



HAWKSMOOR

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IMPACT REPORT 2026

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INTRODUCTION

Tom Bradshaw is President of the National Farmers' Union (NFU), representing 43,000 farmers and growers across England and Wales. He champions a strong future for British agriculture and horticulture, helping to ensure farming retains both its voice and viability.

British farming stands at a pivotal moment. Farmers are being asked to produce high-quality food, restore nature, safeguard biodiversity and contribute to net-zero, all while running commercially viable businesses.

Achieving this balance isn't something farmers can do alone. It requires strong, long-term partnerships across the supply chain, built on trust, transparency and shared values.

Under founders Will and Huw's stewardship, Hawksmoor's approach to sustainability continues to be a compelling example of what's possible when food businesses work directly with British farmers and producers. This report reflects a commitment not just to sourcing exceptional food but to understanding where it comes from, how it's produced, and the people and landscapes that make it.

British livestock farmers have been at the centre of this business for the past 19 years. Hawksmoor has also helped to shine a light on the value of native and rare breeds and bring the stories behind beef production to the table.

It continues to support British beef producers engaged in environmental land management schemes: more than 70% of the producers in its UK supply chain are

involved in various environmental stewardship projects. It has also helped make the case for grass-fed British beef, whose carbon footprint is three times lower than the global average.

Ultimately, this point is a simple one: sustainability and profitability needn't be in conflict. Instead, done well, they reinforce one another. Farmers are given the confidence to invest in their businesses, while improving animal welfare, soil health and biodiversity. Customers, in turn, are offered British food of genuine quality, provenance and integrity. It's no wonder Hawksmoor has won Best Companies recognition for the 14th year in a row.

The NFU believes that a thriving farming sector depends on fair markets and meaningful relationships with customers further up the supply chain. Hawksmoor's willingness to engage directly with farmers, to communicate their stories to guests, and to share both successes and challenges, is an important step towards building that understanding. It brings farming closer to the public and helps reconnect people with the realities of food production in the UK.

Reports such as this matter because they set out not only intentions, but actions. They show what can be achieved when businesses take responsibility for their impact and work hand in hand with those at the heart of food production.

I wholeheartedly welcome Will and Huw's continued commitment to British farming and wish them every success as they build on this work. Upholding their values, in ever more challenging markets, will be

a test they face in the future. For now, by sharing their journey openly, they contribute to a wider conversation about how sustainable food systems can be built – together.



TOM BRADSHAW

WILL & HUW

It seems like every year, when we release our impact report, one topic rises above all others. In previous years it has been sustainability, carbon, people, charity...and this year it is about farms.

As you'll read later, in some respects this started with what is dryly called a 'double materiality assessment'. In practise, this is really an exercise that focuses the collective mind on two basic questions:

- What are the things that make the most difference to your business?
- What are the things that make the most difference to your impact as a business?

What you'll see from the output is that farming, cattle, sustainability, animal welfare and our guests enjoying the best steaks all registered really highly and as such felt like things that Hawksmoor should focus on.

You won't be surprised that our reaction to that was, 'well, duh ...'. How cattle are reared, and how farming shapes our country and our lives are thoughts that have been at the core of what Hawksmoor is all about for many, many years.

And yet, if there's one question we enjoy asking ourselves at Hawksmoor, it's 'how can we do even better?', because the answer is we always can.

So, we challenged ourselves to move the dial again for everyone, to recommit to small farmers and native breeds, to work with experts in the field (pun intended) and to spend time on farms with farmers.

We're guided by a few basic principles
that we try to live by:

Welcome Everyone
Work Hard and Be Nice to People
Hit Hawksmoor Standards
Keep Evolving





And the truth is, that although we didn't need a double materiality assessment to know this was important, it was a good push. And we love it. When Will saw one of our [Instagram posts](#) on the work, he reposted it saying, 'Look at Huw's happy little face!'

And in that short sentence is a truth behind Hawksmoor, behind the work we file under 'Impact', and in particular behind spending time on farms and thinking about cattle ... it makes us happy. Hopefully, whether you're interested in what goes on behind the scenes or not, Hawksmoor and its wonderful steaks make you happy too.

WILL & HUW'S PROUDEST MOMENTS OF 2025

- The introduction of the heritage & rare breed programme
- Opening Hawksmoor St Pancras in an iconic Grade 1*-listed building
- Continued Best Companies recognition
- Recertifying as a BCorp after 3 years (on an improved score)
- Over 3% of energy reduced across the estate
- Signing a new site in Boston
- Launching a new food-world fundraiser, World Food Auction

OUR VALUES, REFRESHED

In 2025, we took a long, honest look at the values that had carried us from a single restaurant to 13 sites and a team of 1,200 people. They'd served us well, but we wanted something that worked harder. Not a reinvention, just better words for what we already believed and a clearer sense of what they look like in practice.

We ran a series of workshops with people of all levels within the business and key stakeholders beyond to work out what needed updating and how to bring them to life. What came back was familiar in spirit and more useful in practice.

Here is a snapshot of where we landed.

Creating the values is the easy part, building these values into the fabric of the business is where the real work starts. These values are now at the core of our training, built into every job description, performance review and they shape the language of our leadership. All managers participate in a values workshop so that they're able not just to list them, but be confident in how to coach and give feedback against them.

