



WILDFOX RESORTS ESG POLICY



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Wildfox Resorts was created by people passionate about providing exhilarating, relaxing and socialising holidays. We are evolving with the next generation of adventure seekers looking for unforgettable experiences, time and time again. We aim to provide one of the widest choices of activities, at your convenience, enhancing the experience to the max.

Martin Bellamy, CEO of Wildfox Resorts

"We are fans first and foremost of staycations and it is our mission to deliver the best authentic adventure experience to every one of our customers with sustainability at our heart."

Wildfox Resorts are mindful of the social, economic and ecological impact their resorts will have on the environment and the people living there. They are dedicated to partnering with these communities and helping shape their future – positively and sustainably.

For those looking for sheer fun and light escape, to those searching for a more serious test of strength and stamina – you will find it at Wildfox Resorts.

Our first resort will be Afan Valley, South Wales opening 2024 and will be the first of 2 resorts in the UK.

Wildfox Resorts as a company, has crafted an Environmental and Social Governance (ESG) policy to set out our corporate commitments, and guide the business and its activities as whole.

The ESG is particularly important in respect of guiding the development and implementation strategy, and directing action through our wider team and consultants, and to the community.

Wildfox Resorts as a development project, will have a transparent approach to ESG and action, that will inform delivery and reporting to communicate progress.

Our ESG Policy defines our process towards fast-tracking the future, naturally and provides the scope for action.

ESG MISSION STATEMENT

OUR MISSION

To create decent work and inclusive economic growth in conjunction with climate action, whilst contributing to the broader suite of UN Sustainable Development Goals.

OUR JOURNEY

Our approach is to nurture low carbon innovation, processes and systems within the development to enable future occupants and communities to share our aspirations. We will do this by maximising the social, economic and environmental benefits of the transition to a zero carbon economy.

We are on a journey to make this happen and quickly. Our mission will continue to drive positive environmental and social outcomes.

OUR ESG SCOPE

We have prioritised our environment, social and governance policy against the clean and inclusive growth that Wildfox Resorts will deliver and where the greatest societal impact can be made.

Our process of prioritisation has been informed by assessing impact and benefits Wildfox Resorts will provide people and the environment across our value chain.

Using the United Nations Sustainable Development Goals (UN SDG's) as a framework, we have identified 12 primary goals that we believe the planning and development process will have an influence over.

Our ESG scope looks to drive best practice in actioning, measuring, monitoring and verification against these 12 UN SDG goals.

Our five priority investment areas are:

- > Wellbeing and Inclusivity;
- > Clean Energy
- > Clean Transport;
- > Digital; and
- > Natural Resources

OUR ESG POLICIES



WELLBEING & INCLUSIVITY
Human centred investment decisions will drive the design. Our strategy looks to enable work-life blending and open access for all, build mental wealth as a valued asset, enhance self-awareness and management.



CLEAN ENERGY
Wildfox Resort Group will embed infrastructure to enable low and zero carbon energy use.



NATURAL RESOURCES
Focusing on natural capital receipts that both enhance benefits to the planets as well as benefits from investments into nature.



CLEAN TRANSPORT
Through linking the geographic benefits of energy and data infrastructure Wildfox Resort Group will create the stimulus to enable the transition to zero carbon movement.



DIGITAL REVOLUTION
Wildfox Resort Group will play a key role in enabling Neath Port Talbot to 'level up' in the digital economy creating jobs by attracting innovative forward thinking partners.

Our process is defined by a set of ESG policies that steer investment into clean and inclusive growth. The policies have been developed to underpin a range of strategies that will deliver Wildfox Resorts through planning, construction and onto operation of a world class facility.

Environment Policies

- > Greenhouse Gas Emissions: Wildfox Resorts Group will align with the Government's Net Zero Carbon agenda by planning and delivering the infrastructure and economic conditions to enable clean growth
- > Biodiversity: Wildfox Resorts will invest in and deliver a biodiversity strategy that will assist and enable an increase in natural capital
- > Pollution prevention: Wildfox Resorts will maximise economic value out of degraded brownfield land without environmental detriment
- > Embrace and demonstrate the 4 R's: Deliver a comprehensive reduce, reuse, recover and recycle strategy from the construction platform through to operation of the adventure destination

