



CORPORATE ENVIRONMENTAL POLICY 2024

SPAIN

SIRENIS
HOTELS & RESORTS

SIRENIS HOTELS & RESORTS is a family hotel chain with hotels in Spain, Punta Cana, Riviera Maya, Cuba y Colombia.

The BASIC PRINCIPLES of Sirenis Hotels & Resorts are based on three essential pillars:



SOCIAL
RESPONSIBILITY



CLIENT
SATISFACTION



RESPECT FOR
THE ENVIRONMENT

Our commitments to Quality, the Environment and Social Responsibility are defined based on these principles.



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QUALITY

CONTINUOUS IMPROVEMENT OF OUR CLIENTS' SATISFACTION:

1. Establishing direct, close contact with them
2. Measuring the level of satisfaction of our clients in an objective way
3. Taking their complaints and claims into account for our continuous improvement project

GUARANTEEING THE QUALITY OF THE SERVICE:

1. Adapting operations to new needs that are detected
2. Actively listening to clients
3. Collaborating with our suppliers and partners to seek and develop new products
4. Renewing and updating facilities to improve service
5. Undertaking periodic reviews of the Management System

RESPECTING AND COMPLYING WITH LEGAL REQUIREMENTS, AS WELL AS COMMITMENTS IMPOSED BY THE COMPANY ITSELF.





ENVIRONMENT

RESPECT FOR THE ENVIRONMENT:

1. Reducing the waste generated and facilitating its separation
2. Providing continuous Environmental training to our collaborators
3. Reducing the consumption of natural resources, minimising the impact of operations
4. Commitment to the preservation of the biodiversity of the region
5. Searching and developing circularity projects.



SOCIAL RESPONSIBILITY

COLLABORATION WITH LOCAL DEVELOPMENT:

1. Applying a purchasing policy that favours local products
2. Presenting local cultures to clients

MAINTAINING CLEAR OPPOSITION TO CHILD LABOUR AND SEXUAL EXPLOITATION.

ENSURING EQUALITY ON OUR TEAMS.



SUSTAINABILITY STRATEGY 2024

In our efforts to improve each year, we have designed a strategy. We know that our operations have an environmental impact, and we therefore wish to provide solutions for causing the least possible damage to our surroundings.

- Measurement and monitoring of the consumption of our hotels
- Training of our employees
- Implementation of environmental measures at all hotels
- Involvement of our clients
- Collaboration with the local community
- Collaboration with environmental associations





GREEN FITTINGS IN OUR ROOMS

TEMPERATURE REGULATORS

In each room, we have a temperature regulator, so that when the desired temperature is reached, the air conditioning automatically turns off. In most of our hotels, the air conditioning system is programmed to turn off when a window or balcony is open. Otherwise, we inform our guests to avoid unnecessary consumption.

EFFICIENT FITTINGS

New electrical devices have been purchased in order to reduce consumption; all electrical appliances and materials that we replace are therefore as sustainable as possible.

ENERGY SAVING LIGHTING

We are replacing conventional lighting for LED and energy saving light bulbs.

ENVIRONMENTAL INFORMATION

In different areas of the hotels, there are signage and posters with information on good environmental practices, requesting the collaboration of our employees and clients.

AUTOMATED CARD SYSTEM

We only have electricity in the rooms when the magnetic key is entered into the device or by home automation systems in some rooms. In this way, we ensure that energy is not wasted when the client is not using the room.





GREEN FITTINGS IN OUR BATHROOMS

ENERGY SAVING TIPS

All our bathrooms and toilets have signage with information about ways to save water, to raise awareness among our customers and prevent unnecessary water wastage.

TOWELS

We give clients the option of reusing towels or requesting new ones, information on which can be found in the rooms. If the towel is left on the floor we will know that they want the towels to be changed, while if they are hung up we will know that they wish to reuse them, saving water and energy and chemical use with this simple gesture.

WATER ECONOMISING DEVICES

We have installed water economising devices on the taps in both the rooms and communal areas to reduce the flow of water without affecting the quality of the service.

REDUCTION OF PACKAGING

In order to reduce and generate less waste, soap dispensers have been installed in rooms, creating a significant reduction of waste generated by the client.





AN ECOLOGICAL TOUCH IN OUR COMMUNAL AREAS

COMMUNAL AREAS

Our patios and communal areas are large, to encourage clients to spend more time in them, thereby preventing unnecessary energy consumption.

