

The Manotel *commitment to sustainable* development.

Today, every human activity, whatever the type, has a real impact on the environment. One can no longer afford to promote growth without a commitment to preserve our resources. The Manotel Group takes firm actions to be as respectful as possible of mankind and its environment in all it does.

Measures for our *guests*

1. Guest safety

First-aid training and fire safety drills for Manotel staff. New fire detection system. Surveillance cameras.

2. Mobility

Promotion of public transport through the use of the Geneva Transport Card.

3. Information

Information on interactive TV in guestrooms and screensaver. Creation of website page. E-newsletter with updated information on results linked to the strategy of sustainable development.

Measures for our *staff*

4. Professional development

Promotions and transfers within Manotel. Groups of a dozen participants do benefit from 35 courses for a total of 450 training sessions every year.

5. Referrals

Staff are encouraged to recommend their relatives and friends for employment.

6. Male/female parity

Maintain the male/female parity within the Group.

Measures applied to the *environment*

7. Monitoring consumption

Streamline monitoring of energy for a better consumption control.

8. Energy (water, electricity, fuel)

Control of energy consumption (Monitor power consumption, invest in favour of effective insulation (windows, building envelope), solar panels, program to minimize water consumption, presence detectors, cold ceilings, energy-saving light bulbs...

9. Housekeeping techniques

Optimise the use of appliances and cleaning products.

10. Waste management

Conclude agreements for services linked to sorting and disposal of hazardous waste. Negotiate with suppliers for the return of used packaging or products.