WELCOME EVERYONE

We are warm, hospitable and help everyone feel comfortable being themselves

WORK HARD AND BE NICE TO PEOPLE

We balance hard work and ambition with integrity, kindness and fun

HIT HAWKSMOOR STANDARDS

We all take accountability for the part we play

KEEP EVOLVING

We continue to develop through listening, learning, feedback and new ideas

OUR JOURNEY SO FAR

2006	FOUNDED Hawksmoor founded as a purpose-led business with integrity at its core 	2010	3* RATING Awarded highest rating from the Sustainable Restaurant Association	2013	ONE WATER Announced partnership with One Water, helping to fund sustainable water projects	2017	FUNDRAISING Over £1 million raised for charities including Action Against Hunger 	2019	3* RATING Retained highest rating from the Sustainable Restaurant Association for a 10th consecutive year		
2022	B CORP First UK restaurant to be awarded B Corp Certification 	2022	FUNDRAISING Recognised for fundraising over £2 million for charity partners	2021	CARBON NEUTRAL Becomes the world's first carbon neutral steak restaurant	2021	CLEAN ENERGY Moved to entirely green energy on Oct 21	2020-22	COVID SUPPORT Provided over 50k meals to people in need during Covid	2020-22	SUSTAINABLE SUPPLY Working in our supply chain to support our farmers through the carbon footprinting process
2022	UN TARGETS Signed up to the UN's "Race to Zero", targeting 'net zero' by 2030	2010-2023	'BEST COMPANY TO WORK FOR' Recognised as a 'Best Company to Work For' in the UK for 12 consecutive years	2023	3* RATING Our NYC restaurant achieved 3 Star Certification with the Green Restaurant Association 	2024	FARM VISITS Over 560 staff in the UK and Ireland have visited the farms that produce our food since 2022	2025	RARE BREED Rare Breed Survival Trust partnership launches		

BCORP, THREE YEARS ON

In 2025 we recertified as a B Corp. We first certified in 2022 with a score of 80.3, which was just above 80-point threshold. Crossing that line was a proud moment, making us the first UK-headquartered restaurant group to become a B Corp.

In 2025 we recertified and scored 83.2 points.

While we were delighted, the score shouldn't be directly compared to our 2022 result. The assessment included an additional 54 questions (213 vs 159) owing to a change in how BCorp defined our company and the impact it has. Essentially it got harder. Some score changes therefore reflect dilution, while more questions widened the criteria, lowering points even where our performance stayed the same or improved.



Here are the key factors in each section that helped (or hindered) us in achieving this score in 2025.

GOVERNANCE

We conducted a materiality assessment (a process that helps identify sustainability priorities), which involved multiple levels of stakeholder engagement and feedback. Our board has oversight of our purpose and impact KPIs.

WORKERS

In 2025, we increased the number of staff being paid the living wage, taking the total now to over 90% (this is inclusive of TRONC). Over 90% were also paid the family living wage, an improvement on 2022. We introduced additional financial support to our teams including early pay and savings tools as well as access to high interest saving accounts.

COMMUNITY

Our biggest overall improvement was in this section. New questions about how we manage our supply chain strengthened our score and reflected work that's been underway for a couple of years.

Our average supplier tenure is over 60 months

- We had a 6-17% job growth rate driven by new restaurant openings
- Over 80% of our food is sourced nationally
- Over 30% of our employees are from ethnic and racial minority groups
- We gather DEIB data from our teams on race, gender, age, disability, sexual orientation and religion

ENVIRONMENT

This section had the largest increase in new questions, with 30 more than 2022. As a result, our score was diluted and fell relative to the expanded criteria. It also means this is the area with the greatest opportunity for improvement ahead of our next assessment.

- We gained 1.18 points for reducing our Scope 1 and 2 emissions
- We gained points for measuring and publicly reporting our carbon emissions
- We maintained our points for being a carbon neutral business
- We made gains in the Air and Climate section for the management of our carbon emissions

CUSTOMERS

This is the smallest section of the assessment. Our score dropped slightly, though we managed a consistently high customer satisfaction score and created a strong foundation in responsible management of customer data.



TURNING DOWN THE DIAL

In 2025, we reduced energy consumption across our UK and Ireland restaurants by 3.3% year on year. Scope 1 and 2 reductions will never be the whole answer for a steak restaurant, but that's no reason to take our foot off the pedal. Every kilowatt saved keeps the momentum going while we get to grips with the more complex work of reducing emissions in our supply chain.

In 2025, we reduced electricity consumption across the group by 171,998 kWh.

To put that figure in context, our Knightsbridge restaurant consumed 341,783 kWh in 2024 — meaning our total saving is equivalent to cutting that restaurant's energy use by

50.3%

We got there in two ways:
Investing in new equipment
and getting our teams genuinely
interested in the numbers.

*We reduced our consumption in 2025 by 171,998 kWh, 50.3% of electricity consumption in our Knightsbridge restaurant in 2024 (341,783 kWh)

NEW KIT

We installed voltage optimisation units at Seven Dials, Liverpool, Edinburgh and Borough, delivering an average 7% energy saving across those four sites. In Manchester, we fitted an air-to-water heat recovery system that captures hot air from the kitchen to heat the hot water tank. In Spitalfields and Seven Dials, we replaced ageing walk-in fridges with newer, more efficient models.



VOLTAGE
OPTIMISATION UNITS

Seven Dials, Liverpool,
Edinburgh and Borough



AIR-TO-WATER HEAT
RECOVERY SYSTEM

Manchester



NEWER, MORE
EFFICIENT FRIDGES

Spitalfields and Seven Dials

CAP ENERGY

Appliance level monitoring gives us real time monitoring so we are able to pinpoint high energy appliances and be notified when equipment is left on longer than required – or using more energy than it should.

