknowledge the importance of understanding the representation of different identities within our global team to ensure that it is a more equitable place for all, while continuing to protect and respect the sensitivities of demographic data in the regions that we operate.



Daisa, with her winning cocktail, Deja Vu, at Soho Beach House Miami

OUR TEAMS

As part of our ongoing commitment to inclusion and celebrating the diversity of our people at Soho House, we created programming that focused on key culture and identity moments.

Global Inclusion Foundations training

In 2024, our teams worked together to build, test, and roll out a global training programme that covers the foundations of inclusion.

Over the 13-week training programme, we guided 4,100+ team members through more than 350 sessions, both virtually and face-to-face.

The completion rate was tracked across each site, with standout locations such as Babington House, Istanbul, and Bangkok all achieving over 70% of all staff trained, and sites such as Miami and Toronto reaching over 90%.

Women's History Month

With International Women's Day as an anchor, bespoke global programming included initiatives ranging from conversations with women leaders in our business to a spotlight session with breakout comedian and Soho House member Michelle Buteau.

We hosted conversations devoted to exploring the ways in which men can play a part in gender partnership and created a community specifically for women in operational management roles to expand their connection and learning.

Our women bartenders competed to bring bespoke cocktails to life, which were then added to our All Day menu, and we hosted a workshop on navigating limiting beliefs to support our women in feeling a stronger sense of comfort and advocacy.



Local DEI Networks

Soho House Rome

Run by the local team, the DEI Network at Soho House Rome meets monthly to bring inclusion initiatives, celebrations, and observations to life within the House and the team. With a strong focus on training and community service, the team works together to actively promote inclusive narratives and drive representation.

Soho House Chicago

In 2024, Culture Club launched at Soho House Chicago. The group meets quarterly to explore diversity by learning, collaborating, and connecting. Throughout the year, their events focused on the many cultures represented within the team. To celebrate East Asian culture, the team hosted Boba Day, a Lunar New Year celebration, and a trip to Chicago's Chinatown. To celebrate Black History Month, Culture Club hosted a special Family Meal with sweet treats from Brown Sugar Bakery, a local Black-owned business, as well as building a collaborative Pinterest board where everyone could share what this year's theme – Celebrating Black Art and Artists – meant to them.

Soho House Mumbai

To celebrate Christmas, which is one of the busiest times of year within the hospitality business, the team and Chefs came together and prepared a feast to celebrate and share gratitude with one another over food. To showcase the talent and creativity of the individuals within our team, Soho House Mumbai hosted Soho's Got Talent! This allowed for self-expression of art and ways to champion the skills of others.

UK Support Office

The UK support office held quarterly DEI Network meetings in which representatives from each department worked together to implement initiatives and create celebratory moments for the whole office. For Black History Month, the Network ordered British Afro-Caribbean treats from a team member's family business and heard from a local historian on Black women's lives in 18th-century London. As a group, the team went to see Lorraine Hansberry's historical play *A Raisin in the Sun* and *Slave Play*, by Pulitzer Prize-winner Jeremy O Harris.





OUR COMMUNITY

SOHO HOUSE

The Soho House commitment to culture and belonging extends to our membership, our platforms and our supply chain. Our programmes celebrate the diverse needs, perspectives, and identities of our members and the wider community.



Red Flagged

We partnered with Red Flagged as part of their dedication to amplifying queer East and Southeast Asian (ESEA) voices in the UK. Red Flagged confronts cultural challenges in creative careers and a lack of representation via targeted networking and community events. These events focused on the music, film, and fashion industries to foster vital connections and career opportunities while celebrating and affirming the skills and talent of all those involved.



Native Son

In partnership with Native Son – an intergenerational movement, community, and platform created to inspire and empower Black gay/queer men – we hosted a weekend of food and culture programming, as part of LA Pride. Over 40 men from around the world came together. Events included a screening of the film *Sing Sing* that featured a conversation with Oscar-nominated actor Colman Domingo, and a guided tour of the museum exhibition honouring Mickalene Thomas at The Broad.





Women in Whiskey

Soho House Istanbul women members came together to explore the world of whiskey – an area typically dominated by men – in a series of guided tastings that connected women from the worlds of business, academia, art and activism. An additional element, which explored the role of women in mythological folklore, encouraged attendees to share their stories in their own words.

House of Roses

Hosted quarterly, House of Roses is a series dedicated to recognising, amplifying, and honouring the voices of diverse local creators and business owners who make a positive impact in the city of Portland. The series invites creators to share their stories, talents, and businesses with both members and the wider Portland community. In appreciation of their work and contributions, each Rose receives a one-year Local House membership to enable them to continue to broaden and build their network and circles of influence.

Unity

Unity is a non-profit organisation that helps bridge the gap between students from historically underrepresented backgrounds and leading corporations. As part of an ongoing partnership, our Houses in Los Angeles, New York, and London hosted over 150 students as part of the Unity Summer Tour. Through a series of panels and workshops designed to promote positive change and create equitable environments for all, the students were able to meet and connect with senior executives from major global companies. While the wider impact of this work will only be truly evident in years to come, the aim is to create a brighter, more equitable future for these students and their communities.



TEAM WELLBEING AND DEVELOPMENT

Our commitment to learning, development, and equal opportunities is designed to attract, build, and retain a united and talented team.

In 2024, we continued to ensure our people have access to Learning and Development opportunities across every role, so that team members at every level of Soho House are able to enhance their skills, express creativity, have fun, and champion their talent.

Sous Chef to Head Chef Development Programme

Launched for the first time in 2024, our new development programme is a 12-month plan designed to empower six of our Chefs with the skills and knowledge to become Head Chefs.

Cookhouse and House Tonic

To inspire our teams, we organise monthly trips and activities in which a range of businesses share their expertise. Soho House Mumbai had a visit from House of Suntory spirits, UK team members cured meats and made Scandinavian and Japanese bakes at Bread Ahead, while Soho House Barcelona hosted a pizza masterclass in collaboration with Molino Paolo Mariani.

Competitions

We engaged the bar, floor, and kitchen teams in various incentives, including a quarterly cocktail challenge in which the top pour in each won a trip to Mexico, India, Scotland or Iceland, and two competitions for our Chefs, with each winner's dish featured on House menus for a month.

Wine School

Led by Master Sommelier Vincent Gasnier, Wine School is dedicated to enhancing our team's knowledge of wine. During sessions, participants learn about the process of wine fermentation, old and new wine regions, and the intricacies of our own Soho House wine menus.



Soho Learn at Bread Ahead, London

2030 Goals

Provide skills and resources to the hospitality industry

In 2024

37 new apprentices onboarded

9 management trainees onboarded

51 work experience placements



Annette Kamau,
Commis Chef Level 2,
Pen Yen Soho Farmhouse



Hannah Marshall,
Horticulture Level 2,
Soho Farmhouse



Charlotte Hull,
Level 4 Data Analyst,
UK Support Office



SOHO HOUSE

EARLY CAREERS

We understand the importance of developing new skills, exploring new paths, and fostering new connections at the beginning of your career – our Early Careers programme is dedicated to giving people starting out in hospitality exactly those opportunities.

