

Directors' Duties – S172 Companies Act 2006

The board of directors of Home Grown Hotels Limited consider, both individually and together, that they have acted in the way they consider, in good faith, would be most likely to promote the success of the company for the benefit of its members as a whole (having regard to the stakeholders and matters set out in s172(1)(a)-(f) of the Act) in the decisions taken during the year ended 31 December 2024.

To assist them in discharging their duty under s172 Companies Act 2006, the Directors engage with employees, customers and suppliers to reflect their insights and views when making decisions on strategy; delivering operational effectiveness, driving initiatives; and committing to deliver outcomes that enhance social value. Below are examples of how the Directors engage with stakeholders:

- **Employees:** The involvement and engagement of employees is vital to our business. We aim to be a responsible employer in our approach to the pay and benefits our team members receive. The health, safety and well-being of our team members is one of our primary factors in the way we do business. We participated in the Caterer's Best Places to Work in Hospitality survey to ensure that we are aware of, and can respond to, the needs of our employees. We also communicate regularly via our HIVE platform to deliver training needs and send company-wide updates.
- **Guests:** The Directors place considerable value of the engagement and treatment of our guests. Our aim is to deliver a fantastic experience and gain their desire to return. We treat our guest's safety as one of our top priorities. All guests are invited to provide feedback on their stays at Pig hotels so that we can respond to any concerns and maintain our high standards.
- **Suppliers:** Suppliers are not decided purely based on price but also their quality, impact on the environment and local community and how they conduct business. We champion local sourcing, working closely with small suppliers who share our sustainability values. We are a certified B Corporation and expect our suppliers to have similarly high standards.
- **Community:** In operating our Hotels, we took into account the impact of the company's operations on the community and environment and our wider social responsibilities, and in particular how we comply with legislation and react promptly to local community concerns. The Pig actively supports the community through partnerships with local charities, undertaking fundraising and volunteering. We also offer bespoke training schemes for young talent in hospitality, such as our successful apprenticeship programme.

As the board of directors, our intention is to behave responsibly and ensure that the management operate the business in a responsible manner, operating within the high standards of business conduct and good governance expected for a business such as ours. The intention is to nurture our reputation, through both the construction and delivery of our vision, that reflects our responsible behaviour.

The above, along with the narratives in the Directors' Report, help highlight how the directors have observed the principles of s172 and engaged with stakeholders in decision making and in promoting the long-term success of the group.