



Policy Number 9: Environmental and Sustainability Policy

Preamble

All employees of db Group employees are being notified of the Environmental and Sustainability Policy. These procedures will come into effect in November 2024.

In this policy, 'db Group' means the Company.

Policy Statement

At db Hotels + Resorts, we firmly believe in the importance of protecting the environment and promoting sustainability. We are committed to minimizing any negative impacts, whether direct or indirect, that may result from our hotel operations.

Our policy is to continuously seek improvement across all aspects of our business, ensuring that we reduce our footprint and contribute positively to both the local and global environment.

Scope

This policy identifies the environmental impacts of our hotel operations, including the disposal of materials, fluids, or gases, unsustainable resource use, and practices that contribute to environmental degradation. It also outlines the mitigation measures implemented to minimize and manage these impacts.

At db Group, we are committed to sustainable practices and strive to create positive environmental and social impacts. Recognizing our role in the global tourism industry, we aim for long-term sustainable management and to contribute to the overall development of a more sustainable industry.

At db Group we confirm that all our functions and activities (including the areas of environment, labour, health, and safety) take place in compliance with international, national, and local legislation/regulations. We also confirm that we respect our local surrounding community rights and standards.

At db Group, we emphasize:

- Safeguarding the environment by reducing the environmental impact of our activities and participating in conservation initiatives.
- Continuously monitoring our environmental performance and setting clear, sustainable objectives.
- Reducing our environmental footprint by conserving energy and water.
- Minimizing waste creation and actively pursuing reduction, reuse, and recycling practices.
- Using organic, eco-labelled, fair-trade, locally sourced, and/or seasonal products whenever possible.
- Educating our staff and providing regular training on environmental and sustainability issues.
- Encouraging our guests to participate in our environmental initiatives.
- Raising awareness about environmental and sustainability matters.
- Creating a CSR policy that incorporates social, cultural, economic, quality, human rights, health, and risk and crisis management considerations.

Resources Management Practices:

- Reducing paper usage by implementing digital alternatives wherever possible, using recycled paper when printing is necessary and encouraging double-sided printing to minimize waste.
- Conserving energy by using energy-efficient lighting, appliances, and HVAC systems, setting temperature controls, and regularly maintaining equipment to ensure optimal performance with minimal environmental impact.
- Conserving water by installing low-flow fixtures, monitoring usage, promoting water-saving practices among staff and guests, and implementing water recycling systems where possible.
- Reducing emissions of gases and particulates, such as using clean energy sources, maintaining equipment to reduce emissions, and following air quality standards to protect the surrounding environment.
- Minimising waste through reduction, reuse, and recycling initiatives, encouraging responsible waste disposal practices, and aiming to divert as much waste as possible from landfills.

Social Responsibility and Community Engagement

The Hotel:

- Provides access for people with additional needs.
- Promotes labour rights and equality, including a prohibition on using child labour.
- Ensures equal rights and fair treatment for all staff.
- Does not harvest, sell, trade or display plants and animals as historical and archaeological artefacts, unless permitted by law.
- Actively engage with local communities, suppliers, and partners to promote sustainable practices and enhance the positive impact of our operations.
- Prioritizes the protection of local biodiversity and natural ecosystems, supporting conservation projects and minimizing impacts on local habitats
- Collects and donates unused materials or supplies to charitable organizations.
- Does not offer entertainment that involves domesticated or wild animals.

A handwritten signature in blue ink, appearing to read 'M. Taylor'.

Marvic Mifsud Taylor
Group HR Director