

A photograph of a dirt path leading through dense green foliage towards a beach and the ocean under a blue sky. The path is the central focus, leading the eye from the foreground into the distance. The vegetation is lush and varied, with many green leaves and some yellow flowers. The sky is a clear, bright blue with a few wispy clouds. The ocean is visible in the distance, meeting the sky at a low horizon line.

SUSTAINABILITY 2022-3

FOTO
Stine Vejlbj Jensen

SAVOY HOTEL & BAR A/S
by Stine Vejlbj Jensen



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Introduction

Savoy Hotel & Bar (hereafter Savoy or hotel), is a privately-owned establishment with 66 rooms spread across six floors. It is strategically positioned in the heart of Copenhagen, in close proximity to Tivoli, the Lakes, and the Central Train Station with seamless airport connectivity.

Savoy is located in a stunning Art Nouveau building, the Løvenborg building, designed by Anton Rosen, in 1906. In 1985, the building earned its distinction as a European historical monument following and a protected status. In 2021 and 2022 its facade was renovated, but as the building is protected and thus hard and expensive to renovate, Savoy Hotel has embarked on a sustainable journey by initiating transformative measures within its cherished walls. The sustainable agenda has especially been ignited and taken forward by the hotel's current manager, Gitte Nielsen. Gitte joined Savoy in 2021 and as she is passionate about living more sustainable, she has translated her passion into the development and implementation of new initiatives to foster a more sustainable hotel operation.

With this report, we aim to bring transparency to our operations and objectives, ensuring that our work in sustainability becomes more relevant and accessible to everyone. This report will also function as a baseline that will be adjusted continuously as we implement new initiatives and set new targets and ambitions. As a result, we believe we can achieve important synergies in collaboration with our surroundings. In this process, we are already working with external stakeholders, including suppliers, guests, and industry organizations, to develop the standards that will shape our operations in the years to come.

Vision of Sustainability

A Letter from Savoy's Hotel Manager, COO

Dear Valued Guests, Partners, and Stakeholders,

At Savoy Hotel & Bar, our unwavering commitment is to create a more sustainable hotel. Despite being a small establishment, we are deeply dedicated to sustainable practices and social responsibility. Our aspiration is to not only reduce our negative environmental impact but also actively promote social equality, hand in hand with our cherished customers and the local community. We firmly believe that we are all integral parts of the same interconnected world.

In 2021, we embarked our sustainability journey. We started with a blank canvas, conducting a comprehensive review of our hotel operations where we began implementing energy-saving and strategic initiatives. For example, we began with a close examination of our lighting systems. All our bulbs were replaced with energy-efficient LEDs, we eliminated excessive lighting, reduced spotlights, and retired fluorescent tubes. Simultaneously, we optimized our kitchen by removing unnecessary refrigerators and freezers, minimizing waste, and enhancing efficiency.

Outside, we have begun transforming our courtyard into becoming a haven of biodiversity. We initiated this transformation by redecorating with native plants to attract and support local insects. Our commitment to further developing our courtyard to foster increased biodiversity will be outlined in the latter part of this report, alongside our other ongoing and upcoming tactical initiatives.

To keep you updated on our ongoing commitment to sustainability, we actively share updates on our social media platforms and website. Additionally, we always encourage face-to-face dialogue with our guests, addressing their inquiries and sharing our journey toward sustainability.

Transparency and continual communication hold a special place in our hearts, as they are vital in creating lasting value for all our guests and stakeholders. Regrettably, our social media updates may not always be in sync with our latest initiatives and implementations as we move faster on the ground than on our virtual platforms.

This report therefore serves as a solid foundation. It enables us to provide our valued guests, partners, and stakeholders an overview of our direction and it will simultaneously make it easier for our management team to track, develop, and adjust our sustainability efforts in the future.

To conclude, the pursuit of sustainability is a collective voyage rather than an individual venture. The true power lies in extending a hand, building connections, and offering support through the exchange of insights and knowledge. Although our joint efforts in sustainability

are just beginning, we firmly believe that this collaborative mindset is pivotal in instigating the essential transformation our world requires. We look forward with enthusiasm to additional advancements on our journey to enhance the sustainability of travel, and you can find more details in the subsequent sections of this report.

Warm regards,

Gitte Nielsen









Savoy Hotel & Bar's Sustainability Strategy

Sustainability practices in the hotel industry involves minimizing negative environmental impacts, supporting local communities, and creating a socially responsible business environment.

Savoy Hotel and Bar is dedicated to driving sustainability across all aspects of our business and to actively engage our guests as collaborators in this shared mission. Savoy Hotel's sustainability strategy has its point of departure from the United Nations' Sustainability Development Goals (SDGs).



Committing to the UN Sustainability Development Goals

 SDGs	 SDG 5	 SDG 8	 SDG 11	 SDG 12	 SDG 17
	Sub target SDG 5	Sub target SDG 8	Sub target SDG 11	Sub target SDG 12	Sub target SDG 17
<p>Savoy Hotel has integrated the carefully selected SDGs and which sub targets into our sustainability practices for our hotel. See model for which SDGs and their sub targets:</p>	<p>5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p> <p>8.9: By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products</p>	<p>11.6: By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p>	<p>12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.b: Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs and promotes local culture and products</p>	<p>17.14: Enhance policy coherence for sustainable development</p> <p>17.16: Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries</p> <p>17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>

Through a thorough examination of the SDGs, Savoy Hotel's leadership has been engaged in the selection and implementation of relevant objectives. By focusing on specific sub-goals where Savoy can make a difference through its activities, we aim to ensure that we meet both our responsibility and the integrity we consider fundamental in a modern company.

We thus have a focus on everything from material selection to employee diversity, from social responsibility to resource consumption, and especially on the health and safety of both our end-users and employees. All of our initiatives and practices are described along this report.

