

FBD HOTELS & RESORTS GROUP POLICIES





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Introduction

At FBD Hotels & Resorts, we recognise the vital role we play in promoting sustainability and fostering a positive social impact. Our Environmental & Social policies are designed to ensure that we operate responsibly, reduce our ecological footprint, and contribute to the well-being of the communities we serve. We are committed to integrating sustainable practices across all aspects of our operations, from energy efficiency to waste reduction, while upholding our dedication to diversity, inclusion, and social responsibility. Together, we strive to create a brighter future for our guests, employees, and the environment





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FBD Hotels & Resorts Waste Management Policy

Introduction

At FBD Hotels & Resorts, we are committed to sustainability and environmental stewardship. Effective waste management is a crucial component of our Environmental, Social, and Governance (ESG) strategy. This Waste Management Policy outlines our approach to reducing, reusing, and recycling waste across all our hotels in Ireland and Spain, aiming to minimise our environmental footprint and contribute to a healthier planet.

Our Goal: FBD Hotels & Resorts are committed to reducing operational waste year on year. Using 2019 as a base line, our target is to reduce waste by 10% per sleeper by 2030.

Policy Objectives:

- **Waste Reduction:** Implement practices that minimise waste generation at the source.
- **Reuse and Recycling:** Maximise the reuse and recycling of materials to reduce landfill dependency.
- **Responsible Disposal:** Ensure the safe and environmentally sound disposal of waste that cannot be reused or recycled.
- **Continuous Improvement:** Regularly review and improve our waste management practices to achieve higher standards of sustainability.

Key Strategies and Actions:

Waste Reduction:

- **Source Control:** Procure goods and services that generate minimal waste. Prioritise suppliers with sustainable packaging and practices.
- **Digital Transformation:** Reduce paper use by implementing digital solutions for internal and guest communications.
- **Portion Control:** Implement measures to minimise food waste in our kitchens and restaurants, such as portion control and better inventory management.

Reuse and Recycling:

- **Recycling Programs:** Establish comprehensive recycling programs for paper, cardboard, plastics, glass, metals, and electronic waste in all hotels.
- **Composting:** Implement composting systems for organic waste, where feasible.
- **Reusable Products:** Promote the use of reusable items, such as linen napkins, refillable toiletries, and durable kitchenware.



Responsible Disposal:

- **Hazardous Waste:** Safely dispose of hazardous waste, such as batteries, light bulbs, and chemicals, in accordance with local regulations.
- **Waste Sorting:** Train staff to correctly sort waste to enhance recycling rates and ensure proper disposal.
- **Third-Party Contractors:** Partner with certified waste management companies to ensure responsible waste processing.

Training and Engagement:

- **Employee Training:** Regularly train staff on waste management practices, emphasising the importance of their role in reducing waste.
- **Guest Engagement:** Encourage guests to participate in our waste reduction efforts through informative materials and in-room recycling options.
- **Best Practices Sharing:** Share best practices and success stories across our hotels to foster a culture of sustainability.

Monitoring and Reporting:

- **Data Collection:** Track waste generation, recycling rates, and disposal methods to identify areas for improvement.
- **Regular Audits:** Conduct regular waste audits to assess the effectiveness of our waste management practices and compliance with this policy.
- **Annual Reporting:** Report annually on our waste management performance as part of our broader ESG reporting.

Conclusion:

FBD Hotels & Resorts is dedicated to leading by example in sustainable waste management. By reducing waste generation, maximising reuse and recycling, ensuring responsible disposal, and continuously improving our practices, we aim to minimise our environmental impact and contribute to a more sustainable future. Through this Waste Management Policy, we reaffirm our commitment to environmental stewardship and our role in promoting sustainability in the hospitality industry.

FBD Hotels & Resorts Food Waste Management Policy

Introduction:

At FBD Hotels & Resorts, we recognise the significant environmental and social impact of food waste. As part of our commitment to sustainability and responsible business practices, we have developed this Food Waste Management Policy to guide our efforts in reducing food waste across all our hotels in Ireland and Spain. This policy outlines our approach to preventing, reducing, and managing food waste, with the aim of minimising our environmental footprint and promoting a more sustainable food system.

Our Goal:

As per our ESG Strategy, we will commit to achieving a 10% reduction per sleeper by 2030 (Baseline 2019).

Policy Objectives:

- Prevention: Implement practices to prevent food waste at its source.
- Reduction: Reduce the amount of food waste generated in our operations.
- Management: Manage unavoidable food waste in an environmentally responsible manner.
- Awareness: Raise awareness among staff and guests about the importance of food waste reduction.

Key Strategies and Actions:

Prevention:

- Menu Planning: Design menus to use ingredients efficiently and minimise waste. Implement seasonal menus to use locally available produce.
- Portion Control: Standardise portion sizes to prevent over-preparation and over-serving.
- Inventory Management: Implement efficient inventory management systems to track food stock, reduce over-ordering, and prevent spoilage.

Reduction:

- Donations: Establish partnerships with local charities to donate surplus edible food.
- Leftover Management: Develop procedures to safely repurpose leftovers into new dishes where possible.
- Guest Engagement: Provide guests with options to customise portion sizes and encourage them to take leftovers home.

