THE HEADLAND
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HOTEL, COTTAGES + SPA

ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY

February 2026

The Headland Hotel and Spa is committed to leading in environmental and social sustainability, advancing initiatives that protect our planet and its people. To support this, we have partnered with EarthCheck, the world's leading benchmarking and certification provider.

The Headland is an 86-bedroom hotel, with 39 Cottages, three restaurants, a spa and an AquaClub, set in 11 acres of wild Cornish clifftops, on the edge of the town of Newquay. The hotel has a five-star rating, which includes a spa with six treatment rooms, indoor swimming pool, sauna and steam room. There is a gym and surf school on-site. There are six private meeting rooms and a spacious ground floor lounge. We have four dining areas including: Restaurant RenMor, The Deck and the Spa Lounge. There is a separate restaurant 'Ugly Butterfly by Adam Handling', which is independently run. The Headland is situated within a Site of Specific Scientific interest (SSSI).

We recognise that nature is central to tourism in our area, and our operations can impact the environment and community if not carefully managed. The Headland complies with all relevant measures to safeguard natural resources and follows international best practice. Our Sustainability Lead, as EarthCheck Coordinator, is responsible for driving continual improvement in sustainable performance.

Our Environmental commitments:

Climate Action: We are committed to measuring and reducing our greenhouse gas emissions. Our ambition is to achieve carbon neutrality for Scope 1 and 2 by 2040 and Scope 3 for supply chain by 2050.

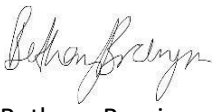
Natural Resource Conservation and Reduction of Operational Impact: We are committed to conserving natural resources and reducing our impact through efficient use of energy and water, waste reduction, support for biodiversity and promotion of sustainable travel.

Employee Engagement: Special consideration will be given to employing and empowering local employees. We will continuously encourage our team to present our commitment to environmental and social sustainability to our guests, suppliers and contractors.

Supply Chain: We engage in partnerships with suppliers who share our passion and values with regards to commitment to sustainability. We work closely with our suppliers to promote sustainable sourcing, fair trade practices and ethical standards.

Legal and Ethical Compliance:
We are committed to meeting all relevant legal obligations, including environmental, employment and health and safety regulations. The Headland complies with the UK Modern Slavery Act and ensures our operations and supply chain are free from forced, child or trafficked labour. We promote fair working conditions and uphold respect, equality and dignity for all.

We acknowledge that achieving our long-term goals and objectives will require many small changes over time. Our plans and decisions constitute the foundation for long-lasting success in business, with the overall aim of protecting our natural environment and humanity. We are proud to be part of the movement towards a greener, fairer hospitality industry - protecting Cornwall's coast for future generations whilst honouring The Headland's heritage.



Bethany Branigan, Sustainability Lead



Jason Adams, Managing Director