

Soho House - Responsible Environmental Management Statement

Soho House recognises the critical role that healthy ecosystems play in supporting our business and the well-being of our teams and members. We are committed to implementing environmental management policies and practices that minimise our impact on these vital services.

Our Approach

Lifecycle Stages – Adopting a lifecycle approach to operational sites offers Soho House the opportunity to minimise our environmental impact as the business grows. By critically evaluating each stage of the design, refurbishment, and construction processes, we can identify opportunities to optimise resource efficiency and responsible waste management. To address these challenges, we have developed a framework to measure improvement on a project-by-project basis. We are working on incorporating this framework into the design and refurb of our sites, which include: conducting whole-life carbon assessments; undertaking climate risk assessments on new developments; accounting for more frequent heat, flooding, storms, drought and cold events in our building design; adding targets on protecting environmental quality during construction and biodiversity net gain; increased use of regenerative materials; and the consideration of waste reduction and water efficiency in the technical design of our buildings.

Waste – Recognising that waste is a material topic for our business, we have set goals to reduce the amount of waste produced in our sites, divert remaining waste from landfills and replace disposables with long-life items. As part of our ongoing commitment to improving data collection and reporting, we are expanding the collection of data on food and non-food waste from our global sites on an annual basis, giving us an increasingly more informed picture of the sites and regions we need to improve as a priority. We remain committed to our 2030 goals of reducing food and non-food waste in our operations by 50%; reducing waste diverted from landfills by 80%; and achieving 100% of sites separating food waste.

Environmental Footprint - We work with our operations and design teams to minimise environmentally harmful practices. We recognise that we have a responsibility to support the neighbourhoods and nature our Houses are surrounded by through the reduction of chemicals, single-use plastics, and water use, and the protection of biodiversity. We hold an ESG risk register, which includes an assessment of our biodiversity and physical climate risks. We have mapped our global sites against 100-year flood zones and areas of protected conservation status and endangered species habits following the recommendations of the Sustainability Accounting Standards Board (SASB). We are evaluating steps to make sure our operations that fall within these areas are contributing to their conservation and protection.

Greenhouse Gas Emissions - As a global business with both physical spaces and digital platforms, climate change poses a threat to the way our members travel and connect around the world. We remain committed to reducing our emissions and will be considering decarbonisation analysis to comprehend the potential reduction pathways which will permit us to reach our 2030 provisional targets. We have also made a voluntary disclosure in line with the Task Force on Climate-Related Financial Disclosures (TCFD) to better understand the risks and opportunities of climate change to our business and incorporate these into our business strategy.

Use of natural resources - We are committed to funding businesses with a positive social or environmental impact through our procurement process. We work with suppliers and partners to integrate our social and environmental values throughout our business. With our procurement teams, we assess this through our Supplier Code of Conduct, and since 2021 all suppliers in the top 80% of our global procurement have been audited on adherence. Assessing our full supply chain against these policies is an ongoing project, which we recognise will take time to progress. We plan to continue this work and, in the future, develop support for suppliers who don't currently comply, enabling them to meet our responsible sourcing standards.

Transparency and Improvement

We are committed to transparency in our environmental efforts. We will continue to monitor our progress, set measurable goals for ecosystem service preservation, and report regularly on our performance. We are open to feedback from members, partners, and the community to continually improve our environmental management practices.

By implementing these practices, Soho House aims to reduce its negative impact on ecosystems and contribute to a more sustainable future.