

GLENEAGLES

OUR IMPACT: PROGRESS REPORT

NOVEMBER 2025





Responsible Custodians

As our environment evolves, we continue to learn, adapt and grow whilst remaining steadfast in our pledge to create a positive legacy for future generations.

Our ambition to minimise our environmental impact is proving a powerful catalyst for change. Guided by our pillars of responsibility to:

- i. Conserve Nature,
- ii. Source Responsibly
- iii. Protect our Planet

Our teams work tirelessly every day, engaging, collaborating and innovating to realise our ambitious goals.

In September 2025, we were delighted to win the *AA Sustainable Award*, an accolade that recognises establishments with a clear commitment to sustainability and those taking measurable action to reduce their environmental impact.

We're proud to share our progress to date, and believe transparency is vital, not only to communicate where Gleneagles is on its journey, but to promote industry leadership, best practice and meaningful change.





PILLAR I

CONSERVE NATURE

Our three-year plan to enhance biodiversity across our 850-acres centres on protecting wildlife, connecting habitats and maximising on-site carbon sequestration.

Enhancing *Biodiversity*

In 2024, we committed to planting 3,000 native trees to provide an all-year-round food source for the wildlife that calls Gleneagles home. During 2025, our teams volunteered their time, planting 2,000 trees on our PGA Centenary Course. Trees planted included:

- Wild Cherry, Hawthorn and Rowan, providing pollinators with an early source of nectar and birds with a rich source of autumn berries
- Hazel and Scot's Pine, an essential source of food and shelter for much-loved red squirrels
- Oak, which store carbon for decades to come and support hundreds of species of insects and wildlife

Over the next 18 months, we'll plant the remaining 1,000 trees and work with experts to carry out LiDAR surveys which will help us assess the carbon stored within the trees across our estate. Recommendations to enhance carbon sequestration and increase natural flood management will then be considered and implemented wherever possible.

Land Stewardship

In 2024, the landscaping along the beautiful, winding path meandering through our grounds to link the hotel and clubhouse was thoughtfully enhanced.

Plans favoured plants that support wildlife throughout the seasons and hardy drought-resistant species, with long roots that draw moisture from deep within the soil, aiding resilience during the warm and dry summer months.

Companion planting was used to group mutually beneficial species together improving plant and soil health and providing food and shelter for wildlife.



Areas of grasses were planted, giving burrowing animals increased protection from predators, especially during the winter months. Open structured flowers or single-flower varieties were selected, making it easier for bees and butterflies to access the pollen.

Before any planting began, the soil was sympathetically prepared, incorporating coffee grounds from the hotel, to deliver nutrients and act as a natural fertiliser. Taking steps to maximise soil health helps plants thrive in addition to optimising carbon sequestration.



Prioritising a more natural approach, our gardeners split established perennials for replanting, minimising over-crowding in other areas and encouraging more flowers to bloom.

Careful monitoring of plant health at Gleneagles is helping us holistically adapt to our ever-changing climate.

Protecting Biodiversity

In November 2024, we launched a new initiative with our charity partner Perth & Kinross Countryside Trust. Funded by donations from Gleneagles and its guests, this two-year community-led project focuses on protecting vulnerable hedgehogs.

Hedgehogs are known as an indicator species, letting us know when a habitat is healthy. However, numbers have declined by almost a third over the last decade, indicating worsening environmental health, which is in turn likely to negatively impact other species.

Hedgehogs can visit up to 20 feeding grounds each night, so improving connectivity between gardens through the creation of tunnels reduces the risk of fatalities when crossing roads.



To map where hedgehogs are most active, volunteers in our community were equipped with wildlife cameras, tunnels and hedgehog hibernation boxes for use in private gardens, schools and community groups. Data gathered led to strategic planting of bulbs and wildflowers to encourage wildlife corridors for foraging hedgehogs.

Footage captured by cameras set up between March and early April 2025, just as hedgehogs were starting to emerge from hibernation, demonstrates this initiative is already delivering benefits.

