



ENVIRONMENTAL POLICY

INTRODUCTION

At Michel Reybier Hospitality, we recognize the vital importance of sustainable development, especially in the hospitality sector. We are committed to integrating sustainable practices into our operations, to participate in the preservation of the planet, and support to the communities with which we operate. This environmental policy outlines our core values, commitments, and guiding principles as we strive to create a sustainable and responsible hotel group throughout our value chain.

The MRH group is committed to complying with all applicable laws, regulations, and industry standards in the course of its activities, including health, safety and environmental ones, in the countries where it sources, operates, and provides its services.

CONCERNED AREAS

In order to reduce our environmental footprint and associated risks, we focus our efforts on the following domains:

Energy and Water

- Optimize the use of heating and cooling system: *Building Management System*.
- Monitor and optimize our water and energy consumption.
- Minimize our carbon emissions.
- Most hotels provide guests and collaborators with information on energy and water-saving practices in rooms and back offices.
- Offer guests the option to choose the frequency of linen changes.
- Use non-potable water for outdoor irrigation in some hotels.



Waste Management

- Implement a 3R's program: Reduce, Reuse, Recycle.
- Install easily accessible recycling bins in back-office, along with clear instructions on proper waste disposal.
- Eliminate single-use plastic using alternatives for packaging and guest amenities.
- Minimize food waste.
- Collaborate with waste management companies and suppliers to help with responsible practices in waste disposal and recycling.
- Collaborate with NGO for used soap collection: *Clean the World*, *SapoCycle*.

Transportation and Mobility

- Facilitate the use of environmentally friendly transportation options for guests: *electric car, bicycle*.
- Implement a sustainable mobility plan for employees.

Purchases

- Having suppliers sign an "Ethical and Environmental Code of Conduct."
- Give priority to suppliers committed to sustainable practices, including environmentally friendly production methods and fair labor standards.
- Favor local sourcing and organic products to reduce emissions from transportation and floor pollution.
- Encourage suppliers to reduce packaging waste and use recyclable or biodegradable materials.
- Offer healthy and sustainable food options to both guests and employees.
- Use less polluting and less chemical materials for household maintenance and renovation or construction projects.



MANAGEMENT

- Provide training programs and resources to raise awareness among employees about sustainable policies and practices.
- Encourage employee participation in volunteer activities and community initiatives.
- Engage with local communities and collaborate on projects addressing common environmental and social challenges.
- Monitor and report progress in achieving sustainable development goals.
- Conduct periodic audits to ensure environmental compliance.
- Continuously improve our sustainable development practices.

GOUVERNANCE

The Environmental Policy of MRH is a component of our commitment to the environment. The Business Council Environment (BCE) advises and guides the group on our environmental programs. The program is overseen by Stéphane Fabregoul, Chief Operating Officer, and comprises employees from various hotels and different departments.

This Environmental Policy is reviewed and, if necessary, updated annually. It should be read in conjunction with the following documents:

- Environmental Charter MRH
- Supplier Code of Conduct MRH

MRH approved this statement on the 15/01/2024.