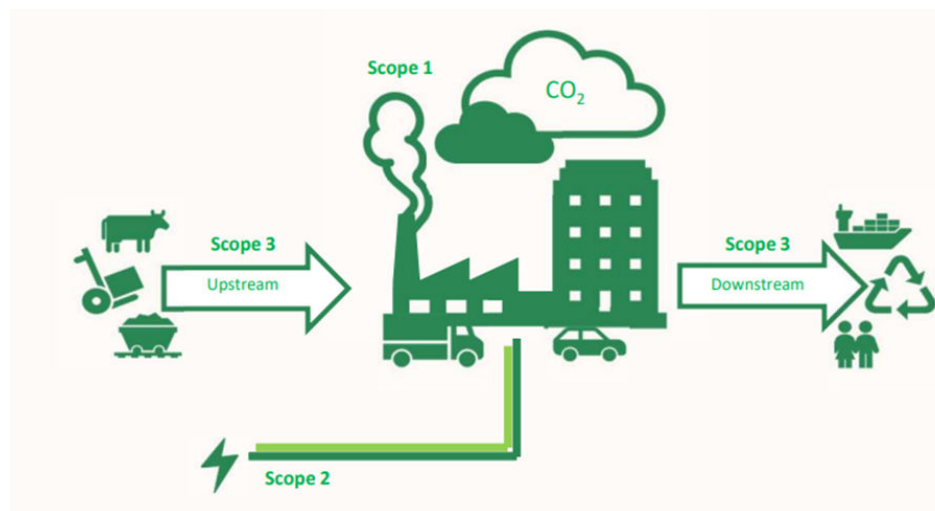
Environmental Performance

In the following are described some of Savoy's Scope 2 tCO₂e in terms of what data that has been available. In regards to scope 1 and 3, these data are not evident in this report. We are operating from Klimakompasset's¹ definitions of the three scopes and they are as follow:

Scope 1 refers to direct emissions from activities that your company controls, such as emissions from its own vehicles and facilities for heating and energy production.

Scope 2 encompasses indirect emissions from the supplied energy, including electricity and district heating. In this case, the emissions occur elsewhere, for example, at your local combined heat and power plant or district heating facility.

Scope 3 includes indirect emissions from the company's value chain, both upstream and downstream.



Scope 1, tCO₂e

As Savoy is not a production organization; all its CO₂e are indirect. For that reason, Savoy needs to focus on scope 2 and 3.

Scope 2, tCO₂e

As mentioned, Savoy's scope 2 regarding tCO₂e consists of indirect CO₂ emissions; especially its' consumption of electricity², water and heat. For the future, tCO₂e for waste management will be included in either scope 2 and 3.

Scope 3, tCO₂e

For this year's report, scope 3 will not be included. Next year, it is Savoy's ambition to start selecting our largest suppliers and gather data in order to convert it into tCO₂. For further insights, this will be described in our last chapter Future ESG Actions.

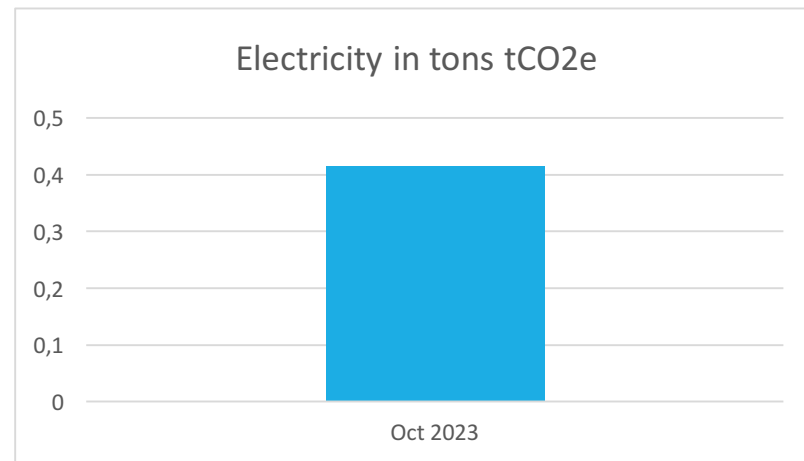
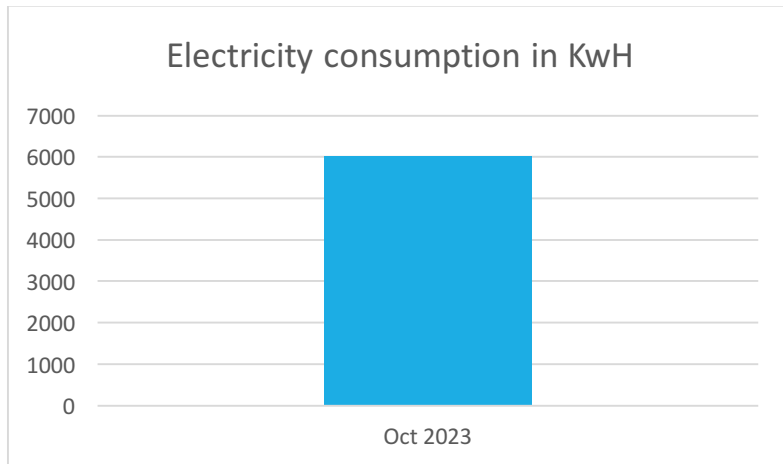
¹ Klimakompasset, The Climate Compass is an ESG guide developed by the Danish Business Authority

² The calculation for electricity does only consists of one month; October 2023.