DRIP IRRIGATION

Areas which require frequent watering have drip irrigation installations, providing only the water that plants require and preventing water being wasted.

INDIGENOUS SPECIES

Thanks to the structure of certain hotels and their green areas, in the communal areas, the Ibiza wall lizard (*Podarcis pityusensis*) is present. In the gardens of some of our hotels we have installed shelters for the protection of this endemic animal of Ibiza and Formentera.

LIGHTING CONTROL

We have lights programmed to turn on and off in the outdoor areas, making the most of natural light.

XERISCAPING

The plants that have been selected for the communal green areas of the hotels are indigenous plants which require only a limited amount of water for maintenance.





THE ENVIRONMENT IN ALL OUR ACTIONS

CLEANING PRODUCTS

We mostly use concentrated cleaning and eco products, ensuring great results in reducing environmental impact.

ECOLOGICAL CRITERIA

All our suppliers are carefully selected, particularly favouring local suppliers who care about the environment.

LOCAL CULTURE

We want our guests to discover the island and its charms aside from its traditionally established, most commercial elements, and we therefore offer information and scheduled excursions at reception.

MONITORING OF ENERGY CONSUMPTION

We carry out monthly monitoring on the hotel's consumption to optimise it and be able to adopt the most appropriate measures.

SELECTIVE WASTE COLLECTION

Proper separation of waste begins from its creation, therefore we have numerous separated waste bins in all our communal areas, as well as our staff areas, and we monitor the waste generated on a monthly basis.





THE ENVIRONMENT IN ALL OUR ACTIONS

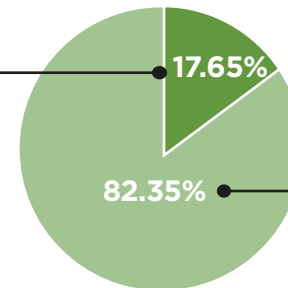
BULK PURCHASING

Following our purchasing protocol, we purchase products with environmentally friendly packaging, with less packaging material for large quantities of product, in order to reduce the carbon footprint of their transport.

LOCAL PRODUCTS

In our all-inclusive buffets, guests can enjoy local products such as cheeses and cold meats in almost all the services, as well as buy local wines to taste during their stay.

Suppliers of locally
produced fresh food



Suppliers of externally
produced fresh food





OUR CERTIFICATIONS



SIRENIS SEAVIEW COUNTRY CLUB
SIRENIS HOTEL CLUB AURA
THE IBIZA TWIINS
OFICINAS CENTRALES



SIRENIS SEAVIEW COUNTRY CLUB
SIRENIS HOTEL CLUB AURA
THE IBIZA TWIINS



SIRENIS SEAVIEW COUNTRY CLUB
SIRENIS HOTEL CLUB AURA
SIRENIS HOTEL CLUB SIESTA



SIRENIS SEAVIEW COUNTRY CLUB
SIRENIS HOTEL CLUB AURA
THE IBIZA TWIINS



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ENVIRONMENTAL INFORMATION 2024

Measurement and monitoring of consumption of:

- ELECTRICITY
- DIESEL AND GAS
- WATER
- URBAN WASTE



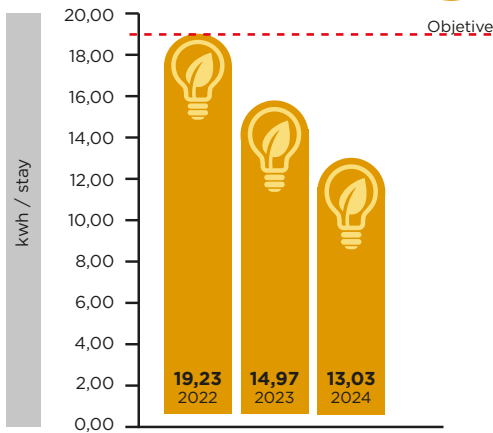
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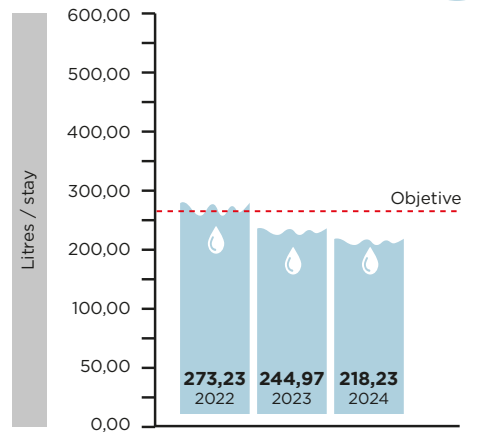