Soho Apprenticeship

We have expanded our apprenticeship offering and partnered with four new training providers, including specialist hospitality provider, Umbrella Training. We also launched a Beauty Therapist apprenticeship programme in our Health Clubs and Spas with Oxford International College of Beauty and London College of Beauty Therapy.

Early careers in our local communities

Our work experience initiatives created opportunities designed to inspire young people in our local communities by partnering with the [Stephen Lawrence Day Foundation](#), [Women's Association](#), [Saira Hospitality](#), and [ELAM](#). We also work with [LVS Oxford](#) at Soho Farmhouse to provide year-round work experience placements for its students.

Management Trainee Programme

This new, 12-month programme is a key part of our strategy to develop future leaders by offering management trainees the skills and experiences to excel in leadership roles within the company. Trainees were placed in our Houses in Amsterdam, Barcelona, Berlin, London, Paris, and Rome. They worked across operational departments, completing placements with wider support teams and attending masterclasses with our senior leaders, to gain leadership insights and to understand the culture and strategy at Soho House across various business functions.

[Find out more about Early Careers](#)

Team Wellbeing and Development



SOHO GIVE

Our commitment to community extends beyond our Houses – we aim to positively impact our surrounding neighbourhoods and the cities we're in.

The Soho Give ambition is to support access to the creative industries, social impact, poverty alleviation, and emergency response in the areas we operate in. This year, we have supported a wide range of charitable causes across the globe, and developed long-term partnerships with organisations that share a similar vision. We also continue to find ways to uplift and empower the communities around us by donating gifts-in-kind or volunteer hours.

Each year, team members are granted two paid Give Days to volunteer in their local communities. In 2024, through our Soho Give initiatives we were able to support 119 charitable organisations. The mission to support local communities is also a priority for our members – this year we hosted volunteer events at both Soho House Nashville and Miami Pool House.

House-wide, we've also worked with causes including [Artists for Change](#), [Dress for Success](#), [Des Étoiles et des Femmes](#), [Caritas Hong Kong](#), and [Furnishing Futures](#).

*Includes an estimation based on the average value of individual gifts-in-kind. These include bedrooms (e.g. avg room rate), memberships, event space, food and drink, products and services.

Dean Street Townhouse at
Whitechapel Mission, London



SOHO HOUSE

2030 Goals

*Contribute 100,000
volunteer hours*

*Increase our investment in causes
that align with Soho Give values*

*Partner with organisations that
support the communities and
environments we're in*

Donate food at all our sites

In 2024

*\$2.9 million donated to causes that
align with Soho Give values**

119 charity partners

Soho Give



SOHO GIVE PARTNERSHIPS

SOHO HOUSE

Social Mobility Business Partnership



The UK Legal Team hosted a visit from The Social Mobility Business Partnership, a charity committed to supporting students from low-income backgrounds in their pursuit of a career in business.

After panel talks from key members of our team and a tour of White City House, the students created pitches (including design, menus, programming, outreach, and construction budgets) for a new Soho House.

Lasova



Our team members at Soho House Tel Aviv volunteered twice a month at local soup kitchen Lasova in 2024.

The restaurant – along with two others Lasova runs – provides each person who visits with a full, hot, nutritious, and filling kosher lunch at no charge and with no questions asked.

The team is committed to continuing the monthly partnership throughout 2025.

Global Empowerment Mission



The team at Soho Beach House Miami gave their time to Global Empowerment Mission (GEM) to help pack essential kits for victims of Hurricane Beryl.

The GEM team provided food, water, hygiene supplies, tarps, generators, and mattresses, along with other necessary supplies and construction materials to those impacted by the devastation caused by the tropical cyclone.



SOHO GIVE PARTNERSHIPS

SOHO HOUSE

Stephen Lawrence Day Foundation



In the UK, the People and Development team hosted a week-long work experience programme, held in partnership with the [Stephen Lawrence Day Foundation](#).

The students worked on a brief to create their own Soho House, spending time across various departments to gain insights, tips, and tricks from our teams to help with their project.

Lotus House



Soho House members from Miami Pool House volunteered at [Lotus House](#) – the largest women's homeless shelter in the US – to provide support with the shelter's Valentine's Day celebrations.

Cancer Research UK



Eight operations managers from across our London sites came together to support [Cancer Research UK](#) by volunteering at one of the team's local charity shop, on Holloway Road in north London.



The Soho House Foundation

The Soho House Foundation is an independent charitable entity set up to fund and empower creatives worldwide. Through an annual donation, it provides grants to organisations that are doing brilliant work to help young people through the arts. As a global community for creatives, we understand the power in providing opportunities for diverse talent to flourish and the breadth of benefits it can unlock.

Since it was founded in 2022, The Soho House Foundation has distributed more than \$500,000 through our grant programme and to carefully selected charity partners that aid disaster relief. This year marks the third year of the grant programme, in which our trustees selected four new charities to support.

One charity is selected from each of the major regions we operate in. Across the UK, Europe, Asia, and the Americas we endeavour to support charitable organisations working with young people through creative expression and pathways. Read on for details about the charities we partnered with this year.

Find out more about [The Soho House Foundation](#).

The Soho House Foundation is registered as a charitable incorporated organisation (CIO) since 1 June 2022: charity number 1199179.



2

Donations made in 2024 to aid disaster relief: [Direct Relief](#) and the [International Federation of Red Cross and Red Crescent Societies](#), in response to Hurricane Beryl

SOHO GIVE

\$500,000

Distributed to charity since 2022

12

Charity partners through our annual grant programme

Illustrations by Natalie Podero,
Mentee Alumni





THE SOHO HOUSE FOUNDATION PARTNERS

SOHO HOUSE

Prison Radio
Association, London



Prison Radio Association uses the power of radio and podcasts to support people with lived experience of prison. It runs National Prison Radio – the world's first national radio station for people in prison, made by prisoners.

By supporting people through their sentences, it aims to reduce reoffending and prepare individuals for life after release.

p:ear,
Portland



p:ear has built a compassionate community dedicated to supporting Portland's homeless and transitional youth, aged 15 to 25.

It provides critical services that go far beyond basic needs, empowering young people to foster self-confidence and gain new, practical skills across three core programmes: education, art, and wilderness recreation.

Refugees and Asylum Seekers
Assistance and Solidarity
Association (RASAS), Istanbul



RASAS is dedicated to supporting and protecting refugees and host communities without discrimination based on language, religion, race, gender, age, disability, political views or any other factors.