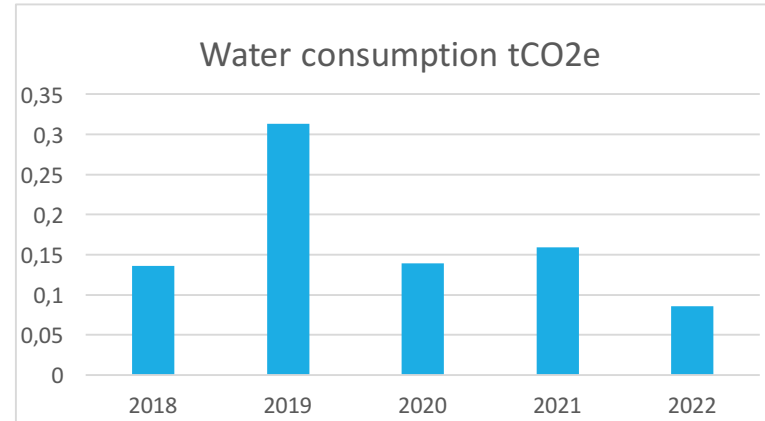
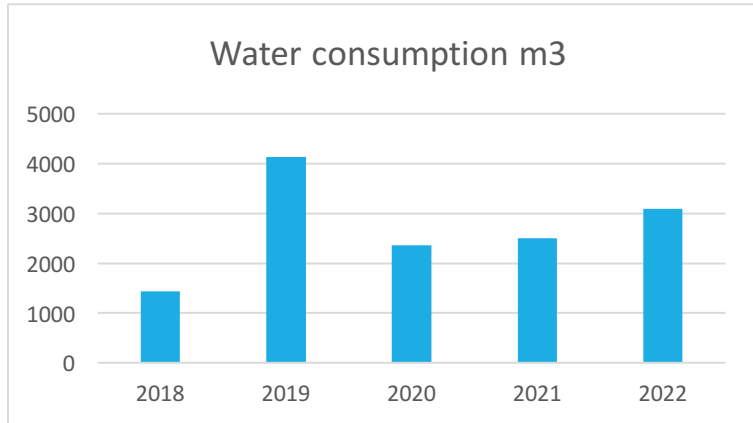
Electricity

The carbon footprint of electricity is determined using Energinet.dk's provisional environmental declaration for the year 2022, with a specific emission unit set at 69 grams of CO₂ per kilowatt-hour (g CO₂/kWh). For next year's reporting, the share of renewable energy must be included.

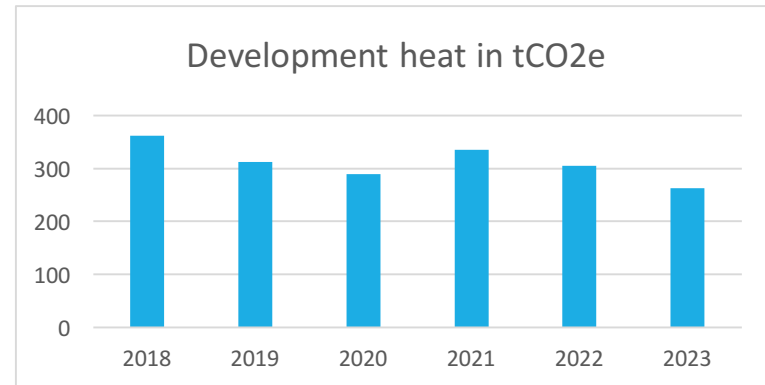
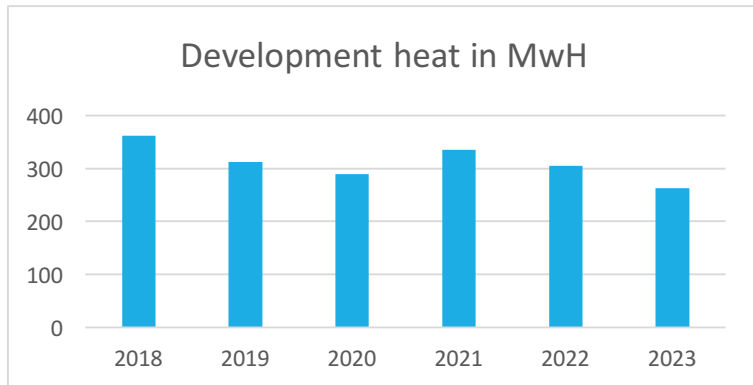
An estimate for 2022 (or 2023) could be assumed to be October's consumption x 12 \approx one full year, so 0,415 x 12 \approx 4,98 tCO₂e.



Water Consumption*



Heat



* Calculation prerequisites: The calculated emissions of tCO2 are based on HOFOR's environmental declaration for water and waste water for the year 2023. The environmental declaration is adjusted every year, and HOFOR's calculation assumptions can be found on hofor.dk

Waste Management, Copenhagen Municipality

In Denmark, we sort our waste and its management by every municipality. As we are located in the municipality of Copenhagen, our waste is managed by Copenhagen municipality by their department; Recycling in Copenhagen. Recycling Copenhagen offers 12 garbage disposal options. Savoy hotel have selected 7³ waste bins based on our needs. Our waste bins are then automatically collected and our amount of waste amount is monitored and weighed by our waste service.

In the upcoming year, we will incorporate the evolution of our waste management, providing a comprehensive overview of our annual waste volume in kilograms, along with its conversion into tCO₂e.

Food and Service

At our hotel, we do not have an operating kitchen that serves food for our guests. Instead we offer a breakfast bag that includes a home baked croissant, an organic juice, yoghurt, a piece of fruit and the choice between tea or coffee. If guests are gluten and/or lactose intolerant, they will receive an instant vegan porridge from GRØD.

