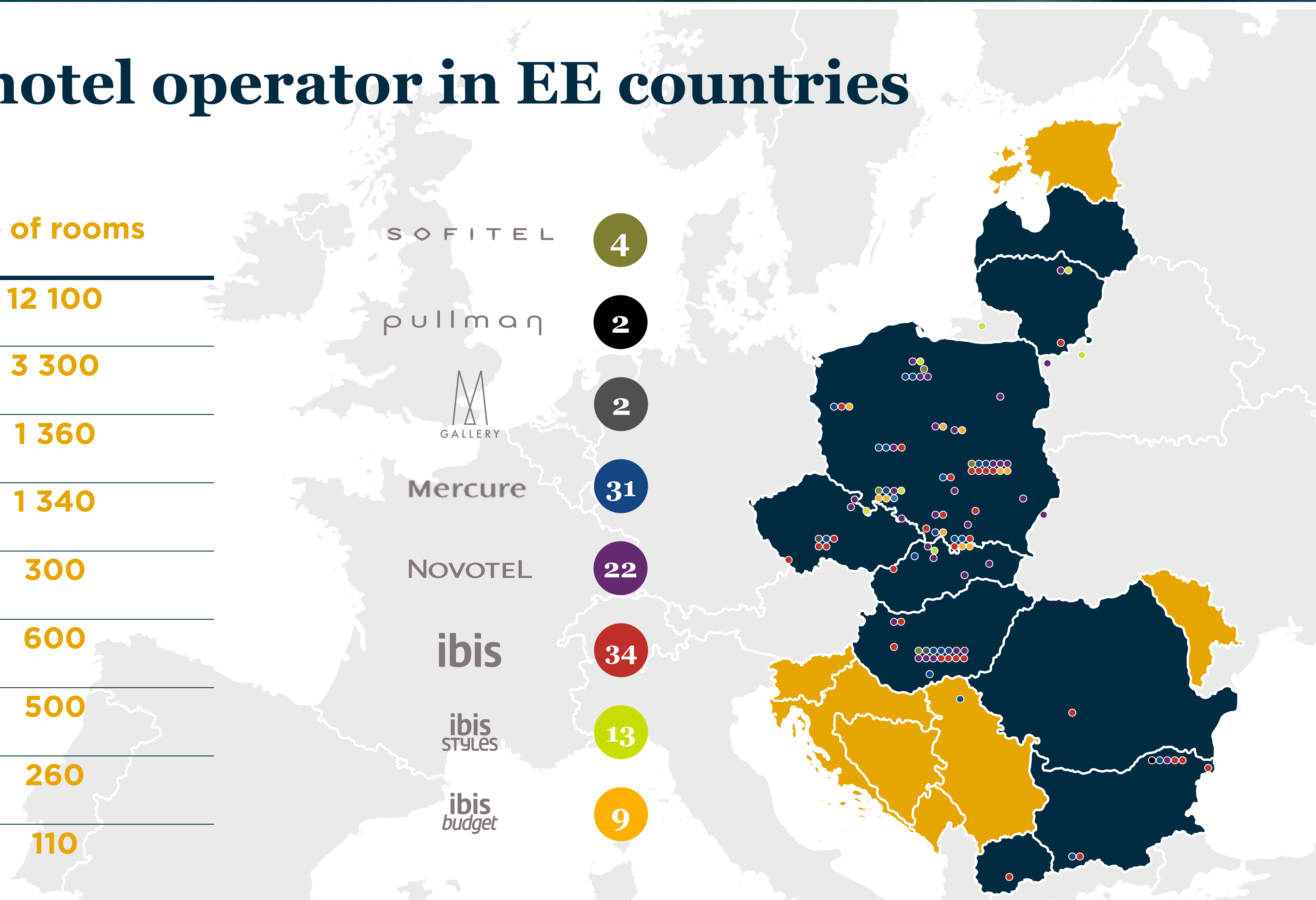


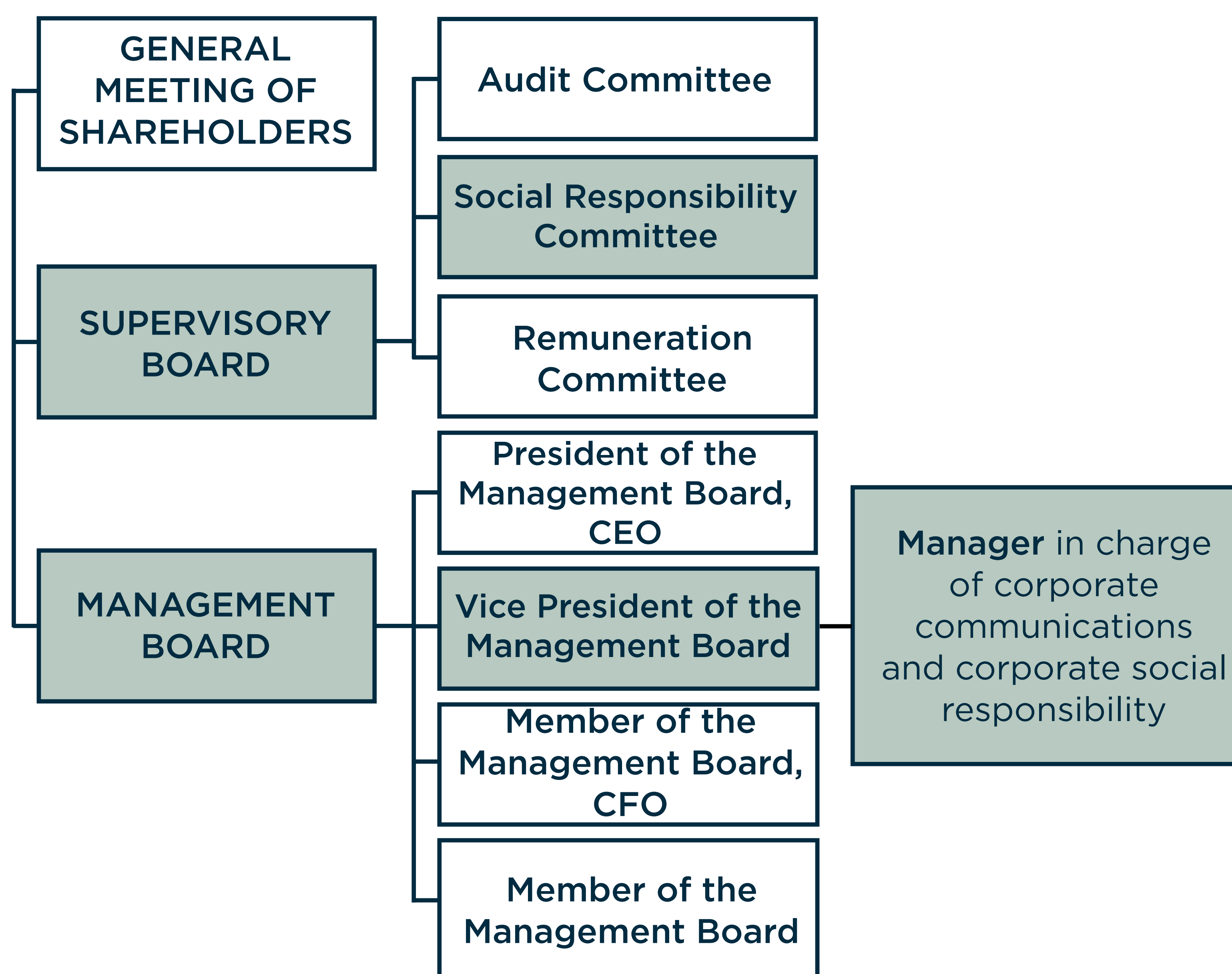
CSR Report 2016

Number-one hotel operator in EE countries

Coutry	Nº of hotels	Nº of rooms
Poland	71	12 100
Hungary	17	3 300
Czech Republic	8	1 360
Romania	7	1 340
Slovakia	2	300
Lithuania	5	600
Latvia	4	500
Bulgaria	2	260
Macedonia	1	110



Management Approach to Sustainable Growth

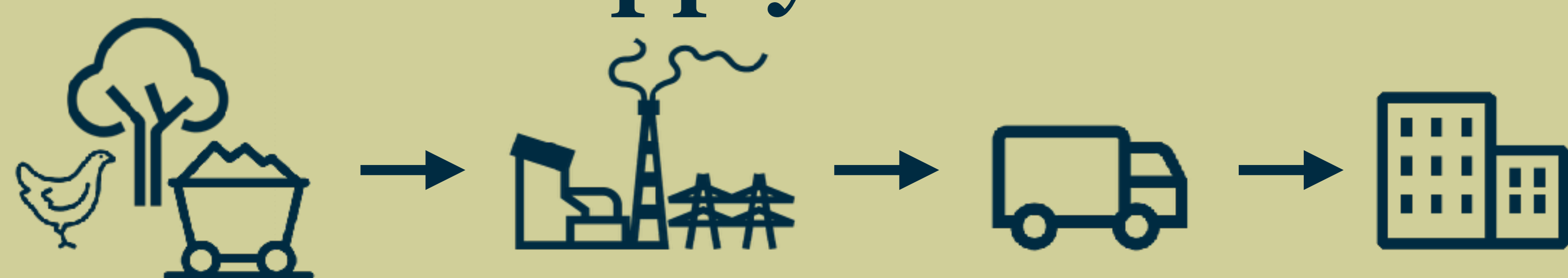


Six Fundamental Values of the Orbis Group:



Our values are like a common 'language', i.e. they connect us and create a strong sense of belonging. Regardless of the place, people, countries or cultures, thanks to our common values we better understand our objectives and pursue our hospitality philosophy with full awareness. Our values build our brand and its worldwide recognition.