Recognising the power of art and creativity as essential rights, RASAS hosts art workshops for vulnerable individuals and provides services across sectors, including education, health, social cohesion, and livelihood.

Diverse City Studio,
Hong Kong



Diverse City Studio is dedicated to supporting Thai immigrants in Kowloon City through the performing arts. In 2023, the charity established a partnership with Blessing Thai Service Centre, a crucial support system for Thai immigrants in the city, offering programmes that empower Thai children through devising community theatre.






SOHO HOUSE

ENVIRONMENT

CLIMATE ACTION
REDUCE WASTE
PROTECT OUR SURROUNDINGS
SOURCE ETHICALLY

Harvest at Soho Farmhouse gardens

2030 GOAL TRACKING

Environment	2030 Goals	2024 Progress	Status
Climate action 	50% reduction in scope 1 and 2 emission intensity	10% increase in scope 1 and 2 emissions when compared with 2023, which is partly attributable to new Houses. Our global emission intensity (tCO2e per sq ft) decreased by 3% to 0.0219 CO2e / sq ft as a result of various energy efficiency measures across our sites, such as BMS utilisation, system upgrades, and staff training.	On Track
	50% reduction in scope 3 emission intensity	7.7% increase in scope 3 emissions when compared with 2023. This is predominantly due to an increase in reporting across our supply chain.	Needs Work
	Reduce emissions from company travel	33% reduction in emissions from company travel, and a carbon saving of over 700 tCO2e.	Needs Work
Reduce waste  	50% food and non-food waste reduction in our operations	29% increase in our global waste due to new site openings and new data availability for waste streams such as electrical waste, metals, batteries, and wood.	Needs Work
	80% of all waste produced diverted from landfills	42% of waste diverted from landfill, a 20% decrease from 2023. This is partly due to an increase in estimated data at newly opened sites. We are working to establish reporting at these locations and more accurately track waste disposal.	Needs Work
	100% of sites separating food waste	70% of sites able to separate food waste. We have identified the regions in which we need to improve and work with local vendors to find solutions to our food waste.	Needs Work
Protect our surroundings  	Reduce use of environmentally harmful chemicals	90% of sites using Ecolab or an alternative environmentally-friendly chemical supplier (-12% YOY).	On Track
	Reduce use of single-use plastics	We continue to replace single-use plastics with reusable alternatives where possible. This includes providing stainless steel bottles, canned water, glass, and using biodegradable packaging where we can.	On Track
	Reduce water use and fund essential clean-water projects	12% reduction in water use across UK sites YOY. We continue to measure our global usage and find solutions to improve the efficiency of use.	Needs Work
Source ethically 	95% of food, beverage, textiles and materials aligned to our responsible procurement policies	Our refreshed ESG supplier survey has enabled us to look more closely into our supply chain, particularly around the compliance of environmentally sensitive materials such as timber, cotton, and chemicals.	On Track
	95% of suppliers contractually signed up to our Supplier Code of Conduct	All suppliers in top 80% of global procurement spend audited on adherence in 2021, with new suppliers signing the Code of Conduct at onboarding.	On Track



CLIMATE ACTION

As the climate changes, it is our responsibility to reduce the impact of our global business on the environment to ensure we continue to grow sustainably and enable our members to connect with each other around the world.

A total of 54,000 tonnes of carbon emissions was generated across our global operations, which is a 5% increase from 2023. The emission intensity, measured in tonnes per square foot of operational space, decreased by 3% from 0.0226 to 0.0219 tCO₂e per sq ft. The opening of new Houses in Mexico City, São Paulo, Portland, and London has contributed to the increase in emissions. Energy reduction efforts within the Houses has continued globally, with sites making efficiency upgrades and consciously operating energy systems where possible.

Our scope 1 and 2 emissions, which are attributed by the direct purchasing and use of energy sources such as electricity, gas, and mobile fuel, collectively increased by 10%. This was largely due to the improved reporting of refrigerant gases, which are used within systems such as air conditioning units and cryotherapy machines. In 2024, we expanded the renewable energy generation at Soho House Rome and are now able to meet 8% of the electricity demand through solar panels.

We improved scope 3 reporting again this year, increasing emission tracking from 9% of the top 80% spend suppliers, to 13%. Scope 3 remains the biggest proportion of our emissions profile, accounting for 42% of total emissions. We remain committed to working with suppliers towards our shared responsibility of carbon reduction and responsible practice.

Being mindful of our travel was a focus this year; as a result we were able to reduce our travel emissions by 33% compared with 2023. We continue to review travel across our operations and develop strategies to reduce its impact where possible.

2030 Goals

*50% reduction in scope 1 and 2
emission intensity*

*50% reduction in scope 3
emission intensity*

*Reduce emissions from
company travel*

In 2024

*3% reduction in carbon
emission intensity*

*13% of suppliers tracked
scope 3 emissions*

*33% reduction in emissions
from company travel*





Air pollution

As part of our ESG risk register – which we review on a quarterly basis in collaboration with our legal team, House Foundations team, and external sustainability consultants The Sustainability Group – we identified air pollution to be of increasing concern, particularly to our Asia and South America Houses.

As a result, and as part of our commitment to ensuring the health and wellbeing of our members and teams within our spaces, we began monitoring air quality within Soho House Mumbai. The six-month reporting period revealed that we can do more to reduce the air pollution levels within the space. This prompted us to seek out an independent audit on air quality and devise a strategy to maintain safe levels across all our Houses in at-risk areas, which is currently underway.

Website emissions

Our digital platforms are just as important as our physical spaces, allowing members to engage and connect with us at any time, whether that's to book a table or receive the latest news and highlights across our global community.

The website is at the centre of this digital space. In 2024, we analysed the emissions associated with this platform and estimated that sohohouse.com generates 13 tonnes of carbon emissions annually. While our website is powered by renewable energy, it has prompted us to look at how we can make our web pages more environmentally friendly without compromising the user experience.

Decarbonisation analysis

To meet our climate targets of reducing scope 1, 2, and 3 emission intensity by 50% each, we conducted a decarbonisation analysis of our 2023 baseline data. The results of the scenario analysis provided insights into the potential steps that can be taken to achieve our goal.

The predictive analysis produced five scenarios that offer varying routes towards decarbonising our operations. It revealed key areas in which we can make a big impact, including business travel, waste management, and renewable energy. In 2025, we will review these scenarios and implement measures that are appropriate to the current context of our business to strengthen our reduction roadmap.





2030 Goals

*50% reduction in
food and non-food waste*

80% of all waste diverted from landfill

100% of sites separating food waste

In 2024

*13% reduction
in food waste intensity**

*70% of sites enabled to
separate food waste*

*42% of waste diverted
from landfill*

*Food waste intensity measured as kgs per 100 covers



Coffee compost is available to members at Soho House Barcelona

SOHO HOUSE

REDUCE WASTE

We have set goals to reduce the amount of waste produced at our sites, to divert remaining waste from landfills and ditch disposables for long-life items.