We hope the success of this project leads to the initiative being rolled out in communities across the rest of the UK.

Water Conservation

Water scarcity, especially during the summer months, remains a significant concern locally, nationally and globally. As one of the planet's most valuable resources, water conservation is a key priority for us.

Since establishing a baseline in 2024, Gleneagles Townhouse has implemented numerous measures to minimise water usage across the hotel. Each month, we track the water consumed per occupied room, which provides a reliable metric taking account of fluctuating occupancy levels, helping us track progress against our baseline and measuring the success of the initiatives implemented to date.

Owing to the efforts of our Townhouse team and guided by best practice recommendations within our ongoing Green Key accreditation, we've reduced water consumption from 1.65m³ to 1.21m³ per occupied room over the last 18 months, which equates to an impressive 27% reduction.





PILLAR II

SOURCE RESPONSIBLY

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14

Healthy, Local & Seasonal



Nestled in the heart of Scotland, we're surrounded by a landscape rich in natural treasures. From our trusted neighbours and local producers come the finest seasonal ingredients, allowing us to celebrate Scotland's larder and bring our local food philosophy to life, plate by plate.

Since joining Gleneagles in December 2023, Executive Chef Darron Bunn has expanded vegetarian and plant-based options across our menus, seamlessly weaving them throughout all dining experiences.

The Garden Café menu is now predominantly vegetarian, with many dishes capable of being adapted to suit vegan diets. Guests are offered flexibility and choice by adding protein to the array of fresh salads.

SOURCE RESPONSIBLY



In 2024, Chef Darron's passion for healthy food options saw the introduction of a brand new 'trust your gut' wellness offering added to our famed Strathearn breakfast.

Locally sourced from Edinburgh-based artisan suppliers, kimchi and kombucha are now on the menu, allowing guests to support good gut bacteria whilst also helping our chefs naturally extend the life of nutritious ingredients long beyond their growing season in Scotland.

Our local sourcing ethos maximises the contribution we make within our local community, supporting the farmers, producers and growers around us. During 2024 / 25, 78% of our food spend was allocated to Scottish suppliers, a figure we're striving to increase in future years.

Perfect *Pairing*



The Rose Compendium, an exquisite collection of nineteen artfully curated cocktails, launched in our American Bar in early 2025.

This collection is a masterclass in sustainability with drinks incorporating ingredients from both either local artisan suppliers or Gleneagles' own ecosystem.

Showcasing this ecosystem, our Breakfast Punch starts by soaking surplus pain au chocolat in almond milk and cold brew coffee, creating sweet, nutty flavours that blend beautifully with Bulleit Bourbon.

Assistant Bar Manager Andrea Gardiner, a design graduate, brings together her passions for design and mixology to create unique hand-painted glassware, each piece carefully crafted onsite at Gleneagles. By moving this artistry in-house, Andrea not only ensures a deeper creative connection between the ingredients and glassware, but also supports a more sustainable approach.



Cocktails that showcase hyperlocal artisan suppliers located within 40 miles of Gleneagles include:

- *Sloe Grove* which uses Persie Distillery's Plum and Sloe Gin, a small-batch spirit using hand-picked fruit from Perthshire
- *Fragrant Jam*, which features Pear and Chilli Jam from Abernethy-based Allan's Chilli Products
- *Orchard Sap*, which pairs Macallan Whisky with Cairn O' Mohr apple cider, made with locally sourced apples from the Carse of Gowrie, a region famed for its fruit growing

REDUCE, Re-Use & Recycle

We're endlessly curious, exploring creative ways to switch products to re-usable alternatives and giving them a life beyond their initial purpose at Gleneagles. While waste remains higher than we would like, we've made some meaningful changes to minimise our impact.