Management:



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- Composting: Implement composting programs for organic waste to convert it into valuable compost for gardens and landscapes (where possible).
- Anaerobic Digestion: Where feasible, explore partnerships with facilities that convert food waste into energy through anaerobic digestion.
- Waste Sorting: Ensure food waste is correctly separated from other waste streams to facilitate effective composting and recycling.

Training and Engagement:

- Employee Training: Regularly train kitchen and service staff on best practices for food waste prevention and management.
- Guest Education: Inform guests about our food waste reduction initiatives through signage, menus, and digital communication.
- Supplier Engagement: Work with suppliers to reduce packaging waste and encourage the use of sustainable practices.

Monitoring and Reporting:

- Data Collection: Track food waste generation at each hotel to identify trends and areas for improvement.
- Regular Audits: Conduct regular audits of food waste practices to ensure compliance with this policy and identify opportunities for further reduction.
- Annual Reporting: Report annually on food waste reduction efforts and outcomes as part of our broader ESG reporting.

Conclusion:

FBD Hotels & Resorts is dedicated to leading the hospitality industry in sustainable food waste management. By preventing and reducing food waste, managing unavoidable waste responsibly, and raising awareness among our staff and guests, we aim to minimise our environmental impact and contribute to a more sustainable food system. This Food Waste Management Policy reaffirms our commitment to sustainability and underscores our role in promoting responsible food practices within our operations and the broader community.



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FBD Hotels & Resorts Environmental Management Policy

Introduction:

FBD Hotels & Resorts is committed to environmental stewardship and sustainability in all our operations across Ireland and Spain. Our Environmental Management Policy outlines our commitment to reducing our environmental impact, conserving natural resources, and promoting sustainable practices. This policy serves as a framework for our environmental initiatives and reflects our dedication to protecting the environment for future generations.

Policy Objectives:

- **Sustainable Operations:** Implement sustainable practices in all aspects of our operations.
- **Resource Conservation:** Conserve natural resources, including energy, water, and raw materials.
- **Pollution Prevention:** Prevent pollution and minimise waste generation.
- **Compliance and Continuous Improvement:** Comply with all relevant environmental regulations and strive for continuous improvement in our environmental performance.
- **Stakeholder Engagement:** Engage employees, guests, suppliers, and the community in our environmental efforts.

Key Strategies and Actions:

Energy Management:

- **Energy Efficiency:** Invest in energy-efficient technologies and practices to reduce energy consumption in our hotels.
- **Renewable Energy:** Increase the use of renewable energy sources, such as solar and wind power, where feasible.
- **Monitoring and Reporting:** Regularly monitor and report on energy usage to identify areas for improvement.

Water Conservation:

- **Efficient Fixtures:** Install water-efficient fixtures and appliances to reduce water consumption.
- **Leak Prevention:** Implement routine maintenance to detect and repair leaks promptly.
- **Water Recycling:** Explore opportunities for water recycling and reuse in our operations.

Waste Management:



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- **Waste Reduction:** Minimise waste generation through efficient purchasing, inventory management, and waste prevention practices.
- **Recycling Programs:** Establish comprehensive recycling programs for paper, plastics, glass, and other recyclable materials.
- **Composting:** Implement composting programs for organic waste to reduce landfill use.

Sustainable Procurement:

- **Eco-Friendly Products:** Source products that are environmentally friendly, sustainably produced, and have minimal packaging.
- **Local Suppliers:** Prioritise local suppliers to reduce transportation emissions and support local economies.
- **Supplier Engagement:** Work with suppliers to promote sustainable practices and reduce environmental impact.

Pollution Prevention:

- **Chemical Management:** Use environmentally safe chemicals and reduce the use of hazardous substances.
- **Air Quality:** Maintain indoor air quality through proper ventilation and air purification systems.
- **Noise Reduction:** Implement noise reduction measures to minimize the impact on surrounding communities.

Biodiversity and Conservation:

- **Habitat Protection:** Protect and enhance natural habitats on our properties.
- **Native Landscaping:** Use native plants in landscaping to support local biodiversity and reduce water use.
- **Wildlife Conservation:** Implement practices that protect local wildlife and promote biodiversity.

Training and Awareness:

- **Employee Training:** Provide regular training to employees on environmental practices and sustainability initiatives.
- **Guest Education:** Inform guests about our environmental policies and encourage their participation in our sustainability efforts.
- **Community Engagement:** Engage with the local community on environmental issues and support local conservation initiatives.

Monitoring and Reporting:

- **Environmental Audits:** Conduct regular environmental audits to assess compliance and performance.



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- **Performance Metrics:** Establish and track key performance indicators (KPIs) for environmental sustainability.
- **Annual Reporting:** Report annually on our environmental performance and progress towards our sustainability goals.

Conclusion:

FBD Hotels & Resorts is dedicated to operating in an environmentally responsible manner. Through this Environmental Management Policy, we commit to reducing our environmental impact, conserving natural resources, and promoting sustainable practices across our hotels in Ireland and Spain. By engaging our employees, guests, suppliers, and the community in our environmental efforts, we aim to contribute to a healthier planet and set a standard for sustainability in the hospitality industry.