MONITORING AND
BEHAVIOUR CHANGE

New equipment only goes so far. The bigger shift comes from teams who actually care about reducing the energy they’re using. In 2025, we ran a two-week energy competition across all our restaurants, using real-time data from our CAP Energy monitoring system to help each site identify where their savings could come from. Managers tightened up equipment timers, briefed their teams on closedown procedures, and (perhaps most importantly) made energy something worth talking about on shift. You can see the results below. The top restaurants won a prize and we reduced our impact – win win.

RESTAURANT	% Change
LIVERPOOL	-14%
SPITALFIELDS	-12%
GUILDHALL	-10%
MANCHESTER	-8%
SEVEN DIALS	-6%
EDINBURGH	-5%
BOROUGH	-1%
DUBLIN	-1%
WOOD WHARF	1%
AIR STREET	1%
KNIGHTSBRIDGE	11%
OVERALL	-4%



PROGRESS WITH PEOPLE

LEARNING & DEVELOPMENT

We continued to invest in learning and development across the business with the launch of Thrive, a new learning management system designed to support more personalised learning journeys for our teams. The platform hosts engaging video content, allows us to build tailored development pathways, and includes AI-supported search functionality to help teams access learning more easily.

We also continued to strengthen our internal capability in this area. Emma Horsley, our Head of Culture, completed an apprenticeship focused on evidence-based learning design and improving the effectiveness of training across Hawksmoor, helping us better understand how people learn and how we can deliver more impactful development opportunities.

At our newest restaurant opening, 99% of management positions were filled internally, creating significant opportunities for progression and demonstrating our continued focus on developing careers within Hawksmoor.



INCLUSION, SAFETY & BELONGING

This year we continued to strengthen our approach to inclusion and team wellbeing across the business.

In response to new legislation, all team members completed sexual harassment training, alongside the introduction of additional preventative measures including site-level risk assessments, clearer reporting processes and anonymous reporting channels.

We also partnered with Be The Riot on a new 'Train the Trainer' programme, helping equip more team members with the confidence and skills to deliver DEIB training on topics they care deeply about, creating more opportunities for peer-led learning and discussion across the business.

LEADERSHIP & ENGAGEMENT

All senior managers took part in a 360 review process this year, giving peers and team members the opportunity to provide honest feedback and helping us continue working towards our goal of giving people a great manager.

We also continued to focus on team engagement and recognition across the business, including running our biggest ever Christmas giveaway competition as a way to celebrate and reward our teams.

For the 14th consecutive year, Hawksmoor was recognised by Best Companies, ranking 42nd in the UK's Best Large Companies to Work For and 8th in Hospitality.

MENTORING & INDUSTRY SUPPORT

As part of the *Be Inclusive Hospitality* 'Elevate Mentoring Programme', members of the Hawksmoor team mentored the founders of Chuku's, Emeka and Ifeyinwa Frederick, through an extensive programme sharing operational and commercial expertise, covering drinks lists to people practices and much more.

Will was also a mentor for Boardwalk, a programme launched in 2025 to support senior women in the hospitality industry into board-level positions. Both to improve representation, and - as evidence shows employees are more engaged, motivated, and productive in diverse environments - to help businesses deliver better results.



Huw continued supporting graduates of The Entrepreneurial Refugee Network's 'Food Power' programme, like Mouna Elkekha, founder of the Syrian kitchen Arnabeet at KERB's Seven Dials Market.

These schemes provided an opportunity for knowledge sharing, collaboration and supporting diversity within the hospitality industry more widely.



TALKING NEURODIVERSITY

Huw also took opportunities to speak publicly about living and working with ADHD. He addressed the Workstream Leads of EMERGE, a network of Race and Ethnicity Employee Network leads from the UK's top companies. And took part in a tech-industry panel discussion on neurodiversity in the workplace.

A SURPRISE AWARD!

As part of their 'Flowers' programme that celebrates founders who have created the most culturally significant businesses in the UK, we were given an award by SEMINAL, a Media-as-a-Service platform that supports and empowers entrepreneurs through by culture, content, community, and technology.





CELEBRATING RARE AND HERITAGE BREEDS

Twenty years ago, Hawksmoor launched with Longhorns from a single herd in North Yorkshire. One simple reason: it was the best beef we'd ever tasted.

This beautiful breed nearly didn't make it. From the 1950s to the 1970s they teetered on the edge of extinction and were saved, eventually, by the Rare Breed Survival Trust and a handful of farmers who refused to let them go. The UK has 35 native cattle breeds. Fifteen are still considered rare. These breeds take longer to rear and need more land and attention, which is exactly why they're vulnerable, the economics only work if there's a market that genuinely values them.

In 2025 we partnered with the Rare Breed Survival Trust and through them, a network of farmers doing exactly this kind of work. I love visiting the farms. There's a particular kind of obsessive, unhurried dedication among farmers working with rare and heritage breeds that I find genuinely inspiring. And that care inevitably extends beyond the animal: new waterways, rewilded sections, wildflower borders, hedgerows going back in. Farmers telling me about a resurgence in brown hares, the arrival of cattle egrets, cuckoos calling again, dragonfly species they've never seen before, new birds of prey. The whole food chain coming back to life.

These aren't farmers chasing yield or efficiency. They're driven by something else entirely. I'm proud we get to play a small part in it, by buying their beef and shining a light on these remarkable animals that deserve to thrive.

Huw Gott, co-founder

Since launching in 2025 we've sourced and shone a light on these 11 breeds:

BELTED GALLOWAYS

With a distinctive white belt around the waist, hardy Belties hail from southwest Scotland.

