

# Sustainability Policy

## What is sustainability?

Sustainability is the balance between the environment, equity, and economy. Being able to meet the needs of the present without compromising the ability of future generations to meet their needs. The concept of sustainability is composed of three pillars: economic, environmental, and social.

## Our Scope

Our aim is to do business in a manner that is environmentally and socially sustainable, and which supports economic growth. We aim to create long-term value for our stake-holders by doing business that focuses on ethical, social, environmental, cultural, and economic dimensions thereby fostering longevity, transparency and employee development.

Our aim is to increase our long-term corporate value through contributing to building a sustainable future. Therefore we commit to:

1. Contribute to society through our business activities, integrating corporate sustainability throughout the organisation and practice it in our relationships with third parties.
2. Take the initiative to tackle environmental issues, such as climate change, to contribute to building a people- and planet- friendly future.
3. Respect the human rights of all people and strive to create a workplace offering healthy lives and decent work for all where diverse individuals can grow together.
4. Operate with high corporate responsibility and ethics while maintaining business transparency to leave a positive impact on society.
5. Promote communications with stakeholders to develop strong partnerships.

## Our four key pillars:

- ▶ Environmental Sustainability
- ▶ Customer Experience
- ▶ Employee Wellbeing
- ▶ Contributing to our community

By undertaking and promoting internal and national initiatives in line with these four pillars and by applying our own core values, we aim to contribute towards the achievement of the UN's Sustainable Development Goals (SDGs).



► *Environmental Sustainability*

Be it through our operations and how we interact with our environment or the proactive events, campaigns, activities or fundraising we coordinate, we are committed to being positive contributors to the environment. We have undertaken measures to improve standing as a good corporate citizen and are committed to continue to make positive changes.

► *Customer Experience*

Through constant investment in our facilities and services as well CRM measures implemented, our aim is to give our customers the best experience possible and for them to leave our establishments that little bit happier.

► *Employee Wellbeing*

Our employees are so much more than just 'human resources', they are our family and a core part of who we are. We are committed to their development both professionally as well as holistically and have created an employee wellness programme that focusses just on that.

► *Contributing to our community*

Our volunteering programme gets our employees involved with various charitable organisations. We make financial contributions to various charities as well as national heritage projects because we understand our privileged position and how impeditive it is to give back to the community.

## Implementation

Accountability is key to ensure our sustainability commitments are adhered to throughout the organization and therefore the Eden Leisure Group has created a structure of governance:

- ▶ Sustainability Chairperson
  - ▶ Responsible for overseeing the policy is being adhered to on all levels and reporting to the board.
- ▶ ESG Task Force
  - ▶ consisting of high level personnel from key areas, including:
    - External ESG consultant
    - Sustainability Chairperson
    - CEO
    - COO
    - Chief Engineer
    - Financial Controller
    - GM, InterContinental Malta
    - COO, InterContinental Malta
    - Head of HR
    - Head of Security
    - CCO

The remit of this Committee is to identify shortcomings as well as opportunities to reduce & optimize consumption of:

- Energy
- Water
- Carbon emissions
- Waste



▶ Green & Social Team

- Consisting of representatives from across the group, whose aim is to:
  - Promote the environment with employees and beyond with activities; campaigns; fundraising
  - Organise teambuilding and social activities for employees
  - Create and manage a wellness programme for employees

▶ Eden Leisure Foundation.

- Currently being set up to fund heritage, community and environmental projects It is managed by the Sustainability Chairperson.



## EDEN LEISURE FOUNDATION

IN MEMORY OF CETTINA AND MAURICE DE CESARE

### Transparency

We are committed to disclose our performance and progress in the implementation of this policy and our commitment to sustainability. We will share our best practices to enable others to follow suit.