



Eden Leisure Group
ESG REPORT

2023

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INTRODUCTION

2022 saw much groundwork being done in ESG and 2023 built on that, seeking opportunities to make material changes to start creating an impact in our performance, be it in our use of resources or our contributions to society.

To understand and gauge our impact, this report will identify how our actions address the Sustainable Development Goals, established by the UN:



Embedding ESG in our company culture is not always plain sailing. Culture transformation takes time. Implementing change can result in indirect resistance as it requires buy-in and additional resources and effort from individuals in all departments. It can be seen by many as

being 'extra' to measure each bag of waste or to dedicate time collecting data for analysis for our Carbon Footprint Audit, but the greatest impact can only be achieved with commitment from all. This is the greatest challenge

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EXECUTIVE SUMMARY

Recognising the imperative of addressing the increasing costs of utilities, the growing demand for transparency, and the global shift towards sustainability, Eden Leisure Group has undertaken significant initiatives to strengthen its commitment to Environmental, Social, and Governance (ESG) principles. The evolving landscape, characterised by heightened expectations for non-financial performance reporting and a compelling business case for prioritising ESG, has driven ELG to take proactive measures to align its operations with responsible and sustainable practices.

Prior to 2023, ELG had already begun the journey towards operational improvement and corporate social responsibility. However, the year 2023 marked a transformative phase in the organisation's commitment to ESG. This period necessitated a comprehensive review of the group's operations, focusing on energy consumption, water usage, waste management, the treatment of employees and customers as well as its own governance systems. ELG recognised the importance of not only complying with regulatory requirements but also leading

What was the ESG journey for 2023?

1. From the 'environmental' side, this year we focused on identifying the material issues

One of the key tools to help us in this 'gap analysis' was the commissioning of our Carbon footprint for 2019, and which was completed in the 3rd Quarter, 2023. This allowed us to identify some of the most material issues to focus on, namely:

- Energy
- Water
- Waste

2. We then embarked on a journey to measure our performance in each of these areas. We analysed and set new processes to measure, establish benchmarks and set targets going forward.

From a 'social' side we also embarked on a journey of measurement, measuring employee engagement, customer satisfaction as well as tracking all the CSR activities the group engages in.

From a 'governance' perspective, 2023 saw a start to transparency, by reporting our ESG metrics,

by example, becoming an exemplary corporate citizen through solid governance practices.

ELG's commitment to sustainability is proven by strategic investments made in 2023 to enhance efficiency and reduce environmental impact across its operations. The organisation conducted thorough analyses, plotting and measuring its resource consumption and waste generation. This introspective approach ensures that ELG is not only striving to meet present-day ESG standards but also taking proactive steps to future-proof its business operations.

The significance of ELG's commitment to ESG lies in its understanding of the interconnectedness between environmental stewardship, social responsibility, and effective governance. Recognising that sustainable practices are not only ethically imperative but also essential for long-term business resilience, ELG has positioned itself as a responsible corporate entity committed to delivering value not only to its shareholders but also to the broader community and the environment.

creating corporate policies, and sharing them with our stakeholders. We also began looking introspectively at our human capital to make improvements in terms of equality.

3. The third phase is our strategy, or investigating ways to reduce our emissions, costs and negative impacts and improve our performance overall.

This was done sector by sector, observing operations and infrastructure and analysing how we can improve operations and monitoring as well as identifying infrastructural investments which can be made to achieve our targets.

ELG's journey towards ESG excellence is a testament to its adaptability, resilience, and foresight.

By prioritising sustainability, transparency, and responsible governance, ELG meets industry expectations and prepares for the challenges and opportunities of the future. The commitment to sustainability is not just a corporate responsibility for ELG; it is a strategic imperative that aligns with its core values and ensures the creation of lasting value for all stakeholders.

ENVIRONMENT

Measuring our Carbon Footprint

To understand our current performance in terms of resource usage and contribution to climate change, and subsequent opportunities for improvement, in 2022 we commissioned EY to execute our first Carbon Footprint Audit (CFA) for the year 2019. It was completed at the end of the 3rd Quarter 2023 and gave us key insight into how our much CO2 is produced through our operations.

A CFA is comprised of:

Scope 1: Direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an us (e.g., emissions associated with fuel combustion in boilers, cooling, refrigerant, vehicles).

Scope 2: emissions that we cause indirectly which come from where the energy we purchase and use, is produced. For example, the emissions caused when generating the electricity that we use in our buildings would fall into this category.

Scope 3: encompasses emissions that are not produced by the company itself and are not the result of activities from assets owned or controlled by them, but by those that are indirectly responsible for up and down its value chain.

In scope 3 there are 12 different categories, and a materiality assessment concluded that the most material issues for our various business units are:

	Purchased goods & services	Fuel & Energy related activities	Waste generated in operations	Business Travel	Employee Commuting	Downstream Leased Assets
Cinema	X	X	X		X	
Cynergi	X	X	X		X	
Bowling	X	X	X		X	
Eden Admin	X	X		X	X	
Bay Radio	X	X			X	
Esports	X				X	
Car Park	X	X				
Property						X
Voco	X	X	X			
Hotels	X	X	X	X	X	

In 2023, a framework was created to calculate our own carbon footprint. We calculated our Carbon footprint for 2022 and 2023. It is expected that going forward, calculating our footprint should be more straightforward and faster.



ENVIRONMENT

Scopes 1 & 2 emissions

Below is a snapshot of our scopes 1 & 2 emissions for 2023 compared to 2022 and 2019:

Hotel emissions

Emissions		2023	2022	2019							
HOTELS - Scope 1 & 2 Emissions (tCO2e)											
	Unit	Electricity consumption	Energy consumption	Cooling consumption	Refrigerants	Fleet	Total	Scope 1 & 2	% difference from 2023	Scope 1 & 2	% difference from 2022
Total both Hotels	tCO2e	2,694	832	0	1,128	5	4,659.00	3,542	31.53%	3,590	-1.30%
IC	tCO2e	2,540	757	0	1,128	5	4,430.00	3,256	36.06%	3,144	3.56%
HIEX	tCO2e	154	75	0	0	-	229	286	-20.04%	446	-35.78%

ELG emissions

Emissions		2023	2022	2019							
EDEN Leisure Group Ltd. - Scope 1 & 2 Emissions (tCO2e)											
	Unit	Electricity consumption	Energy consumption	Cooling consumption	Refrigerants	Fleet	Total	Scope 1 & 2	% difference from 2023	Scope 1 & 2	% difference from 2022
Eden Leisure Group Ltd.	tCO2e	18.08	8.50	0	0	2	817.98	626.59	30.54%	609.04	2.88%
Subsidiaries											
Eden Cinema	tCO2e	234.10	75		144.00	-	378.10	234.32	61.36%	306.28	-23.49%
Eden Superbowl	tCO2e	33.67					33.67	25.17	33.77%	36.40	-30.85%
VOCO Project	tCO2e	40.01					40.01	22.74	75.95%	0.00	n/a
Cynergi	tCO2e	101.09	22.64	114.00			237.73	221.99	7.09%	130.50	70.10%
Bay Radio	tCO2e	63.75					63.75	54.63	16.69%	51.87	-5.32%
Eden Carpark	tCO2e	36.14					36.14	36.14	0.00%	37.34	-3.21%
Eden Entertainment Ltd.	tCO2e						789.40	594.99	32.67%	562.39	5.80%
Eden Leisure Group Administration (ELG offices)	tCO2e	18.08	8.50			2	28.58	31.60	-9.56%	46.65	-32.26%

The table illustrates the net emissions of the Group

ENVIRONMENT

Observations, 2022 compared to 2019:

- Our hotels' scope 1 & 2 emissions for 2022 are on par with those of 2019.
- For ELG, 2022 showed a slight increase over 2019, mainly due to an increase in Cynergi's AC usage and also due to the commencement of the Voco project.
- Cinema – overall reduction as a result of the reduction of screens means as energy is used. Also, no refrigerant recorded for 2022
- Bowling – Reduction due to the premises being made smaller and period of closure. Also no refrigerant recorded for 2022
- Cynergi – the big spike in cooling consumption cannot be verified but it's likely there was an issue with the readings previously.
- Admin – reduction due to having introduced LED lighting, and sensors in head offices.

2023, compared to 2022:

* A significant increase in our scopes 1 & 2 emissions in 2023 over 2022 are mainly attributable to much higher occupancy at our hotels; significant increases in patrons in our cinemas and much more. More comparisons will be given in the energy section. 2023 saw the hotels and cinema use a large amount of refrigerant (600kg of R134) which contributed greatly to the increase in our scope 1 emissions.

SDGs addressed



ENVIRONMENT

ClearVue

Because you can only manage what you measure, one of the key steps in understanding our energy usage beyond monthly utility reports, was to invest in the ClearVue system, a digital platform that would allow us to assess our energy use in real-time and granular detail.

ClearVUE is an advanced net-zero technology – an energy and carbon management solution that helps businesses cut out energy waste and optimise their energy consumption, leading to reduced climate impact and improved green credentials, customer engagement, and operational efficiencies.

Provides advanced IoT-based smart energy meter hardware solutions for businesses, enabling advanced data streaming, and sending millions of messages that assess the pulse of a business's energy consumption and conditions in real-time.

Installation began in the end of the 3rd quarter but due to technical issues, installation is being completed in early 2024. However, we have already

begun to make use of the software, highlighting anomalies that allow us to remedy and 'stem the bleed', in good time.

The system allows for alarms to be set when abnormal activity is detected on any particular circuit, which will allow the respective manager and engineer to identify the anomaly and rectify it immediately (such as a chiller left on accidentally overnight).

The service also includes a climate & sustainability team who analyse the energy and carbon data captured and provide insight into our consumption, while highlighting wasteful activities.

This system is expected to generate a reduction of energy consumption of 5-10% just from the removal of waste energy through operational and behavioural changes.



