



COMPANY COMMITMENT TO SUSTAINABILITY

The PortoBay Hotels & Resorts Administration and Board have agreed that the group's hotels/businesses will take environmental issues into account in order to minimise our activity's footprint on the environment.

A sterling effort with our stakeholders

We think that socially responsible policies and a solid commitment to sustainability are absolutely crucial for building a better future as much for our company as for our stakeholders - staff and their families, clients, suppliers, shareholders, public bodies, unions, the media and society in general.

We believe this project needs the efforts of everyone and it's our mission to involve all parties as much as possible by sharing information and offering a guaranteed commitment that will benefit us all.

People

It's our legal and moral duty to ensure that all the members of our teams have adequate training and courses so that their own safety can be ensured including that of our clients, studying potential risks and avoiding accidents.

All our team members have a duty to read the document that will be sent to them by the company via "Internal Regulations", as well as their updates, and show that they agree with it.

We will not tolerate any kind of human exploitation.

Community Interaction

We think that attention should be paid to the relationship and effects established between the development of our businesses and the local community where we operate. We will work towards eliminating any negative impact that might be detected and we're going to focus on the benefits that our hotel units can bring to the community.

- Whenever possible we'll be active members of local hotel associations as well as taking part in projects promoting sustainability;
- It is our conviction that sharing information is essential, promoting exchanges with schools, universities and other educational entities;
- We will give preference whenever possible to buying local products;
- So as to help the regional economy we'll preferentially contract professionals from the local community;
- We'll support different kinds of artistic and cultural expression with special emphasis on those of a regional nature;
- We'll actively take part in charitable projects.

The Environment

The Administration and Board think that it is essential that all Porto Bay Group staff play an overwhelmingly important role in saving natural resources. This approach will bring benefits to them themselves both in the short and long terms.

We'll protect the environment to reduce the impact on natural resources from the development of our businesses, namely by using them with awareness and implementing sustained protective measures.

Energy efficiency

It is our commitment to draw up annual increased energy efficiency plans and constantly seek the best and most modern methods for such.



Cutting water consumption

Year after year we'll try to improve technical conditions and procedures so as to reduce water consumption in our hotels.

Waste Management Systems

Our policy will be to always increasingly reduce, recycle and reuse the waste materials resulting from our activity. We'll encourage organic matter composting.

Chemicals and Toxic Products

We'll give preference to the use of products that are certified as biodegradable. In the case of non-biodegradable ones, we're committed to following the recommendations for their disposal.

Purchases

We'll give preference to local suppliers selling certified and regional produce. We'll actively encourage our suppliers to reduce the impact of the packaging on the environment through using recyclable or reusable products, penalising the use of polystyrene. Our supplier code will be a public document.