ECOLOGICAL FOOTPRINT THE IBIZA TWIINS

ELECTRICITY



WATER



RESULTS

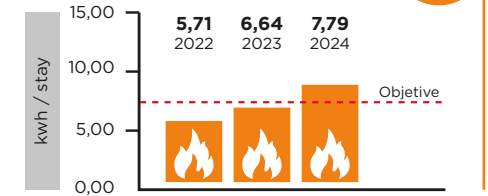
Thanks to these graphs, we can see the evolution of energy and water consumption, as well as urban waste generation in recent seasons at the hotel The Ibiza TWIINS. Regarding energy consumption, this season it has decreased by 24% compared to the previous season's total energy consumption at the hotel. Analyzing each type of energy, we can observe a significant reduction in the electrical energy consumption ratio, while the gas consumption of the facilities has slightly increased. The increase in gas consumption is due to fewer stays in April, May, and October, but all facilities remained operational. On the other hand, as seen in the water consumption graph, during the 2024 season, the water consumption ratio per stay at the hotel has been reduced again, thanks to various measures implemented to reduce this consumption. Finally, in the pie chart of waste, we can see that the most generated fraction is organic waste, followed by non-recyclable waste, paper/cardboard, glass, and packaging. Efforts will continue to reduce the generation of non-recyclable waste in favor of the other recycling fractions. The organic waste is used by the municipality for compost generation.

GASOIL



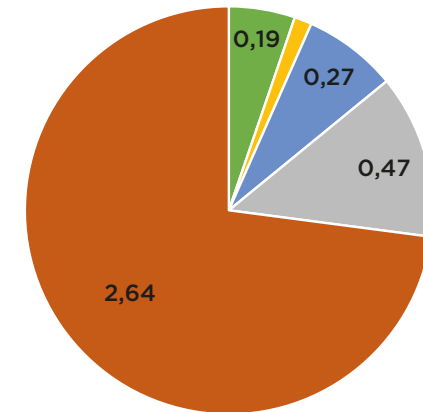
The use of the use of diesel in the facilities. It has not been used since 2017.

GAS



URBAN WASTE

MSW segregation: Kg/stance



■ Glass ■ Plastics ■ Paper ■ Waste ■ Biowaste



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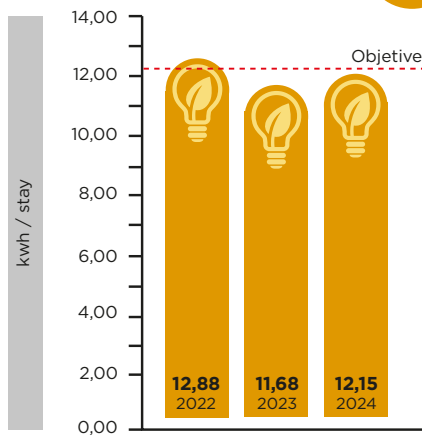




