Farncombe

Climate Action Plan

Introduction

Farncombe Estate recognises that climate change is a material business issue, affecting operational resilience, energy costs, supply chains, guest expectations, biodiversity, and long-term asset value.

This Climate Action Plan sets out how Farncombe will measure emissions, reduce impacts, embed climate considerations into decision-making, and support the transition to a lower-carbon business model over time.

Farncombe is committed to measuring, reducing, and managing greenhouse gas emissions in line with the UK net zero target and the global ambition to limit warming to 1.5°C. The plan is intended to be practical, measurable, and capable of supporting governance, guest communications, and continuous improvement.

Purpose

This plan provides a structured framework to understand and manage climate impacts across the estate.

It is intended to support emissions reduction, operational efficiency, resource stewardship, transparent reporting, and alignment with wider sustainability and responsible business commitments.

It should be used as both a management tool and a governance document.

Scope

This plan applies across all Farncombe operations, including hotels, estate buildings, offices, and associated transport and energy use. It covers Scope 1, Scope 2, and relevant Scope 3 emissions.

Commitment

Farncombe is committed to measuring, managing, and reducing greenhouse gas emissions across its operations and relevant value chain activities, maintaining compliance with the Energy Savings Opportunity Scheme (ESOS) and to enable the Streamlined Energy and Carbon Reporting (SECR).

ESOS is a UK government scheme involving the completion of comprehensive energy audits and identifying energy-saving opportunities. SECR is a mandatory UK framework requiring qualifying businesses to disclose their energy use and greenhouse gas emissions in their annual Directors' Reports.

Farncombe will integrate climate action into estate management, procurement, operations, refurbishment, reporting, and stakeholder engagement.

The long-term direction of travel is to support a net zero pathway by 2050, with credible interim milestones once baseline data is mature, and the global ambition to limit warming to 1.5°C

Implementation will be supported through the allocation of appropriate human, technical, and financial resources, including internal management time, data systems, external advisory where required, and capital investment aligned with emissions reduction priorities.

Climate targets

Reduce Scope 1 and 2 emissions intensity by 20% by 2030 from the 2023 baseline year.

Long-term target: achieve net zero greenhouse gas emissions by 2050 across Farncombe operations and, over time, relevant value chain categories.

Supporting operational goals: reduce energy intensity, reduce water use, reduce food waste, reduce general waste, improve sustainable procurement, and include climate criteria in capital decisions.

Guiding principles

- Measure before claiming: build the plan on baseline understanding and evidence-led action.
- Focus on material hotspots: prioritise the highest-impact and most controllable sources of emissions and resource use.
- Pursue practical, financially sensible action: combine quick wins with longer-term estate improvements.
- Embed accountability: assign ownership at executive and operational levels.
- Communicate accurately and transparently: avoid unsupported claims and report progress honestly.

Emissions Measurement Framework

Performance will be tracked annually through SECR and ESOS reporting, including emissions, energy use and intensity metrics.

Scope 1

Direct emissions are derived mainly from the burning of natural gas in fixed appliances for space and water heating, and from the burning of logs in open fires or in log burner space heaters. This Scope also includes road fuel used by company vehicles for transport, and bioethanol used in flame-effect gas fires.

Scope 2

Indirect emissions derived from metered electricity supplies to the various buildings on the estate over which Farncombe has operational control or responsibility for the accounts.

Scope 3
Indirect emissions arising from business mileage claims using private cars, and other indirect emissions, prioritised over time based on materiality and data availability, including purchased goods and services, food and beverage sourcing, waste, laundry, business travel, and other relevant upstream or downstream categories.

Measurement priorities include consolidating utility and operational data centrally, using SECR and ESOS outputs as a foundation where relevant, and expanding coverage over time.

Strategic Actions

Measure and manage carbon

- Maintain annual carbon reporting, via SECR, across Scope 1 and Scope 2 emissions.
- Identify and phase in material Scope 3 categories.
- Include carbon impact in major procurement and capex decisions.
- Review performance annually against the 2023 baseline and refine the reduction pathway as data quality improves.

Decarbonise operations

- Improve energy efficiency across lighting, HVAC, controls, kitchens, and back-of-house functions.
- Use ESOS and internal audits to identify technically and financially viable opportunities.
- Review renewable electricity procurement and other lower-carbon energy opportunities.
- Integrate energy and carbon considerations into maintenance, renovation, and long-term capex planning.
- Prioritise projects that offer both operating savings and emissions reduction benefits.

Reduce resource use, food waste, water and general waste

- Measure and reduce food waste through menu design, forecasting, portion control, and operational discipline.
- Reduce avoidable general waste and improve segregation and recycling.
- Review opportunities to reduce single-use products and increase reuse where appropriate.
- Monitor water use, identify hotspots, and implement sensible efficiency measures.
- Review laundry and linen practices to balance guest expectations with water, energy, and chemical use.
- Use procurement choices to support lower-impact materials and longer-life products.

Engage employees, suppliers, guests and wider stakeholders

- Ensure awareness for leadership teams and relevant operational staff on climate priorities and practical actions.

- Encourage employee participation and bottom-up operational ideas.
- Prioritise local suppliers where possible, i.e. those within 30 mile radius.
- Work with key suppliers to improve transparency, standards, and lower-carbon sourcing.
- Communicate guest-facing sustainability initiatives carefully and accurately.

Governance and Accountability

Responsibility for delivery of this plan sits with the Finance Director, with oversight provided by the Executive Team.

The plan is formally approved by the Executive Team and will be reviewed at least every 36 months, alongside annual monitoring of progress and performance.

Operational delivery will be supported by the Estate Director and Hotel Managers, with integration into budgeting, capital planning, and performance management processes.

Suggested KPIs include Scope 1 and 2 emissions, expansion of Scope 3 coverage, energy and water intensity, waste and recycling performance, food waste metrics, progress of reduction projects, and supplier engagement indicators.

Reporting and Transparency

Farncombe will maintain annual climate reporting for management and board oversight, and statutory reporting.

Climate actions and progress should be communicated accurately and proportionately to key stakeholders, including employees and guests. Environmental claims should be evidence-based and capable of substantiation.

Delivery Roadmap

Phase	Description	Completion
1	Consolidate data against 2023 benchmark year, align SECR/ESOS outputs, and review delivery of existing actions proposed	December 2026
2	Launch priority projects as identified via ESOS, introduce KPIs, begin supplier engagement, deliver staff awareness, and refine operational goals	December 2027
3	Consider and expand Scope 3 coverage, integrate climate criteria into procurement and refurbishment standards, publish progress summaries, and periodically refresh targets and actions.	December 2028
4	Review and Update of Climate Action Plan, including approach, targets, resource allocation and engagement with stakeholders	June 2029

Approved by the Board of Directors and Farncombe Executive Team
Effective Date: July 2026