ENVIRONMENT

Waste

Measures taken in 2023:

General:

· Because our previous contractor was dumping our waste in landfills without separating, and because they did not supply us with new or clean bins, a **new contractor** was sourced to start collecting our separated waste at the beginning of the year with the commitment to dispose of our separated waste appropriately. We have no waste production data, prior to 2023

· **Waste reform** – We cleaned up the Skips Area in the loading bay, with new and clearly labeled bins, invested in weighing scales, and repaired the

cold room for organic waste storage, which was previously out of order. We established a company-wide separation and measurement system which is continuously being assessed & improved. We've seen improvements in that our waste separation is constantly being improved with a notable reduction in mixed waste and increases in separated waste. This is important due to the increased costs of dumping mixed waste as opposed to recyclable as well as the high Carbon emissions emanating from mixed waste dumped in landfills as opposed to recyclable.

Charges to our waste contractor, for waste disposal:

Material	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037
Recyclables	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50	€0.50
Organic Waste	€20	€20	€20	€20	€20	€20	€20	€20	€20	€20	€20	€20	€20	€20	€20
Flat Glass	€30	€30	€35	€35	€40	€40	€40	€45	€45	€45	€50	€50	€55	€55	€55
Tyres	€30	€35	€40	€45	€50	€55	€60	€65	€70	€75	€80	€85	€90	€95	€95
Textiles	€30	€40	€50	€60	€70	€80	€90	€105	€115	€125	€135	€145	€155	€165	€165
Wood	€30	€40	€50	€60	€75	€85	€95	€105	€115	€125	€140	€150	€160	€170	€170
Mattresses	€30	€40	€55	€65	€75	€90	€100	€110	€120	€135	€145	€155	€170	€180	€180
Gypsum	€30	€50	€70	€90	€115	€135	€155	€175	€195	€215	€240	€260	€280	€300	€300
Expanded Polystyrene	€30	€65	€100	€130	€165	€200	€235	€265	€300	€335	€370	€400	€435	€470	€470
WEEE	€30	€65	€100	€130	€165	€200	€235	€265	€300	€335	€370	€400	€435	€470	€470
Mixed Waste	€40	€60	€80	€100	€120	€120	€120	€120	€120	€120	€120	€120	€120	€120	€120

Costs of waste disposal to our waste contractor

ENVIRONMENT

Waste

General:

· Waste **reporting** and benchmarking waste per guest/patron or per € revenue, is being done per month for each department.

· An educational **presentation** by Wasteserv was held in October to educate EEL and ICM staff on correct separation and disposal methods.

· **BCRS** – in November 2022 we installed a reverse vending machine in our car park. In 2023 we

collected 73,000 bottles from ELG outlets and saved them from landfill and 22 tonnes of bottles from the hotels, which were saved from landfill and recycled.

Hotel totals:

- Glass – 97,886
- Cans – 29,726
- PET - 162,897



ELG:

· ELG – **paper waste** – analysed departmental processes, identified ways to reduce paper usage in each dept and implemented several changes, such as reducing multiple copies of POs and sales reports; and moving digitally for other processes like stock takes, waste recording, cleaning records etc... 2023 saw an **8% decrease** on paper used from 2022 and reductions are expected to continue going forward.

· Eliminated **paper towels** used by cleaners for cleaning surfaces and replaced them with washable cloths, which are washed in our in-house washing machine. Estimating a saving of 2,548 paper towel rolls equivalent to **4.6 tonnes**

of paper tissues per year. We also will be saving €6,160 per year in paper towels for cleaning.

· Eliminated **disposable cups** in ESB for glass/washable ones which are cleaned using a dishwasher. Estimating a saving of **49,048 cups** per year.

· Replaced 2 Xenon bulb **projectors** with Laser, eliminating the need for xenon bulbs which are discarded at end of life as well as the need for spare parts, thereby discarding less. Laser projectors also tend to have a longer life than xenon bulb projectors. 5 more projectors are being replaced with laser in the beginning of 2024.

ENVIRONMENT

Hotels:

· Plastic waste

- Investment in **Water filtration project** at ICM to replace all water bottles from guest rooms and conferences with reusable ones, saving 320k bottles, with an estimated saving of 6.4 tonnes of PET and 16.1 tonnes of glass, Equivalent to an estimated €90k annually.

Installed at the end of 2023 and commencing January 2024. The capital investment was of €55k with another €18k in consumables as well as an increase of €26k in workforce. Payback is estimated in 1 year and annual savings thereafter is of €46k.

- Switched from plastic to **wooden key cards** in hotels, saving an equivalent of approx **2,182 kilos of plastic** per year.

- Switched from disposable to **refillable amenities** in guest bathrooms in both hotels. Estimating a **saving of over 240k** little bottles a year.

- Switching to degradable corporate **pens** at ICM & HIEX, instead of plastic

- Replaced **PET** bottles for mixers/soft drinks with glass which are taken back by suppliers. 2023 saw ICM use just **15.6kg of PET vs 1.58 tonnes** in 2022.

· Paper waste

- Initiatives to reduce paper usage in each department. Seeing a reduction in paper used and ordered. In November & December alone, over 6,000 A4 sheets were saved due to initiatives in the purchasing department and a further annual saving of 5,600 papers by HR by digitizing its employee files, remove onboarding paperwork and using the likes of docusign. Several other paper saving initiatives have been implemented in other departments.

- Investing in a **digital platform** 'WIQ' which will facilitate room service and remove paper magazines placed in guest rooms.

- Invested in **reusable placemats** in Harruba, and Lubelli starting in February, followed by

level 3 Waterbiscuit. This will save 2.4 tonnes in paper and €13,584 annually with an ROI of 1 year.

- Switching to **non-disposable DND** door hangers at ICM & HIEX saving 11k paper ones annually.

· Replacement of 434 guest room **apertures**, resulting in less need for maintenance and spare parts, thereby reducing waste. The estimated savings of these spare parts is €20k per year

· **Reductions in organic** waste. Some initiatives include:

- Converting uneaten bread rolls and croissants into bread & butter pudding saving an estimated 1.4 tonnes of bread from being discarded, annually.

- Obliging fish suppliers to remove salmon skins, intestines, and bones on delivery, saving them from our organic waste.

- Saving 300 kilos of eggshells from our organic waste by purchasing boxes of pre-cracked eggs. This also leading to an annual monetary savings of €3,952.

- Using potato skins in recipes/menus instead of discarding

- Introducing par-baked bread in all outlets (cooking on consumption to reduce wastage)

- Canteen: reducing food waste by

- Reducing salad bar from 8 options to 4
- Main dish reduced from 6 to 4
- Tighter portion controls

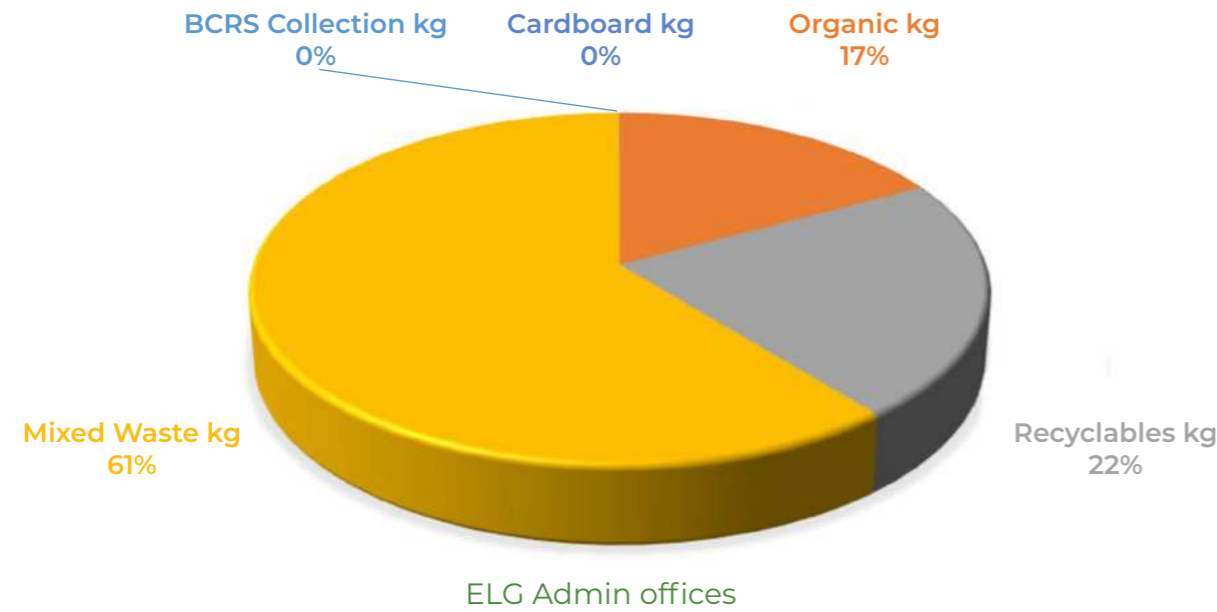
· Our newly planted kitchen garden not only provides us with most of the herbs our kitchen requires, but it also saves on waste from packaging.

· Participation in the EWWR – European Week for Waste Reduction 2003. A national and EU level competition, highlighting ICM's initiatives to reduce waste.

