

ENVIRONMENTAL POLICY:

CARING FOR THE PLANET and PROTECTING NATURE



This Environmental Policy aligns with Merlin's values ¹ and the Merlin 2030 ESG Strategy ².

OVERVIEW

As a global leader in branded entertainment destinations, we are committed to sparking positive change throughout our worldwide operations. At the heart of this is how we care for the planet and protect nature.

We care about the impact we have. Our commitment to a greener world is unwavering. We understand that preserving the environment is not just a responsibility, but a cornerstone for sustained business success. With this conviction, we pledge to do more to care for the planet and protect nature, by introducing more sustainable practices. This is underpinned by our strategic sustainability goals, with a resolute focus on playing our part in creating a healthier planet for everyone and everything that inhabits it, both now and in the future.

We believe that:

- all the planet's resources are precious; and
- nature's wonder must be cared for.

We therefore:

- **CARE FOR THE PLANET** by prioritising more action, innovation and reduction through decarbonisation, water efficiency and waste management; and
- **PROTECT NATURE** by igniting more curiosity, care and discovery through conservation, animal welfare and education.

Our wider commitment to **INSPIRE PEOPLE** – by shaping more inclusivity, growth and hope through belonging and wellbeing – will also contribute to these objectives by actively involving guests, teammates and others in our environmental initiatives.

This is how we spark positive change, the Merlin way.

GUIDED BY PURPOSE

Compliance Beyond Measure: Our pledge extends beyond mere adherence to regulations. **WE CARE** about our impact and champion compliance, going the extra mile by adopting best practices that exceed legal requirements. Our ethical compass is unwavering as we navigate towards a future defined by environmental excellence.



Cultivating an Ecological Ethos: We're not just a company; we're a community bound by a shared dedication to the environment. Our Group Sustainability Team spearheads this ethos, collaborating with regional and local sustainability leads / champions within Merlin to ensure a cohesive and consistent commitment to environmental responsibility. We also seek to align with environmental priorities of governments (nationally, regionally and locally), wherever possible.

INVITING CHANGE

Empowerment Through Awareness: We firmly believe change begins with knowledge. We are committed to promoting awareness of – and active participation in – our environmental initiatives, such as water, waste and energy reduction, through transparent and effective communication. Our guests, teammates, contractors and suppliers are joining us on this transformative journey.



We **GO TOGETHER** on this journey.

Championing Responsible Partnerships: Just as a chain is only as strong as its weakest link, our commitment to sustainability extends to our partners. We encourage our business associates to **DRIVE & DISCOVER** with us as we advance our environmental objectives.

¹ Merlin Entertainments: Our Values – www.merlinentertainments.biz/about-us/our-values

² Merlin Entertainments: 2030 ESG Strategy – www.merlinentertainments.biz/more-to-your-world

ELEVATING OUR IMPACT

Protectors of the Wild: Our commitment to marine habitats and wildlife is unwavering. We are the guardians of some of our planet's most vulnerable inhabitants, and with this responsibility in mind, we deliver best practice in animal care, whilst also supporting the rescue, rehabilitation and release of wildlife in need. This includes the breeding and rewilding of threatened animal species.



We **OWN OUR CRAFT** as stewards of nature.

Harmonising with Nature: We believe that progress can coexist with nature. Our development projects undergo environmental due diligence to ensure that they complement biodiversity, whilst also helping to reverse its wider decline in all regions with Merlin locations.

Igniting more Curiosity: Our endeavours in support of conservation and animal welfare are complemented by educating the public about the importance of caring for the planet and protecting nature. This helps secure a lasting positive impact, beyond what we do directly.

INNOVATING FOR TOMORROW

Practical Sustainability: Our focus on sustainability isn't theoretical. Through targeted efforts such as energy reduction, water management, waste reduction and recycling, we are actively reducing our footprint (through reduced emissions) and pioneering sustainable practices across our operations, through practices such as advanced construction methods for new developments to minimise carbon and future energy use.



We are committed to **DRIVE & DISCOVER** practical solutions to make a positive impact.

Investing in Green Technologies: We are investing in a cleaner future by embracing low-carbon and renewable technologies, energy efficiency projects, innovative water management and state-of-the-art recycling facilities. Where we are not generating our own renewable power, we are expanding the procurement of green electricity to further cut overall emissions.

TRANSPARENCY IN ACTION

Quantifiable Commitment: We believe in transparency. That is why we annually measure, monitor and publicly disclose our carbon emissions. This transparency empowers us to take meaningful steps towards achieving carbon neutrality in Scope 1 and 2 by 2030.



We will **ENJOY THE RIDE** as we take steps towards a more transparent and sustainable future.

Collaborating for a Better World: We extend our commitment beyond what we do ourselves. Collaborating with stakeholders, we infuse carbon reduction initiatives into product and service design. Our emphasis on innovation and responsible supply chain management ensures a positive ripple effect throughout the ecosystem.

SUSTAINING FOR GENERATIONS

Continual Progress: Our journey never ends. We remain committed to continual improvement, pledging to review our environmental policy regularly to ensure that our actions align with the company's strategic growth, embracing sustainability as a non-negotiable part of Merlin's future.

As we **GO TOGETHER**, we're not just crafting unforgettable branded experiences at our entertainment destinations; we're sparking positive change to forge a brighter, greener tomorrow for everyone.

Adding **MORE TO YOUR WORLD**.



Signed by the Chief Executive Office – June 2024