1. In May 2025 we replaced disposable card-based drinks coasters in The American Bar with reusable coasters made from recycled leather. This small change prevents around 20,000 single-use coasters from becoming waste each year.
2. Forming a partnership with Mossgiel Organic Dairy in September 2025, we changed our milk from cartons to glass bottles which are collected by the dairy before being washed, sterilised and refilled for our guests.
3. Our teams take pride in wearing our beautifully tailored uniforms, designed for every role in the hotel. Over time, even the finest garments need replacing. From October 2025, all retired uniforms will be collected by a supplier, then recycled and repurposed into new products based on the material quality.
4. Respecting the character of our historic building, we've refurbished 250 windows over the past year, extending the life of the original windows by up to 20 years.



PILLAR III

PROTECT OUR PLANET



Measuring Our Impact

To fully understand our impact, we worked with the Carbon Trust to independently calculate an emissions baseline for the financial year 2023/24.

What's Included

SCOPE 1

Direct emissions associated with the fuel used for heating our hotels and running our company vehicles.

SCOPE 2

Indirect emissions relating to purchased electricity. We report zero emissions for any electricity purchased from verifiable renewable sources.

SCOPE 3

All other indirect emissions associated with purchased goods and services, capital expenditure, transporting our goods, waste, employee commuting, business travel and goods sold in our Retail Arcade. No relevant emissions are excluded.

Reporting

For transparency, we've split out food and beverage emissions from our purchased goods and services emissions to show these separately. We have also combined any fuel and energy-related emissions from scopes 1, 2 and 3, grouping these by 'energy' and 'company vehicles'.

Our Net-Zero Pledge

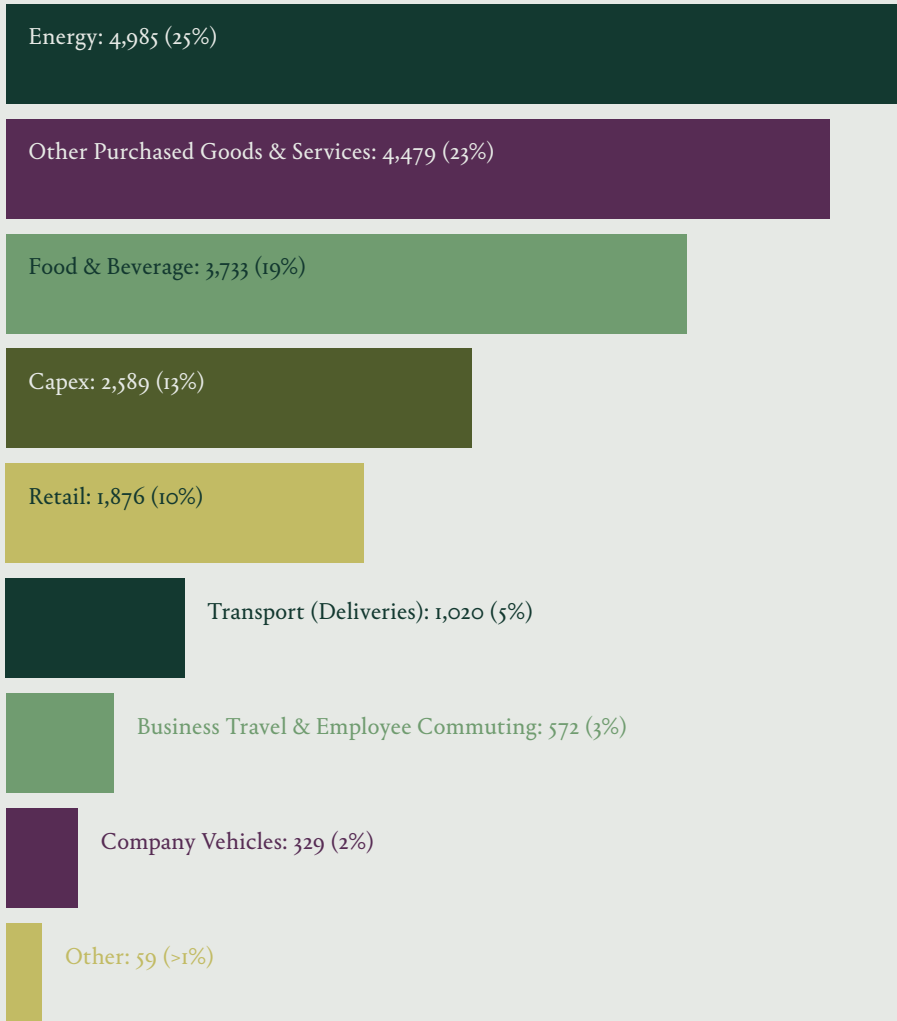
We commit to reduce absolute scope 1 and 2 greenhouse gas (GHG) emissions 42% by 2030 from a 2024 base year and to reduce scope 3 GHG emissions 25% within the same timeframe.