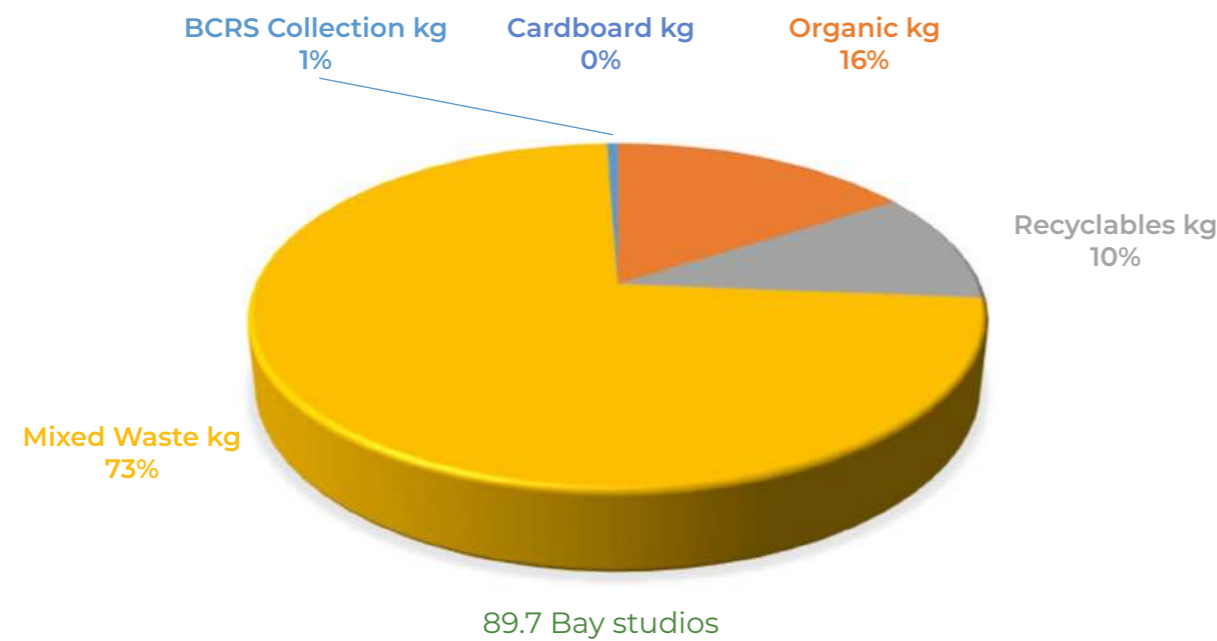
ENVIRONMENT

Waste

The below pie charts show the waste make up for the various departments:

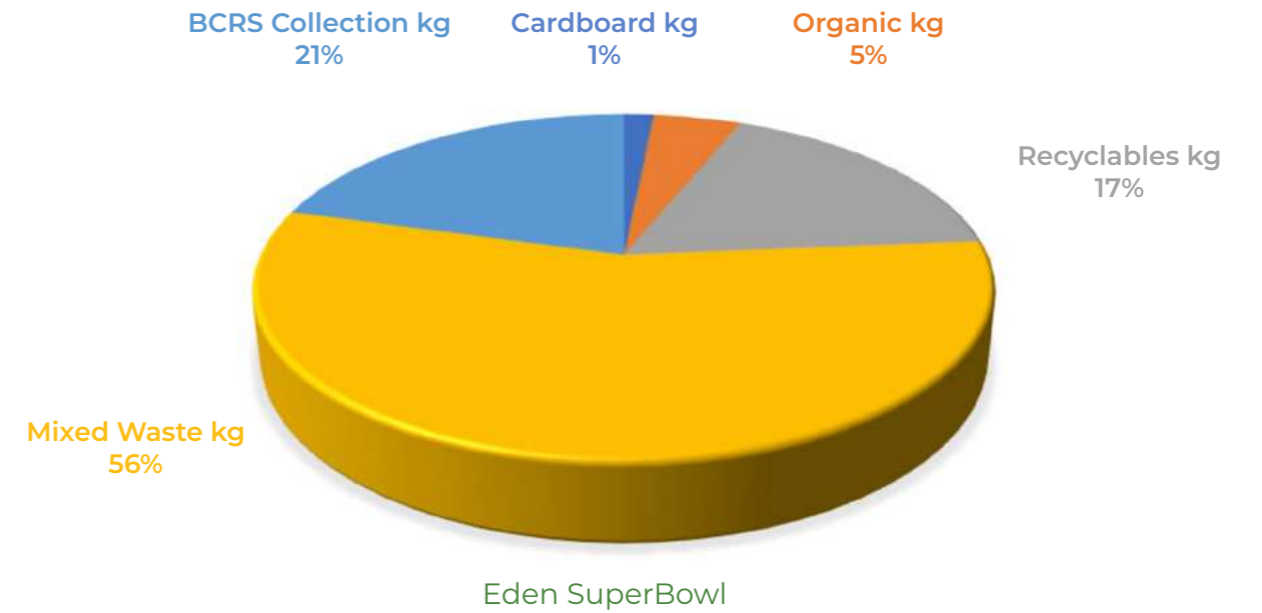


Observation: In admin offices the mixed waste totals decreased over the year but it remains high and more effort needs to be made in terms of paper recycling.

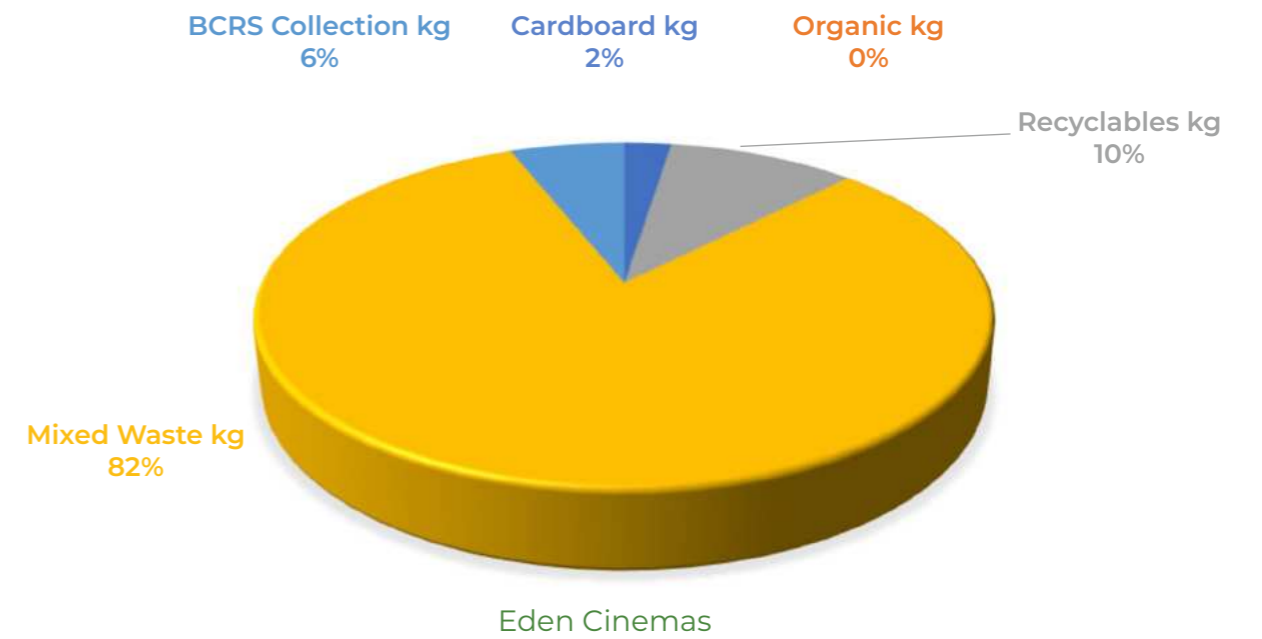


Observation: Mixed waste decreased from the beginning of the year, but much more needs to be done in terms of recycling as mixed waste levels are very high more effort needs to be made in terms of paper recycling.

ENVIRONMENT

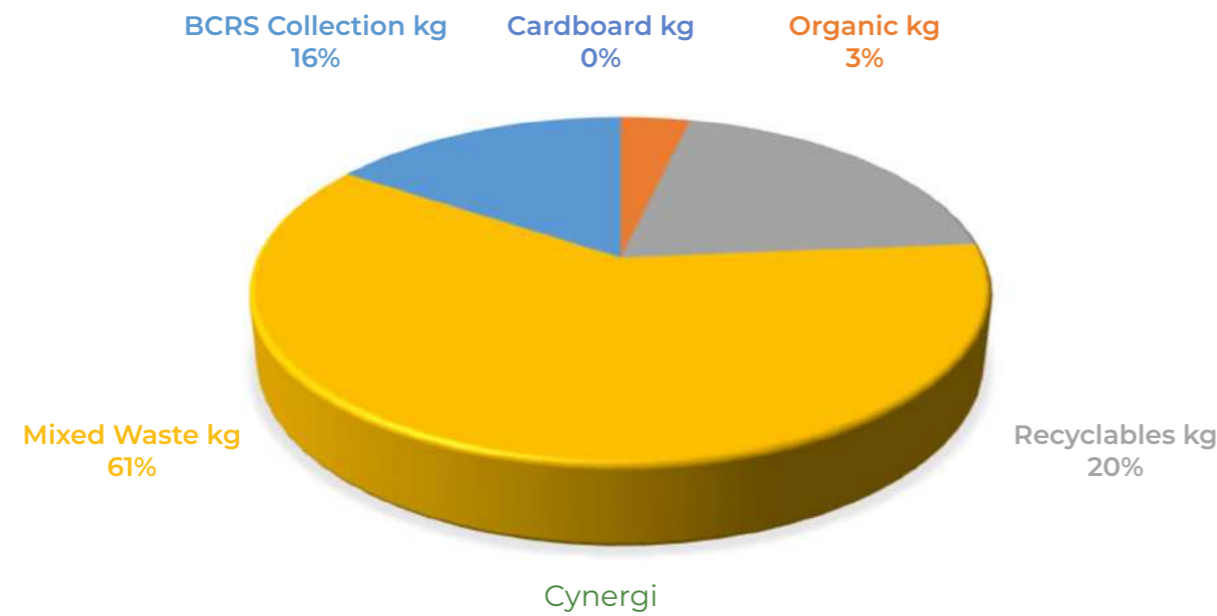


Observation: Over the year, the waste totals notably decreased and mixed waste decreased by half from the beginning of the year, thanks to improvements made in use of reusable materials and recycling.