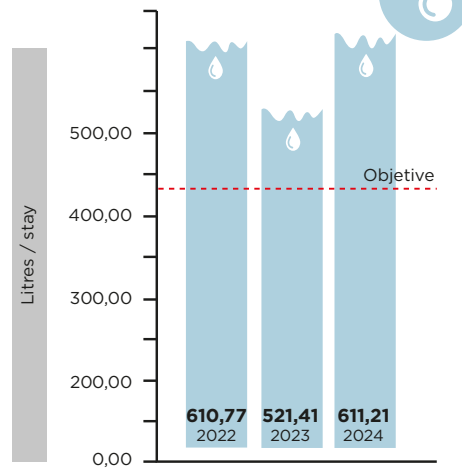
ECOLOGICAL FOOTPRINT

SIRENIS HOTEL CLUB AURA

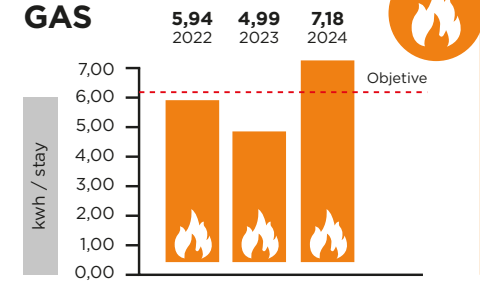
ELECTRICITY



WATER

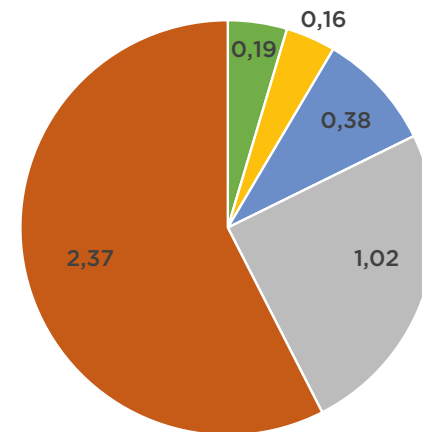


GAS



URBAN WASTE

MSW segregation:
Kg/stance



■ Glass ■ Plastics ■ Paper ■ Waste ■ Biowaste

RESULTS

In this section, the evolution of water, electricity and gas consumption, as well as hazardous waste generation, can be seen in graphs. The hotel's total energy consumption has seen an increase in the ratio due to the fact that the hotel opened in April, with all the facilities working but with few stays, a fact that has slightly distorted the ratio data for the season. On the one hand, we can see in the graphs that there has been a slight increase in the hotel's electricity consumption compared to last season, however, it is below the target set. This slight increase is due to the few stays in April and to the fact that during the season part of the hotel's photovoltaic panel installation did not work correctly. Work is being done to correct these faults. As for the consumption of the hotel's other type of energy, gas, it can be seen that its consumption ratio has increased due on the one hand to the gas consumption in April and the few stays, and on the other hand, to the fact that this season the indoor pool has been heated for a longer time. As for water consumption, we can see that it has increased compared to last season, reaching values similar to those of the 2022 season. Work will continue on actions aimed at reducing this factor, such as installing flow reducers on taps, detecting and repairing leaks, raising awareness among employees and customers, etc. As for urban waste, we can see in the pie chart the good performance of the centre in terms of the management of waste similar to urban waste. The largest proportion of waste generated in the centre is the organic fraction, followed by waste, paper/cardboard, glass and packaging. Measures will continue to be applied aimed at reducing the waste fraction year after year and increasing recycling. The organic waste generated in the hotel is collected by the City Council and used to produce compost and biogas.



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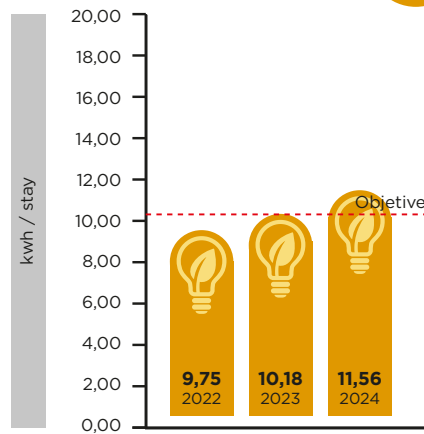