Supply Chain



Utilities' suppliers (electricity, heat, water, natural gas, sewage and waste disposal)

Hotel furniture, fittings and equipment suppliers (FF&E),

F&B suppliers (beginning with food and beverage services, kitchen equipment, and ending with raw products supplies)

Telecom operators

Providers of conveniences for hotel guests

Insurers

Ethics & CSR Charter

- Our values
- Our commitments and responsibilities
 - Frame of reference
 - In conducting our business
 - In interacting with stakeholders
 - Our employees
 - Our guests
 - Our shareholders, investors and partners
 - Our suppliers and service providers
 - Our host communities
 - The environment
- Application procedures



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Positive Hospitality

Planet 21 is sustainable growth program of the Orbis Group. It focuses on areas affecting the environment, human rights, respect and support for diversity and the care for our guests, local communities, our employees and suppliers. The first edition of Planet 21 ran between 2011 and 2015, the second edition of the 2016-2020 program is being currently implemented.

Guests

By involving guests, we intend to show them the real impact of their behaviours and attitudes on the surrounding world. Many hotels encourage their customers to use towels several times, which allows reducing water consumption, the volume of waste water, detergents used, or electricity needed for laundry washing. The financial aspect of savings is sometimes regarded by bystanders as the key factor - they would then accuse hotel owners of being cynical. With this in mind, the Orbis Group has decided to share its savings with others. It is the reason why "Plant for the Planet", the afforestation program of the AccorHotels and Orbis Group, involves transferring 50% of the savings made on the laundry of towels for planting trees and setting up new traditional orchards in Poland.

Employees

For Orbis, respecting the rights of own employees, including diversity, is a matter of great importance. Our company is one of the first signatories of the Polish Diversity Charter. Our corporate network 'Women at AccorHotels Generation' with its training and mentoring programs contribute to supporting and empowering women in all positions within the organization. Over 40% of our hotel managers are women.

Sustainable food

We are restaurateurs, and it is our goal and ambition to offer to our guests healthy and balanced meals. In 2016, we committed that by 2020 all the eggs (regardless of the form) served in our hotels would be supplied from free-range breeding. All in all, 25 hotels in Poland, Hungary, Romania and the Czech Republic cultivate urban vegetable and fruit gardens, either small ones for their own needs or slightly larger which are shared and managed with their local communities, or herbal gardens which permit serving dishes with fresh, aromatic herbs to guests. We have ambitious goals for healthy and sustainable food production by the year 2020, which involve reduction of food waste by 30%.

Report Description

The report was prepared in line with the requirements of the **Non-Financial Information Standard (SIN)**. At the same time, it complies with the requirements of a report prepared in accordance with the **GRI G4** Core Guideline. The report was not verified by a licenced auditor.

Orbis website: www.orbis.pl

CSR Report online: www.orbis.pl/adres_raportu

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Partners

One of the key factors of building lasting relationships with business partners is integrity. We inform our partners about the principles we follow under the Planet 21 Program, which is reflected in the content of the agreements we sign with all our recommended suppliers. The mandatory element of these agreements is the so-called 'Planet 21 Charter'. It obliges all of the recommended suppliers to act in accordance with these principles and for the benefit of the objectives that we have declared within the frame of social and environmental dimensions of our business. The same commitment applies to our business partners' contractors and subcontractors, and the business partner with whom we cooperate is responsible for the adherence to these principles.

Local communities

In 2012 the Orbis Hotel Group signed a breakthrough document for the tourist industry in Poland, namely the Code of Conduct. The document is a response to the global problem of sexual abuse of children and aims at raising public awareness as well as initiating and implementing actions that counteract this form of child abuse.

Carbon neutral buildings

We gradually implement BREEAM certification in our hotels: every newly-built hotel is certified and existing hotels will be adjusted as far as possible. Orbis opened its 2 new, own hotels in Poland, namely the ibis Gdańsk Old Town and the Mercure Kraków Old Town, both with BREEAM green building certification. It allows the hotel to save on the amount of energy consumed, water and the cost of transporting the waste. Thanks to applying new green technologies, the operating costs of a hotel are going down, while the value of the property goes up, as the wear and tear of the building slows down.

Orbis on WSE

46 077 008 ordinary shares listed on **WSE main market** since 20.11.1997

Indices: **mWIG40, WIG, WIG-PL, WIGdiv**

Ticker: **ORB**

ISIN: **PLORBIS00014**

Animator: **DM BH**

500 000 corporate bonds listed on **GPW ASO and BS ASO**

Bond	ORB0620	ORB0721
First listing	17.09.2015	20.10.2016
No. of bond	300 000	200 000
Nominal value	PLN 1 000	PLN 1 000
Nominal Rate	WIBOR6M +0.97%	WIBOR6M +1.05%
Date of redemption	26.06.2020	29.07.2021



SOFITEL

PULLMAN



NOVOTEL

Mercure

ibis

ibis
STYLES

ibis
budget