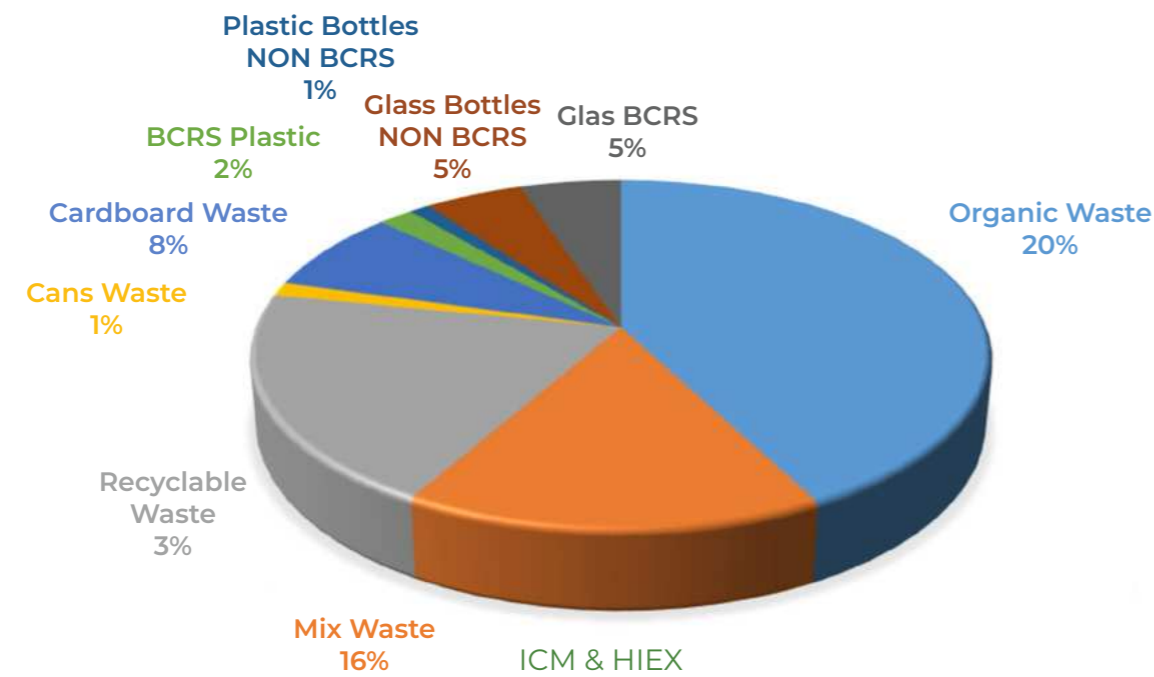


Observation: It's clear that waste management is a big challenge. It will be very difficult to reduce the total waste generated and the mixed waste, because there are no plausible solutions currently, to the large amounts of waste generated by cups, nacho trays and popcorn bags, however there are ways we can make some small improvements, such as working with GSD to provide cups which can be recycled and to sell refillable bottles/cups; also having better waste stations to collect organic waste.

ENVIRONMENT

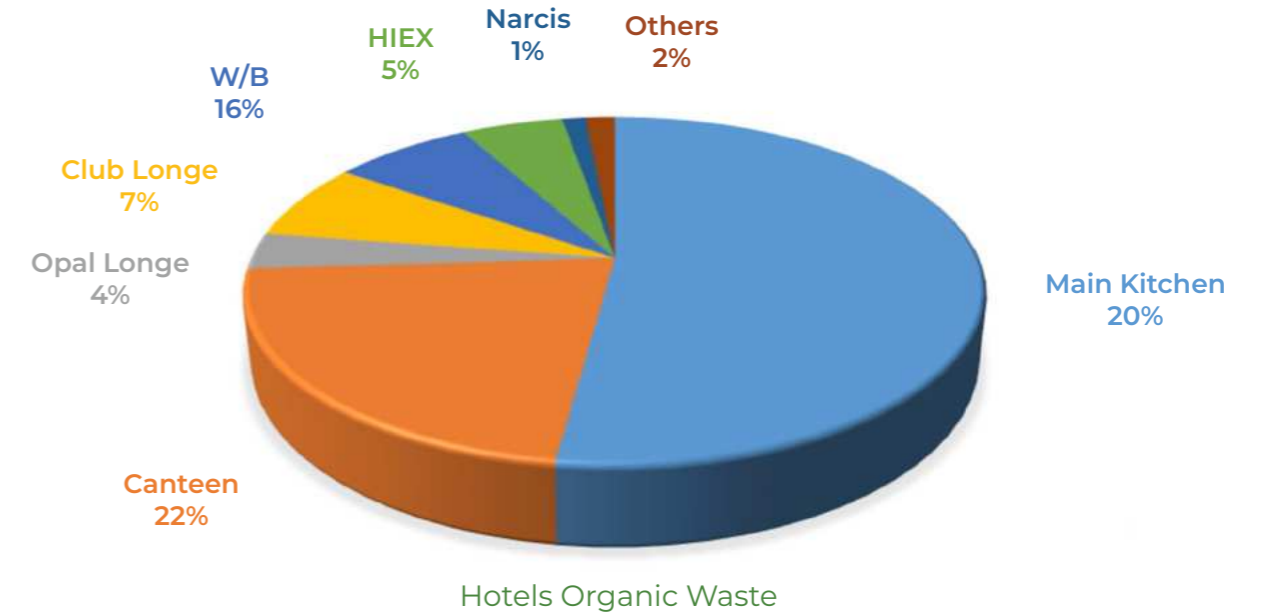


Observation: We see an overall decrease in waste. It will be difficult to reduce mixed waste, which is mostly paper towels used by members to clean equipment. BCRS bottles will hopefully decrease when installing a water dispenser.



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ENVIRONMENT



Observation: The hotels generated **383 tonnes** of waste in 2023 (excluding skips or collections of electronic/hazardous materials. Also excluding Paranga).

Prior to 2023, almost 100% of waste went into landfill. In 2023, 42% was recycled, so we have made great strides. Organic waste is the bulk of our waste and is a top priority to tackle, with over 162 tonnes generated last year. According to a 3 month study, most of the waste is generated from the main kitchen but a large chunk is also attributed to the canteen.

Mixed waste can be reduced further by implementing waste separation in guest rooms with appropriate receptacles as well as more diligent action and supervision. 2024 will see a reduction in BCRS bottles thanks to our new water filtration system.

To note, the above does not include organic waste generated from Paranga, because, to date, there have been logistical issues in measuring it.

In 2024, reports for ICM & HIEX will be separate, to assess the performance of each hotel individually.

Action points for 2024:

- Improve Organic waste separation and recording in Paranga.
- Measure waste separately for ICM & HIEX
- Improve Organic waste separation in the test kitchen to include the 4 types of Organic waste (TBC HIEX)
- Starting 2024, premium napkins will be eliminated from Harruba, Opal and room service and will be replaced by reusable linen. This will save 3.4 tonnes of paper per year. This will save a cost of €24,261 in paper napkins.
- Sourced an RFID water dispenser for Cynergi to be ordered in 2024. This has the potential to save thousands of water bottles from being discarded, without affecting revenue from water sales.
- Setting targets for each ELG department for overall and mixed waste reduction.

ENVIRONMENT

Further opportunities for waste reduction:

- Separation bins in guest rooms to reduce mixed waste further
- Further reduction of disposable amenities in guest rooms and outlets
- New, better-signed separation bins in entertainment outlets
- Composting machine – quotes attained
- Greenhouse to further reduce transport and plastic packaging of salads + herbs
- Use of tablets in different departments to eliminate paper

SDGs addressed



ENVIRONMENT

Energy

Measures taken in 2023:

· We performed an **Energy Audit** with MTS for 2022 which has given much insight into our energy consumption in the last 3 years and has given several action points on ways to reduce energy, fuel and water consumption. Many of which are being implemented or planned for.

· **Kitchen equipment audit** – concluded an audit of kitchen equipment at ICM. It's estimated that the main kitchen uses around 13% of the energy used by ICM. It works on LPG equipment and supplies restaurants for ICM and HIEX. The main kitchen currently uses 20% of the total LPG consumed by ELG.

Induction equipment is more efficient than gas (LPG flames are 40% efficient whereas induction is 90% efficient in cooking). Faster cooking times = less energy. The 60% heat loss in LPG flame also leads to an additional load off the kitchen AC.

Energy consumed by current equipment is 40,433kwh. Replacing this with induction will save 20216.5kwh of energy, and an additional 8100kw/h

saving from AC

This new equipment will also reduce the need for spare parts and maintenance and will reduce OHS hazards.

The capital cost for all the new kitchen equipment, including new and efficient dish washers, is €180k.

· **Clear Vue installation** – phase one of installation is completed although some discrepancies are still being ironed out before we have a fully operational system. Min/Max points will then be identified with 'alarms' to catch anomalies in real-time.

· Replaced most lighting in ICM to **LED** which is being completed. The cost of such replacement was €30k and assuming these lights are only switched on 25% of the time, save up to 110,039kw of electricity and with an estimated ROI of just 413 days.

Total Cost LEDs (Euros)	30,019
Total NEW (W)	30,782
Total OLD (W)	140,820
Total NEW (Euro) @€0.11/kWh per 24hrs	20
Total OLD (Euro) @€0.11/kWh per 24hrs	93
Savings per day	73
Expected ROI (days)	413

· In hotels, we went from using **4 boilers** to using only 2 at a time, to reduce fuel consumption as well as wear and tear.

· Car Park – Repaired **damaged ducting** to eliminate loss of clean air.

Ventilation fans are constantly extracting air even when the CO2 levels are acceptable. It's assumed that 75% of total energy being consumed by car park is used by the ventilation system. Therefore

we've commissioned the installation of a **carbon dioxide monitoring** system to activate extract exhaust air systems only when sensors detect levels of CO2. Energy saved by the system is 30,812kwh annually, assuming the fans will operate 16hrs per 7 days, will lead to an estimated annual saving of €1717.

Cost of the system is €3k therefore, ROI will take 1.75 years. Installation December 2023 and commissioning will take place early 2024.

ENVIRONMENT

Energy

Planned replacement of 434 guest room **apertures** at ICM. Converting from single to double glaze, lowering the U value for considerable electrical savings and reducing DB levels. Capital cost of €1.3m, with electrical savings of at least €56k per year.

