



Sustainability Policy — Marissol Hotel Group

Subject: Commitment to Reduce Greenhouse Gas Emissions in line with Travelife Requirements

Version: 1.0

Effective Date: 5/1/2025

Applies to: All hotels and operations of the Marissol Hotel Group

1. Purpose

Marissol Hotel Group is committed to reducing greenhouse gas (GHG) emissions across all its operations, continuously improving environmental performance, and achieving compliance with the **Travelife for Accommodation** certification requirements. This policy sets out clear commitments, measurement methodologies, and actions for progressively reducing Scope 1, 2, and significant Scope 3 emissions.

2. Scope

This policy applies to:

- All properties and facilities under the operational control of Marissol Hotel Group (hotels, F&B outlets, shared facilities).
- Staff activities (workplace, commuting), operational procurement, and suppliers that significantly impact the Group's GHG emissions.

3. Management Commitment & Governance

1. Senior Management is committed to integrating sustainability into the business strategy and investment decisions.
2. A **Group Sustainability Lead** and local sustainability officers will be appointed, with clear responsibilities for monitoring, reporting, and implementing measures.
3. Annual budgets and resources will be allocated to achieve the targets, with regular reports submitted to the Board and made publicly available.

4. Principles & Approach

- **Measurement & Monitoring:** Quantify and track GHG emissions (Scope 1, 2, and significant Scope 3) on a regular basis, including at least monthly tracking of energy, fuel,



water, and waste-related indicators. This monitoring underpins an annual improvement cycle as required by Travelife.

- **Reduction Before Offsetting:** Focus first on direct reductions through technical and operational measures; consider reliable offsets only for unavoidable emissions, prioritising transparent, verifiable projects with local co-benefits where possible.
- **Continuous Improvement:** Apply a “Plan–Do–Check–Act” (PDCA) cycle, with internal and external audits, including regular Travelife verification according to the certification cycle.

5. Targets (SMART — Proposed)

(Baseline year proposed: 2024)

1. **Short-term (by 2028):** Reduce combined Scope 1 & 2 emissions by **30%** compared to baseline.
2. **Mid-term (by 2035):** Reduce Scope 1 & 2 emissions by **50%** compared to baseline.
3. **Long-term (by 2050):** Achieve **Net Zero** in operational emissions, aligned with science-based targets (SBTi) where feasible.
4. **Scope 3:** Measure and target a 20–30% reduction in major Scope 3 sources (e.g., food procurement, guest/staff transport, waste treatment) by 2035.

6. Measurement & Reporting Methodology

- **Framework:** Apply internationally recognised protocols (e.g., GHG Protocol) for identifying and calculating Scope 1, 2, and 3 emissions.
- **Frequency:** Monthly collection of key operational indicators (electricity, fuel, water, waste, transport) aggregated into an annual sustainability report.
- **Tools:** Use Building Management Systems (BMS), sub-metering, and environmental management software to capture KPIs and historical data.

7. Action Plan — Main Reduction Measures

Energy & Buildings

- Conduct energy audits across all properties and implement efficiency measures (LED lighting, insulation upgrades, HVAC optimisation, inverter pumps, thermostat controls).



- Increase the share of electricity from renewable sources via green energy contracts, on-site solar PV installations, or net-metering schemes where feasible.
- Deploy BMS for automated control and monitoring.

Transport

- Encourage public transport, staff bicycles, car-pooling schemes, and incentives for electric vehicle use by employees.
- Implement a sustainable travel policy prioritising virtual meetings, choosing the most efficient transport modes, and tracking/offsetting where necessary.

Food & Waste

- Minimise food waste, prioritise local and seasonal suppliers, and implement composting where possible.
- Reduce GHG emissions from organic waste through improved segregation and waste-to-resource initiatives.

Procurement & Supply Chain

- Prioritise suppliers with low-carbon products, recycled/recyclable materials, and transparent environmental performance.
- Collaborate with suppliers to collect Scope 3 data and provide guidance for emissions reduction.

Staff & Guest Engagement

- Annual staff training on energy efficiency, waste management, and sustainable operations.
- Guest communication materials encouraging participation in sustainability initiatives.

8. Offsetting Policy

- Offsetting is only considered after all practical reduction measures have been implemented.
- Offsets must be from verified, credible projects (e.g., Gold Standard, VCS), with preference for projects delivering local environmental and community benefits.

9. Monitoring, Reporting & Certification



- **Monthly** operational KPI tracking and **annual** public sustainability reporting.
- Maintain compliance with Travelife requirements and prepare for audits within the certification cycle.

10. Key Performance Indicators (KPIs)

Examples of monitored KPIs:

- kWh of electricity per available room-night (monthly).
- Litres of fuel consumed per month.
- Tonnes CO₂e total emissions per year (Scopes 1, 2, and relevant 3).
- % reduction in food waste.
- % of electricity from renewable sources.

11. Responsibilities

- **CEO:** Approves overall strategy and allocates resources.
- **Group Sustainability Lead:** Coordinates, monitors KPIs, compiles the annual report.
- **Local Sustainability Officers:** Implement measures, train staff, collect data.
- **Suppliers:** Provide data and meet the Group's sustainable procurement requirements.

12. Verification & Review

- Conduct regular internal and external audits.
- Update the policy and targets annually based on results, new technologies, and changes in international standards or Travelife criteria.

13. Communication

- This policy will be available to staff and the public (website, reception) along with updated progress reports.
- The Group will maintain transparent and accountable public commitments.

General Manager Asterias

A handwritten signature in black ink, appearing to read "Asterias", written over a large, stylized 'X' mark.