

Report

Corporate Social Responsibility

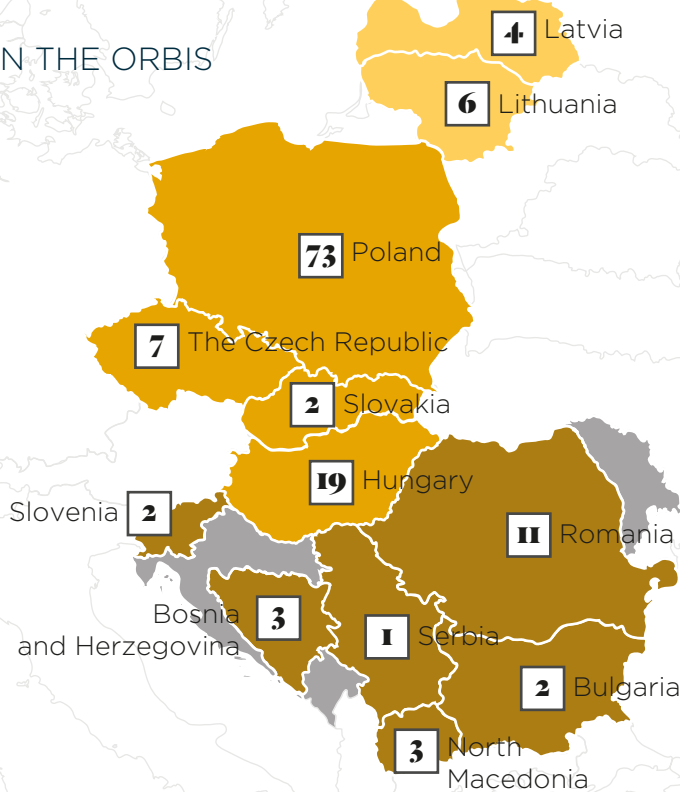
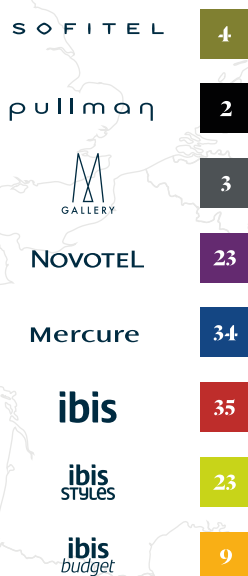
2018

WE ARE THE BIGGEST HOTEL GROUP IN THE CENTRAL AND EASTERN EUROPE REGION. OUR MAIN STRATEGIC PARTNER AND SHAREHOLDER BEING THE ACCOR GROUP - A GLOBAL LEADER IN TRAVEL INDUSTRY.



Number of hotels in countries of the region

NUMBER OF HOTELS IN THE ORBIS NETWORK IN 2018



Presence in **12** countries with head quarters in Poland

133 hotels, from economy to luxury brands

21 765 rooms

1/3 revenue generated outside of Poland

4 174 employees

Important events in 2018

- Launching of operations in Slovenia
- Approval of a complex compliance program
- Adjustment of Group's operations to GDPR rules
- Implementation of an anti-corruption system
- Launch of a non-compliance reporting platform
- Designing of a responsible purchasing process
- Testing of opportunities for moving away from single use plastic



Employees, guests, business partners and non-governmental organisations –

SUPPORT OUR COMMITMENT TO SOCIAL
AND ENVIRONMENTAL RESPONSIBILITY

The Ethics and CSR Charter

The charter includes rules that should be followed by all of Orbis employees. The document obliges us to prevent corruption, ensure safety of our guests and employees and fight illegal employment.

„Planet 21” program

The program presents a vision of a hotel operating in line with sustainable development rules and sets out tangible goals to be achieved in 6 different areas in the period of 2016-2020.

The Orbis Group 6 sustainable action areas



1. LOW-EMISSIONS BUILDINGS

Every new investment is carried out according to the requirements of the BREEAM certificate. We reduce CO₂ emissions as well as the consumption of water and energy.

89% OF OUR HOTELS PERMANENTLY MONITOR THEIR WATER AND ENERGY CONSUMPTION

12 OF OUR HOTELS PRODUCE RENEWABLE ENERGY, AND **39** OF OUR HOTELS BUY RENEWABLE ENERGY

3. GUESTS

We engage our guests in actions towards sustainable development, we encourage them to reuse their towels and forgo everyday housekeeping of their rooms.

69% OF OUR HOTELS DONATE HALF OF THE SAVINGS MADE THANKS TO THE TOWEL REUSE SCHEME TO „PLANT FOR THE PLANET” TREE PLANTING PROGRAM

90% OF OUR HOTELS USE ENVIRONMENTALLY FRIENDLY DETERGENTS

5. BUSINESS PARTNERS

We make sure our suppliers and contractors practices are compliant with the Orbis Group commitments on sustainable development.

72% OF OUR HOTELS USE FOOD PRODUCTS SOURCED FROM LOCAL SUPPLIERS AND/OR USE SHORT SUPPLY CHAINS

30% OF OUR RECOMMENDED SUPPLIERS HAVE BEEN FULLY AUDITED WITH RESPECT TO ETHICS AND SOCIAL RESPONSIBILITY

2. HEALTHY AND SUSTAINABLE FOOD

We offer healthy, balanced meals based on local products. We reduce food waste and set up vegetable and herbal gardens at our hotels.

100% OF THE GROUP'S OWN HOTELS REDUCE FOOD WASTE

90% OF OUR HOTELS EXCLUDED FROM THEIR MENUS SPECIES OF FISH IN DANGER OF OVERFISHING

4. EMPLOYEES

We are striving to be better and better as an employer. We received AON Best Employer 2018 title awarded on the basis of an employee survey.

81% OF OUR EMPLOYEES BELIEVE THEIR WORKING CONDITIONS ARE VERY GOOD

41% OF HOTELS MANAGED BY ORBIS ARE RUN BY WOMEN

6. LOCAL COMMUNITIES

We actively participate in the lives of local communities. Moreover, we are the only hotel group in the region, which implements a comprehensive program protecting children from sexual abuse in tourism industry.

89% OF OUR HOTELS PARTICIPATE IN THE CHILDREN PROTECTION PROGRAM

OVER **90%** OF OUR HOTELS SUPPORT LOCAL COMMUNITIES AND NON-GOVERNMENTAL ORGANISATIONS FIGHTING AGAINST SOCIAL EXCLUSION