BLUE GREY

With a coat like a gathering rain cloud, a traditional cross between Whitebred Shorthorn and Galloway cattle. Hybrid vigour making them thrive year-round on the high fells of the English and Scottish border.

DEXTERS

Descendants of the small, black, mountain cattle of the early Celts, this diminutive Irish breed highlights the economic realities of many heritage breeds - producing roughly half the weight of beef of a commercial breed.

HIGHLAND

The coolest cat in cattle. Iconic shaggy-coated beauties shaped by the harsh conditions of the Highlands and Islands.

LINCOLN RED

One of England's oldest native breeds, developed on the fertile pastureland of Lincolnshire. Known for its deep red colouring and strong, hardy build.

LONGHORN

Beautiful beasts. One of Britain's oldest native breeds, which take their name from their distinctive long, curved horns. They almost became extinct, before being saved in the 1980s.

LUING

Developed on the Isle of Luing from Highland and Shorthorn cattle. Bred for weather-resistance, docility and beef quality.

OLD GLOUCESTER (PRIORITY)

One of our oldest and rarest breeds, with roots stretching back to medieval times. A dual breed, famed for its milk (originally used in Single and Double-Gloucester cheese) as well as its beef.

SHORTHORN

Developed in north-east England, the Shorthorn helped shape cattle breeding around the world. Traditional lines are now conserved, often identified by their roan (mixed-colour) coats.

SUSSEX

Descendants of the horned 'red cows' that inhabited the dense, boggy forests of southern England. While 'Traditional Sussex' is a Rare Breed, a surprising tolerance for heat means that its exported cousins are thriving in South Africa.

WHITE PARK (AT RISK)

An ancient British breed, possibly over two thousand years old, said to have accompanied Celtic tribes. A real looker - porcelain white coats with distinct black (or occasionally red) "points" on their nose, ears, eye rims, and feet.





LONGHORNS

Jim Lothar
Lowther Estate, Cumbria

The Lowther Estate has been exploring solutions to the damage wrought by successive years of intensive practices. They've introduced beavers, water voles, and, crucially, Longhorn cattle. They've planted 65,000 trees, grown on 15,000 wild flower plug plants, restored 1800m of river, reconnected 20ha of floodplain and created 15ha of wetland. As a result they've seen a significant increase in breeding birds, butterflies and small mammals.

Ed Riley
Upper Stanway Farm, Rushbury, Shropshire

The Riley family are fifth-generation farmers, finishing regeneratively farmed Longhorn cattle just south of the Shropshire Hills. They focus on rotational grazing to build soil health, while using legumes and spring beans instead of fertilizer to help fix nitrogen in the ground. Every step benefits the environment.



DEXTERS, WHITE PARK

Geoff Swindell
Collingham, Nottinghamshire

They spend the first part of their lives conservation grazing the Suffolk Brecks, where they are 'ecosystem engineers' - grazing, trampling, manure-ing - which supports rare native flowers, insect populations and rare birds like stone-curlews and woodlarks. Before moving further north to graze traditional herbal ley pastures by the River Trent at Collingham.



BELTED GALLOWAYS, LUING

Tim Winder
Tebay, Cumbria

Tim Winder farms the hills above the village of Tebay next to the M6 in Cumbria, taking over from his father 25 years ago. Tim took a keen interest in sustainability practices, he's championed smaller, native breeds like the Belties, he's planted nearly 25,000 trees & most impressively restored an old peat bog. This sequesters hundreds of tonnes of carbon and also has slowed down water to such an extent that the village below hasn't had its yearly flood since.

BLUE GREY

John Mildmay-White
Flete Estate, South Devon

On the slopes of South Devon near the mouth of the River Erme, John's land was once intensively managed arable farmland. His 100% grass-fed cattle are now helping to regenerate it. With remarkable results. Improved soil-health and restored habitats has created feed and shelter for a wide range of wildlife, including hares, egrets, barn owls, skylarks, and a majestic new visitor, the osprey.

In 2025, we consolidated our wine supply. This reduced an average of 12 deliveries a week per restaurant to 6, alleviating pressure on London roads.

SHORTHORN

Major Malcom Macrae, Finstown, Orkney

Major Malcom Macrae farms at Finstown on the mainland of Orkney, he runs 140 cattle over a staggering 5,000 acres, this is rough unproductive ground that needs to be carefully managed with the right cattle. Shorthorns are perfect for this system wintering on the silage made during the summer months.

LINCOLN RED

Rob Shaw, Caistor Lincolnshire

A first-generation farmer who has taken over his wife's family farm and operates a small suckler herd of 65 Lincoln Reds. These cattle don't leave Rob's farm, where they enjoy the lush grasslands of the Lincolnshire Wolds, with supplemented maize and grass silage, all produced on the farm.

SUSSEX

David Barton, Cotswold Hills

In the rolling Cotswold hills, David and Churri's cattle graze species-rich limestone grassland and herbal leys. They've planted pollinator-friendly wildflowers, grasses and native plants to their field margins, along with miles of hedgerow to create habitats for local wildlife.



SHORTHORN, BLUE GREY

James Kyle
Newton Cumbria

Part of a University of Lancaster study into carbon footprinting, this amazing farm is on its way to being certified carbon-neutral. Lush herbal leys are the primary feed and despite heavy rainfall and glorious Cumberland winters they are hardy enough to stay outside year-round, following the rotational grazing principle: eat a third, trample a third, leave a third. Good for soil health, carbon sequestration and biodiversity, and provides enough fodder for the darker months.