Tactical Initiatives to increase Sustainability

Waste sorting for guests

As previously highlighted, our waste sorting practices have been well-established in Denmark for several years. Nonetheless, we are eager to extend this commitment by actively involving and inspiring our guests to participate in waste sorting. In the autumn of 2023, we've implemented a system featuring various waste bins affixed to the walls on each hotel floor. As part of this initiative, we will gradually eliminate paper bins from individual rooms, retaining only the small hygiene bins located near the toilets. This deliberate shift aims to guide and encourage our guests to utilize the centralized waste sorting bins available in common areas, fostering a collective effort towards sustainable waste management.

An additional advantage we seek to gain from this initiative is the alleviation of a task for our housekeeping staff, sparing them the need to allocate time for sorting guests' waste. Simultaneously, we aim to enhance opportunities for engaging in meaningful dialogues with

³ Cardboard, glass, food waste, hazardous waste (batteries), paper, plastic and residual waste. Metal is collected by our facility staff and disposed at the local recycling unit as we do not have that much, hence we do not need a container.

our guests regarding our hotel's strong emphasis on sustainability. This strategic adjustment not only streamlines operational efficiency but also opens up avenues for fostering awareness and understanding of our commitment to environmentally conscious practices.

No single use plastic

Since spring this year, we have wanted to minimize our usage of plastic. More specifically phasing out the guests' plastic key cards for the rooms and our water bottles. We have worked on two solutions such as recycled aluminum bottles and electronic key cards via the app AeroGuest.

Throughout our guests' stay, they are encouraged to make use of our new recycled aluminum bottles entailing our Hotel's logo. During our guests' stay, they are able to fill and re-fill them with filtered still or sparkling water as much as they wish or they can of course also fill the bottle with water directly from the tap, as it is perfectly safe to drink.

Our electric key card initiative will phase out/drastically decrease our current physical key cards made of plastic. As soon as guests book a room they receive a welcoming text message with information of their stay including how to download the app AeroGuest providing the guests the ability to check-in to their rooms directly. Our electronic key cards eliminate the need for physical key cards, though the storage of the app takes up space on a mobile device and require power in order for the device to be charged in order to work.

As of yet, not all guests use electronic key cards. For that reason, we are now researching the most sustainable key card and have looked into the possibility of transitioning to cards made of bamboo.

Heat reduction

In response to the challenges posed by the COVID-19 pandemic and subsequent global events that triggered rising inflation rates and increased resource prices, we found it imperative to implement resource optimization and cost-saving measures. As part of these efforts, we made the decision to set a maximum temperature of 22 degrees Celsius in our hotel rooms during colder periods. This deliberate modification in temperature control not only upholds our dedication to efficient resource utilization but also functions as a pragmatic reaction to economic challenges stemming from external influences.

Through proactive management of heating levels in our hotel rooms, we seek to harmonize the provision of a comfortable guest environment with a commitment to responsible resource consumption. Significantly, our conservation policy has initiated conversations with our guests seeking information about temperature adjustments. These dialogues have afforded us the opportunity to directly engage with our guests, elucidating the 'why' and 'how' behind our sustainability initiatives.

This interaction not only contributes to our goal of conducting business more sustainably but also allows us to gather valuable feedback from our most esteemed and indispensable stakeholders on this matter. This decision underscores our commitment to adaptability and sustainability, demonstrating our responsiveness to the dynamic nature of global circumstances.

Green Clean

Opting to clean hotel rooms only after guests' departure is our sustainable practice with several environmental benefits.

Firstly, it reduces the frequency of chemical cleaning agents being used⁴, contributing to a decrease in overall environmental impact.

Secondly, it conserves water resources. Traditional daily cleaning involves significant water consumption for tasks like laundering linens and cleaning surfaces. By cleaning rooms only after departure, we decrease water usage, contributing to water conservation efforts.

Additionally, it minimizes energy consumption. Cleaning rooms requires electricity for vacuuming, laundering, and other tasks. Less frequent cleaning means less energy usage, aligning with sustainability goals to reduce carbon footprints.

In essence, our Green Clean concept not only enhances guest convenience but also plays a pivotal role in environmental conservation through resource-efficient and eco-friendly practices. While we encourage guests to request fresh towels or an extra pillow at any time, we've implemented an additional step. To align with our sustainability goals, guests now need to actively request these amenities, reflecting our commitment to minimizing environmental impact.

PureTech Coating and Cleaning Products

Since mid-2023, we shifted our source of cleaning products exclusively from PureTech. PureTech is a cutting-edge Danish hygiene consultancy firm that specializes in high-tech solutions for the sustained reduction of disease-causing bacteria, viruses, and mold, safeguarding both people and the environment without producing vapor or emitting toxic chemicals.

PureTech offers a TiTANO[®] coating, an electrospray coating process applicable on all surfaces. PureTech applying their product Bee* pure[®]; a biotechnological high-performance cleaning agent, based on fermentation extracts and microorganisms.

⁴ See next section on our usage of cleaning products

* Nationality is defined as people born outside of Denmark

PureTech is committed to delivering innovative hygiene solutions and environmentally friendly cleaning systems. Their objectives perfectly align with Savoy's, aiming to offer solutions that not only uphold stringent hygiene standards but also champion sustainability and environmental responsibility.

Social Responsibilities

Social responsibility at Savoy Hotel carries our commitment to acting in ways that benefit society and minimize negative impacts on the local community, environment, and stakeholders. We have focus on how socially conscious practices are embedded into the hotel's operations and decision-making processes. In the following we will elaborate on our key aspects in this regard.

By integrating these principles into its operations, a small hotel can contribute positively to its community, and build a positive reputation among socially conscious consumers. Social responsibility not only aligns with ethical business practices but can also enhance the long-term sustainability and success of the hotel.

Savoy Hotel's Workforce

OBS!! The following describes what this section must encompass for next time having access to Dayplan, SAVOY's HR system.