In the long term, we commit to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2040 from a 2024 base year, only offsetting any residual emissions we can't eliminate.

The Gleneagles Hotel

Carbon Footprint Breakdown (tCO₂e / %)

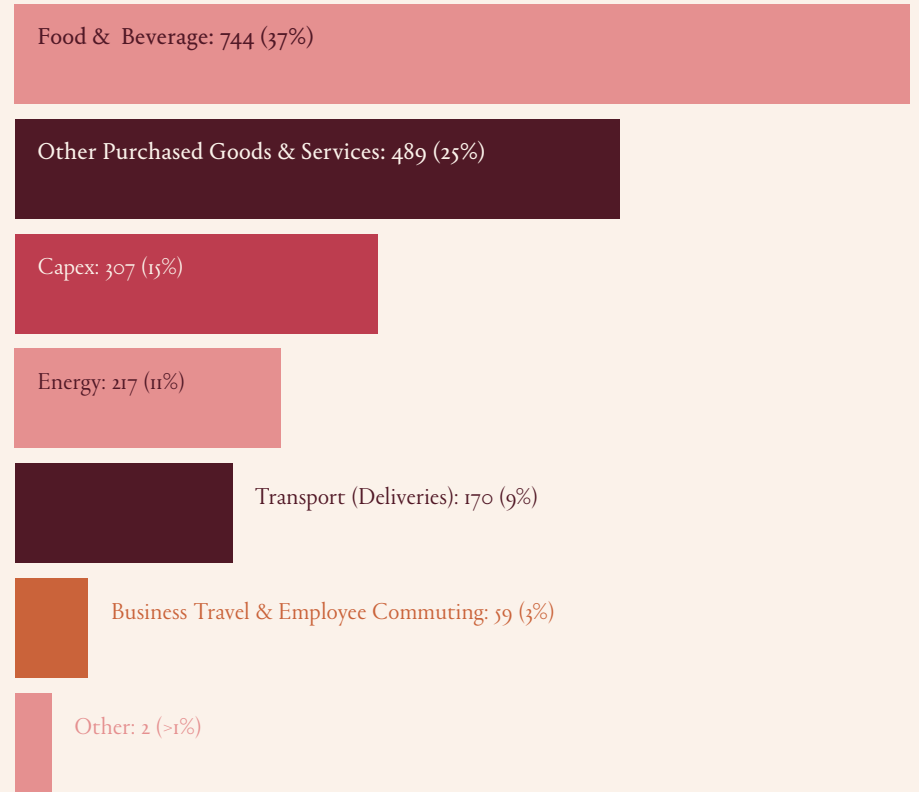
TOTAL: 19,643 tCO₂e
SCOPE 1: 4,543 tCO₂e (23.13 %) SCOPE 2: 0 tCO₂e (0.0 %)
SCOPE 3: 15,100 tCO₂e (76.87 %)



Gleneagles Townhouse

Carbon Footprint Breakdown (tCO₂e / %)

TOTAL: 1,988 tCO₂e
SCOPE 1: 100 tCO₂e (5.03 %) SCOPE 2: 78 tCO₂e (3.92 %)
SCOPE 3: 1,810 tCO₂e (91.05 %)



Decarbonising our Hotels

Both our hotels present challenges and opportunities when it comes to decarbonisation. Since announcing our ambition to reduce scope 1 and 2 emissions 42% by 2030, the Townhouse is expected to reach its target ahead of schedule, while The Gleneagles Hotel continues to explore strategies and investments to achieve its goal.

