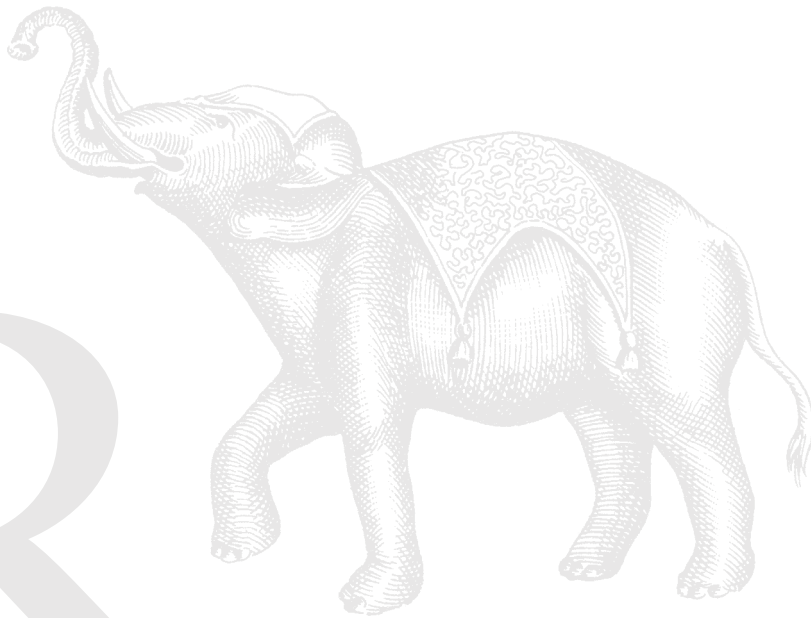
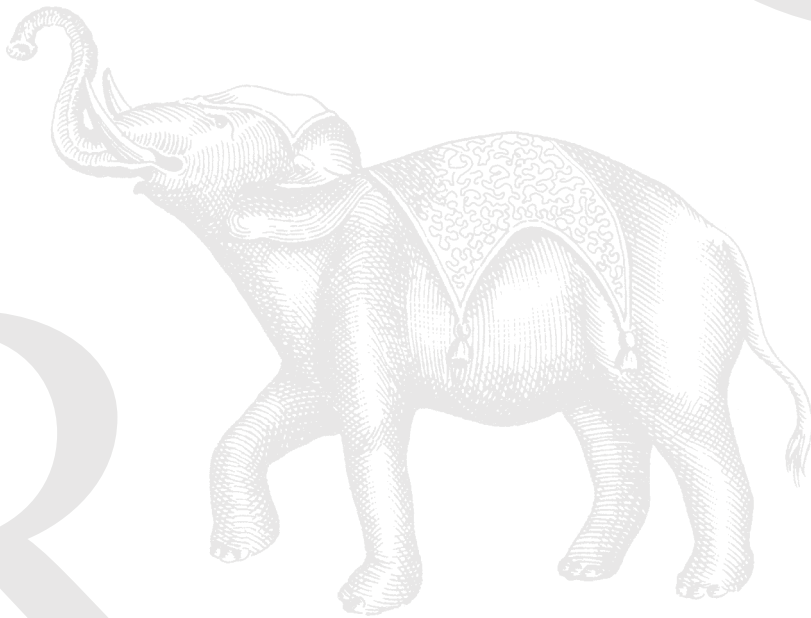


REBIER



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ENVIRONMENTAL  
CHARTER



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## A word of our COO

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«Commitment is at the heart of our profession and, every day, we pledge to ensure the well-being of our clients and our collaborators. We must now aim to ensure that these experiences leave a positive impact on our environment.

This charter has been created, in a responsible approach, to compile all the rules and values that employees must embrace and implement. From adhering to the 3R Program, to deploying a building management system, and establishing a Green Committee in each hotel, this forms a foundation of principles that should inspire and guide our future decisions in sustainable hospitality.

As a company, an employer, and a responsible corporate citizen, MRH is committed to maintaining high standards and aims to inspire positive changes within the hotel industry and beyond. This is why I expect each of you to take time to carefully read, adopt, and ensure the adherence to this charter in your surroundings.

Thank you for joining us on this journey towards a greener and more sustainable future!»

**Stéphane Fabregoul**  
Chief Operating Officer



### **TO WHOM DOES THIS CHARTER APPLY**

This Charter is applicable to all entities of the Michel Reybier Hospitality Group (below MRH or the Group), meaning all employees - both permanent and occasional - of MRH and the properties under its management.

Lastly, the principles outlined in this Charter are intended to apply to all MRH partners, including clients and suppliers, in the context of their contractual relationships.

MRH hotels leaders have a duty to set an example and have the responsibility to promote the values and commitments of this Charter to their employees and ensure its maintenance.

This Charter will be regularly updated in line with the evolving commitments of the Group and with the national and international regulations.

### **HOW IS THIS CHART USED?**

Due to the geographical diversity of its locations, MRH is subject to a wide range of laws and regulations, compliance with which is of fundamental importance to the group.

This Charter is not intended to enumerate all the laws or conventions that govern the activities of the various entities of MRH and its collaborators. Similarly, it cannot cover all the situations that they may face in the course of their activities.