SUPPORTING OUR COMMUNITIES IN 2025

We never stop being grateful to, and inspired by people working to help those most in need in the cities we call home. And we're proud of the work we have done over this year to support these amazing charities



DOUBLE YOUR DONATION

We know that many of our team spend their time outside work fundraising for causes close to their hearts and we want to support that wherever we can. In 2025, we launched Double Your Donation, where we match whatever our people can raise.

Four applications were successful, each one a good reminder of what our teams get up to when they clock off.

Pawel, Assistant Restaurant Manager at Wood Wharf, ran the London Marathon for Action Against Hunger.

Zoey, our Group Marketing Manager, ran the Venice Marathon for Katherine House Hospice.

Tristan, Recruitment and Talent Coordinator, cycled from Guildford to Brighton with his son to raise money for Children Not Numbers. They're a charity that provides immediate and long-term support for children impacted by conflict.

Tomo, Bartender at Guildhall, ran the Cardiff Half Marathon for the British Heart Foundation.

Between them, they raised £3,800 –
which Hawksmoor matched,
taking the total to

£7,600

across four charities



SMALL GESTURES, BIG REACH

Every year, hundreds of requests land in our inbox from charities and individuals fundraising for causes they care about. We can't say yes to all of them, but we've long had a scheme that helps us say yes to more than you might expect.

Each of our restaurants can offer a £150 voucher every month to a charitable cause of their choosing, whether that's responding to an inbound request or backing something a team member cares about personally. The charities use the vouchers in auctions and raffles to raise money, so the impact stretches further than the voucher itself. And the lucky winner can enjoy a meal at Hawksmoor!

It's a good scheme. The trouble was, it had quietly fallen through the cracks. As teams changed over the years, awareness faded, and we noticed in 2025 that a good number of vouchers were going unused.

So we relaunched it. New charity reps were appointed across the restaurants, the process was refreshed and our operations assistant Lydia took on the job of making sure every month was allocated. The difference was immediate. In the first two months after relaunch, the number of charities supported jumped from 14 to 66. By the end of the year, every voucher (bar one) had been used.

Over 100 charities and causes received support through the scheme in 2025. They were chosen by our teams, in our restaurants, reflecting the places and communities we're part of. Health and medical research featured heavily, as did food poverty, mental health and children's causes. But what strikes us most is the range: national charities sitting alongside hyperlocal causes, hospices in Cornwall, food banks in Liverpool, PTAs in Scotland. This isn't a curated giving strategy, it's 1,200 people in the Hawksmoor UK and Ireland teams choosing to support the causes they care about.

Oh my goodness, thank you so much for this kind offer!

We are so grateful for Hawksmoor's generosity and support in helping us raise the much needed funds for BPAN research and support.

Oh amazing!!! This is brilliant news!

Thanks so much for your email, this is really exciting! Thanks so much for choosing to support the BHF this way 😊

We would love to accept your kind offer, we have a great raffle happening in 2 weeks at one of our events so this would sit perfectly for this!!

Thank you so much for these incredible donations, we are delighted to be able to use these at our Walk of Hope events next month 😊

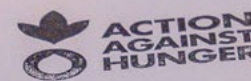
It's a very enthusiastic yes from us — your offer is perfectly timed and will work brilliantly with our supporters. We have a couple of events coming up over the next six months where this voucher could make a real impact.

Thank you for getting in touch and thinking of Fat Macy's, we would be delighted to accept.

Our work involves tackling homelessness by supporting individuals from hostel to home through a 200-hours hospitality skills and training initiative. We will certainly use this voucher to support our work.

Thank you for getting in touch - and for the wonderful voucher. £150 dinner is the equivalent of **535 nutritious breakfasts** filling hungry tummies across the UK. We often have events run by our other corporate partners, such as the Marriott Burns Night in November, that this voucher would be perfect for. It would be our absolute pleasure to accept the voucher.

That is fantastic, thank you so much for your generosity.



131 Vouchers donated
£19,650 of vouchers
Over 100 charities supported



THE EMPLOYERS INITIATIVE ON DOMESTIC ABUSE

Our £1 on the bill campaign runs throughout the year to provide a platform for our customers to donate to causes that we care about. We have several long-term partners, but each year there is a chance to add a bit of variety into our offering.

This year we supported The Employers Initiative on Domestic Abuse (EIDA) for the first time. Its mission is to help businesses support employees affected by domestic abuse – and to share best practice with

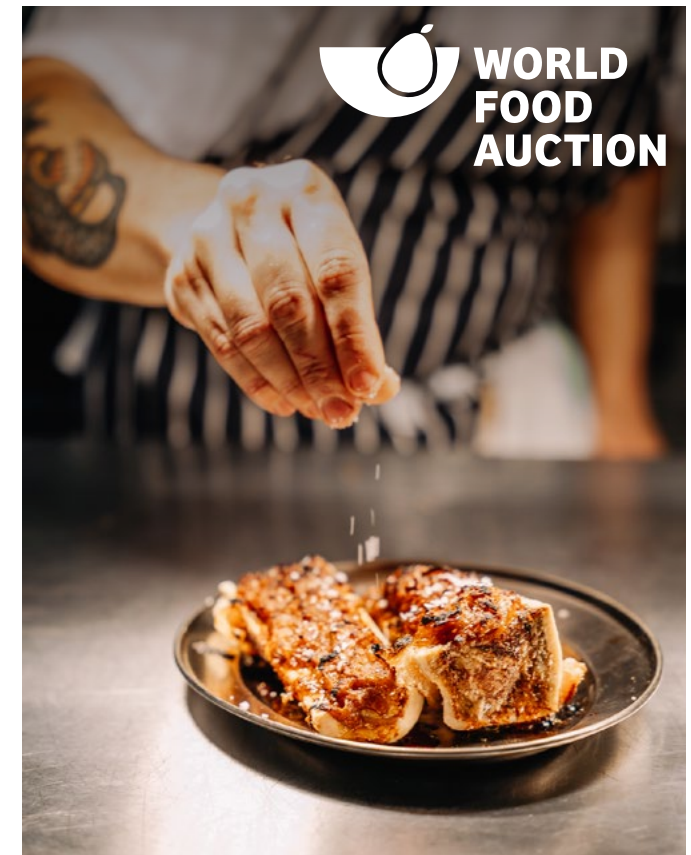
others. The EIDA provides free membership to all UK employers, giving access to a suite of over 50 resources and events.