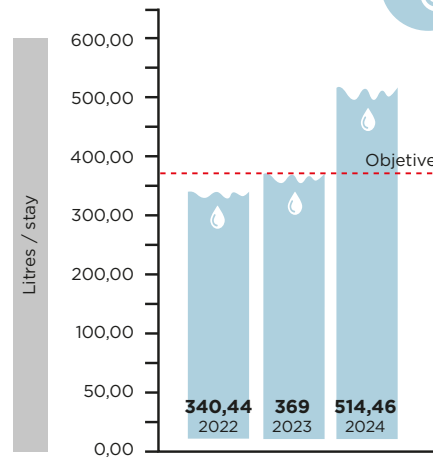
ECOLOGICAL FOOTPRINT

SIRENIS SEAVIEW COUNTRY CLUB

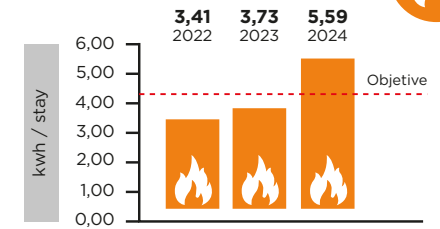
ELECTRICITY



WATER

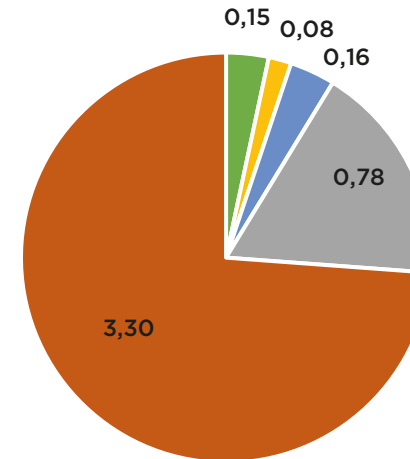


GAS



URBAN WASTE

MSW segregation:
Kg/stance



RESULTS

Through the graphs on this page, we can observe the evolution of energy and water consumption, as well as the generation of urban solid waste at the Sirenis Seaview Country Club Hotel during the last seasons. Both the energy consumed at the hotel and the water consumption, compared to the previous season, show an increase in their ratios, partly due to the hotel's opening in April with all installations fully operational but few stays, which has raised its consumption ratio. Analyzing each type of energy, the increase in the electricity consumption ratio is also due to part of the hotel's photovoltaic panel installation not functioning properly during the season. Work is being done to address these issues.

As for gas consumption, its ratio has increased because the main dining room has been renovated and more gas-powered equipment has been installed, which has raised its consumption. For the next season, the goal will be reviewed to adapt it to the hotel's new reality.

On the other hand, regarding the hotel's water consumption, as can be seen, it has significantly increased compared to previous seasons, partly due to fewer stays in April and the detection of some leaks in the installation. Measures are already being taken to fix these leaks and improve the installations.

Finally, in relation to urban waste, it can be seen in the pie chart that the most generated fraction is organic waste, followed by reject, paper/cardboard, glass, and containers. The organic waste is collected by the local council and used for compost and biogas production.



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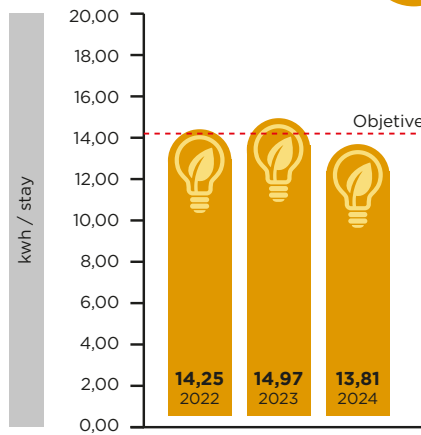