Our total waste increased by 29% when compared with 2023. This increase is reflective of new House openings in Portland, São Paulo, Mexico City, and London, as well as increased data collection across new waste streams such as electrical waste, metals, batteries, and wood. These factors have also contributed to an increase in our non-food waste intensity, which increased from 4.2 kg/sq ft in 2023 to 5.5 kg/sq ft in 2024. Understanding the types of waste generated at each site is crucial in enabling us to establish tailored strategies for reduction.

As a hospitality business, food waste is a key challenge and our teams continue to implement ways to combat this, such as smarter ordering and menu engineering. In 2024, our global food waste intensity decreased by 13% to 6.71 kg per 100 covers. The decrease in intensity is related to an increase in the number of global covers due to an improved reporting method, as well as a decrease in the total amount of food waste. We are working to increase the separation of food waste across our global sites to meet our goals and to also comply with upcoming segregation regulations in the UK.

The amount of waste diverted from landfill has decreased by 20%. This is partly due to an increase in the number of assumptions made when reporting disposal methods for estimated data at our newly opened Houses. We are working to establish reporting at these locations so that we can more accurately measure and manage recyclable materials within our operations.

Teams continue to find innovative solutions for the waste generated across our sites. At Soho House Barcelona, for example, a new initiative turns spent coffee grounds into compost, which is then used across the House and is also available for members to take home.

Reduce Waste



2030 Goals

*Reduce use of environmentally
harmful chemicals*

Reduce use of single-use plastics

*Reduce water use and fund
essential clean water projects*

In 2024

*90% of sites using eco-friendly
cleaning products*

*12% reduction in water
use in the UK*



PROTECT OUR SURROUNDINGS

It is important to us that we build and operate our sites with as little impact on our surrounding environment as possible.

Our sites are located across the world and the surrounding environment and community is unique to each one. It is our responsibility to ensure that we continue to find ways to reduce our impact in the ways that matter most to each location. Each site has a shared ambition of reducing the use of chemicals, water, and single-use plastics and protecting biodiversity.

Biodiversity

At Soho Farmhouse, we partnered with local organisation HedgeFund to reintroduce rescued hedgehogs back into the surrounding woodlands. By protecting and supporting hedgehogs, we aim to enhance the ecosystem and surrounding biodiversity of both the Farmhouse and the wider Cotswolds landscape.

Water use

It is important that our water-use strategy is both innovative and effective while continuing to deliver on member experience. In 2023, we set our baseline for water use. In 2024, a YOY analysis of UK sites revealed that water use decreased by 12%. This reduction is likely to be a result of efficiency measures implemented across the Houses, such as using rainwater capture systems for the gardens and staff training.

Chemicals

Last year, the number of sites using EcoLab products fell to 78%. We have tackled this by expanding our environmentally-friendly chemical suppliers globally. In 2024, 90% of sites are using eco-friendly cleaning chemicals, which is a positive step in reducing the use of environmentally harmful chemicals.



Case Study: Soho House São Paulo

Protecting our surroundings is also considered through our design approach and the sustainable build of our sites. Working with our development partners and in-house teams, we aim to make a positive impact where we can.

Soho House São Paulo, which opened this year, is our first site in South America and it was a priority that local art, suppliers, and the historic integrity of the building were celebrated.

The House interior has been designed and made by local suppliers throughout, from light fittings and vintage furniture to reclaimed wood flooring. The ambition was to tell the story of the city while also reducing the environmental impact of importing materials.





SOHO HOME

Soho Home is an interiors collection from Soho House. It is designed to reflect the look and feel of our spaces around the world.

Charity partnerships

Soho Home continues to donate furnishings and accessories to charities that provide accommodation to vulnerable groups, such as Step by Step and Furnishing Futures. Step by Step is a charity that supports young people facing homelessness. With the support of Soho Home, it has assisted over 1,500 young people and provided safe accommodation to more than 320 this year alone. We also entered our third year of partnership with Furnishing Futures, a charity that creates healing homes for women and children who are escaping domestic abuse. In 2024, it furnished 40 homes with Soho Home items and was able to more widely support 200 women and children.

Supplier audit

This year, Soho Home conducted the first ESG supplier audit and contacted the top 46% of product suppliers by spend. The audit reflects our shared commitment with our suppliers in ensuring Soho Home products and materials comply with ethical values and health and safety regulations, and demonstrate environmental awareness. This work will continue into 2025, as we begin to work with our suppliers to ensure we are integrating environmental and social practices across our supply chain.

Carbon emissions

We continued to make reporting improvements this year, and worked with our distribution partners to collect both inbound and outbound freight emissions associated with Soho Home sales for the first time, taking the measured emissions to 1,600 tCO2e in this category. Increasing the availability of scope 3 data remains a key focus for 2025.

A Furnishing Futures
bedroom, in partnership
with Soho Home

SOHO HOUSE



In 2024

*46% of our top spend product
suppliers contacted for ESG audit*

*45 homes furnished through
donations to Furnishing Futures*

*104 volunteer hours donated to
Sebby's Corner, The Felix Project,
and Furnishing Futures*



OUR BRANDS

Soho House & Co Inc. is made up of our global Soho House members' spaces, Soho Works and Soho Home – as well as our wider portfolio.

The wider portfolio includes The Ned in London, New York, and Doha, and The LINE and Saguaro hotels in North America. Each of these brands is developing tailored strategies and programmes to align with Soho House's ESG goals and objectives.

The Ned

A hotel and members' club with locations in London, New York, and Doha, The Ned prides itself on seeking to do the right thing in every aspect of its business.

Energy efficiency

The Ned London upgraded to double glazing across a proportion of its hotel rooms and added climate control systems to better manage energy based on room occupancy. A new heat exchanger for the hot water system was also installed, with the intention of improving the efficiency of heating across the site.

Water conservation

The Ned Doha continued to utilise its BMS system in order to maximise efficiency and manage energy use in line with operational requirements. Being located in a water-scarce region, freshwater use is carefully conserved, with grey-water used for irrigation and landscaping instead.

Community engagement

The Ned in London, New York, and Doha all engaged with charitable organisations within their local communities in 2024. The team at The Ned London were able to donate their time to charities over eight days through the year. The Ned Doha supported the Qatar Charity Foundation, which focuses on providing essential items to those in need.



The LINE and Saguaro hotels are creative communities that bring together the best emerging talent in design, food and beverage, and arts and culture. Responsive to their locations, each LINE and Saguaro hotel is a one-of-a-kind destination for collaboration, travel, and discovery.

In 2024, 100% of sites across The LINE and Saguaro portfolio continued to use Ecolab Chemicals. It is a favourable cleaning solution that optimises water and energy usage while maintaining the highest standards of sanitation. Sites also supported charitable organisations such as the [International School of Los Angeles](#), [Boys & Girls Club of Southwest County, Root Division](#), [CalSAE](#), and [Common Threads](#).