Through the £1 on the bill donation in 2025 we also raised money for:

- Hackney School of Food
- City Harvest
- Chefs in Schools
- Kelly's Cause
- Magic Breakfast
- Action Against Hunger



“This generous donation from Hawksmoor will enable us to create new resources for small businesses, create more guidance on responding to perpetrators of abuse in the workplace, and organise awareness-raising events in new regions to get more employers involved. A huge thank you to the Hawksmoor team for making this a reality!”



WORLD FOOD AUCTION

To mark World Food Day we launched a new prototype fundraiser - World Food Auction. It was the first auction of its kind that enabled businesses to raise money for any food-related charity close to their hearts.

The result was 29 food businesses coming together to raise over £50,000 for 15 amazing charities, from local food banks to international hunger relief, and regional environmental projects to food surplus redistribution charities. A big thank you to the Auction Collective who helped make it all happen and to all of the food businesses and charities that took part. Stay tuned for bigger and better in years to come.

OUR CHARITY PARTNERS

KELLY'S CAUSE

"We're dedicated to securing the mental health of hospitality industry workers through Mental Health First Aid training."

ACTION AGAINST HUNGER

"For more than 40 years, we've been committed to saving the lives of malnourished children and supporting their families to beat hunger."

MAGIC BREAKFAST

"We ensure that no child in our partner schools is too hungry to learn by providing a healthy breakfast, and expert support to identify and reach pupils at risk of hunger."

WOOD ST MISSION

"We help children and families living on a low income in Manchester and Salford by providing practical help to meet children's day-to-day needs and improve their life chances."

THE ENTREPRENEURIAL REFUGEE NETWORK

"Empowering refugee entrepreneurs to build thriving businesses, access mainstream markets and finance, and shape a fairer UK economy."

THE COOKOUT

"Delivering training and opportunities to young men in prison, while producing thousands of meals for refugee hubs, homelessness centres and other partners in the community."

CYRENIANS

"We tackle the causes and consequences of homelessness. From help gaining employment and reconnecting with your community to managing conflict and sustaining a tenancy."

CITY HARVEST

"We put surplus food to good use in a sustainable way by distributing it, for free, to 350+ charities, food banks, schools and community groups across every London borough."

CRISIS LONDON

"How we help someone depends on their individual needs: it could be with finding a home, learning new skills and finding a job, or supporting health and wellbeing."

EAT WELL MANCHESTER

"Our objectives are to reduce isolation and loneliness among older and younger neighbours alike by improving the connection, confidence, skills, resilience and power of all participants."

FEEDING LIVERPOOL

"Feeding Liverpool is the city of Liverpool's food alliance, connecting and equipping people and organisations to work towards good food for all."

CHEFS IN SCHOOLS

"We provide training to help schools serve up mind-opening, society-changing food and food education – all within school budgets."

HOSPITALITY ACTION

"Whatever challenge people face – from physical illness or mental health issues to financial difficulty and addiction – Hospitality Action is here to get them back on their feet."

BILLION OYSTER PROJECT

"Our aim is to restore oyster reefs to New York Harbour through public education initiatives."

PILOT LIGHT

"We educate children in Chicago on food, nutrition and the role that food plays in life and relationships; in culture, communities and environment; and in history and society."



COMING HOME, ST PANCRAS OPENS

During the renovation, we followed our usual approach of reusing as much as possible and sourcing reclaimed materials where we could. Given the heritage status of this building we were already limited in what we could change and no internal structural work was carried out.

In the Martini Bar, furniture was reupholstered rather than replaced, while two bars were re-clad instead of rebuilt. We also installed LED chandeliers and trialled LED table lamps in place of our usual candles.

- No internal structural work required
- Kitchen only lightly modified
- New parquet floor

“We love working with heritage buildings and they don’t come much more spectacular than this Grade I-listed masterpiece by one of Britain’s most important architects, Sir George Gilbert Scott. The result is incredible – a unique space that honours the fabric of the building, while weaving in familiar Hawksmoor features.” Mai-yee, Design Director

ENERGY & EMISSIONS

This is our fourth Impact Report and the fourth time we have published our emissions. We’ve been measuring emissions across all three scopes since 2020, giving us an increasingly robust dataset to help us understand our impact and guide future decision-making.