FBD Hotels & Resorts Biodiversity Management Plan

Introduction:

FBD Hotels & Resorts is committed to promoting biodiversity and environmental stewardship across all our locations in Ireland and Spain. Biodiversity is crucial for maintaining healthy ecosystems, which in turn support human well-being and the sustainability of our operations. This Biodiversity Management Plan outlines our approach to conserving and enhancing biodiversity on and around our properties.

Meaning:

Biodiversity refers to the variety of life in all its forms, including different species of plants, animals, fungi, and microorganisms, the genetic differences within these species, and the ecosystems they form. It encompasses the intricate relationships and interactions between living organisms and their environments. High biodiversity ensures ecosystem resilience, providing essential services such as clean air and water, pollination of plants, and climate regulation. It is crucial for human well-being, offering resources for food, medicine, and recreation. Protecting biodiversity helps sustain the natural balance and health of our planet.

Our Goal: FBD Hotels & resorts are committed to increasing the ecological value of hotels through investment in planting, landscaping and initiatives that support local biodiversity by 2025.

Objectives:

- Conservation: Protect and enhance local biodiversity in and around our hotel properties.
- Sustainable Practices: Integrate sustainable practices into our operations to minimise our impact on local ecosystems.
- Awareness and Engagement: Raise awareness and engage our employees, guests, and local communities in biodiversity conservation efforts.
- Monitoring and Improvement: Regularly monitor biodiversity and continuously improve our practices.

Key Strategies and Actions:

Habitat Protection and Enhancement:

- Natural Landscaping: Use native and adapted plant species in landscaping to support local wildlife and reduce water use.
- Green Spaces: Create and maintain green spaces, gardens, and natural areas that provide habitat for local flora and fauna.
- Wildlife Corridors: Establish wildlife corridors to connect fragmented habitats and allow for the free movement of species.

Sustainable Land Management:

- Pesticide Reduction: Minimise the use of chemical pesticides and fertilizers, opting for organic and sustainable alternatives.
- Soil Health: Implement practices that promote soil health, such as composting organic waste and avoiding soil compaction.
- Water Management: Utilise efficient irrigation systems and rainwater harvesting to reduce water consumption and support wetland areas.

Waste Management:

- Pollution Prevention: Prevent pollution from entering local ecosystems through proper waste management practices.
- Litter Control: Regularly clean up litter and debris from hotel grounds and surrounding areas to protect wildlife.

Employee and Guest Engagement:

- Training: Provide training for employees on biodiversity conservation and sustainable practices.
- Guest Information: Inform guests about our biodiversity initiatives and encourage their participation through educational materials and activities.
- Volunteer Programs: Organise volunteer programs for employees and guests to participate in local conservation projects, such as tree planting and habitat restoration.

Community and Stakeholder Collaboration:

- Partnerships: Collaborate with local environmental organisations, government agencies, and community groups to support broader biodiversity initiatives.
- Local Sourcing: Source food and other products from local suppliers who follow sustainable practices to reduce our ecological footprint.

Monitoring and Reporting:

- Annual Reporting: Report annually on our biodiversity performance and progress towards our conservation goals.

Implementation Plan:

Establish a Biodiversity Task Force:

- Form a task force comprising hotel management, environmental officers, and external experts to oversee the implementation of the Biodiversity Management Plan.

Develop Site-Specific Action Plans:



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- Create detailed action plans tailored to each hotel's unique environmental context, identifying specific initiatives and timelines.

Allocate Resources:

- Allocate the necessary resources, including budget, personnel, and equipment, to support biodiversity initiatives.

Engage Stakeholders:

- Involve local stakeholders, including community members, guests, and environmental organisations, in the planning and implementation process.

Review and Adjust:

- Regularly review the Biodiversity Management Plan and site-specific action plans, adjusting as needed to ensure continuous improvement.

Conclusion:

FBD Hotels & Resorts is dedicated to conserving and enhancing biodiversity as part of our broader commitment to sustainability. By protecting habitats, adopting sustainable land management practices, engaging stakeholders, and continuously monitoring our efforts, we aim to make a positive impact on the natural environment. This Biodiversity Management Plan reflects our commitment to environmental stewardship and our role in promoting biodiversity for the benefit of current and future generations.



FBD Hotels & Resorts Energy Use Reduction Policy

Introduction

FBD Hotels & Resorts is committed to reducing its environmental impact and promoting sustainable practices. In line with our corporate social responsibility goals, we aim to reduce energy use by 20% per room by 2030. This policy outlines the principles, objectives, and actions that will guide our efforts to achieve this target while maintaining the highest standards of guest comfort and service.

Objectives:

- **Reduce Energy Consumption:** Achieve a 20% reduction in energy use per room by 2030 across all properties (Baseline 2019).
- **Enhance Operational Efficiency:** Implement energy-efficient technologies and practices to optimise energy use in all areas of operation.
- **Promote Sustainability:** Support global efforts to reduce carbon emissions and promote environmental sustainability.
- **Engage Stakeholders:** Involve employees, guests, and partners in energy-saving initiatives to foster a culture of sustainability.
- **Monitor and Report:** Regularly track and report progress towards energy reduction goals to ensure accountability and continuous improvement.
- **Policy Statements**

Energy Audits and Benchmarking

- Conduct comprehensive energy audits for all properties to identify current energy consumption patterns and areas for improvement.
- Establish baseline energy consumption metrics to measure progress.