The LINE; Saguaro



SOHO HOUSE

GOVERNANCE

BUSINESS ETHICS
POLICIES
TRAINING





Since founding Soho House in 1995, we have worked to build a global membership platform that is based on integrity, honesty, and fairness. Working with our members, we are committed to playing our part in addressing the social, environmental, and ethical challenges that exist wherever we operate. These values guide the decisions we make and remain integral to our vision for the future of Soho House & Co Inc. House Foundations and our ESG strategy are the vision of our founder, Nick Jones, and are led and championed by our CEO, chief financial officer, and the Soho House & Co Inc. board and leadership teams.

The Soho House & Co Inc. Board has oversight of ESG matters via the Audit Committee, which reviews climate-related risks and opportunities and the wider ESG strategy. Andrew Carnie, CEO, is the board member and director with responsibility for the ESG strategy and performance of the business. Our internal House Foundations team, supported by expert external advisors (The Sustainability Group), aims to integrate social, environmental and ethical practices into the running of our business to create long-term value for our members, teams, partners, and stakeholders. At an operational level, each House has primary responsibility for the implementation of policies and ensuring awareness among employees of the goals and objectives set by the company. The Sustainability Ambassadors, alongside support from site managers, enable us to deliver on the goals set.

Soho House & Co Inc. Board

Oversees financial and business strategies and major corporate actions, assesses and manages risks, selects and oversees management.

Audit Committee

Assists the board in oversight of ESG matters, reviews climate-related risks, opportunities, and the wider strategy.

Senior Management

Oversees the ESG strategy and defines the business goals for the company.

Chief Operations Officer

Chief Financial Officer

Chief Communications Officer

House Foundations

Sets ESG strategy goals and oversees implementation across all levels of the business. Manages reporting and stakeholder engagement.

Site managers and sustainability ambassadors

Determines best practices to align with our ESG goals and drives implementation of the strategy in our operations.

Board composition

The Soho House & Co Inc. Board provides oversight of and strategic guidance to senior management of Soho House & Co Inc. The board has at least four regular meetings a year, and the committee structure consists of an audit committee, a compensation committee, a nominating and corporate governance committee, a culture committee, and an innovation, digital and content committee.

The Soho House & Co Inc. Board consists of 13 members. The majority are independent directors, based on the independence standards set forth in the listing rules of the NYSE. The Audit Committee, Nominating and Corporate Governance Committee, and Culture Committee are made up entirely of independent directors. The majority of directors of the Compensation Committee and the Innovation, Digital and Content Committee are independent.

We believe our board is composed of a diverse group of individuals with sophistication and experience in many substantive areas that impact our business. We believe that all our current board members possess the professional and personal qualifications necessary for service.

More on the [Soho House & Co Inc. board composition](#).



Risk management

In early 2023, we conducted an in-depth ESG risk assessment to determine the sustainability and climate risks and opportunities for our business, and to ensure we have the right strategy in place to reach our 2030 goals to reduce the impact of our operations on the climate, environment, and the communities around us. Our risk management considers both internal and external assessment of emerging risks and legislation. It is reviewed by the ESG Risk Committee every quarter, with changes to be presented to the Audit Committee. The Audit Committee assists the Board in overseeing risk through regular review of our accounting, reporting and financial practices, as well as ESG matters.

Ethical business

Across our organisation, we are committed to maintaining the highest standards of business conduct and ethics. Soho House & Co Inc.'s Code of Business Conduct and Ethics policy (Code) reflects the business practices and principles of behaviour that support this commitment, and ownership and oversight of this sits with the Board. We expect every employee, officer, and director to read the Code and understand and its application to the performance of their business responsibilities. We expect the highest standards of integrity and conduct from our employees in all matters concerning the operation of the business. We ask that they do not place themselves in any position where their responsibilities as an employee might conflict with any private business interests, and to confirm that they comply with our Code, set out [here](#).

Supplier and partner code of conduct, ethical sourcing policy

Soho House & Co Inc. is committed to ensuring that work conditions in its supply chain are safe; that workers are treated with respect and dignity; that manufacturing and sale processes are ethically and environmentally responsible; and that the conduct of its business is based on principles of integrity, honesty, and fairness. Our Supplier Code of Conduct is [here](#).

Modern slavery

Soho House & Co Inc. utilises a wide range of suppliers to assist in the running of our Houses, work spaces, spa facilities and retail services, as well as for office support functions, including but not limited to IT, finance, marketing, design, and people and development. We are committed to ensuring that there is no slavery or human trafficking in any part of our business or supply chain, and have created a series of processes to facilitate this commitment. It is the responsibility of all employees to prevent, detect, and report slavery and human trafficking. We ask all employees procuring goods or services, or managing a project, to ensure our Anti-Slavery Policy is followed. Our Modern Slavery statement is [here](#).

Data privacy and cybersecurity

Since we were founded as a group of private members' clubs, we take the privacy and protection of data seriously. We process personal data from our members, customers, and teams, and have clear policies in place to provide information on what personal data we collect, how it is used, the lawful basis on which personal data is processed, and what rights are, under the applicable global data protection and privacy laws, including the General Data Protection Regulation (GDPR), which became applicable to us as of 25 May 2018. We operate a range of technologies, management controls, and training that is designed to prevent, detect, and contain any data security issues. Specialist resources supported by retained third parties manage any such issues as they arise. Our Privacy Notice is [here](#).

Tax strategy

Soho House & Co Inc.'s UK tax principles are aligned with our [commitment to act with integrity in all business relationships](#). The tax principles were published in 2022 and have not been updated since then.

Let Us Know

We have an internal 'Let Us Know' tool to enable team members to anonymously disclose information to senior leaders in our People and Legal departments. Let Us Know is vital to maintaining the wellbeing, safety, and continued positive growth of our workplace.

Way of Living

This policy clarifies what we expect from our members globally, and it is our expectation that all of them engage with this. We hold members accountable and review their behaviour when issues are reported to ensure a more inclusive and safe space for all. Read more [here](#).

Workers' Rights

As a global business spanning multiple industries, our business activities contribute to the working conditions of thousands of people, not only directly employed by Soho House & Co Inc. but also those working with and for our suppliers and partners, and their subsequent value chain. Our commitment to ensuring workers' rights are enforced to a high standard are supported and reinforced by:

- [Modern Slavery Statement](#)

- [Supplier Code of Conduct](#)

- [Gender Pay Gap](#)

Anti-harassment and anti-discrimination

Soho House & Co Inc. does not tolerate racism, discrimination, unlawful harassment, dishonesty, violence or bullying of any kind. We enforce a zero-tolerance approach by actively opposing prejudice and discrimination, which helps us to proactively manage allegations and confirmed cases of such instances. The aim of this zero tolerance approach is to call in behaviour where we can educate and unite, and to call out behaviour where the unacceptable actions of individuals end our working relationship. Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. This conduct, whether by a member, guest or team member, is never acceptable at Soho House & Co Inc. If it is connected to a protected characteristic (age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation) it is also unlawful. We are committed to providing protection over and above that required by local laws, including protecting gender identity.