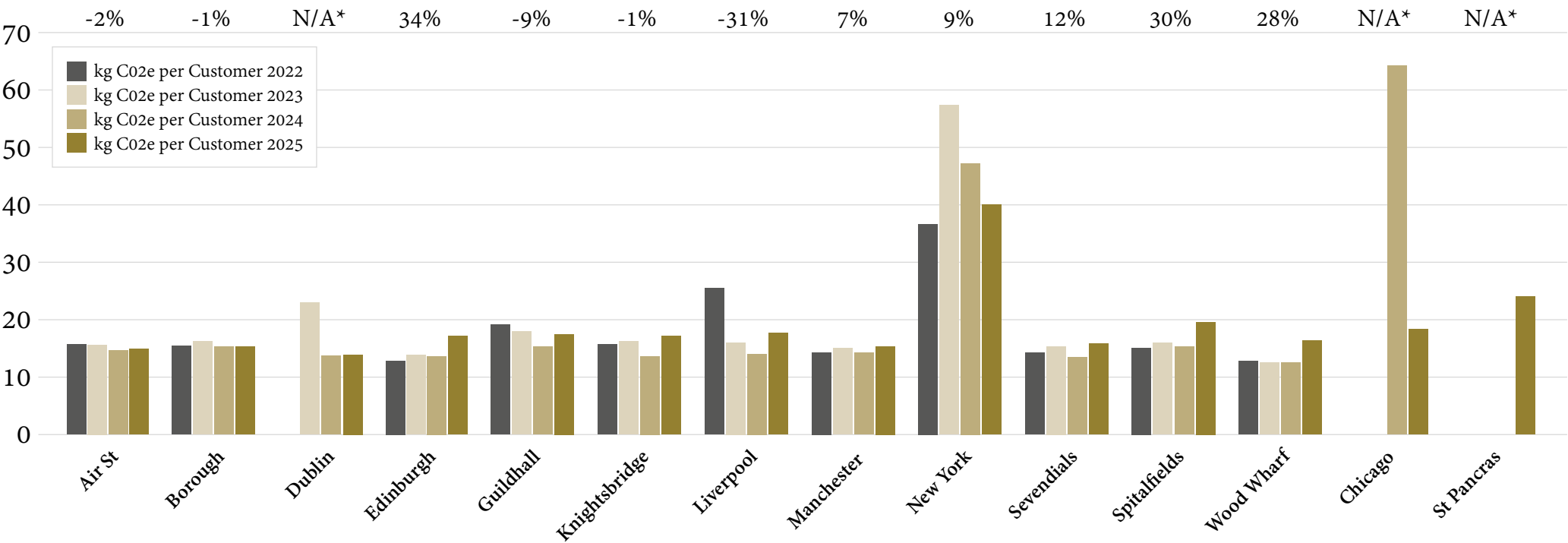
We have made real progress reducing Scope 1 and 2 emissions, those associated with cooking, heating, lighting and powering our restaurants. Through initiatives such

as renewable electricity contracts, energy efficiency projects and the opening of electric-only kitchens, we have continued to make advances in these areas.

As we have always known, the more significant challenge lies within Scope 3 emissions: the emissions associated with the food and drink we buy. For Hawksmoor, these emissions are largely driven by beef and therein lies an obvious challenge that 2025 data makes clear.

The picture across our restaurants is mixed. Several sites have maintained or reduced emissions per customer compared with our 2022 baseline, while others have experienced increases. Restaurants such as Liverpool and Guildhall have shown encouraging reductions, while Edinburgh, Spitalfields and Wood Wharf have seen emissions per customer rise.

% CHANGE SINCE 2022



*Dublin opened May 2023/Chicago opened June 2024/St Pancras opened November 2025

*In 2026 we restated all historic food and beverage emissions using updated emissions factors to improve accuracy and auditability. This was applied consistently across all reporting periods shown in this report, in line with the GHG Protocol Corporate Standard’s guidance on recalculating following a methodology improvement.

At the time of publication (we have *just* received final data), we do not yet fully understand all the drivers behind these changes. What we do know is that relatively small shifts in the mix of food and drink we buy and sell can have a significant impact on emissions per cover. An obvious challenge is that if people buy more steaks at Hawksmoor relative to other dishes then our emissions go up.

Our next step is to better understand what is driving these differences at a site level, and carry on our work to make sure we continue to push ourselves to do the best job we can to reduce emissions, work with regenerative farmers, and educate ourselves on the best ways forward.

Currently we use industry averages to calculate our emissions data. The work we do with farmers and suppliers on areas such as lower impact farming systems, biodiversity, land management and animal welfare, are often not reflected in our reported emissions, and that is something we want to improve in coming years - to make sure we, and you, have the full picture.



SCOPE 1 EMISSIONS

SCOPE 2 EMISSIONS

SCOPE 3 EMISSIONS

674 tCO₂e

478 tCO₂e

29,753 tCO₂e

SCOPE 1 EMISSIONS

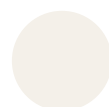
This one covers the greenhouse gas (GHG) emissions that a company makes directly – while running its boilers and vehicles, for example.

SCOPE 2 EMISSIONS

These are the emissions a company produces indirectly. For example, from the electricity or energy it buys and uses to heat and cool its buildings. It's 'indirect' because the emissions are generated at another facility such as a power station.

SCOPE 3 EMISSIONS

These are the associated emissions that the company is indirectly responsible for across its value chain. For example, the emissions created in the production of the food purchased from our suppliers. For a restaurant business, Scope 3 is where the majority of emissions are produced and a large portion of our Scope 3 emissions come from beef production.



Tonnes of CO₂e



MATERIALITY

In early 2025, the Hawksmoor leadership team worked with external consultants to carry out our first Double Materiality Assessment. It's a fancy way of saying we wanted to look at impact in two directions: firstly, how sustainability issues could affect our business, and secondly, how our business affects the world around it.