Energy Efficiency Measures

- Implement energy-efficient lighting, HVAC systems, and water heating solutions.
- Upgrade appliances and equipment to energy-efficient models.
- Improve building insulation to enhance thermal performance.

Renewable Energy Integration

- Invest in renewable energy sources such as solar panels and explore other renewable options like wind and geothermal energy.
- Utilise solar energy for heating, lighting, and powering common areas.

Behavioural Changes and Training

- Conduct regular training sessions for staff on energy-saving practices and the importance of energy conservation.



- Encourage guests to participate in energy-saving initiatives through informational materials and incentives.

Building Upgrades and Insulation

- Enhance building insulation and upgrade windows to minimise heat loss and gain.
- Incorporate energy-efficient design principles in new constructions and major renovations.

Monitoring and Reporting

- Implement advanced energy management systems to monitor and control energy use in real time.
- Generate regular reports on energy consumption and progress towards the reduction target.

Partnerships and Certifications

- Pursue green certifications such as Green Tourism for all properties.
- Collaborate with energy consultants, technology providers, and industry associations to stay updated on the latest energy-saving technologies and practices.

Continuous Improvement

- Conduct annual reviews of the energy use reduction policy to assess progress and make necessary adjustments.
- Establish a feedback mechanism for staff and guests to suggest energy-saving ideas and improvements.

Conclusion:

FBD Hotels & Resorts is dedicated to reducing its energy consumption and promoting sustainable practices. By adhering to this Energy Use Reduction Policy, we aim to achieve a 20% reduction in energy use per room by 2030, contributing to a healthier environment and demonstrating our commitment to corporate social responsibility. We will continuously monitor our progress, engage stakeholders, and adapt our strategies to ensure the success of this initiative.

This policy serves as a formal commitment by FBD Hotels & Resorts to reduce energy use and enhance sustainability, ensuring a positive impact on the environment while maintaining high standards of service.



FBD Hotels & Resorts Water Use Reduction Policy

Introduction

FBD Hotels & Resorts is committed to sustainability and environmental responsibility. Recognising the critical importance of water conservation, we aim to reduce our water use by 10% per sleeper by 2030, using 2019 as the baseline year. This policy outlines our strategic approach to achieve this goal through the implementation of water-saving technologies, promotion of water conservation practices, regular monitoring and reporting of water usage, and active engagement with stakeholders. By doing so, we strive to enhance our operational efficiency, reduce our environmental footprint, and provide a sustainable experience for our guests.

Objectives:

- Implement water-saving technologies across all properties.
- Promote water conservation among guests and staff.
- Monitor and report water usage regularly.
- Engage with stakeholders to support water conservation efforts.

Strategies and Actions:

1. Implement Water-Saving Technologies

- **Install low-flow fixtures:** Replace existing faucets, showerheads, and toilets with low-flow models to reduce water consumption without compromising guest experience.
- **Smart irrigation systems:** Use weather-based controllers and moisture sensors for landscaping to optimise water use.
- **Leak detection systems:** Install automated systems to detect and alert staff to leaks in plumbing systems.

2. Promote Water Conservation

- **Guest awareness programs:** Develop informative materials (e.g., in-room brochures, digital signage) to encourage guests to conserve water. Include tips such as reusing towels and reducing shower time.
- **Staff training:** Conduct regular training sessions for staff on water conservation practices and the importance of reducing water use.
- **Incentive programs:** Offer incentives for both staff and guests who demonstrate exceptional water conservation efforts, such as discounts or recognition programs.

3. Monitor and Report Water Usage

- **Regular audits:** Conduct quarterly water use audits to identify areas of high consumption and potential savings.



- Water use tracking: Implement a system to track water use per sleeper, allowing for the identification of trends and areas for improvement.
- Reporting: Publish annual reports detailing progress towards the water reduction goal, including successes and areas needing improvement.

4. Engage with Stakeholders

- Supplier engagement: Work with suppliers to source water-efficient products and services.

Implementation Plan:

- 2025-2026: Conduct baseline assessment, install water-saving technologies in 25% of properties, launch guest and staff awareness programs in all Hotels.
- 2026-2027: Expand technology installations to 50% of properties, conduct initial water use audits, report first set of data and progress.
- 2028-2029: Complete technology installations in remaining properties, refine and enhance guest and staff programs based on audit findings, continue reporting and stakeholder engagement.
- 2030: Achieve a 10% reduction in water use per sleeper, conduct a comprehensive review of the program, and set new targets for further improvements.

Evaluation and Adjustment:

- Annual reviews: Assess the effectiveness of the implemented strategies annually and adjust the policy as needed to stay on track towards the 10% reduction goal.
- Feedback mechanisms: Establish channels for staff and guests to provide feedback on water conservation measures and suggestions for improvement.
- Continuous improvement: Stay updated with advancements in water-saving technologies and incorporate new solutions as they become available.