APPENDIX

OUR DATA

SUSTAINABILITY ACCOUNTING STANDARDS BOARD

CLIMATE-RELATED FINANCIAL DISCLOSURE

FORWARD LOOKING STATEMENTS



ABOUT THIS REPORT

This report contains information about Soho House's Environmental, Social, and Governance (ESG) strategy and progress. The report has been prepared in accordance with the FuturePlus framework and includes the recommendations of the Sustainability Accounting Standards Board (SASB) and the Climate-Related Financial Disclosures (CFD).

FuturePlus is one of the most comprehensive ESG and sustainability measurement and management platforms available; it ensures companies are benchmarked against industry best practices, regulatory requirements, and taxonomies. It enables us to assess our business and ESG goals against the recognised sustainability and ESG reporting standards in the territories in which we operate. It also allows us to report our progress against the UN Sustainable Development Goals (UN SDGs), a blueprint to achieving a better and more sustainable future for all. In this report, we indicate which of the 17 goals our efforts are related to; we have refined the goals we're impacting in order to focus our efforts.

Our ESG report aims to provide an overarching view of Soho House & Co Inc.'s commitments, with a focus on Soho House and related brands (Soho Home, Soho Works, Cowshed, our restaurants). More recent additions to Soho House & Co Inc.'s portfolio, The Ned, Scorpios, The LINE, and Saguaro are developing tailored strategies and programmes to align with Soho House's ESG goals and objectives. We continue to include insights on their ESG impacts this year, while they continue to define their own strategies to address priorities specific to their business models. Beyond our annual ESG report, we aim to keep our members, teams, and stakeholders updated on House Foundations in the Houses and on our platforms: sohohouse.com, the Soho House app, and social media.

Data in this report refers to data for the year ending 31 December 2024 for Soho House, unless stated otherwise. Comparative data refers to data for the year ending 31 December 2024 relative to data for the year ending 31 December 2023, unless stated otherwise. Data was gathered through our reporting with FuturePlus and an ongoing programme of internal and external support to all of our sites. Information contained in this report is externally validated using our third-party partners, The Sustainability Group.

OUR DATA

Data in this report refers to the year ending 31 December 2024 for Soho House, unless stated otherwise. This report covers 77 global sites, including operational sites, support offices, and Soho School.



		SOHO HOUSE			
PEOPLE		2024	2023	2022	2021
Creative access	Number of new creative access members as a % of forecast Soho House membership intake	2.8%	2.8%	2%	1.5%
	Projects funded for emerging talent	5	2	23	10
Culture and belonging	% of senior leaders who identify as women	21%	21%	23%	35%
	% of senior leaders who identify as ethnically diverse	37%	37%	32%	31%
	Total number of employees	7,523	7,990	7,866	5,989
	% of addressable spend allocated to underrepresented suppliers	1.8%	2.8%	2.4%	1%
Team wellbeing and development	Number of people enrolled in Soho Apprenticeship	37	62	0	30
Soho Give	Total value of charitable donations (funds, gifts-in-kind)	\$2,932,101	\$2,095,128	\$2,859,829	\$2,492,802
	Total number of charity partners	119	128	188	93
	% of sites participating in food donation programmes	17%	21%	49%	28%

Within 2024, FY24 emissions totals have been calculated to reflect equity share held in joint ventures, consistent with financial disclosure accounting. FY23 figures are therefore recalculated and restated within this report using the same approach and boundaries for more accurate comparison with FY24.



ENVIRONMENT		2024	2023	2022
Climate action	Total GHG emissions tCO ₂ e	54,549	51,960	40,841
	Carbon intensity: tCO ₂ e per square foot of operational space	0.0219	0.0226	0.0162
	Scope 1 emissions tCO ₂ e	10,273	9,331	10,502
	Scope 2 emissions tCO ₂ e	21,122	21,121	25,860
	Scope 1 energy consumption (kWh)	57,746,020	47,179,907	42,164,718
	Scope 2 energy consumption (kWh)	63,491,203	64,115,466	60,906,816
	Scope 3 emissions tCO ₂ e	23,154	21,507	-
Reduce waste	Total waste generated (kg)	14,551,164	11,250,041	9,287,298
	Non-food waste intensity measured as kg per sq ft of operational space	5.47	4.2	7.3004
	% of sites with recycling programmes in place	88%	93%	97%
	% of waste diverted from landfill	42%	62%	47%
	Total food waste generated (kg)	915,432	1,564,029	1,145,822
	Food waste intensity measured as kg per 100 covers served	6.71	20.13	18.40
	% of sites enabled to separate food waste in order to divert from landfills	70%	84%	93%



ENVIRONMENT

202420232022

Protect our surroundings

% of sites using eco-friendly cleaning products

90%78%96%

Total water consumed (per 1,000 m³)

1,143.041,675.45502.73

Source ethically

% suppliers audited on adherence to Supplier Code of Conduct

100%100%100%

POLICIES

[Responsible Environmental Statement April 2024](#)

[Responsible Sourcing Statement](#)

[Supplier Code of Conduct](#)

[Climate Change Mitigation Adaptation Policy](#)

[Modern Slavery Statement](#)



SASB

The Sustainability Accounting Standards Board (SASB) enables us to provide industry-based sustainability disclosures about risks and opportunities that affect our business, in order to share consistent and comparable sustainability reporting.

To evaluate all areas of Soho House, including Soho Works, Soho Home and our public restaurants, we considered SASB's Hotels & Lodging, Restaurants, and Multiline and Specialty Retailers & Distributors standards.

(1) The number of sites with bedrooms has increased this year to 38 due to the additions of Soho House São Paulo, Mexico City, and The Willows (which we are able to report on for the first time this year.) Additionally, as of 2024, Soho House Babington and Soho House Toronto are now within the thresholds of being located within an ecologically sensitive area.