In FY 2022, Savoy Hotel has had an average of XX employees, where XX % was full time employees (FTEs) and XX % was part time employees (PTEs). The average age is XX years. The majority of part-time employees are XX student workers, who work shifts at the reception and lastly, our workforce is composed by diversity in terms of nationalities.

***Include diversity models of age, nationality and social data distribution of total workforce as the ones below.*

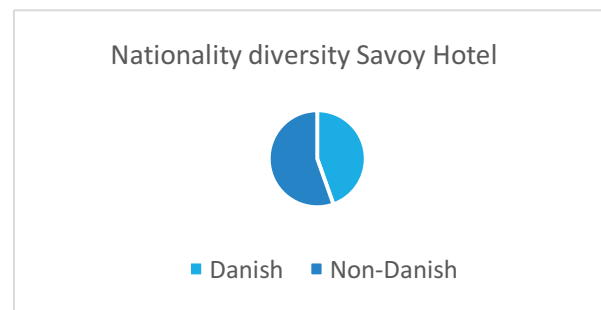
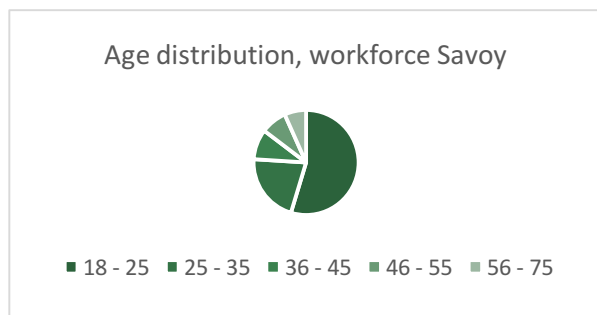


Table for Savoy Hotel's Social data

Social data 2022	Unit	Target
Work force in total	Number	
Full Time Employees (FTE)	% of workforce that is full time	
Part Time Employees (PTW)	% of workforce that is part time	
Employee Engagement	% of employees satisfied working at Savoy Hotel – (data from APV and employees Workshops)	
Gender diversity in workforce	% female, male, +	
Gender Pay Ratio	% (Difference between the average gross hourly wage for male employees and for female employees as a percentage of the average gross hourly wage for male employees)	
FTE Sickness Absence	% (Sick hours / number of work hours (incl. overtime hours) * 100)	
PTE Sickness Absence	% (Sick hours / number of work hours (incl. over time hours) * 100)	
Sickness Absence in total	%	
Occupational accidents incl. sick leave	Number	
Employee Turnover Ratio	% (Average Number of Employees during the Same Period divided by Number of Employees Departed during a Period) ×100)	
Governance		
Gender Diversity in Board	% (Share of female board members of the total amount of board members)	
Pay Ratio between CEO and employee	% (CEO compensation/average employee compensation)	
Gender diversity in top management (CEO vs. COO)	% (Share of female managers of total number of managers)	

Employee Engagement

Educate and inspire

Savoy considers our employees as important stakeholders in our mission to reduce our climate impact. We encourage Savoy employees to lead more sustainable lifestyles, e.g., via using public transportation whenever possible and providing a healthy lunch option every day, that entails eating in season and more plant based. Our hotel uniforms are made of recycled materials and they are taken on board whenever new tactical initiatives are implemented as they too are ambassadors for our sustainability path and are in contact with guests on a daily basis, which makes it important for them to be able to communicate our visions behind the initiatives.

Employee Well-being

Our team members stand at the heart of our values. We foster a thriving work environment through personalized 1-1 training during onboarding and comprehensive team-wide workshops. Recently, with the support of The VELLIV Association, we organized a workshop centered on mental health and sustainability, aligning our team with the hotel's eco-friendly initiatives. Actively seeking and appreciating our team members' perspectives and feedback is integral to our approach.

The picture below is from the mentioned workshop and display how Savoy's workforce view the hotel and their workplace environment:



As a daily ritual, we gather at noon to partake in a nutritious lunch, seamlessly integrated into the staff's working hours. This daily culinary experience is provided by Cofoco, a local Danish restaurant from where we are ordering their predominantly vegetarian menu. Additionally, our staff enjoys complimentary access to fresh fruit, barista coffee, and organic tea, promoting a holistic well-being approach.

Employee Agreements

We bring our team on board through HORESTA's⁵ Employee Agreement. HORESTA's Employee Agreement is negotiated every two years in collaboration with 3F – United Federation of Workers in Denmark (3F). The current Agreement, spanning 2023-2025, is available online⁶, though, regrettable only in Danish.

Opting for the national Employee Agreement for our hires guarantees transparency and keeps wages and rights fair and current. With union professionals steering the negotiations, it's a solid bet for everyone involved.

Community Engagement

As mentioned earlier, Savoy firmly believes that fostering strong partnerships and collaborations is the most effective pathway toward achieving a more sustainable business, city, and world. Through cultivating close ties with a diverse array of local businesses, attractions, and community organizations, we not only gain valuable insights into the latest sustainable trends but also actively share our own

⁵ HORESTA: Hotel, Restaurant and Tourism Sectors' Employer and Employee Association.

⁶ The Employee Agreement can currently only be found in Danish. For the future, we will encourage HORESTA (and 3F too) to provide an English version as well, as our sector employs a large group of non-Danish speaking employees.

initiatives. This reciprocal engagement extends beyond mere referrals; it serves as a dynamic exchange where we remain attuned to the cutting-edge trends, draw inspiration for innovative ideas, and stay intimately connected to the pulse of our local community.

As a result, immersing ourselves in our local community proves to be not only advantageous for our business but also integral to our broader commitment to sustainability. It reinforces a symbiotic relationship where the benefits extend beyond economic gains, creating a positive cycle of collaboration that contributes to the well-being of both our business and the community we serve. Lastly, as we continue to nurture this symbiotic relationship, we are not just providing a service; we are creating a memorable and responsible journey for our guests, where their stay goes beyond the walls of our hotel and becomes an immersive experience in the vibrant and sustainable tapestry of our community.