Used well, this process helps businesses focus on the issues that matter most, not just commercially, but socially and environmentally too. For us, it marks the start of a more structured approach to understanding where we can have the greatest impact.

THE PROCESS

We began by identifying a broad range of issues relevant to Hawksmoor, from climate change and supply chain resilience to customer experience, inclusion and animal welfare.

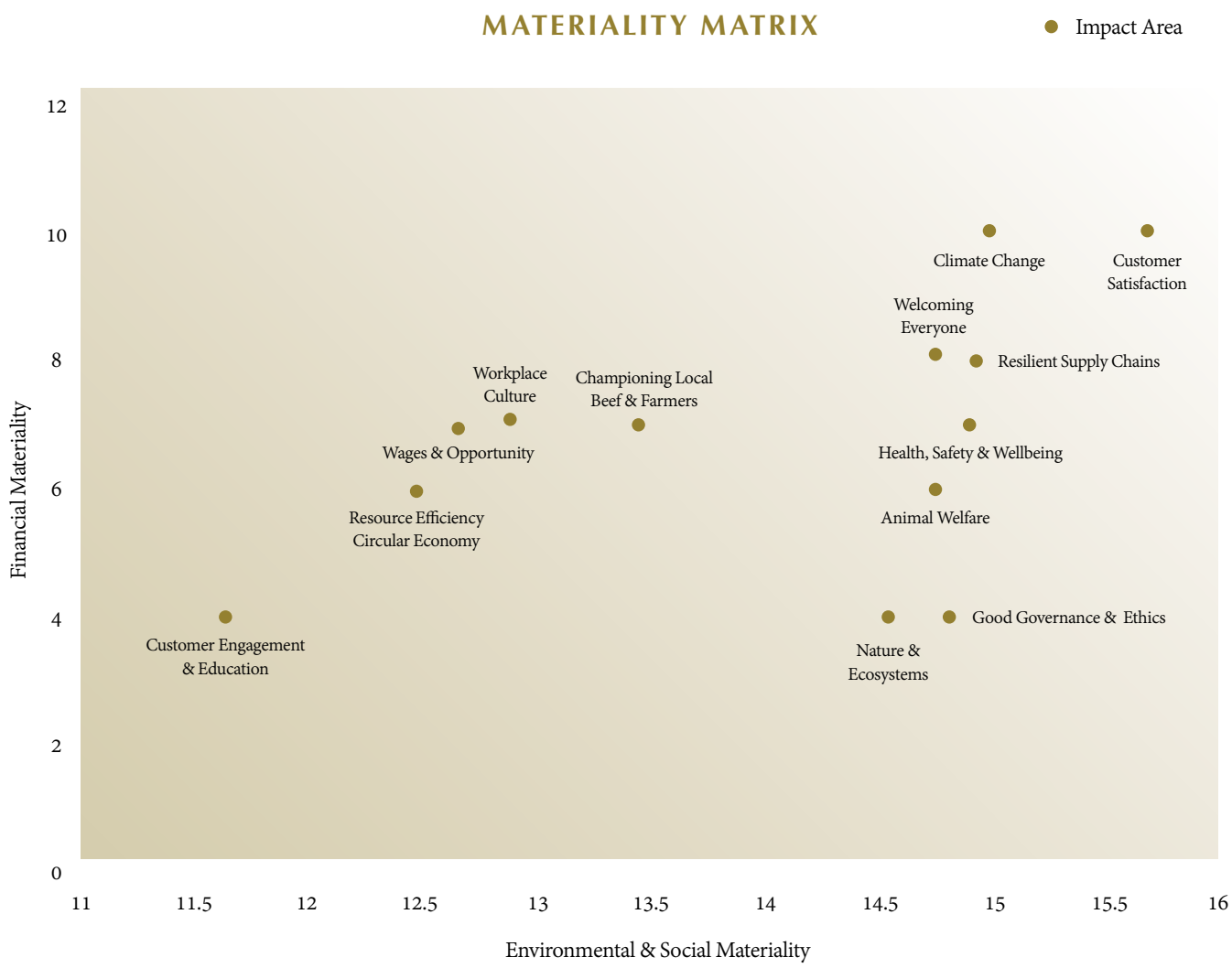
We then mapped the people and groups connected to our business, including farmers, suppliers, charity partners, team members, guests, investors and local communities. This helped us understand who is most affected by our decisions, who has valuable insight to offer, and where expectations are highest.

From there, we gathered feedback from internal and external stakeholders through a survey process, alongside assessing the potential financial risks and opportunities linked to each issue.

THE RESULT

The outcome was a prioritised matrix that helps show where our attention should be focused. It gives us a clearer view of the topics that matter most both to our stakeholders and to the long-term success of the business. This assessment doesn't solve these issues on its own, and it won't change

the business overnight. What it does provide is a clearer framework for decision-making. We are at the beginning of this journey, and over time we intend to use these priorities to help shape our strategy, guide future targets and improve how we measure progress. We expect this work to evolve as the business and the world around us continue to change.





LOOKING AHEAD

As ever this report is a snapshot of a single year. As well as helping us step back and appreciate all the good work that's been achieved, it also helps highlight areas in which we can build and improve.

We'll let you know in our 2026 report how we get on. Along with news of our 20th Anniversary celebrations, a major focus on Longhorn cattle, opening in Boston, a spotlight on our American beef journey, a deeper dive into our emissions. As always we are on a journey and there is lots more good work still to be done!