HOTELS & LODGINGS	SASB Code	Unit of measure	2024	2023	2022
Energy management	SV-HL-130a.1	Total energy consumed, in GJ	436,454.00	400,756.16	371,057.24
		% grid electricity	99.97%	99.96%	100%
		% renewable	0.03%	0.04%	0%
Water management	SV-HL-140a.1	Total water withdrawn, in 1,000 m³	1,143.04	1,675.45	502.73
		Total water consumed	1,143.04	1,675.45	502.73
		% of sites located in regions with High or Extremely High Baseline Water Stress	74%	74%	73%
		% of total water withdrawn and consumed in regions with High or Extremely High Baseline Water Stress	48%	-	-
Ecological impacts	FB-NB-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Included in 2023 ESG risk assessment, we have identified mitigating factors: local water restrictions, water efficiency audits, sub-metering.		
	SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat. Description of environmental management policies and practices to preserve ecosystem services	38 (1)	33	38
		Description of environmental management policies and practices to preserve ecosystem services	<u>Responsible Environmental Management Statement April 2024</u>		
Climate change adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	3	5	5
Labour practices	SV-HL-310a.4	Description of policies and programmes to prevent worker harassment	Soho House & Co Inc. does not tolerate racism, discrimination, unlawful harassment, dishonesty, violence or bullying of any kind. We enforce a zero-tolerance approach through our anti-harassment policy by actively opposing prejudice and discrimination, which helps us to proactively manage allegations and confirmed cases of such instances. We are committed to providing protection over and above that required by local laws, including protecting gender identity.		

RESTAURANTS	SASB Code	Unit of measure	2024	2023	2022
Waste management	FB-RN-150a.1	Total amount of waste generated, in metric tonnes	14,551.16	11,250.00	9,334.3
		% food waste	6%	14%	12%
		% diverted from landfills	42%	62%	47%
Supply chain management and sourcing	FB-RN-430a.1	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	<p>We are committed to integrating leading environmental and social practices into our supply chain and partnering with like-minded suppliers. We aim to reduce the negative environmental and social impact of our business activities by focusing on sustainable and responsible sourcing. Many of the products that are sourced by Soho House have ethical, social, and environmental concerns, from textiles and timber to seafood, cocoa, coffee, tea, sugar, palm oil, and more. Our Responsible Sourcing statement sets out our commitment to ensuring that items procured are of the best ethical and sustainable standards. We take a strategic and regularly reviewed approach to managing the environmental and social risks associated with our supply chain, recognising that these risks may range from modern slavery to the high carbon footprint of air-freighted goods and the negative environmental impacts of harvesting materials. Our suppliers and partners are key to helping us deliver spaces and products that make living a creative life sustainable and inclusive. Our supplier assessment and audit process, alongside our Supplier Code of Conduct and Modern Slavery statement, is intended to ensure that inclusion, environmental impact, animal welfare, community engagement, and workers' rights are key considerations when sourcing for Soho House. We engage with suppliers who align with our values to provide goods and services that can progress our commitment to these core pillars while delivering the best value for Soho House and our members.</p>		
MULTILINE AND SPECIALITY RETAILERS & DISTRIBUTORS	SASB Code	Unit of measure			
Data security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	<p>We operate a range of technologies, management controls, and training designed to prevent, detect, and contain any data security issues. Specialist resources supported by retained third parties manage any such issues as they arise.</p>		
Waste management	CG-MR-410a.2	Discussion of processes to assess and manage risks, and/or hazards associated with chemicals in products	<p>Soho House has robust processes in place, taking a hazard-based approach to chemical management. We carry out audits of our suppliers to assess compliance with applicable chemical regulations, and we use the Sedex data platform for supply chain sustainability assessment. Our products are compliant with Proposition 65; REACH and UK REACH; and CLP Regulation, and undergo food contact testing where appropriate. Our SGS environmental health and safety testing manuals, and breakdown of chemical compliance are available here.</p>		



CFD

We have continued to use the recommendations of the Climate-Related Financial Disclosures (CFD) – recently incorporated into International Sustainability Standards Board's (ISSB) IFRS S2 framework – as our primary climate disclosure for investors, stakeholders, suppliers, and customers.

We believe the CFD framework, provides the most robust and appropriate disclosure mechanism for our business, following careful consideration of the multiple frameworks and disclosure regulations that are available.

We have shared an overview of our CFD disclosure in the following pages, and the full report is [here](#).

GOVERNANCE

Establishing and maintaining well-defined governance structures to manage and monitor climate-related risks and opportunities, and integrating them into business strategy reinforces Soho House's ongoing resilience to the impacts of climate change. The following section outlines the leadership and governance structures responsible for identifying, assessing, and managing these risks and opportunities.

a) Board oversight

We use our corporate structures to effectively ensure governance of strategy and related targets. This begins with the board of directors. Andrew Carnie, CEO, remains as our board member and director with ultimate responsibility for the ESG strategy, and as the final overseer for the performance of the business. Soho House & Co's Audit Committee assists the board with oversight of ESG matters, with continued consideration of climate-related risks and opportunities, ensuring that climate governance is fully included in our corporate governance. There were changes to our audit committee this year, which now comprises of our three board directors, Eric Deardorff, Alice Delahunt and Andrew Sasson.

The preparation and assessment of risks and opportunities to be considered and presented to the audit committee are prepared by our ESG Risk Committee, which consists of representatives from our House Foundations team, legal team, and external consultants The Sustainability Group. The ESG Risk Committee meets every three months and is responsible for overseeing the effectiveness of the company's ESG Risk Register to ensure it accurately reflects and prioritises risks and opportunities, as well as aligning with the company's goals and regulatory/legal requirements. In 2024, we are also preparing for upcoming reporting regulations such as CSRD, with the House Foundations team working with the legal team and external consultants to prepare and establish the internal measure to prepare for reporting.

b) Management's role in assessing and managing climate-related risks and opportunities

In the same manner as last year, the committee delegates responsibility to the House Foundations team who manages the overall climate-related risks and opportunities process. The House Foundations team leads and is responsible for:

- Defining, implementing, and monitoring Soho House's overall strategic ESG direction and delivery of its climate ambitions and commitments.
- Mobilising a cross-organisational programme of change and providing effective governance to achieve our goals and targets.
- Assessing and managing ESG/climate-related risks and opportunities across the Soho House sites, and identifying new initiatives to deliver maximum impact.
- Developing, maintaining, and executing a regular cadence of ESG reporting, both internal and external, including production of an annual ESG Report and other reporting products as needed to maintain relevant accreditation.