Conclusion

By implementing this comprehensive Water Use Reduction Policy, FBD Hotels & Resorts will significantly reduce its water consumption per sleeper by 2030. This commitment to sustainability not only benefits the environment but also enhances the guest experience and sets a positive example in the hospitality industry. Through technological advancements, staff and guest engagement, regular monitoring, and active stakeholder collaboration, we will achieve our water conservation goals and continue to promote environmental stewardship in all our operations.



FBD Hotels & Resorts Carbon Reduction Policy

Introduction

At FBD Hotels & Resorts, we are dedicated to delivering exceptional experiences while upholding our commitment to environmental sustainability. In line with our values and our sustainability strategy, we are focused on reducing our carbon footprint through strategic and sustainable practices. This policy outlines our approach to achieving continuous carbon reduction, reflecting our dedication to preserving the environment for future generations.

Goal: Achieve decarbonisation targets aligned with the Paris agreement.

Carbon Reduction Policy

1. Energy Efficiency

- Objective: Enhance energy efficiency across all properties.
- Energy Audits: Regularly conduct energy audits to identify and implement efficiency improvements.
- Lighting Upgrades: Transition to LED lighting in all properties to enhance energy efficiency.
- HVAC Optimisation: Upgrade HVAC systems to improve efficiency and reduce energy consumption.
- Smart Controls: Implement smart energy management systems to optimise energy usage.

2. Renewable Energy

- Objective: Increase the use of renewable energy sources.
- Solar and Wind Installations: Expand on-site renewable energy installations, such as solar panels and wind turbines.
- Green Energy Procurement: Partner with renewable energy providers to increase the proportion of our energy sourced from renewables.
- Battery Storage: Invest in energy storage solutions to maximise the use of renewable energy.

3. Water Conservation

- Objective: Reduce water consumption across all properties.
- Low-Flow Fixtures: Install low-flow faucets, showerheads, and toilets to conserve water.
- Water Recycling: Implement greywater recycling systems for non-potable uses such as irrigation and toilet flushing (Spanish Hotels potentially).
- Smart Irrigation: Utilise smart irrigation systems to reduce water usage in landscaping (Spanish Hotels initially).

4. Waste Management



- Objective: Minimise waste generation and increase recycling efforts.
- Recycling Programs: Enhance recycling programs to include a wider range of materials.
- Composting: Establish composting programs for organic waste.
- Waste Audits: Conduct regular waste audits to identify reduction opportunities and track progress.

5. Sustainable Sourcing

- Objective: Prioritise sustainable sourcing practices.
- Local and Regional Suppliers: Prioritise purchasing from local and regional suppliers to reduce transportation emissions.
- Certified Products: Choose products with sustainability certifications where possible.
- Plant-Based Options: Expand plant-based menu offerings to lower the carbon footprint of our food services.

6. Employee Engagement

- Objective: Foster a culture of sustainability among employees.
- Training Programs: Provide regular sustainability training for all employees.
- Green Teams: Establish "Green Teams" at each property to lead local sustainability initiatives.
- Employee Incentives: Implement incentives to reward employees who contribute to sustainability goals.

7. Guest Engagement

- Objective: Encourage guests to participate in our sustainability efforts.
- Awareness Campaigns: Educate guests about our sustainability practices and how they can contribute.
- Green Choices: Offer guests the option to opt-out of daily linen and towel changes to conserve water and energy.
- Sustainable Travel Information: Provide information on sustainable travel options and promote local eco-friendly attractions.

Conclusion

FBD Hotels & Resorts is dedicated to reducing our carbon footprint and promoting sustainability in all aspects of our operations. By implementing this carbon reduction policy, we are committed to making meaningful contributions to the global effort against climate change while ensuring a high-quality, sustainable experience for our guests. Our ongoing efforts, driven by our dedicated staff, supportive partners, and engaged guests, will enable us to create a sustainable future for our planet and future generations. Together, we can ensure that FBD Hotels & Resorts remains a leader in both luxury and environmental stewardship.



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FBD Hotels & Resorts Climate Change Adaptation Policy

Introduction

FBD Hotels & Resorts acknowledges the pressing challenges posed by climate change and is committed to proactively managing climate change risks at all our locations in Ireland and Spain. Our Climate Change Adaptation Policy aims to enhance the resilience of our operations, protect our guests and staff, and contribute to global sustainability efforts. This policy outlines our group goals and strategies for adapting to climate change impacts, ensuring the long-term viability of our properties and the well-being of our communities.

Objectives:

- Assess climate risks at all locations.
- Enhance infrastructure resilience to climate impacts.
- Promote sustainable practices across operations.
- Engage stakeholders in climate adaptation efforts.
- Monitor and report progress regularly.

Strategies and Actions:

1. Assess Climate Risks

- **Climate risk assessments:** Conduct comprehensive climate risk assessments for each property in Ireland and Spain to identify vulnerabilities and potential impacts, such as flooding, heatwaves, and drought.
- **Local climate data:** Utilise local climate data and projections to inform risk assessments and adaptation planning.

2. Enhance Infrastructure Resilience

- **Building retrofits:** Upgrade buildings and infrastructure to withstand extreme weather events, such as reinforcing structures, improving drainage systems.
- **Energy-efficient systems:** Invest in energy-efficient heating, cooling, and lighting systems to reduce greenhouse gas emissions and enhance resilience to energy supply disruptions.
- **Green infrastructure:** Incorporate green infrastructure solutions, such as green roofs, permeable pavements, and rain gardens, to manage stormwater and reduce urban heat island effects.
- **Emergency preparedness:** Develop and regularly update emergency preparedness and response plans to protect guests and staff during extreme weather events.

