



Management plan to promote sustainable development

What does Bastion Hotels do about sustainability?

Respect of the following matters:

- the current laws and regulations and business rules
- cultural, religious, philosophical and moral beliefs
- our guests, suppliers and partners, our staff
- environment, minimizing our impact
- free competition, rejecting any form of corruption
- the company's interests away places above personal interests, working to preserve historical and architectural heritage, creating a sense of togetherness

Preventing:

- accidents and ensure the safety and health of guests and staff

Communicate in a transparent and fair manner:

- clauses in our contracts
- the content, price and quality of our services
- with our guests, partners, staff and shareholders
- in the internal accounting and financial reporting

Contributions to:

- The satisfaction of our guests
- the development and success of our personnel
- local economic and social development



Improve:

- our sustainability performance, continuously and systematically

Environmental commitment

Respect for the environment is central for us. With our involvement, we actively participate in the protection of the environment in the following ways:

Raise awareness of our guests:

The Bastion Hotel Group will be pleased sustainable. Therefore, we offer for example the possibility to meet sustainable.

Our contribution is to make responsible, informed choices that reduce our impact on the environment and our guests are encouraged to take part:

- We prefer electronic communication for all our external communication (electronic brochures, flyers, newsletters, greeting cards, invoices). To encourage our guests not to print this correspondence, a request is included in our electronic signature.
- Any printed on recycled paper,
- cleaning of linen and bathrooms in hotel rooms is available on request or every four days,
- We encourage our guests to use transport that causes little or no pollution; public transport, bicycles, e-scooters, etc,
- our stationery and accessories are made from recycled paper,
- We serve fair-trade coffee from a local roaster,
- Finally, all menus for room service and our restaurants, where possible, based on local, seasonal and organic dishes.



Raise awareness of our staff:

To increase the awareness of our staff "how to deal with the environment and our surroundings," we have in our induction training a presentation about our sustainability goals and how to achieve this together with our employees accompanied by Green Globe.

- Applied information: This house training issue written by the manager of the hotel. Upon assumption become the employee informed the four sustainability pillars that use Bastion Hotels
- our internal communications, where possible, electronic,
- Key points worden 1x per year cited by means of a presentation, with a view to the stimulation of water and energy, and the sorting of waste,
- to continuously improve our responsibility policy, staff are encouraged to provide input on their ideas for improvement,
- the use of public transport is encouraged, provided that it is possible for the function.

Raise awareness of our suppliers:

- All our suppliers adhere to our responsible purchasing policy. They contribute to continuous improvement regarding respect and protection of the environment,
- We give preference to certified suppliers or responsible suppliers,
- We encourage our suppliers to reduce their negative impact, and we follow their contribution (number of deliveries, weight reduction, recyclability of packaging, etc.).



Reducing our impact on the environment:

To monitor and control our emissions of greenhouse gases, we have introduced a CO2 rating. This includes gathering information, calculating the total greenhouse gas emissions, setting targets for reducing emissions and drawing up an action plan. Through the action plan each link adds - and hence its suppliers, partners and employees - to reduce CO2 emissions:

- Supplies are limited based on product group and frequency
- We give preference to local suppliers
- we encourage less polluting transport to
- Water bottles are filled on site to avoid unnecessary transport
- We use certified green electricity and offsetting the CO2 emissions from our gas through our supplier Nuon

Reducing our energy consumption by partner 'S':

- For best understanding of our energy consumption, we record our consumption of gas and electricity monthly,
- We strive to adapt our equipment and technical installations (low energy consuming light bulbs, motion sensors in offices and public courses)
- We perform preventive maintenance to ensure proper operation of electrical appliances,
- We encourage the improvement of the technical facilities and give preference to energy-efficient equipment,
- temperatures of refrigeration systems are checked regularly,
- Energy consumption and energy reduction targets for monthly registered and specified,
- During the check-in protocol of the guest uses minimal made of lighting and appliances,
- automatic and customized temperature settings for different areas of the hotel,



- We have sustainability management company Sprinx who manage our hotels on a daily basis to be as economical as possible in business.

Reducing our water together with our partner "S" and "S":

- To save substantial water, we register our water monthly through Stedin
- We strive to adapt our equipment and technical facilities (water flow reducers in the hotel rooms and public facilities for showers, baths, toilets, taps)
- Cleaning of bath towels in the room on request,
- System for detecting leaky toilets, faucets and shower heads in guest rooms and repair.

Reducing our waste with our partner Sita

- We reduce the packaging of our fresh products by encouraging the use of reusable packaging or packaging that is returned to the supplier,
- We have optimized inventory management and use of resources,
- We minimize the acquisition of waste rich products, for example, by limiting mono packaging
- We separate and recycle our front office waste (eg. Collection of newspapers by Concierges), in our meeting rooms (with separate bins for guests) in our offices and in the reception area for goods,
- We collect the following waste: cardboard, paper, glass, batteries, ink cartridges, bulbs, cooking oil, aluminum, plastics and bulky waste. have partnership with recognized organizations for the collection and processing of this waste,
- Delivery of newspapers only at the request of guests.



Social Commitment

To our staff

The respect for men and women who work at Bastion Hotel is one of the foundations on which we focus. In order to accomplish this is Bastion Hotel committed to its personnel in the following areas:

Diversity:

We believe that diversity in our operations is essential to achieve our quality goals: diversity in terms of professions and profiles, diversity in terms of culture and ethnicity and diversity in terms of experience and career paths.

Training, education and personal development:

As part of our policy to encourage internal promotion and growth, benefitting our staff training opportunities throughout their careers. Different methods are offered so that everyone can develop at their own pace. Bastion Hotel recognizes the specific development needs based on age, experience, desired career path and personal ambitions, and adapts training offerings accordingly.

Welfare & Safety:

Bastion Hotel ensures the safety of its staff and is committed to the continuous improvement of working conditions and well-being at work,

We aim to provide a motivating and inspiring work environment.

For our community:

We are actively working with the community around Bastion Hotel to contribute to sustainable development.



We also encourage our guests to support local products and services.

We believe our natural heritage is an important part of our common heritage and the preservation of our natural environment is part of our sustainable.

Examples of our commitment to our community are:

- Guests are provided with information about the history, culture and nature of the area.
- We are members of the association natural sites, by protecting its acquisition of natural areas, the association of animals and plants may originally come from this country and enjoy the enable people to nature through hiking trails, biking trails, observation points and excursions.
- We offer brochures and discount vouchers to visit our local attractions.

For more information please contact Bastion Hotels HQ, Purchase department.

Tel. +31-30-2671616

E-mail: kwaliteit@bastionhotels.nl