STRATEGY

Building upon the foundation laid in the FY22 and FY23 CFD reports, our climate strategy is anchored in four core pillars: GHG emissions reduction; long-term climate resilience and adaptation; brand value; and regulatory compliance. Each is crucial for reducing our current environmental impact and driving resilience and risk reduction across our operations through a clear roadmap. Each of these pillars has initiatives and projects that are trialled across the Houses with a sample at a regional or site level, before being rolled out at a global scale to help us understand feasibility, cost, and effectiveness, along with staff and client responses.

a) **Greenhouse gas reduction**

Some initiatives have started to be applied at a global scale. In 2023, we launched a towel reuse trial across four Houses: White City, Berlin, New York, and Mumbai. The initiative is designed to reduce our laundry use frequency, with an aim to reduce our emissions from utility consumption, as well as water and chemical use. It was subsequently rolled out across all our Houses with bedrooms, where signs were placed in bathrooms to inform members of the scheme. Within the first month, locations such as Babington House had an average opt in of 65%. In 2024, we conducted a decarbonisation analysis that modelled energy reduction measures and alternative energy sources at sites and their impact on emissions. This further supports the development of targets and alignment to <2 degrees Celsius. This will be reviewed in 2025 and may support the business case for investments in energy transition and efficiencies.

b) **Climate resilience**

The geographical spread of our sites exposes us to the significant challenges that the changing global climate brings to our operations and the communities we are in. As such, our strategy places climate resilience as a key pillar of our wider climate strategy, to ensure that we can continue to offer the best member experience and grow sustainably. Climate resilience for our business is based upon a model of operations that reduces our reliance and demand upon resources sourced from at-risk locations, while ensuring our ability to deliver high-quality services.

c) **Brand value**

Our brand remains one of our strongest assets, with international recognition and a loyal member base. Our climate strategy is informed by our commercial purpose, and the centrality of our brand and its value to our commercial success. By placing emphasis on brand value, we ensure that all stakeholders involved are informed and aligned with our climate objectives. Our aspiration is to emerge amongst the frontrunners in sustainability within our sector, achieving this by consistently delivering tangible results and demonstrating the value of our efforts in mitigating climate impact across our global operations.



RISK MANAGEMENT

In FY24 our risk management strategy continued with internal evaluation of transition risks and opportunities identified by the House Foundations team and our sustainability advisors The Sustainability Group in 2023. These have been fully reviewed and weighted according to their relevance to our operations, and updated in 2024.

a) Processes for identifying and assessing climate-related risks

All risks are assessed by likelihood of impact in a given time range and are prioritised on this basis, with regular reviews to ensure they are reflective of the risks and opportunities presented by the transition to a lower-carbon economy and the physical risks that could emerge as the global climate changes. The timeframe used is Short Term (1-5 years), Medium Term (5-10 years), and Long-Term (10+ years). The timeframes represent a reasonable assessment of each risk and opportunity based upon currently available information and will be reviewed during the annual assessment process.

b) Processes for managing climate-related risks

We expanded and introduced a range of actions and trials in our Houses to reduce our environmental impact through the ongoing implementation of energy efficiency and improved resource use. Opportunities suggested in our 2022 CFD report have begun to be capitalised on, and new actions were proposed and/or implemented in 2024 that remain in close alignment with our climate strategy and key pillars. The list of actions since we began reporting to CFD can be found in the full report and includes audits, emissions reduction measures, LED light installation, a towel reuse programme, material use reduction, and onsite renewables.

c) Managing climate-related risks compared to the organisation's overall risk management

Our transition strategy and climate-related risks are addressed independently within our annual reporting framework. It is worth noting that while we do not maintain a comprehensive company-wide risk register, these considerations are diligently managed and reported on. For instance, we disclose climate-related risks alongside other business risks to our shareholders through our 10-K report. This encompasses various climate-related risks, including physical impacts, as well as factors such as fuel and transport expenses, potential regulatory changes increasing energy costs, and disruptions in food production or transportation.



METRICS AND TARGETS

a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process

When assessing company performance in relation to climate-related risks and opportunities, it is useful to measure both absolute emissions and emissions intensity. Within a growing company, while absolute emissions may increase year on year, the relative emissions efficiency of the business can be assessed within the intensity comparison.

Division	Scope 1	Scope 2	Scope 3	Total	Floor area	tCO2e/sq ft
House	10,089.72	19,965.05	11,687.74	41,742.51	2,274,980	0.0183485
Home	40.58	168.38	103.18	312.14	22,901	0.01363
Works	103.30	988.31	612.85	1,704.46	195,939	0.0086989
Total	10,273.49	21,121.74	23,153.93	54,549.16	2,493,820	0.0406775

Table 1: 2024 emissions by scope and business division

b) Scope 1, 2, and 3 greenhouse gas (GHG) emissions

For 2024, we have been able to report scope 1, scope 2, and scope 3 impacts across Soho House and associated brands (Soho Works, Soho Home, our restaurants), as seen in Table 1 and year-on-year reporting in Table 2.

Global Soho House, Home, Works	2023	2024	YOY % Change
Total sq ft	2,299,096	2,493,820	+8.5%
Scope 1 and 2 emissions (tCO2e)	30,444.42	31,395.23	+3.1%
Scope 1, 2, and 3 emissions (tCO2e)	41,209.29	54,549.16	+32.4%
Scope 1 and 2 emission intensity (tCO2e/ sq ft)	0.0132	0.0126	-4.9%
Scope 1, 2, and 3 emission intensity (tCO2e/ sq ft)	0.0179	0.0219	+22.0%

Table 2: Global emissions year on year, from FY23 baseline



FORWARD-LOOKING STATEMENTS

SOHO HOUSE

This presentation contains forward-looking statements that are based on management's beliefs and assumptions, and on information that is currently available to management. In some cases, you can identify forward-looking statements by the following words: 'may', 'will', 'could', 'would', 'should', 'expect', 'intend', 'plan', 'anticipate', 'believe', 'estimate', 'predict', 'project', 'potential', 'continue', 'ongoing', 'targeting', or the negative of these terms or other comparable terminology, although not all forward-looking statements contain these words.

These statements involve risks, uncertainties, and other factors that may cause actual results, levels of activity, performance or achievements to be materially different from the information expressed or implied by these forward-looking statements. Although we believe that we have a reasonable basis for each forward-looking statement that is contained in this presentation, we caution you that these statements are based on a combination of facts and factors currently known by us and our projections of the future, about which we cannot be certain.

These assumptions and our future performance results involve risks and uncertainties, many of which are beyond our control. As a result of these risks, we cannot assure you that the forward-looking statements in this presentation will prove to be accurate. Furthermore, if the forward-looking statements prove to be inaccurate, the inaccuracy may be material. In light of the significant uncertainties in these forward-looking statements, you should not regard these statements as a representation or warranty by us or any other person that we will achieve our objectives and plans in any specified time frame, or at all. We undertake no obligation to publicly update any forward-looking statements,

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Market data and industry information used throughout this presentation are based on management's knowledge of the industry and the good faith estimates of management thereof. We also relied, to the extent available, upon management's review of independent industry surveys and publications, and other publicly available information prepared by a number of third-party sources. All the market data and industry information used in this presentation involves a number of assumptions and limitations, and you are cautioned not to give undue weight to such estimates. Although we believe that these sources are reliable as of their respective dates, we cannot guarantee the accuracy or completeness of this information, and we have not independently verified this information.

Projections, assumptions and estimates of our future performance and the future performance of the industry in which we operate are necessarily subject to a high degree of uncertainty and risk due to a variety of factors. These and other factors could cause results to differ materially from those expressed in our estimates and beliefs, and in the estimates prepared by independent parties.