3. Promote Sustainable Practices

- **Resource conservation:** Implement water and energy conservation measures, such as low-flow fixtures, smart irrigation systems, and energy-efficient appliances, to reduce resource consumption.



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- Waste management: Enhance waste management practices by promoting recycling, composting, and waste reduction initiatives across all properties.
- Sustainable sourcing: Source sustainable and locally produced goods and services to reduce the carbon footprint and support local communities.
- Carbon offsetting: Invest in carbon offset programs to mitigate the emissions from our operations and contribute to global climate goals.

4. Engage Stakeholders

- Staff training: Provide regular training for staff on climate change adaptation, sustainability practices, and emergency response procedures.
- Guest engagement: Educate guests on climate change impacts and encourage sustainable behaviours through informative materials, workshops, and incentives.
- Community partnerships: Collaborate with local governments, and community organisations to support climate adaptation and resilience initiatives.
- Supplier collaboration: Work with suppliers to ensure they adhere to sustainable practices and support our climate adaptation goals.

5. Monitor and Report Progress

- Regular audits: Conduct regular audits of our climate adaptation measures and their effectiveness in reducing risks and enhancing resilience.
- Progress tracking: Implement a system to track progress towards our climate adaptation goals and identify areas for improvement.
- Reporting: Publish annual reports on our climate adaptation efforts, including achievements, challenges, and future plans.
- Continuous improvement: Stay updated with the latest climate science and adaptation strategies, and continuously refine our policy to incorporate new knowledge and best practices.

Implementation Plan:

- 2025-2026: Conduct climate risk assessments for all properties, begin infrastructure upgrades, launch staff training programs, and initiate guest engagement campaigns.
- 2026-2027: Continue infrastructure improvements, enhance resource conservation measures, establish community partnerships, and report initial progress.
- 2028-2029: Complete major infrastructure upgrades, expand sustainable practices, deepen stakeholder engagement, and publish detailed progress reports.
- 2030: Achieve significant milestones in climate resilience, conduct a comprehensive review of the policy, and set new adaptation targets for the future.

Evaluation and Adjustment:

- Annual reviews: Assess the effectiveness of our strategies annually, adjust the policy as needed to stay on track towards our goals.



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- **Feedback mechanisms:** Establish channels for staff, guests, and stakeholders to provide feedback on adaptation measures and suggest improvements.
- **Adaptive management:** Incorporate new climate data and adaptation technologies into our policy to ensure continuous improvement and relevance.

Conclusion

FBD Hotels & Resorts is dedicated to leading by example in the hospitality industry by adopting a robust Climate Change Adaptation Policy. Through comprehensive risk assessments, resilient infrastructure investments, sustainable practices, and active stakeholder engagement, we will effectively manage climate change risks at our locations in Ireland and Spain. Our commitment to monitoring and reporting progress ensures transparency and accountability as we work towards a resilient and sustainable future for our properties, guests, and communities.



FBD Hotels & Resorts Community Engagement Policy

Introduction:

As a prominent group of 4-star hotels and resorts, FBD Hotels & Resorts recognises the vital importance of community engagement in fostering sustainable relationships and contributing positively to the regions where we operate. Our commitment to Environmental, Social, and Governance (ESG) principles extends beyond our internal operations to encompass our interactions with the communities we serve.

This Community Engagement Policy serves as a guiding framework for our organisation's outreach efforts, emphasising collaboration, inclusivity, and mutual benefit. By actively engaging with local stakeholders, including residents, businesses, nonprofits, and government entities, we aim to create shared value and contribute to the social and economic well-being of the communities in which we operate.

Our Goal:

Linking to our Group ESG Strategy, we will commit to increasing our engagement by 5% by 2027 (Baseline 2024).

Key Elements of the Community Engagement Policy:

- **Transparency and Communication:** FBD Hotels & Resorts will maintain open and transparent communication channels with the local community, providing regular updates on our operations, initiatives, and any potential impacts on the community.
- **Stakeholder Engagement:** We will identify key stakeholders within the community and actively engage with them to understand their needs, concerns, and priorities. This will involve conducting regular meetings, surveys, and focus groups to gather feedback and ensure that our actions align with community interests.
- **Partnerships and Collaboration:** We recognise the importance of collaborating with local organisations, businesses, and community groups to address shared challenges and pursue common goals. FBD Hotels & Resorts will seek opportunities for partnership to support local initiatives, such as workforce development and environmental conservation.
- **Community Investment:** As part of our commitment to corporate social responsibility, we will allocate resources to support community development projects and initiatives. This may include financial contributions, in-kind donations, volunteer efforts, and sponsorship of community events.
- **Sustainability and Responsible Practices:** FBD Hotels & Resorts will integrate principles of sustainability and responsible business practices into our community engagement efforts. This includes minimising our environmental



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footprint, promoting diversity and inclusion, and upholding ethical standards in all interactions with the community.