The aperture upgrade will also allow us to reinstall our RMS (room management system), which will lead to further savings. This is planned for 2024.

Confirmed the replacement of additional 5 **laser projectors** for which we are receiving €40k

funding from Malta Enterprise. This will reduce high energy costs from the bulbs as well as ACs to cool the projection rooms. Total saving on consumption for the 5 laser projectors = 127,312 kWh per annum, equivalent to €15,300. Total cost of investment was €202.4k.

Tighter checks and controls and better and increased maintenance of **ACs** (Planned preventative maintenance, regular filter, and plenum cleaning), leading to better energy efficiency, especially at ICM.



Electricity Consumption:

InterContinental:

	Total kw	% diff in kw used	% diff in occ RN	Kw per occ RN	% diff kw/ocRN
2022	6,355,328.00			84 kw	
2023	6,174,971.0	-2.84%	36.60%	60kw	-28.6%

Observation: **Decrease in consumption of 2.84% at ICM despite a 36.6% increase in occupancy** over the previous year, and a particularly hot summer. Decrease in energy consumption per room night of 28.89%.

HIEX consumption:

	Total kw	% diff in kw used	% diff in occ RN	Kw per occ RN	% diff kw/ocRN
2022	513,220.00			19kw	
2023	438,000.00	-14.60%	24.10%	13kw	-31.6%

Observation: **Decrease in consumption at HIEX of 14.6% despite a 24% increase in occupancy** over the previous year, and a particularly hot summer. Decrease in energy consumption per room night of 31.6%. Consumption will reduce significantly when the 'Naked Energy' water heating system is installed in 2024.

ENVIRONMENT

Arena consumption:

	Total kw	% diff in kw used	% diff in days used	Kw per day used	% diff kw/day used
2022	1,284,680.00			11,269.00	
2023	1,802,247.00	40.29%	45.60%	10,857.00	-3.7%

Observation: There was an increase in use of the arena of 45% but a decrease in energy consumption by 40%. This resulted in an overall **decrease in energy used 3.6% per day**.

Eden Cinemas:

	Total kw	% diff in kw used	kw/€ revenue	% diff in kw/€ revenue	kw per patron	% diff kw/patron
2022	553,309		0.18		2.24	
2023	522,641	-5.54%	0.12	-32.20%	1.44	-36%

Observation: 2023 was a very busy year at Eden Cinemas, resulting in needing more cooling to regulate theatre temperatures. The extreme summer heatwaves will also have resulted in higher AC use.

Cynergi Health & Fitness Club:

	Total kw	% diff in kw used	kw/€ revenue	% diff in kw/€ revenue	kw per check-ins	% diff kw/check-in
2022	237,278		0.16		1.25	
2023	258,537	9%	0.16	-3.77%	1.20	-3%

Observation: The overall increase in Cynergi is due to an inefficient AC system. October's spike is likely due to the unseasonably hot weather resulting in not being able to switch off cooling in the club until later in the year.



ENVIRONMENT

Bay Radio:

	Total kw	% diff in kw used	kw/€ revenue	% diff in kw/€ revenue
2022	139,731		0.07	
2023	163,048	16.69%	0.08	9.60%

Observation: In May 2023, works began for 2 new studios which resulted in more ACs installed at the Bay offices. The 2nd station was operational from August. The power rack was also updated to power both stations. Also, in November 2022, the marketing team moved down to the Bay offices from Admin, resulting in several full-timers and more offices consuming electricity throughout 2023. Summer 2024 was also particularly hot.

ELG Head Office:

	Total kw	% diff in kw used	Total staff	kw/no. staff	% diff in kw/no. staff
2022	57,809		21.50	2,689	
2023	46,228	-20%	18.50	2,499	-7%

Observation: Overall decrease in consumption. At the end of 2022 we replaced our office lighting with LED light and also had the marketing team moved out of the admin offices.

This exercise was not done for Eden SuperBowl due to its removal and rebuild.

Fuel & Gas consumption:

	Total LPG usage - Ltrs	% diff in LPG used	% diff Occ RN	LPG used / Occ RN	% diff LPG/ Occ RN
2022	60,863			0.80	
2023	78,830	29.50%	36.63%	0.76	-5.00%

	Fuel / Heating Oil usage - Ltrs	% diff in Oil used	% diff Occ RN	oil used / Occ RN	% diff oil/Occ RN
2022	284,072			3.75	
2023	318,701	12.19%	36.63%	3.08	-17.86%

Most LPG is used in kitchens. Diesel is used for water heating, space heating, heating of the indoor pool and for generators. In 2023 we used 78k ltrs of LPG gas vs 61k in 2022; and 319k liters of fuel/heating oil vs 284k. That's an increase of 29.5% and 12% respectively. The lion's share of this consumption is attributable to the hotels, rather than entertainment. When we compare these figures to room nights, we can see a decrease in consumption per occupied room night

ENVIRONMENT

Planned for 2024

· Installation of 'Naked energy' renewable thermal heating for HIEX. A total of 166,913kwh of energy should be generated annually, with excess heating water transferred to ICM during summer. This will also eliminate use of harmful LPG gas.

Expected ROI of 5.6 years.

· Energy-efficient Kitchen equipment installation (as described above).

Opportunities going forward to reduce electricity and fuel consumption:

- Pool cover in indoor pool to prevent heat loss and an estimated 25% of heating
- Indoor pool heat pump – to replace boiler heating, reducing use of gas and more efficient
- Replacement of Indoor pool AHU via VRF
- Replacement of Club lounge AHU via VRF
- Replacement of 3 x corridor AHUs (14,15,16)
- EV charging stations in car-park, starting with 2. 2 stations will require a capital investment of €2k and cost should easily be recouped within one year of operation. Installing these EVs for the public will reinforce our commitment to the reduction of carbon emissions.
- Replacement of 4 leaky and inefficient calorifiers
- Replacement of old and inefficient Cynergi AHU.
- New in-house laundry. Saving the need to transport our laundry daily (transport of which is estimated at approx. 1.6 tonnes of carbon emissions), the new system will incorporate a water and heat recovery system and therefore be water and energy-efficient.
- A new Building Management System for ICM.
- Upgrade or full replacement of the existing Room Management System at ICM, ensuring tighter controls and management of utilities, going forward.
- 3-way valves/ inverters as part of the BMS system.
- Insulation of balance tanks from indoor pools to reduce heat loss

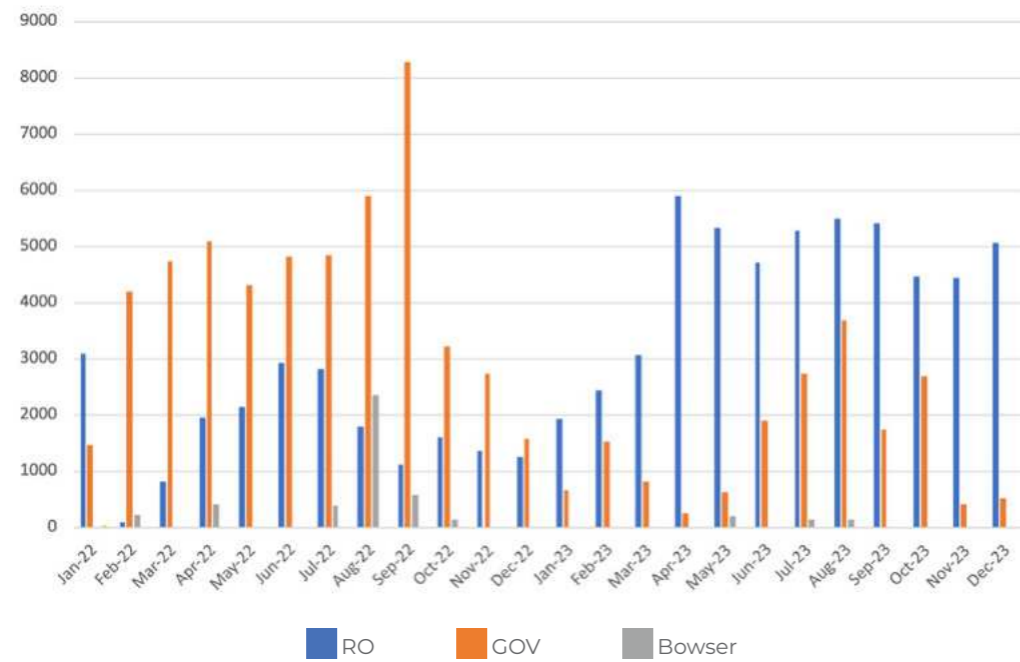
SDGs addressed



ENVIRONMENT

Water

Comparison of total water usage by water source 2022 vs 2023:



Observation: We used far less government water and bowser in 2023 but relied mostly on our RO production, thereby saving on costs. Graph clearly shows where a big leak took place in 2022 (May) and where the ROs were fixed, in early 2023.

Water usage – ICM:

	RO m³	GOV m³	Bowser m³	Total usage	Water consumption per guest night
2022	20,912	51,172	4,033	61,092	1.07m³
2023	53,530	17,558	480	52,537	0.56m³
	RO	GOV	Bowser		
Cost per unit	€1.76	€2.35	€5.75		



ENVIRONMENT

Cost of water usage 22 vs 23

	RO	GOV	Bowser	Total ICM	Cost per guest night
2022	€49,143	€120,254	€9,478	€143,566	€1.01
2023	€125,796	€41,261	€1,128	€123,461	€0.68

Total consumption for the whole group (excl HIEX) comparison 2022 vs 2023:

	m³	%diff
2022	76,117	
2023	71,568	-6%



Observation: Less water was used overall despite higher hotel occupancy and busier entertainment outlets.

HIEX Water consumption:

	m³	%diff	% diff guest+night	Water / guest night	% diff
2022	7560			6.46	
2023	8824	16.72%	18.34%	6.55	-1.39%

Observation: 2023 saw an increase in water usage of 16.7% over 2022, despite an increase of 18% in guest nights. Water used per guest night decreased slightly.



