

THE ORBIS HOTEL GROUP



124

hotels
in Eastern Europe



40%

of sales revenues
generated outside Poland

INCLUDING



presence in

11 countries



20 420

rooms

SCOPE OF REPORT



The report covers owned,
leased and hotels managed by Orbis.

THE NUMBER OF HOTELS IN EACH COUNTRY

Poland	71	Macedonia	2
Hungary	17	Lithuania	5
Czech Republic	8	Latvia	4
Slovakia	2	Serbia	1
Romania	10	Bosnia	2
Bulgaria	2	and Herzegovina	

SOFITEL

4

PULLMAN

2



3

Mercure

34

NOVOTEL

23

ibis

34

ibis
STYLES

15

ibis
budget

9

EVERYDAY,

socially responsible operating of our hotels' network is a consequence of Orbis basic values such as: permanent and sustainable effectiveness, guest passion, innovation, respect, trust and spirit of conquest.

IN 2017

we signed *Global Code of Ethics for Tourism*. We made a commitment to develop our business in a way that maximizes socio-economic advantages and reduces its negative effects.

OUR ETHICS AND CORPORATE SOCIAL RESPONSIBILITY CHARTER

The *Charter* outlines rules concerning internal cooperation in working environment and relations with stakeholders. It obliges us to compliance with the rules of fair competition, to data protection, taking care of the security of IT systems, to offer safe conditions of stay for our guests and to dialogue with stakeholders.

PLANET 21

is the key sustainable growth program of Orbis Group. It expresses our concern for people and environment and builds a competitive advantage of the Group. The program defines the vision of a hotel operating in accordance with the principles of sustainable development and sets goals for implementation in six areas.

6 AREAS OF SUSTAINABILITY

GUESTS

We encourage our guests to use towels several times, which allows reducing water, detergents and energy consumption. 50% of the savings made on the laundry of towels is transferred for trees' planting. We have already planted over 15 000 organic trees in Poland and 2 million trees in Transylvania, Romania.

EMPLOYEES

Orbis is in the top ten of *Top Employers Poland 2017* ranking. We are one of the first signatories of the *Polish Diversity Charter*. Over 40% of hotel managers are women.

SUSTAINABLE FOOD

25 hotels cultivate urban gardens – thanks to it we serve herbs from checked source. To 2020 all the eggs served in our hotels would be supplied from free-range breeding. We are reducing food waste by up to 50%.

PARTNERS

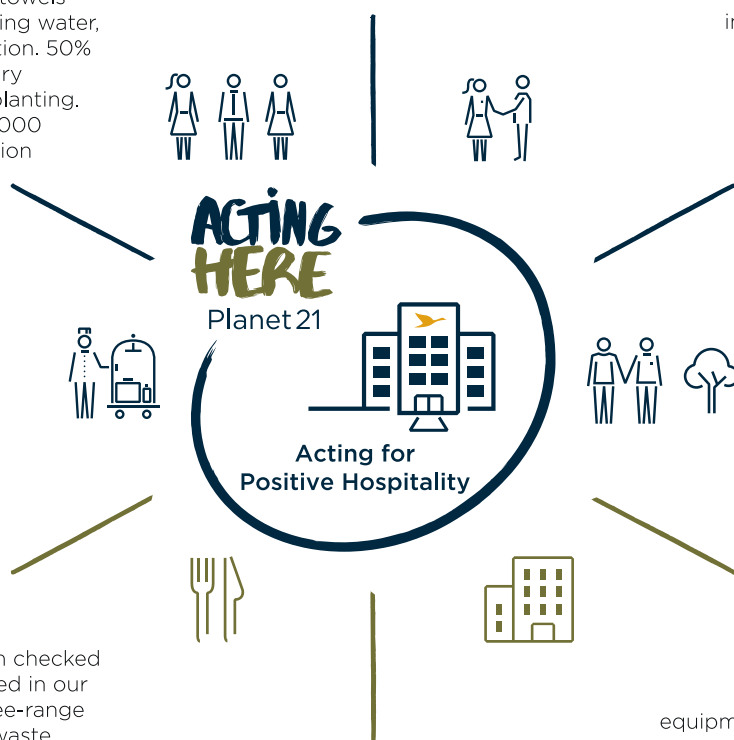
We oblige all of suppliers to act in accordance with Group's social and environmental aims and rules.

LOCAL COMMUNITIES

Orbis is the only company in Polish tourist industry that signed the Code of Conduct counteracting sexual abuse of child in tourism, and also an initiator of the program in Poland, as well as in Central and Eastern Europe.

CARBON NEUTRAL BUILDINGS

Orbis hotels have green building BREEAM certification. We implement equipment, installations and monitoring that reduce energy, water and CO₂ emission.



WE SHORTEN OUR SUPPLY CHAIN

Our supply chain encompasses such categories of companies as: utilities' suppliers, hotel furniture, fittings and equipment suppliers, food and beverages service suppliers, telecom operators, providers of conveniences for hotel guests and insurers.

Our concern for the highest quality of products, as well as the pursuit of social and ecological responsibility means for us the necessity to shorten supply chains. Whenever it is possible and reasonable:

» WE CHOOSE
LOCAL
SUPPLIERS

» WE REDUCE
NUMBER
OF BROKERS

» WE MINIMIZE THE PURCHASE
OF PRODUCTS MANUFACTURED
USING LARGE-SCALE METHODS

» WE MINIMIZE FOOD IMPORT
FROM DISTANT COUNTRIES
- OUR MENU IS BASED ON
SEASONAL, LOCAL PRODUCTS