It is the responsibility of each collaborator to exercise reflection, common sense, and discernment. The objective of this Charter is not to provide an exhaustive list of behaviors to adopt in every situation but rather to provide guidance and remind of the spirit that should inspire each decision.



## OUR ENVIRONMENTAL OBJECTIVE

We, at Michel Reybier Hospitality, recognize the vital importance of sustainable development and environmental management in the world of luxury hospitality and catering. We are committed to integrating sustainable practices into our operations, ensuring the protection of the planet for current and future generations. This environmental charter outlines our core values, commitments, and guiding principles as we strive to build a sustainable and responsible hotel group.

The Group is committed to complying with all applicable laws, regulations, and industry standards in its activities, including labor law, health and safety regulations, and environmental regulations, both in the countries where we source, and those where we operate.

Thus, we acknowledge the importance of responsible resource management, waste reduction, and energy conservation.

## OUR SUSTAINABLE PRACTICES

Our sustainable practices development strategy is based on four pillars:

1. Build a sustainable group approach: *establishment of the sustainability department.*
2. Reduce our overall environmental impact: waste and carbon footprint reduction.
3. Monitor and implement appropriate actions:  
*management of waste, energy, water, etc. and KPIs.*
4. Build an environmental culture of «Green Lover»:  
*Business Council Environment (BCE), Green Committees (at the level of each property).*

## ENERGY RESOURCES (WATER, ELECTRICITY, ETC)

The use of energy resources, beyond representing a significant cost for properties, is the major environmental impact of MRH. MRH wishes to assess and reduce its carbon footprint out of environmental concern and desire for decarbonization.

For this, MRH commits to:



## – ENVIRONMENTAL CHARTER –

- Regulate its energy consumption and reduce its footprint through meticulous monitoring of energy performance and the implementation of alternative solutions: *Building Management System deployment in most hotels, On demand ventilation system in most of kitchens.*
- Promote renewable energies in construction or renovation projects: *average of 95% of LED lights overall properties.*
- Favor short and local supply chains to reduce the carbon footprint, especially for food products: *MRH Suppliers code of conduct.*
- Reduce its water consumption and electricity consumption: *on demand linen and towel changes.*

### WASTE RECYCLING

The tourism industry generates a significant amount of waste, particularly from single-use plastics and organic waste. MRH is committed to:

- Implementing a 3R's Program: reduce, reuse, recycle.
- Preferring the use of environmentally friendly cleaning products: *Diversey "Make the Change to greener cleaning."*
- Limiting the use of single-use plastics: *a commitment from all hotels eliminating single use plastic especially for in-room amenities and replace water bottles with reusable glass bottles (eco-pomp, water filter and reusable bottles).*
- Recycle opened soap: *SapoCycle, Clean The World.*

### HUMAN AND NATURE

Establishing sustainable practices, also involves taking care of the immediate environment that surrounds us: humans and nature. Thus, MRH:

- Pledges to have establishments integrated into their ecosystem and mindful of the surrounding nature: *Swisstainable Level 1 in Switzerland.*
- Involves its employees in the environmental issues of the group: *MRH Green Month, Green committee in each hotel, Green trimestral newsletter, Green day during induction day, BCE.*



## EMPLOYEE COMMITMENT

Our employees play a vital role in our sustainability initiatives. We encourage and educate our collaborators to adopt sustainable practices and to take an active role in reducing our environmental footprint.



### «DO'S»

Adhere to the group and partner brand (LHW, SLH etc.) sustainable standards and be an ambassador for the group's environmental values.

Propose sustainable initiatives and report malfunctions to the Green Committee or the BCE.

Participate in employee educational programs (volunteer work, climate conferences, etc.).



### «DON'TS»

Concealing the environmental impacts of an operational activity.

Embarking on a new project without considering its future environmental impact.

## COLLABORATIONS

MRH actively seeks partnerships with organizations, suppliers, and communities that share the same values to promote environmental responsibility and foster sustainability throughout its supply chain. We also prioritize local suppliers and partners, as well as small businesses in the early stages of their activities. Additionally, we are open to sharing best practices and knowledge with industry peers to collectively address these environmental challenges.



### «DO'S»

Have suppliers sign the "Code of Conduct," and ensure that their subcontractors adhere to the same conditions, allowing MRH to terminate the contract if not complied with.

Conduct an audit on the sustainability practices of a partner before entering into a contract.

Favor local partners and small businesses.

Collaborate with other industry stakeholders to progress more quickly and collectively on environmental issues.





**«DON'TS»**

Maintaining or engaging with a supplier that does not fulfill its obligations under the “Code of Conduct.”

Choosing to work with a foreign supplier instead of prioritizing short supply chain.

**TRANSPARENCY AND REPORTING**

Michel Reybier Hospitality demonstrates transparency in its environmental efforts and will report its achievements and challenges in sustainability to its stakeholders. MRH is committed to communicating regularly about its environmental performance.

Michel Reybier Hospitality monitors the energy consumption and waste production of its entities. Key performance indicators include:

- Water: consumption per guest/night; percentage of recycled water.
- Electricity: consumption per guest/night, percentage of renewable energy.
- Waste: percentage reduction of single-use plastic, measurement of hotel carbon emissions reduction.
- Suppliers: percentage of local suppliers with short supply chain.
- Engagement: percentage of employee satisfaction with the group’s environmental measures (through survey).

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

