



Equality, Diversity, and Inclusion (EDI) Commitment Statement

At Farncombe, hospitality means welcoming everyone with warmth, respect, and dignity. As a forward thinking, family owned company, we believe our success relies on celebrating differences and fostering a culture where everyone belongs. This commitment is embedded in our culture and values and guides our actions across three core pillars: our people, our guests, and our communities.

Our People

We build workplaces where every individual can thrive.

- **Fairness:** We embed EDI principles into recruitment, pay, and promotion policies.
- **Safety:** We maintain zero tolerance for discrimination, harassment, or victimization.
- **Growth:** We deliver mandatory EDI training to all team members annually.
- **Voice:** We actively encourage our team to have a voice, and to get involved.
- **Accountability:** We track and publish our progress, including our gender pay gap.

Our Guests

We create inclusive spaces where every guest feels valued.

- **Accessibility:** Wherever possible, we design our venues to be accessible to guests of all abilities.
- **Respect:** We train teams to deliver respectful service tailored to individual needs.
- **Feedback:** We actively listen to guest feedback to improve our EDI standards.

Our Community & Partners

- **Supply Chain:** We actively partner with diverse-owned and socially responsible businesses.
- **Local Impact:** We invest in community programs that support underrepresented groups.
- **Advocacy:** We collaborate with UK hospitality bodies to champion industry-wide inclusion.

Governance and Accountability

The Farncombe Executive Team holds ultimate responsibility for this policy. We know inclusion is an ongoing journey, and we are committed to making noticeable progress every year.

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