ENVIRONMENT

Water

IN 2023 the 2nd RO was fixed, it was out of action since early 2020. New membranes installed in December 23 will ensure full-capacity production.

2023	R01 (m³)	R02 (m³)	Total
January	2990	0	2990
February	2430	0	2430
March	430	2633	3063
April	2518	3372	5890
May	2374	2953	5327
June	1609	3113	4722
July	2217	2623	4840
August	2437	2606	5043
September	2652	2254	4906
October	2191	2721	4912
November	2087	2368	4455
December	3423	1147	4570
TOTAL	27358	25790	53148



Below is the RO consumption and production comparison for Dec '22 and Dec '23 which shows the efficiency created by changing the membranes of the ROs:

		Dec' 22	Dec' 23	% change
Electricity	kwh	14797	22696	53.38%
Water produced	m³	1244	5053	306.19%
Electricity used / m³ of water	kwh / m³	11.895	4.492	-62.24%
unit cost per m³ (@€0.118)	€/m³	1.4	0.53	-62.14%

ENVIRONMENT

Measures taken in 2023:

- Water saving with reduced backwash – previously daily **backwash** would be disposed of. Now, water is being put back into the pool (after 24 hrs, allowing sediment to settle), less wastage & less top-up - leading to a saving of 10m³ every 2 days or 1825m³ per year, the equivalent of €3,212 per year.
- Active **Water monitoring** leading to savings in RO water & govt water.
- Reduced circulating water pumps from 80% to 50% flow rate, halving running costs of the plant.
- Installation of **waterless urinals** in Cynergi in December and level 3 ICM (in Jan 24). These will save up to 100,000 liters of water per year per urinal, eliminate smells and blockages. Cleaning products used are biological and eco-friendly. These 9 urinals can lead to a saving of almost 1m ltrs of water per year.
- **Aerators** installed in 118 guest rooms' bathroom sinks at HIEX. Capital cost is €2.4k giving a savings of 753725 ltrs of water annually, equivalent to €1253 per year and energy saving of 69k kwh with an ROI of 3-4 months.

Action points for 2024

- New in-house laundry which will be far more efficient in terms of water use than our existing laundry contractor, with water and heat recovery systems.

It is important to note that while this new system will lead to cost savings due to no longer outsourcing our laundry, and is better for the environment as it uses less water and energy than other laundry facilities we are currently using, this facility will increase our water and electricity usage and will increase our Carbon emissions.

- Clear Vue system phase 2 – Thermal & water metering. At present, we are making assumptions as to the allocation of consumption across all business units as our water use is not metered. Investment costs are being worked out.

Opportunities for 2024

- Investment in pot washing machines for the main kitchen & Paranga. They can lead to annual savings €60k in water, labour, energy and chemicals and savings of 2.2 million ltrs of water annually.
- Waterless urinals – replacement of remainder of ICM urinals once we have assessed how effective the sample ones are.
- Indoor & outdoor pool covers to prevent evaporation
- New saltwater chlorinator (level 5 pool) to remove need of harmful chemicals
- Solarfar regulating valves – to be installed in each guest room to save water and heat by setting the temperature at source.

SDGs addressed



ENVIRONMENT

Environment actions

Measures taken in 2023:

- Planted a Herb Garden in ICM garden to enable us to use our own organic herbs in our cooking. This reduced the need for transport and plastic.
- Various company-wide activities promoting environmental education & action (See document A for our full list of activities in 2023).
- Saved a large quantity of unused/unwanted items from landfill by donating to charities, including old furniture, over 30 large bags of linen, Approx 15 boxes of partially used bathroom amenities and old guest room TVs from DRI.

Opportunities for 2024

- Construction of a Greenhouse in level 5 garden to grow more of our produce to further reduce food transport and plastic as well as giving our patrons quality, homegrown ingredients – cost of approx. €15k
- Investigate into potential installation of hydroponic system
- Several environmental (CSR) activities planned for 2024 related to the environment.
- More sustainable menus & Organic produce offerings for guests

SDGs addressed



SOCIAL

CSR

Helping the Community:

This year, as well as financial and in-kind support, we focused on embedding CSR and the concept of serving our community, in our organisation's day-to-day operations. Many teambuilding activities, organised through HR, were organised in collaboration with VOs/NGOs, to have a multi-pronged effect – helping the community, team building, encouraging purposefulness, and education. We also made use of the services of various organisations to fulfill company needs, such as our staff mental health programme and procurement. We promoted circularity and eliminated waste by extending the life of our unwanted items and repurposing them for others to use. In all, we assisted over 40 Voluntary organisations this year.

Actions taken in 2023:

· ELG Joined the Academy of Givers at the beginning of the year, a platform to learn best practices on how to create impact with CSR; network with and learn from other companies; listen to VOs and understand needs

· Extensive CSR programme for 2023 – This year saw a very full programme that focused on 6 principles:

- Financial aid
- Volunteering & Staff activities
- Resource Sharing
- Raising Funds & raising awareness
- Non-financial donations
- Supporting NGOs through our activities

(See document A for a full list of activities undertaken in 2023 and document D for an overview of ways ELG gives)

· Heritage project – Long drawn out, but the restoration of the Guthrie Bridge has finally been completed and will be inaugurated in spring 2024. Proposals were made for our next heritage project to fund and are under discussion.

· Discussions were had with several VOs to understand their needs, to enable us to give with greater impact in 2024. Having received their proposals which included financial aid as well as volunteering and other support, we have selected the VOs to work with structured the CSR programme and budget for 2024. (See document B for CSR activities planned in 2024). We will still assist other organisations on a smaller scale. Partner organisations include:

- St Jeanne Antide Foundation
- Fondazzjoni Sebh Foundation
- Dar Tal-Providenza
- Nature Trust
- MSPCA
- Inspire

Action points for 2024

- To select the next heritage project in early 2024.
- Set up Foundation and plan fundraising activities.
- To set up a framework for measuring the impact of our CSR activities.



SOCIAL

Employees

Our employees are one of ELG's key stakeholders and an asset that needs to be well looked-after.

· In 2023, the Social & Wellness Programme continued and was further enhanced from the previous year (See Document C for a summary of the Social & Wellness Programme).

· Extensive training programme for all employees – with 1999 training hours in for EEL employees or 18.2 per FTE.

· Reached (and exceeded) quota of disabled persons as needed by law.

· Turnover of EEL staff reduced 48% in 2022 to 36% in 2023.

· Beekeeper – investment in this HR app allows for better 2 way communication with employees.

· We continue to measure employee engagement and get their feedback, as an engaged employee is more valuable – they're more loyal and motivated.



SOCIAL

Customers

Our customers are another of our key stakeholders.

Measuring Customer Experience - CX

· We defined our customers' profiles at ELG, established the main touchpoints in our customer journey, surveyed our customers, and set action plans to address pain points and ensure we deliver the best experience possible.

· We analysed the incoming phone call for all three entertainment areas (Cynergi, Bowling, Cinema). Improved answering systems for ESB and Eden Cinemas which were seeing only 33% of calls answered—introduced new hunting line sequences, IVR system, and answering service with SOPs in place to handle them. Also improved and enhanced other means of communication

for patrons to further alleviate phones and to offer better service. Actions taken saw an improvement in number of calls received and call handling, especially at cinema.

· Introduced a cinema Help Desk with a dedicated customer care person, launched in December.

· Profiling Cynergi & cinema customers based on membership/ account data.

· Won the silver award for 'Leaders in Inclusivity' at the Malta Business Awards, highlighting our accessibility within Eden Cinemas for customers.

SDGs addressed



GOVERNANCE

· IHG Green Meetings held weekly – to establish ways of improving the hotel’s sustainability and ensuring implementation.

Reporting

· Compiled the 2022 ESG report for Ministry for the Environment, Energy & Enterprise which includes energy, water, waste, employment, and governance reporting. (They have not yet published them).

· CSRD – attained a clearer understanding of ELGs requirements and obtained 3 quotes to make us CSRD ready in 2025. This will be readdressed at end of 1st quarter 2024 to decide on service provider to proceed with.



Policies

· Published our company codes and policies and delivered an info session to management to:

- To set Ethical Standards
- For Legal Compliance
- Risk Management
- Reputation & Brand Image
- Employee Guidance
- Supplier & Partner Relationships
- Environmental Stewardship & Community responsibility

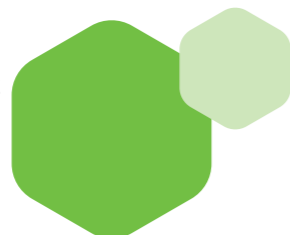
- Cybersecurity Policy
- Corporate Behaviour Policy
- CSR Policy
- Anti-Bribery Policy
- Sustainability Policy
- Internet Usage Policy
- Social Media Policy
- Sustainable Supplier Policy

· Sustainable suppliers

- Reached out to all suppliers, sharing our Sustainable Supplier Policy and requesting them to sign a declaration confirming their values are aligned with ours. This will be an ongoing process to ensure our value chain is ESG compliant or will endeavor to become so.

Policies include:

- Code of Conduct
- Human Rights Policy
- Supply Chain Code of Conduct



GOVERNANCE

Equality in the workforce

· Working with HR on action points to improve equal opportunities for women in the workforce

· Working with HR on action points to improve number of different ability persons in the workforce and hiring more different-ability persons to reach our required quota for 2023



Eden Leisure Foundation



· Laid the foundations for the Eden Leisure Foundation and began the process in terms of compiling the statute; selection of administrators and getting the ball rolling with the Commissioner of Voluntary Organisations.

Certification

To help with good governance and transparency, and also to help position our enterprise as sustainable to attract business, we are investigating or implementing various certifications:

· Underwent changes required for Green Key certification for IHG and the application has been submitted for auditing.

· We are getting assessed for BREEAM certification for the new VOCO hotel (an investment of €13k).

· Investigating ISO 9001 certification for Quality Management Systems

Action points for 2024

· A focus on talent acquisition and retention strategy including offering more flexible conditions

in the workforce; including a marketing campaign to promote this.