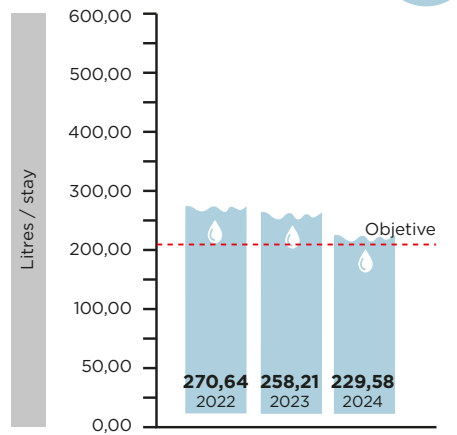
ECOLOGICAL FOOTPRINT

SIRENIS HOTEL CLUB SIESTA

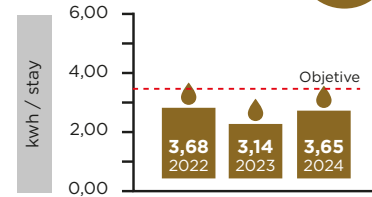
ELECTRICITY



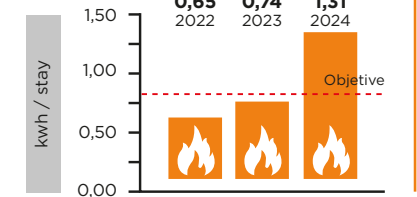
WATER



GASOIL

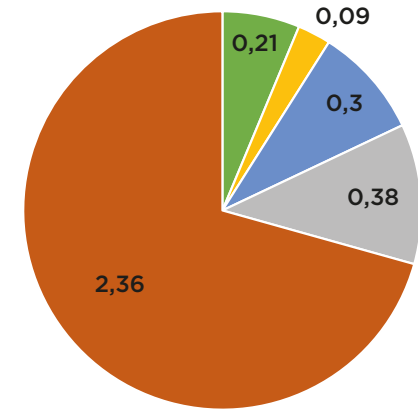


GAS



URBAN WASTE

Segregación RSU:
Kg/stay



■ Glass ■ Plastics ■ Paper ■ Waste ■ Biowaste

RESULTS

In the charts found on this sheet, we can observe the evolution of energy and water consumption, as well as urban waste generation, for the last seasons at the Sirenis Club Siesta hotel. In the case of this hotel, the overall energy consumption ratio has been reduced by 1%. When evaluating each energy source separately, we can see that the electricity consumption ratio has decreased, the diesel consumption has remained similar, and the gas consumption ratio for the facilities has increased. Regarding the increase in gas consumption, the ratio has been somewhat skewed since the hotel opened in April with few stays, which caused an increase in the consumption ratio.

On the other hand, regarding water consumption, it can be observed that the water consumption ratio per stay at the center has decreased, thanks to improvements in the facilities and the installation of flow restrictors in the faucets. For the upcoming season, efforts will continue to monitor monthly consumption in order to track and act as quickly as possible in case of any deviations.

Additionally, in the circular chart of urban waste generated at the center, we can see that the largest fraction is waste (non-recyclable), followed by organic waste, containers, paper/cardboard, and glass. Efforts will be made to reduce the amount of waste in favor of recycling fractions. The organic waste is used by the local government for compost and biogas production.



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ENVIRONMENTAL NEWS



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ENVIRONMENTAL PROJECTS



Water is one of the limiting factors of the island of Ibiza, and so it has been proposed to establish a system to obtain it. For this purpose, we are working on the following projects:

- **DESALINATION:**

We are in the process of testing and legalizing of desalination systems to reduce the consumption from the aquifers of the region.

- **TWO-PHASE COOLER, SIRENIS HOTEL CLUB AURA.**

The water that our coolers use is captured under the phreatic level, at a temperature far below ambient temperature, therefore we reduce energy consumption by having to cool water less.

- **FLOW LIMITERS:**

We have been installing flow limiters in the hotel rooms and communal areas in order to reduce water consumption.

RENOVATION OF ROOMS

Rooms have been renovated to make them more sustainable by installing sensors to turn off the air conditioning when the window or balcony is open, adding home automation, and implementing other measures.

PHOTOVOLTAIC PANELS

Photovoltaic panels have been installed in the Seaview and Aura hotels to generate part of the energy consumed in the hotels.



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GLOBAL TOURISM AND PLASTICS INITIATIVE



Sirenis Hotels & Resorts has joined the Global Initiative on Tourism and Plastics, as part of our hotel chain's commitment to environmental initiatives aimed at reducing unnecessary single-use plastic pollution in our hotels. We are adopting reuse models and using reusable, recyclable, and compostable packaging and items.

LIZARD REFUGE (Podarcis pityusensis)



In our hotels in Sant Josep, **Hotel Seaview Country Club and Hotel Club Aura**, and in our hotel in Santa Eulària, **Hotel Club Siesta**, we have collaborated on a project called **"Protegim ses Sargantanes"** by **Ibiza and Formentera Preservation**. The goal of this project is to raise awareness about the problem and protect this reptile from introduced predators, primarily from imported trees on the island, the horseshoe snake, and the ladder snake.

The project involves **the installation of various lizard shelters in the landscaped areas of our hotels**. The purpose of these shelters is to provide the Sargantanas with a space where they can find refuge, for hibernation and reproduction, thus being protected from the threat of snakes. Alongside the installed shelters, informative signage has been placed, highlighting the risk of extinction of this endemic species of Ibiza and Formentera, so our guests are aware of the situation.



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SOCIAL
PERFORMANCE
2024



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SOCIO-OCCUPATIONAL CONDITIONS



At the company, we firmly believe in individuals and in enhancing the company's values in the long-term with regard to local culture, families and the environment.

For these reasons, we offer numerous benefits for our employees in our socio-occupational conditions plan:

- Continuous training: for the whole time that they are with us, employees receive training on numerous areas, including food hygiene and the environment.
- Discounts on accommodation: by belonging to the Sirenis family, special prices at our complexes can be enjoyed.
- Internal promotion: before beginning an external selection process, the possibility of covering the vacancy with internal personnel is studied.