Conclusion:

In conclusion, FBD Hotels & Resorts is dedicated to fostering strong, mutually beneficial relationships with the communities where we operate. Through our Community Engagement Policy, we reaffirm our commitment to listening, learning, and collaborating with local stakeholders to create positive social, economic, and environmental impacts. By prioritising transparency, inclusivity, and sustainability in our interactions with the community, we aim to build trust, promote resilience, and contribute to the long-term prosperity of all stakeholders involved.



FBD Hotels & Resorts Community Giving Policy

Introduction:

At FBD Hotels & Resorts, we recognise the importance of contributing to the well-being and development of the communities where we operate. This Community Giving Policy outlines our commitment to supporting local communities across our hotels in Ireland and Spain. By focusing on strategic areas of need, fostering strong partnerships, and encouraging employee involvement, we aim to create meaningful and lasting positive impacts.

Our Goal:

FBD Hotels & Resorts will partner with a national charity. We will also commit to increasing our community giving by 5% by 2027 (Benchmark 2024).

Policy Objectives:

- **Support Community Development:** To contribute to the social, economic, and environmental development of the communities in which we operate.
- **Foster Partnerships:** To build strong relationships with local organisations, businesses, and government entities to address community needs collaboratively.
- **Encourage Employee Involvement:** To engage our employees in community giving initiatives, fostering a culture of corporate responsibility and volunteerism.

Key Areas of Focus:

- **Education:** Supporting educational programs and initiatives that promote learning and development for all age groups, including school partnerships.
- **Environment:** Investing in environmental conservation projects, including waste reduction, energy efficiency, and initiatives to protect local ecosystems.
- **Health and Wellness:** Partnering with organisations to promote health and wellness, including initiatives focused on mental wellbeing, physical fitness, and access to healthcare services.
- **Cultural Enrichment:** Supporting local arts, culture, and heritage projects that enhance community life and preserve cultural heritage.

Implementation Plan:

Needs Assessment:

- Conduct annual needs assessments in each community where our hotels are located.
- Engage with local stakeholders, including community leaders, nonprofits, and government agencies, to identify priority areas.
- Create a Hotel Community giving committee.



Partnerships and Collaboration:

- Establish partnerships with local organisations and community groups that align with our focus areas.
- Participate in joint initiatives and events to maximise impact.

Donation and Sponsorship Guidelines:

- Develop clear guidelines for evaluating donation and sponsorship requests.
- Prioritise requests that align with our key focus areas and demonstrate potential for significant community impact.

Employee Engagement:

- Encourage employees to participate in community giving through volunteer programs and company-supported initiatives.
- Offer paid volunteer days and recognize employees who actively contribute to community projects.

Resource Allocation:

- Allocate a specific percentage of our annual budget to community giving initiatives.
- Ensure resources are distributed equitably across our hotels in Ireland and Spain, considering the specific needs of each community.

Monitoring and Evaluation:

- Establish metrics and benchmarks to measure the impact of our community giving efforts.
- Conduct regular evaluations and report on outcomes to ensure transparency and accountability.
- Adjust strategies based on feedback and outcomes to continuously improve our community giving efforts.

Reporting and Transparency:

- Publish an annual Community Giving Report detailing our initiatives, partnerships, and the impact of our contributions.
- Share success stories and case studies to highlight the positive effects of our community engagement efforts.

Conclusion:

FBD Hotels & Resorts is dedicated to being a responsible and engaged corporate citizen in both Ireland and Spain. Through our Community Giving Policy, we aim to create lasting



positive impacts by addressing key areas of need, fostering meaningful partnerships, and encouraging active employee participation. By committing resources, time, and effort to support local communities, we reaffirm our commitment to making a difference and contributing to the well-being of society.

FBD Hotels & Resorts Sustainable Procurement Plan

Introduction

FBD Hotels & Resorts, a prestigious hotel group with four-star properties in Ireland and Spain, is committed to providing exceptional guest experiences while fostering sustainable and ethical practices. In alignment with the movement towards sustainability and responsible business operations, FBD Hotels & Resorts has recently developed an ESG (Environmental, Social, and Governance) Strategy. This strategy underscores the company's dedication to environmental stewardship, social responsibility, and robust governance practices.

The next critical step in embedding this strategy into the core operations of FBD Hotels & Resorts is the development of a comprehensive sustainable procurement plan. This plan aims to integrate sustainability principles into all procurement activities, ensuring that the products and services sourced by the hotels contribute positively to the environment, society, and the broader economic landscape.

Purpose

The purpose of this sustainable procurement plan is to outline clear objectives and actionable steps that will guide FBD Hotels & Resorts in making informed and responsible purchasing decisions. By prioritising eco-friendly products, supporting local communities, and ensuring transparency and ethical behaviour in the supply chain, the plan will help our hotels achieve their sustainability goals and set a benchmark for the hospitality industry.

This document will detail the specific strategies, initiatives, and monitoring mechanisms that will drive the procurement process towards sustainability. By implementing this plan, FBD Hotels & Resorts not only enhances its reputation as a socially responsible company but also contributes to a more sustainable future for the hospitality industry and the communities in which it works.

Goal: Develop a sustainable procurement plan to ensure that key suppliers align with the groups ESG goals.