· Investigate a sustainability management platform to track sustainability metrics and also to have a flexible database for sustainable suppliers.

· Have the Foundation up and running

· Certification:

- Possibility in investigating ISO 9001 certification Quality Management Systems

- Decision on whether or not to pursue BREEAM certification for VOCO

- Conclusion of Green Key Certification for ICM

SDGs addressed



GOING FORWARD INTO 2024

What are our Sustainability / ESG Goals?

E - To reduce our negative impact on the environment, while simultaneously reducing costs, in the following areas:

- Waste & Circular Economy
- Water
- Energy
- Carbon Emissions

S - To make a positive contribution to society and stakeholders

- To be leaders in Corporate Social Responsibility
- Continuous improvement in our customer experience
- To be employers of choice

G - To enhance our governance structures for an ethically run business that ensures transparency.



GOING FORWARD INTO 2024

What is our Strategy going forward?

E · Measure and manage.

- Reporting.
- Carbon & pollutant reduction
 - Controls – energy & water usage
 - Investment
 - Waste reduction
- Make positive contributions to the environment

S · Execute CSR programme and measure the impact

- Interlink our CSR programme with our HR for staff acquisition, engagement, and retention.
- Improve our women in workforce ratio and expand our team to include more with different abilities.
- Collaborate with HR to further develop our social & wellness programme
- Measure and improve our CSAT & NPS scores

G · Ensure that ESG factors are incorporated into all areas of business.

- Establish the Eden Leisure Foundation
- Policies
 - Continuous staff training on our policies
 - Emphasise our Sustainable supplier policies up and down the value chain
- Attain Certifications to show commitment and transparency
- Improve our board composition



DOCUMENT - A - CSR ACTIVITIES IN 2023

This year, as well as financial and in-kind support, we focused on embedding CSR and the concept of serving our community, in our organisation's day to day operations.

Many teambuilding activities, organised through HR, were organised in collaboration with VOs/NGOs, to have a multi pronged effect – helping the community, team building, encouraging purposefulness, and education.

We also made use of the services of various organisations to fulfill company needs, such as our staff mental health programme and procurement.

We promoted circularity and eliminated waste by extending the life of our unwanted items and repurposing them for others to use.

In all we assisted over 40 Voluntary organisations this year.

All year round

- Completion of the restoration of the Guthrie Bridge at Fort Rinella with Fondazzjoni Wirt Artna, which we sponsored.
- Special Olympics Bowling training at heavily subsidised rates, twice weekly.
- Staff donations to Dar Tal Providenza with each paycheck – ELG and ICM matched funds raised with a total donation of €5,000 made in December 2023.
- Richmond Foundation – paid participation in their programme for mental health facilities in the workplace & training.
- Autism Friendly movie screenings; subtitled screenings
- Hospice Malta – several months of cinema advertising
- Island Sanctuary – 6 months of cinema advertising

January

- Sedqa – Substance Abuse Prevention Initiative in Post-Secondary schools:
 - Cinema: Free Popcorn vouchers x 1000 vouchers
 - Cynergi gym: Free day pass worth €20 x 200 vouchers
 - Bowling: buy one get one free ticket mon-thurs 10-8 pm
- Crockery donation to Hospice Malta – several thousand pieces.
- Carpet donations to MSPCA; CLAWS & Animal Welfare (HIEX used fitted carpet).
- Book Swap – (internal) to promote a circular economy, reuse, and recycling.

DOCUMENT - A - CSR ACTIVITIES IN 2023

February

- Joined Academy of Givers to become part of a network of businesses that wish to create impact (internal and external) through CSR.
- ELG In-house collection for Turkey Earthquake
- St Theresa Home – free sensory-friendly movie screening for their autistic children - Puss in Boots (5 children & 4 care workers)

March

- Hosted Squash tournament at Cynergi in aid of DAR Bjorn (www.alsmalta.org)
- Donation of 7000 pieces of crockery to the Missions 'Missio' - items will be sold from Missio Bazaar at Qormi Road, Hamrun. All proceeds going to fund a school in Tanzania which will also be the target of their marathon on the 11th of March.
- St Theresa Home – free sensory-friendly movie screening for their autistic children - Puss in Boots (5 children & 4 care workers)
- Ftira day – Internal initiative - raising funds for Puttinu Cares

April

- Purchased figolli from Hospice Malta to give to staff.

May

- Bingo - raised funds for MSPCA
- Launched the cinema advertising initiative for VOs – 1 month of free slides for max 3 VOs per month.
- 1 month free advertising on cinema – Fondazzjoni Sebh
- 1 moth free advertising on cinema – Malta Dementia Society
- 1 month free advertising on cinema - NWAMI International Malta

DOCUMENT - A - CSR ACTIVITIES IN 2023

June

- Coordinated 10 volunteers to work at the RMJ Horse Rescue open day event (coorganised by TDM 2000)
- Organ donation seminar for staff – which resulted in 20 staff members signing up to the programme
- Printed CSR T-shirts for staff to wear at events & activities.
- 1 month free cinema advertising Nature Trust
- 1 month free cinema advertising MOAS
- 1 month free cinema advertising CSR Malta
- Providing maintenance work to help a young mother of 6, via St Jeanne Antide Foundation - we fixed her door, fixed a broken bed, put up some fans and helped her get a donation of paint
- Donation of used linen to Association of Abandoned Animals & Claws Cat Adoption:
 - Bath towels x 381
 - Hand towels x 550
 - Bathmats x 301

July

- 1 month free cinema advertising Kellimni
- 1 month free cinema advertising Love Kitchen (millennium chapel)
- 4th July – volunteering - gardening day for staff at Inspire. Including sponsoring of the skip hire, gardening gloves.
- Promotion for RAR (Real Animal Rights Foundation) for their event on 89.7 Bay (call in & insta/web posts).
- Organised volunteers to assist with Inspires TV marathon; and promoted it on 89.7 Bay

August

- Dar tal-Providenza film screening for residents, support workers and staff (Ability Unit).
- 1 month free advertising Birdlife
- 1 month free advertising Dar Hoesa
- 1 month free advertising JA Malta

DOCUMENT - A - CSR ACTIVITIES IN 2023

September

- 1 month free advertising change-makers
- Pride month with 89.7 Bay – raising awareness and promoting acceptance of diversity
- MSPCA Corporate Membership - with 89.7 Bay
- Beach Clean up (in collab with InterContinental Malta)
- Smiling for Jerome – free screening of Abba for 3 families (10 people).
- Smiling for Jerome – 2 bowling tickets for raffle for charity event
- Stationary for kids – collecting from staff & sponsoring back to school items for Fondazzjoni Jeanne Antide
- Clothing collection – to save landfill waste and to facilitate donations to charities.
- 6 bowling tickets for Spectrum Ball raffle – Malta Autism Centre
- ICM - Clothes Donation – 15 boxes collected and will be given to 'Inspire Foundation'
- ICM - Bake Sale – funds collected and given to 'Puttinu Cares'

October

- Green Fingers – organised sessions for employees to enjoy nature while supporting this environmental VO. Activities including: Farm Tour; How to find your life purpose; Volunteering Day; Vertical Gardens Workshop
- 1 month free advertising Change Makers
- 1 month free advertising walk-talk for Mental Health awareness concert 'Thinking too Much' at Eden Cinemas
- Staff Bingo (pink October) in aid of Europadonna
- Pink October staff awareness day

DOCUMENT - A - CSR ACTIVITIES IN 2023

November

- Dar il-Wens – complimentary lunch at InterContinental Malta for 40 residents.
- Dar il-Wens – donation of linens/towels/duvets etc
- AAA – donation of blankets etc
- Donation of Golf Buggy to Zibel
- Reverse advent calendar – Jean Antide Foundation
- Donation of bowling tickets – Batteries for Hospice initiative – GreenPack
- Donation of Golf Buggy to Zibel to be achieved
- Reverse advent calendar – Jean Antide Foundation
- Donation of bowling tickets – Batteries for Hospice initiative – GreenPack
- Ponsietta sale to staff – raising funds for Hospice

December

- Gifts for kids – Fondazzjoni Sebh.
- 6 bowling tickets for Dar Tal-Proviienza raffle
- 4 bowling tickets for Karl Vella Foundation raffle
- Subsidized film screening & free bowling for 20 residents - Sedqa
- Launch of Restaurant Donation Scheme, raising funds for the Love Kitchen.
- 1 month of staff Volunteering at the soup kitchen. 24 employees for 3.5-4 hours each.
- Fra Diegu Home, NY lunch for 12 children and 5 carers at InterContinental Hotel.
- Private Screening of Trolls 2, for Puttinu Cares group of children.