Shops and Restaurants

Adjacent to us is Von Eco Store, a shop dedicated to sustainability, the circular economy, and awareness.

On the other side, our partner, Restaurant Delphine, is situated. This collaboration was established because, aside from providing a breakfast bag, we do not offer food at our hotel. Guests can purchase a voucher and indulge in a more substantial breakfast at Delphine.

Furthermore, we recommend Folkehuset Absalon, the folk house Absalon, located nearby. Originally an old church, Absalon now serves as a space for community gatherings, offering activities like yoga and communal collective eating at an affordable price. Designed to evoke the ambiance of a living room, Absalon allows our guests to immerse themselves in the local communal and Copenhagen vibe.

Frederiksberg and Copenhagen Municipality

Savoy Hotel is proud to engage in meaningful collaborations with the two largest municipalities in Copenhagen. This partnership extends to providing diverse internship opportunities that cater to a broad spectrum of individuals. We welcome adults facing various challenges, tailoring internships to accommodate their unique needs. Additionally, we open our doors to academics seeking internships with a more specialized and academic focus, allowing them to benefit from hands-on experience in a professional hospitality setting. Through these initiatives, Savoy Hotel contributes to fostering inclusivity, providing valuable learning experiences, and making a positive impact on the community.

Homeless shelters

At Savoy, we uphold a policy of minimizing waste. When updating our interior, we choose to donate furniture to shelters instead of discarding it. Additionally, for items left behind by our guests, we keep them for three months. If unclaimed during this period, we extend their purpose by donating these items to local shelters, contributing to our commitment to sustainability and community support.

Guest Engagement

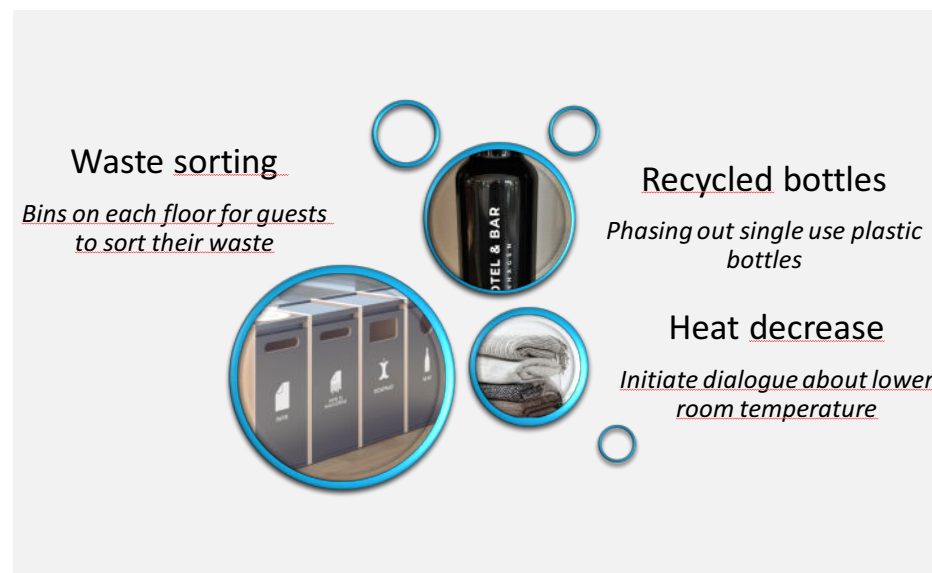
At Savoy, guest engagement is a cornerstone of our commitment to providing exceptional service. As emphasized earlier, the transition to more sustainable practices is a collaborative effort, and our guests play a crucial role as key stakeholders. Their active involvement is essential in realizing our ongoing ambition to operate as a more sustainable hotel.

Guest Education

We educate our guests about our social responsibility initiatives and encourages them to participate. We communicate our initiatives via informative materials in our rooms, via signage, and communication through digital channels. Lastly, and most importantly, we cherish meaningful conversations with our guests, whether it's sharing insights about the local area or discussing our sustainable initiatives

In the years 2022 and 2023, we have concentrated on fostering collaboration with our guests through the following initiatives:

These initiatives reflect our dedication to involving our guests in our sustainability journey and working together towards a more eco-conscious and responsible hotel experience.



Hotel Shop

We also have compact displays near our bar area featuring our eco-friendly products. One stand showcases our hotel uniforms from Despite and Textelia Upcy. The Despite clothes are made from recycled bottles and cotton straps sourced from waste production, while the Upcy clothes are crafted from discarded fabric from the hotel industry, such as linens and kitchen towels, which are upcycled into new clothing.

On another shelf, you'll discover organic Mellōw Chocolate, Perk Tea's organic tea, and toiletries from Ecooking – a Danish-produced, eco-friendly and vegan skincare line with organic ingredients. Ecooking products are provided in every room and consist of hand soap, shower gel, shampoo and hair balm.

In this way, we strive to reflect the hotel's commitment to sustainability through our products and amenities.

Governance

Savoy Hotel’s board consists of Morten Rosenmejer, Karim Grau Nielsen and Jørgen Stig Rosenmejer Nielsen.



Karim Grau Nielsen
Experienced CEO and board member



Morten Rosenmejer
Board President, Lawyer and M&A Specialist



Jørgen Stig Rosenmejer Nielsen
Uncle to Morten Rosenmejer

Karim Grau Nielsen is also the owner and CEO of Savoy Hotel & Bar. Karim is the tenant of the hotel section of the Løvenborg building.