- > A Skills Charter for Local employment: will ensure long term opportunities for communities
- > Social Investment: Wildfox Resorts will invest in personal resilience working with our partner, Bounce Forward and consider mechanisms to direct and secure social value

Governance Policies

- > Digital masterplan: will underpin gathering data to prove our successful outcomes against our ESG commitments.
- > United Nations Sustainable Development Goals: Gravity will benchmark and report against our 12 identified goals
- > Independent verification: we will use industry benchmarking such as BREEAM Infrastructure, WELL Standard and publicly available standards such as PAS 2080 Carbon Management in Infrastructure to verify our actions

Social Policies

- > Social Value Monitoring: Wildfox Resorts will define success through clear social value metrics. This will include identifying metrics to include for example, inspiring new career opportunities, identifying skills needs for new occupiers, strengthening community resilience and positively engaging young people
- > Skills & Education: Wildfox Resorts will support local school engagement, apprenticeships and sponsorship with our supply chain

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Our Supply Chain Charter will measure, monitor and enable verification of our identified metrics.



GOVERNANCE: TRACKING OUR PROGRESS

Measuring and verification of clean growth will support our journey. We have established a reporting framework which will be used to guide the implementation of our ESG Policy and allow report against our commitments to the UN Sustainable Development Goals (SDG's).

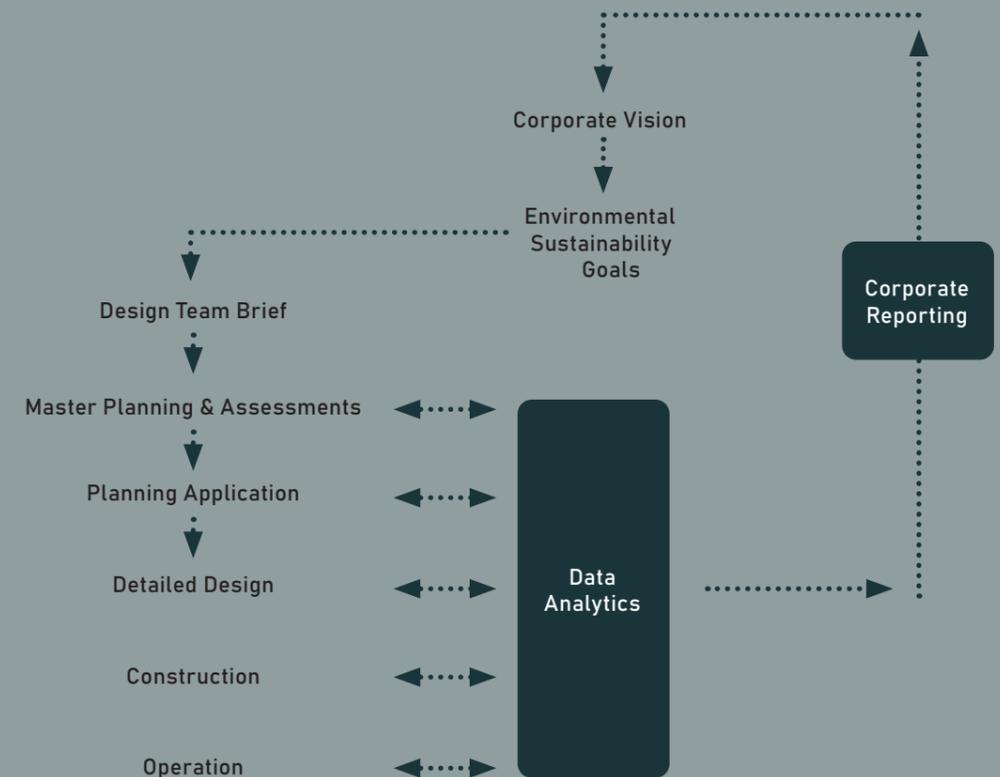
This will be underpinned through the planning procedures and through our supply chain engagement.

This is the start of our journey to supporting and delivering a sustainable future for the communities we work with.

Wildfox Resorts is committed to sharing its journey, and we will work with key stakeholders to build SDG awareness and share knowledge and expertise. Importantly our supply chain will be required to share our journey through appointment.

Our success will be tracked digitally by mapping our missions and priorities. This will allow us to record and verify our actions and commitments made through to delivery and into operation.

An annual report will be published to communicate progress.



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