GLENEAGLES TOWNHOUSE

We reduced natural gas consumption by 4% in FY 2024/25 and we're on track to report further reductions this year. We've also eliminated purchased electricity emissions by switching to a renewables contract with our energy supplier in April 2025.

THE GLENEAGLES HOTEL

The main challenge remains decarbonising our heating sources. We're actively exploring long-term electrification options which may be supported by biofuels during the transition to achieve our 2030 target. Delivery is partly dependent on factors out of our control, such as the speed and deployment of technology and the availability of biofuels. We're taking time to fully assess our options to make sure we select the right solution that futureproofs us long-term.



Minimising Food Waste

The Gleneagles Hotel offers diverse dining options, serving over 1,000 guests daily while supporting our 1,300-strong team. With such scale, planning the right quantities of food remains a challenge.

Our greatest accomplishment over the last year has been progress towards our target to reduce food waste by 60% by 2030. In August 2024, we installed five Winnow units, a dedicated food waste management system using scales, camera technology and artificial intelligence to track food waste in real time. Our culinary teams have embraced this technology, making informed decisions to reduce grams of food waste per cover by 22% within the first twelve months.

Understanding food waste by ingredient, service and restaurant enabled the teams to improve accuracy when ordering and preparing food. We recognise that simply preventing food waste will generate the biggest benefit; however, this is not always possible. The lessons learned over the last year are transforming the way our chefs think, during menu design and service itself, all of which are making a positive difference.



22% Reduction
in Food Waste

Event *Footprinting*



Exploring ways to embed sustainability throughout our guest journey, we launched a complimentary service in October 2024, providing customers with the opportunity to track the carbon footprint of events held at The Gleneagles Hotel.

Calculating the environmental impact of each component is only possible because of the investment we've made in sustainability and the systems in place to reliably measure our emissions. One such system calculates the carbon footprint of every dish on our menu, using recipes to measure the impact of every single ingredient down to the gram.



Our expert teams work with event organisers to consider low carbon menu options, provide guidance around low-impact activities and communicate the benefits of decisions made throughout the planning phase.

A huge amount of information is required to accurately calculate an event footprint with every part of the business contributing in some way before, during and after. The scope of the footprint is determined by the client, but we can also calculate emissions associated with road, rail and air travel to and from Gleneagles if guests are happy to share this information.

Event footprinting has proven highly popular with our corporate clients, with every client offered the service choosing to adopt it in 2025.

In May 2025, as part of our commitment to creating memorable experiences sustainably, we took delivery of one of the first all electric 4x4 vehicles to be built in Scotland in over 50 years.

The Munro, which turns heads with its striking looks, has captured the hearts of our Outdoor Pursuits Team and guests alike.

The Munro isn't just another 4x4 – it's a reimagining of what an off-road vehicle can be. Built from the ground up for both adventure and commercial performance, it combines rugged capability with cutting-edge electric power. Vehicles are put through their paces when navigating our off-road course, deemed to be one of the most challenging in Scotland's however, the Munro more than holds its own.