Diversity in work professions at Savoy Hotel & Bar FY 22						
Category	Women	Men	Total	Women in %	Men in %	Non-native DK speakers in %
Board of Directors		3	3	0 %	100 %	0 %
Hotel Management; CEO & COO	1	1	2	50 %	50 %	0 %
Housekeeping	4	2	6	66 %	33 %	100 %
Reception	7		7	100 %	0 %	14 %
Facility service		1	1	0 %	100 %	50 %
Administration Management	1		1	100 %	0 %	100 %
Total	13	7	20	52 %	48 %	44 %

Wonderful Copenhagen, Planet Copenhagen

In September 2022, Wonderful Copenhagen introduced a groundbreaking initiative known as Planet Copenhagen. The aim of this initiative is to bring together diverse stakeholders from the tourism sector in the capital region with the ambitious goal of transforming Copenhagen into the world's foremost sustainable tourism city. While acknowledging that this vision is currently a work in progress, Savoy Hotel has joined as a committed member, pledging to contribute and eagerly anticipating collaborative partnerships. Our aspiration is to engage and inspire a collective effort alongside both like-minded and diverse organizations, fostering a synergistic effect that will contribute to a more sustainable future for all.

Certifications

As a testament to our commitment to sustainability, we are proud to announce that our hotel has recently achieved the prestigious Green Key certification. This accomplishment reflects our dedication to providing not only exceptional hospitality but also doing so in a way that minimizes our impact on the environment. As a responsible and eco-conscious establishment, we understand the importance of reducing our carbon footprint and promoting sustainable practices in the hospitality industry.

The Green Key certification, is a symbol of our commitment to environmental conservation. It signifies our ability to meet stringent criteria, demonstrating that our hotel operates in an environmentally friendly manner. These criteria encompass a wide range of areas, from energy and water conservation to waste reduction, sustainable sourcing, and responsible management practices. By achieving the Green Key certification, we are not only meeting international standards but also setting a high bar for ourselves when it comes to sustainable hotel operations.

However, our journey towards becoming more sustainable does not stop here. We are continuously working to improve our environmental practices, which is why we are actively pursuing additional certifications, including Green Globe, Green Sign, and Green Tourism Organization (GTO).

The Green Globe certification is another prominent recognition in the field of sustainable tourism and travel. This certification evaluates a range of aspects, including energy efficiency, waste management, water conservation, and community engagement. Achieving the Green Globe certification will further demonstrate our commitment to reducing our environmental impact while enhancing the overall guest experience.

Green Sign is a certification that focuses on environmentally friendly signage, ensuring that our hotel's information and direction signage are not only aesthetically pleasing but also designed with sustainability in mind. This certification will help us reduce the visual pollution and energy consumption associated with signage while maintaining an attractive and informative environment for our guests.

Green Tourism Organization (GTO) is an essential certification that showcases our dedication to sustainable tourism practices. GTO evaluates the holistic approach of our hotel towards environmental and social sustainability, from our operations to our interactions with the local community. Acquiring the GTO certification will emphasize our active involvement in preserving the natural and cultural heritage of our destination.

In summary, our pursuit of these certifications is a testament to our ongoing commitment to sustainability and environmental responsibility. By achieving these additional certifications, we aim to strengthen our reputation as an eco-conscious establishment, and to provide our guests with a more sustainable and responsible hospitality experience. We believe that, by taking these steps, we can not only reduce our environmental footprint but also inspire positive change within the industry and our local community. We look forward to sharing our journey towards these certifications with you and continuing to provide you with an exceptional, environmentally-friendly stay at our hotel.

Procurement Policy

Supply Chain Criteria

When sourcing new products for the hotel, Savoy strictly follows a set of guidelines to ensure that our selections meet our high standards. Our criteria of selection encompass:

ORIGIN	CERTIFICATION	PRODUCT COMPOSITION	LIFESPAN
Where is the product produced? *Locally? *Nationally?	How sustainably is it produced? *Which certifications does the product contain? *	Is it organic? Is it made out of recycled materials?	How long is the lifespan of the product?

These considerations are pivotal in aligning our product selection with Savoy's commitment to supporting local businesses, upholding stringent quality standards, promoting sustainability, and providing competitive pricing. Through these guidelines, we strive to curate a collection that not only meets our guests' expectations but also reflects our dedication to responsible and ethical practices in every aspect of our operations.

Future Sustainability Actions

While we may be a smaller hotel, our aspirations for achieving sustainability are substantial. As we actively implement new initiatives, we continuously engage in thoughtful reflection and development to address various challenges. This ongoing process reflects our commitment to constant improvement, an endeavor we find both rewarding and essential. However, our journey towards sustainability has encountered constraints post-COVID-19. Despite we are almost returning to our pre-pandemic capacity levels, we remain mindful of steering our course steadily. The challenges posed by the pandemic, coupled with global events affecting resource prices, have left us with a significant decrease of means to drive new changes. Nonetheless, our dedication to sustainable practices persists, albeit at a measured pace as we navigate the complexities of recovery.

The following initiatives are those we are already in the process of developing or want to begin developing as well as implement:

Environmental Impact Actions

Future scope 1, 2 and 3 metrics and methodology

We continuously want to measure our CO2 emissions. For that we rely on KLIMAKOMPASSET's (The Climate Compass) definitions that are as follows:

Scope 1: The direct emissions from activities that a company controls, that is, emissions from its own vehicles and its own facilities for heat and energy production.

- As Savoy Hotel does not hold a production nor have company cars, our primary focus and in alignment with our materiality and double materiality will be in Scope 2 and 3.

Scope 2: Includes indirect emissions from supplied energy, including electricity and district heating. In this case, the emissions occur elsewhere, for example, at the company's local cogeneration or district heating plant.

- This report entail the data and emissions for our heat and water. For the future, we want to include data and emissions for our electricity.

