



FOUR SEASONS

FOUR SEASONS ENVIRONMENTAL POLICY

Updated 18 March 2022

INTRODUCTION

As stewards of the ecosystems in which we operate, Four Seasons Hotels and Resorts (“**Four Seasons**” or the “**Company**”) recognizes our critical role in preserving the planet for future generations. It is our policy to comply with the environmental laws and regulations of the countries and jurisdictions in which we operate, and we are committed to implementing best practices to embed sustainability throughout our business operations and our value chain.

AREAS OF FOCUS

To reduce our environmental footprint and related risks, we are focused on addressing the following material areas across our operations and value chain:

- Climate risk and resilience
- Energy and carbon emissions
- Waste, including single use plastics and food waste
- Circular economy
- Water consumption and pollution
- Responsible sourcing
- Animal welfare
- Biodiversity and conservation

OPERATING SUSTAINABLY

We are committed to operating in a way that helps protect and regenerate our planet. Our actions and commitments to measure, manage and reduce our environmental impact and related risks include:

- All Four Seasons properties are required to monitor their energy, carbon, water, and waste through our company-wide sustainability management system
- Annual ESG performance objectives are established for all properties, including specific targets for reducing environmental impact
- All properties are required to undertake energy, water, and waste audits at least every four years, to identify opportunities for continuous improvement
- We support our property teams with sustainability guidance, and we share industry best practices across our portfolio, to help drive further improvement and encourage the adoption of sustainability innovations
- We are committed to setting corporate goals to reduce our environmental impact, in alignment with international best practice and the *UN’s Sustainable Development Goals*
- We are committed to integrating leading environmental practices into the development, design, and construction of our properties

- We are committed to identifying, understanding, and addressing environmental and climate-related risks at our properties, and building resilience that protects our operations and our surrounding ecosystems
- We are committed to driving sustainable and responsible sourcing across our global value chain
- We are committed to transparently disclosing progress on our ESG initiatives through our annual ESG reporting

ENGAGING OUR STAKEHOLDERS

We know that engaging our stakeholders around sustainability is critical to driving impact at both the local and global scale. Actions we are taking to engage and foster connections across our Corporate Colleagues, Field Colleagues, guests, residents, owners, and business partners include:

- All Four Seasons properties are required to have Green Teams, comprised of property leaders and non-management level volunteers overseeing implementation of ESG initiatives at the local level
- We offer training to engage and empower our Corporate Colleagues and Field Colleagues to take action around sustainability
- We help drive collective sustainability action across the hospitality industry through our industry associations, including the [Sustainable Hospitality Alliance](#) (SHA) and the [American Hotel and Lodging Association](#) (AHLA) Sustainability Committee
- We are committed to transparently and continuously communicating our policies, practices, and programs to relevant stakeholders
- Our Supplier Code of Conduct establishes our environmental requirements for suppliers, and we engage with our suppliers to drive adoption of sustainable practices in our value chain
- We are committed to promoting sustainable travel and tourism by engaging our guests, residents, and property owners in our efforts to protect the environment, including through local biodiversity preservation and conservation efforts

GOVERNANCE

The Four Seasons *Environmental Policy* is a component of our company's commitment to Environmental, Social and Governance (ESG). The ESG Committee of our Board of Directors advises and guides the company on our ESG programs. The ESG program is overseen by the ESG Steering Committee, which is comprised of members of the company's Executive Leadership Team.

This *Environmental Policy* is reviewed and, if necessary, updated annually. It should be read in conjunction with the following Four Seasons policies:

- *Code of Business Conduct and Ethics*
- *Supplier Code of Conduct*

The Four Seasons Board ESG Committee approved this statement on 18 March 2022.