Objectives:

Environmental Goals:

- Reduce carbon emissions by sourcing eco-friendly products.
- Minimise waste with reusable, recyclable, and compostable materials.
- Promote biodiversity through sustainable and local sourcing.

Social Goals:

- Encourage fair labour practices and ethical treatment of workers in the supply chain.
- Support local communities by prioritising local suppliers and businesses.
- Enhance guest experience through the provision of sustainable products and services.

Governance Goals:

- Promote transparency and accountability in procurement processes.
- Integrate ESG criteria into supplier choice and evaluation.
- Adhere to the highest standards and best practices in sustainability.

Supplier Assessment and Engagement

- **Develop a Supplier Code of Conduct:** Establish guidelines for environmental practices, labour conditions, and ethical behaviour.
- **Supplier Evaluation:** Implement a thorough assessment process to evaluate current and potential suppliers based on ESG criteria.
- **Regular Audits:** Conduct periodic audits to ensure suppliers follow FBD Hotels & Resorts' sustainability standards.
- **Collaboration and Capacity Building:** Work with suppliers to enhance their sustainability practices through training and partnerships.

Sustainable Sourcing Practices

- **Eco-friendly Products:** Prioritise the procurement of biodegradable, recyclable, and non-toxic products, including cleaning supplies, guest supplies toiletries, and packaging.
- **Local Sourcing:** Favour local suppliers to reduce transportation emissions and support local economies. This includes local food producers, artisans, and service providers.
- **Sustainable Food and Beverage:** Source food and beverages from suppliers that practice sustainable farming and offer organic options.

Energy and Resource Management



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- **Renewable Energy:** Increase the use of renewable energy sources, such as solar and wind, for hotel operations.
- **Energy-efficient Products:** Invest in energy-efficient appliances, lighting, and HVAC systems.
- **Water Conservation:** Install water-saving fixtures and implement water conservation programs.

Waste Management

- **Reduce Single-use Plastics:** Eliminate single-use plastics in favour of reusable, biodegradable, or compostable alternatives.
- **Recycling Programs:** Establish comprehensive recycling programs in all hotels, including paper, plastic, glass, and metal.
- **Waste Audits:** Conduct regular waste audits to identify opportunities for reducing waste.

Food Waste

- **Conduct Food Waste Audits:** Regularly measure and analyse food waste to identify key waste sources and patterns.
- **Set Reduction Targets:** Establish specific, measurable goals for reducing food waste.
- **Order Optimisation:** Use historical data to forecast demand more accurately and avoid over-ordering.
- **Local and Seasonal Sourcing:** Prioritise local and seasonal products to reduce the risk of spoilage and decrease transportation emissions.

Technology and Innovation

- **Procurement Software:** Use sustainable procurement software to track and manage ESG metrics.
- **Innovative Solutions:** Keep abreast of and adopt innovative technologies and practices that enhance sustainability.

Stakeholder Engagement and Communication

- **Employee Training:** Regularly train staff on sustainable procurement practices and the importance of sustainability.
- **Guest Communication:** Inform guests about the hotel's sustainability efforts and encourage their participation in green practices.
- **Reporting:** Support transparent reporting of sustainability initiatives and progress to all stakeholders.

Monitoring and Continuous Improvement



- **KPIs and Metrics:** Develop key performance indicators (KPIs) to measure the success of sustainability initiatives.
- **Regular Reviews:** Continuously review procurement practices and make improvements based on performance data.
- **Feedback Mechanism:** Set up a system to collect feedback from suppliers, employees, and guests to identify areas for improvement.

Conclusion

The sustainable procurement plan for FBD Hotels & Resorts is a significant step towards embedding sustainability into the core operations of our hotels in Ireland and Spain. This plan is designed to align with our recently established ESG (Environmental, Social, and Governance) strategy, ensuring that our procurement practices contribute positively to the environment, society, and governance standards.

Through the implementation of this plan, we commit to sourcing eco-friendly products, minimising waste, supporting local communities, and fostering transparent and ethical procurement processes. By prioritising local suppliers and sustainable products, we not only reduce our environmental impact but also enhance the guest experience and support local economies.

Our comprehensive approach includes developing a Supplier Code of Conduct, conducting regular supplier audits, investing in renewable energy and energy-efficient products, and implementing robust waste management programs. We will also use technology and innovation to track and manage our sustainability metrics effectively.

Stakeholder engagement and communication are critical components of our plan. We will educate our employees on sustainable practices, inform our guests about our sustainability efforts, and keep transparent reporting to all stakeholders. Continuous monitoring and regular reviews will ensure that we stay on track and make necessary improvements to our practices.

The successful implementation of this plan requires the commitment and cooperation of all stakeholders, including our employees, suppliers, and guests. By working together, we can achieve our sustainability goals, enhance our reputation as a socially responsible entity, and contribute to a more sustainable future for the hospitality industry and the communities we serve.

In conclusion, this sustainable procurement plan not only aligns with FBD Hotels & Resorts' ESG strategy but also sets a benchmark for sustainable practices in the hospitality industry. We look forward to the positive impact this plan will have on our operations, our guests, and the environment. Let us all commit to making sustainability a core value in everything we do.



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