Scope 3: Are the indirect emissions from the company's value chain, both upstream and downstream.

- Scope 3 is our largest CO2e factor in our industry. It includes our emissions for our waste as well as all our products from our suppliers. As it is also the most difficult one to measure as it is not direct in house production, we will approach it like this:

1. Compile a comprehensive list of our suppliers and categorize them according to the extent of our consumption
2. Select the top seven ranked suppliers, gather and organize internal data to quantify our consumption from each
3. Initiate a dialogue with these suppliers to make them aware of our objectives.
4. Convert our consumptions into CO2 emissions and share it with our suppliers.

SCOPE 3: Suggestions for which suppliers to start measuring

FACILITY SUPPLIERS	FOOD & BEVERAGES	GUEST SERVICES	BOOKING SERVICES
<ul style="list-style-type: none"> • PureTech cleaning products • Textilia (laundry service) • Copenhagen Recycling (waste management) • Toilet paper supplier • Etc. 	<ul style="list-style-type: none"> • Storm Coffee • Cofoco (staff lunch) • Frankly Juice • Croissant supplier • GRØD • A. C. Perks Tea • Fruit supplier • Soda supplier • Wine supplier • Liquor supplier • Beer supplier • Etc. 	<ul style="list-style-type: none"> • Transportation* • AeroGuest • Etc. <p>* When Savoy assists their guests by sourcing them taxis, it is done by Dantaxi. Dantaxi only provide guests electric cars. It is important to us, that we have an ongoing dialogue with Dantaxi so we keep our promise to our guests and to our way of driving our business.</p>	<ul style="list-style-type: none"> • Booking.com • Expedia • Etc. <p>* Method: Request how much CO2 one booking emits from each platform and then calculate how many bookings are made per year.</p>

Moreover, we want to:

- 1) Gather offers/talk to building owner on isolation of outer walls of the building to reduce heat consumption
- 2) Gather offers/talk to building owner about window
- 3) Gather offer on light sensors in common areas at the hotel; especially in the common toilets and corridor the basement
- 4) Repair the hotel's entry door to prevent draft and to decrease heat consumption

- 5) Removal of the electric kettles in every room (70). Instead we want to have 6 kettles in the reception where guests are welcome to come and borrow one for their room while their stay.
- 6) Calculate the percentage of food and beverage sales at the hotel reception based on the following categories:
 - a. organic
 - b. Locally produced
 - c. Non-organic, but locally
 - d. Non-organic, non-local

Social Impact Actions

- 1) Our biodiversity project of our courtyard (and perhaps rooftop too) is not only for improving our environmental footprint. We also want to impact socially and educationally challenged children. This will be in collaboration with Sputnik and hopefully one or two nearby located hotels. Sputnik is a private elementary day school that offer day treatment for children and young people with diagnostic and behavioral difficulties. For those reasons, they need additional support and cannot attend an ordinary elementary school.
- 2) Contacting HORESTA encouraging them to provide future Employee Agreements in an English version.
- 3) Develop a guest survey⁷

As part of our commitment to sustainability and continuous improvement, we want to develop and implement a guest survey aligned with Green Key criteria. We want to pose three questions in our welcoming email gathering basic info of our guests and simultaneously three evaluating questions in their check-out email.

This survey will provide an avenue for guests to share their feedback and insights on Savoy's sustainable initiatives through a comprehensive questionnaire. By gathering input directly from our guests, we aim to enhance our sustainability practices based on their valuable perspectives and ensure that their experience aligns seamlessly with our eco-conscious initiatives.

Another initiative to gather useful data of our guests on their environmental footprint could be the following:

- a. Offer guests a 100 Dkk. discount deducted when departing if they have filled out a more detailed survey of their habits.
- 4) Develop automated metric of how to measure the guest retention rate. A survey as above described could be an option.

⁷ A Green Key Criteria as well as being criteria of the other sustainability certifications.

- 5) Implement and hold annual employee development interviews
- 6) Implement and drive annual employee workplace assessment (APV)
- 7) **Accessibility:** As of now we are not an easy accessible hotel for other than abled people; meaning people who do not use a wheel chair or similar. We do however, have disabled people in wheel chairs and when we do, we make sure to explain how we can accommodate them. In the future, we want to look into how we could improve by installing a ramp and also if rooms need renovation; then the renovation could include making the entrance of the rooms wider as well as the bathroom.

Governance Impact Actions

- 1) Data metrics: finishing fulfilling all social data re. gender pay ratio, CEO pay ration, etc. as seen on page in the Social section.
- 2) Develop Employee Handbook with following sections including Savoy Hotel's policies:
 1. Basic introduction to Savoy's values and business
 2. Code of conduct
 3. HORESTA Employer Agreement
 4. Employee development interviews (MUS samtaler)
 5. Policy of absence due to illness
 6. Sick leave policy
 7. DEI policy
 8. Whistleblower policy
 9. Optional: A list of free services for help/counseling when working in Denmark, as many of Savoy's staffs are international and non-Danish speakers.
- 3) Preparing for acquiring more Sustainability Certifications
- 4) Develop annual workplace assessment (APV)
- 5) Develop annually held employee development interviews
- 6) Biodiverse Courtyard: As mentioned, in further support for biodiversity, we have begun transforming our courtyard into becoming a haven of biodiversity. We initiated this transformation by redecorating with native plants to attract and support local insects. Our commitment to further developing our courtyard to foster increased biodiversity will be outlined in the latter part of this report, alongside our other ongoing and upcoming tactical initiatives.
- 7) Further initiatives we want to look into is if whether and how we can harvest rainwater. With this initiative, we would like to reuse the water for our toilets.



Thank you for reading

SAVOY HOTEL & BAR A/S

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