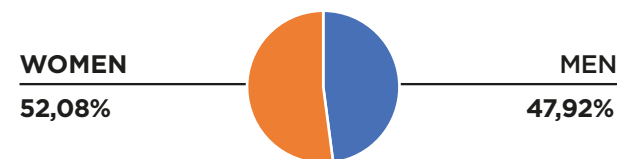
SOCIAL INTEGRATION



At Sirenis we believe in equality, and therefore do not discriminate due to sex or nationality. We have personnel from the following countries:

Bulgaria - Cuba - R.Dominicana
Eslovaquia - España - Filipinas
Hungría - Italia - Marruecos
México - Polonia - Reino Unido
Rumania - Senegal - Uruguay

WORKERS: WOMEN VS MEN 2024

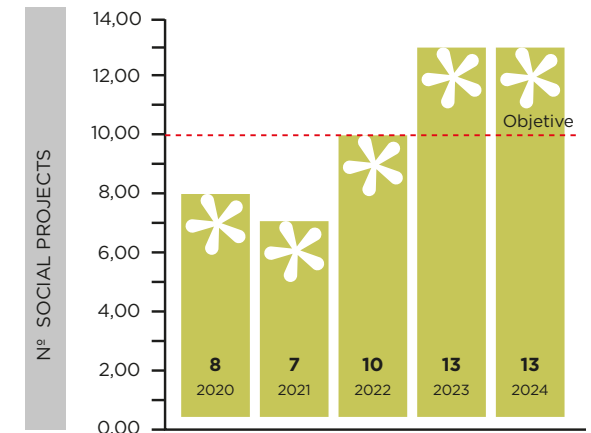


SOCIAL PROJECTS

LOCAL COMMUNITY

Sirenis Hotels & Resorts has carried out several collaborative actions with various institutions and associations on the island, which shows that the hotel chain's commitment to the local community goes beyond a mere commitment on paper.

- Collaboration with a food donation from our hotel Sirenis Seaview Country Club for a charity meal organized by ADDIF (Adapted Sports Association of Ibiza and Formentera), as well as a voucher for access to the water park for a raffle.
- Collaboration with a food donation from our hotel The Ibiza TWIINS for a charity meal organized by ADDIF (Adapted Sports Association of Ibiza and Formentera), as well as a voucher for access to Vital Water Park for a raffle.
- Collaboration of the Sirenis Seaview Country Club Hotel with APNEEF, offering its facilities with accommodation to carry out activities for young people with special needs for the "Leisure and Respite" program.
- Free reservations at the Sirenis Seaview Country Club Hotel as part of the collaboration with the "39 Milla Urbana Isla de Ibiza" event.
- Donation of a Day Pass package for access to our Sirenis Club Aura hotel for a charity raffle organized by the Ibiza In association.
- Visit to the facilities of the Sirenis Club Siesta hotel and lunch at the buffet for a group of students from the Can Pep Xico agricultural workshop, aimed at labor integration for Cáritas Ibiza.
- Donation of various food items from our hotel The Ibiza TWIINS to Cáritas Diocesana.
- Collaboration of the Sirenis Seaview Country Club Hotel with the AEMIF association (Multiple Sclerosis Association of Ibiza and Formentera), donating a Day Pass + Water Park for a charity raffle organized by this association during a solidarity meal.
- Donation box for the Asperger Ibiza association (aif) at the reception of the Sirenis Club Siesta Hotel.
- Collaboration with a Day Pass for 4 people at the Sirenis Seaview Country Club Hotel for the volleyball school "La Tribu."
- Donation box to raise funds for Cáritas Diocesana at the reception of the Sirenis Club Siesta Hotel.
- Collaboration of the Sirenis Seaview Country Club Hotel by donating a Day Pass for 4 people to the Cebo Paddle Club, to help Valencia after the passage of the Dana storm.
- Donation boxes at the reception of the Sirenis Club Aura Hotel benefiting the Red Cross.



We have just presented all our goals, commitments, and projects. Now, we encourage you, as a supplier, guest, customer, or employee, to help us achieve our sustainability goals. You can find more information on how to collaborate with us on the TV or web app of our hotels.

THANK YOU
VERY MUCH

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