DOCUMENT - A - CSR ACTIVITIES IN 2023

List of Organisations we've helped this year:

Fondazzjoni Wirt Artna	MOAS
Special Olympics	CSR Malta
Dar Tal Providenza	Jeanne Antide
Richmond Foundation	Kellimni
Hospice	Love Kitchen
Island Sanctuary	Soup Kitchen
Sedqa	Inspire
MSPCA	RAR
CLAWS	Birdlife
Animal Welfare	Dar Hoesa
Academy of Givers	JA Malta
St Theresa Home	Change Makers
Dar Bjorn	Pride
Missio	Smiling for Jerome
Puttinu	Malta Autism Centre
Malta Dementia Society	Green Fingers
NWAMI International	EuropaDonna
RMJ HORse Rescue	Dar il Wens
Organ Donation Register	AAA
Nature Trust	Zibel
Fra Diegu Home	Karl Vella Foundation

DOCUMENT - B - CSR ACTIVITY CALENDAR 2024

	Beneficiary	HR/ CSR	Description of Action
Heritage project	TBC	CSR	TBC
General	MSPCA	CSR	Corporate Membership (€1000 barter against Bay ads)
	MSPCA	CSR	Creating educational and fun videos about animal care/adoption etc... using Bay presenters
	Various VOs	CSR	Free advertising at cinemas for 2-3 VOs per months
	Academy of Givers	CSR	Membership
	Pride Month	CSR	Bay sponsorship.
		HR	Internal initiatives
	Dar Tal Providenza	CSR	Collection from salaries and contribution from ELG
			Printing of Eden Leisure Foundation T shirts / stand up banners / other material
January	Climate Change	CSR	89.7 Bay CSR Campaign - Climate Change (month long)
	Zibel	CSR	Acquisition of 2 sand cleaners to remove cigarette butts from St. George's Bay beach
February	Inspire	HR	Cleaning and painting the Rehab and Clinic Area before launching Brickclub
	Inspire	CSR	Inspire Marathon - Volunteering on 24.02.2024, 25.02.2024,
	Fondazzjoni Sebh	CSR	Dar Sagra Familja Zabbar - 15th February
March	Dar tal-Providenza	HR	Agriculture activity with residents and help in charity shop
	MSPCA	HR	Dog walking
	Hospice	HR	Figolli for staff
April	Inspire	HR	Cleaning/clearing the outside pool area
	Fondazzjoni Sebh		Cleaning in homes
	Jean Antide Foundation	CSR	Food collection with staff
	Jeanne Antide Foundation	CSR	SOAR Saturday Club (domestic violence sufferers) do fitness class at Cynergi
May	Nature Trust	HR	Beach Clean up at Gnejna bay for start of Turtle Season
	Green Fingers activity	HR	TBC
June	Fondazzjoni Sebh	HR	Food collection
	Jeanne Antide Foundation	CSR	SOAR Saturday Club (domestic violence sufferers) go for a game of bowling
July	Fondazzjoni Sebh	CSR	Bowling game for children & carers
August	Fondazzjoni Sebh	CSR	Collection of Towels and bath mats
September	Fondazzjoni Sebh	CSR	Stationery Collection. Staff initiative & our contribution
	Jeanne Antide Foundation	CSR	Stationery Collection. Staff initiative & our contribution
October	Fondazzjoni Sebh	HR	Gardening and weeding in homes
	MSPCA	HR	Dog walking
November	Nature Trust	HR	Invasive plant clean up at Wied Ghollieqa
	Dar il-Wens		Lunch at Harruba x 40 residents
	Fondazzjoni Sebh		Xmas lunch at Harruba for children & carers
	Inspire		Fundraising Gala event
December	Dar tal-Providenza	HR	Volunteering visit
	Fondazzjoni Sebh	CSR	Christmas presents for Children
	TBC	HR	Tree Planting - employee family event
Other	Inspire	CSR	Donation boxes at cinema
	Love kitchen	CSR	€1 from every bill goes to Love kitchen
	Fondazzjoni Sebh	CSR	Envelope in guest room for donations
	Guest speaker & events	CSR	At cinema
	Fondazzjoni Sebh	CSR	Kitting out children's homes with appliances; etc...
	Fondazzjoni Sebh	CSR	150 bowling vouchers for employees & volunteers on birthday
	Jeane Antide Foundation	HR	Learning support - once per week staff (leave work 30 mins early) to help children - voluntary basis (6 months)
	Jeane Antide Foundation	CSR	Provide 4 hours of month of maintenance (2 persons x 2 hours)
	Ad Hoc donations		(e.g. marigold, puttinu etc... mostly marathons or where we match employee donations)
	Dar Tal providenza	CSR	Purchase of 2 defibrillators
	Ad hoc HR /csr activities	HR	TBC

DOCUMENT - C - SOCIAL & WELLNESS CALENDAR 2023

	Activities - All employees	Fitness - All Employees	Seminars - All Employees	Social Media Promotions	Other initiatives
January	Christmas Party			24 th - International Day of Education - Book swap	19 th Popcorn Day
			Skills for the Employee / Work-life Balance (Sedqa)		Chillout Friday (last Friday of the month) Drinks at Bay Reception
Get balanced life month					
February	Pool and Darts Tournament - Lounge			13 th - World Radio Day - photos of presenters	9 th Pizza Day
	Valentines Day - Chocolates			Carnival Costumes	
					Chillout Monday - Pool and Darts
N/A					
March	Bay Team Building			1 st Zero Discrimination Day	14 th march St Particks - Photo
	Maltese Ftira Day - Puttinu		Money Planning/Saving Talks	4 th Employee Appreciation Day - water bottles for the staff	Chillout - Cocktails at ESB
				8 th International Women's Day - muffins for women	
Get balanced life month					
April	Figolli			International Pet day	Chillout Friday - Disco Bowling
Stress Awareness Month					
May	Football tournament				Chillout Friday - Family Picnic at pembroke
	Bingo In aid of MSPCA	Yoga sessions x2			
N/A					
June	Team Building Event - Admin		Organ Donation talks	14 th World Blood donor day	21 st Ice Cream for first day of summer
	Cynergi Team Building	Yoga Session at Sky Beach			Volunteering with RMJ
	Eden Assembly (at Eden Cinemas)				
					Chillout Friday Board Games and Drinks
Pride Month					
July				30 th International Day of Friendship	7 th Chocolate Day - chocolate ice cream from scoop
	Volunteer @inspire (gardening) - 4 th July	Pilates at cynergi			
	Bowling Team Building - 10 th July - Skybeach	Beach Work out			
	Cinema Team Building Sky beach				
	Summer Party/BBQ - 21 st July				
Plastic Free Month					
August					
	International Food Festival				
Happiness Month					
September	Pride Month - cupcakes and photo				
	Beach Cleanup				
	Back to school donations				
Suicide Prevention Month					

DOCUMENT - C - SOCIAL & WELLNESS CALENDAR 2023

	Activities - All employees	Fitness - All Employees	Seminars - All Employees	Social Media Promotions	Other initiatives
October					Flu Vaccine drive/ Breast Scening
	Cupcake sale for europadonna		Green Fingers club		
	Bingo! For Europadonna				
	Halloween Party		Breast Cancer talks		
Breast Cancer Awareness Month					
November					
Movember Month					
December	Cupcake sale for europadonna				
	Christmas lunches per department				
	Employee Children Christmas Party				
	Poinsetta in aid of hospice malta				
	Dar Sebh Kids present collection				
	Jean Antide reverse advent calendar				
Christmas Period					



GIVING WITH IMPACT, IN 2023



CSR = CORPORATE SOCIAL RESPONSIBILITY

Bringing value to the community & generating a positive impact.

The idea that a company should play a positive role in the community and consider the environmental and social impact of business decisions.

ELG embeds the notion of CSR in our day-to-day operations.

WAYS EDEN LEISURE GIVES...

Financial



Volunteering



Resource sharing



Raising awareness & funds



Donations



Supporting NGOs in our activities



FINANCIAL



Annual heritage project: 2023, completing the restoration of Guthrie Bridge at Fort Rinella.



Ad hoc donations and matching staff fundraising activities.

VOLUNTEERING & STAFF ACTIVITIES



Encouraging & providing staff to help at NGO open days.

Clean up & gardening activities.

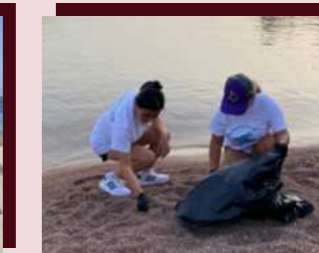
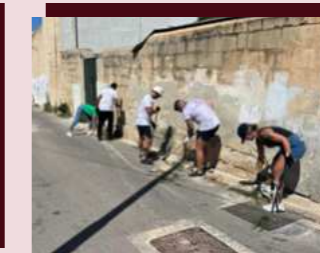
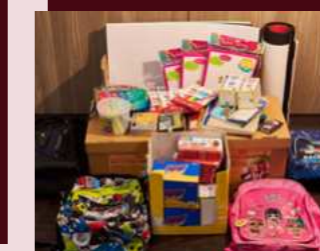
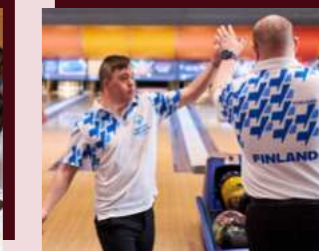
Staff bingo, Ftira or Ponsietta staff sales, to raise funds.

Participation in phone-in marathons.

In-house staff activities to raise funds for various NGOs e.g. buy a cupcake for pink October.

Collection of stationery items for children's institutions.

In-house activities to help the environment or community and which raise awareness e.g. book swaps, clothing collections, etc.



RAISING AWARENESS



Assisting NGOs by co-producing advertising campaigns on our media e.g. MSPCA.



Our own educational & awareness building campaigns, on our media. E.g. Making Malta Green & Clean campaign.

USING OUR OWN RESOURCES



Advertising on our various media: e.g Radio; cinema screens; digital platforms.



Donating Vouchers – e.g. bowling, cinema, Cynergi, hotel – for NGOs fundraising activities.



Offering meals to institutions – e.g. Xmas meals for a children's home and staff.



Free movie screenings.

USING OUR OWN RESOURCES



Free bowling activities.



Subsidised services – e.g. Special Olympics bowling.



Using our space for fundraising activities – e.g. Squash tournament for Dar Bjorn fundraising.



Sending our maintenance team to family in need.

OTHER WAYS OF SUPPORTING NGOs



Organising team building activities at facilities of NGOs.



Purchasing items from charities, e.g. figolli.



Educational visits to sanctuaries.



Other services e.g. Mental health services from Richmond Foundation.

OTHER NON FINANCIAL DONATIONS



Carpets, linen & towels to animal sanctuaries or other institutions in need.



Donated unneeded items such as our hotel Golf buggy; hundreds of TV screens; PV panels and thousands of pieces of crockery.

PLAN FOR 2024



Working with specific VOs to provide specific help that they need, for a structured programme of giving



Eden Leisure Foundation

WHY DO WE DO THIS?

Ethics, Duty



Build a stronger community at ELG



Work in a company we all can be proud of



HOW CAN WE CREATE A BIGGER IMPACT?

You!!

Your participation

Your ideas and feedback