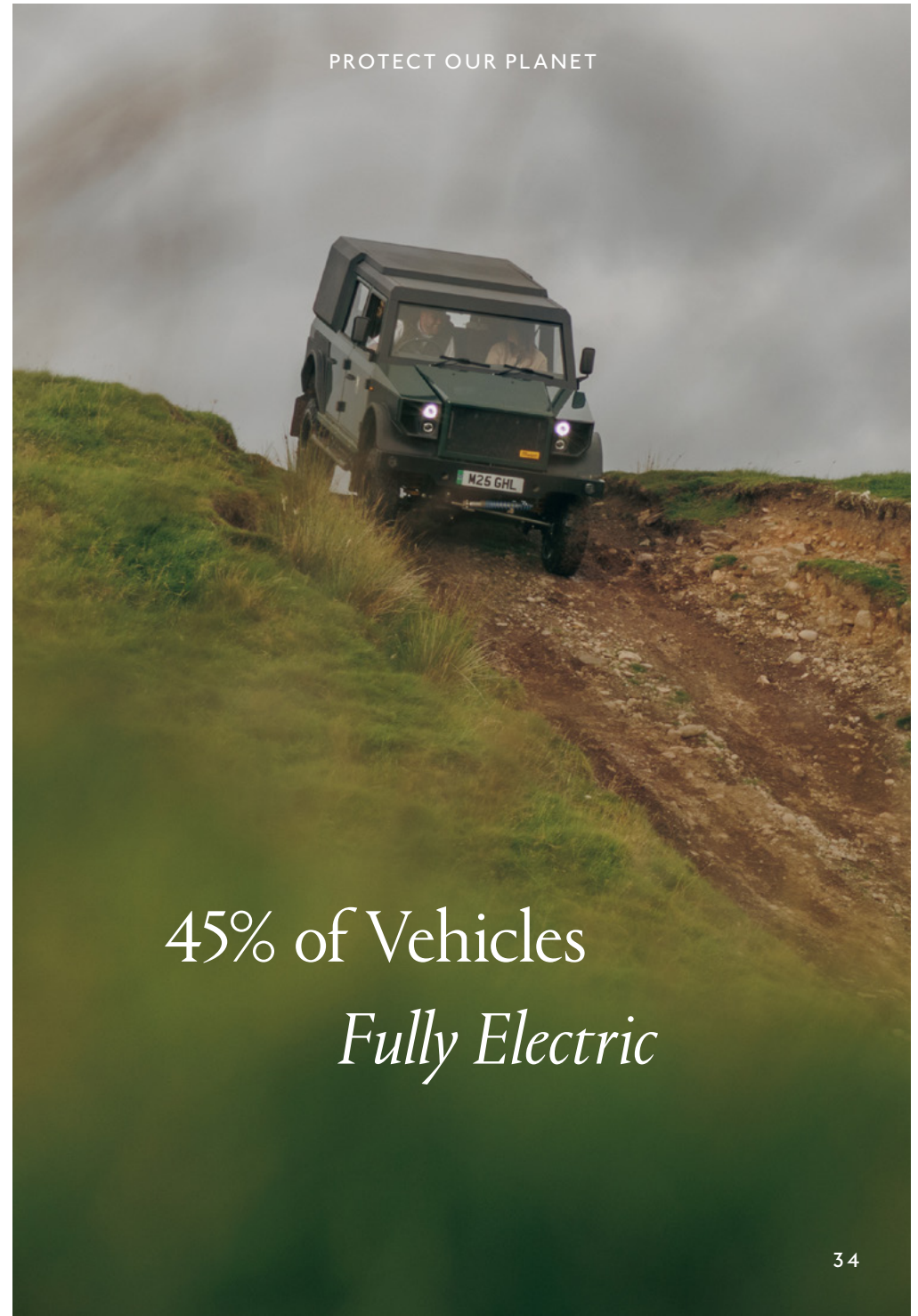


Electric Adventures



We've set a target for 80% of company vehicles to be fully electric by 2030. With our current fleet, including this new addition and our fully electric golf buggies, we've already reached 45%.

PROTECT OUR PLANET



45% of Vehicles
Fully Electric

We'd love *to* hear *from* you

If you have any feedback on how we can continue to ensure our impact on the world is a positive one, please get in touch with our team at guest.feedback@gleneagles.com

THE GLENEAGLES HOTEL
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