



Environmental Policy

1. Overview

The Comet Hotel strives to be a leader in environmental sustainability and believes that a successful future for our business and the customers we serve depends on the sustainability of the environment, community and economies in which we operate.

As a responsible corporate citizen, we bear a responsibility to consider the impacts of our actions and how they affect the environment both directly in terms of our own operations, and indirectly through our purchasing decisions, the products and services we offer to our customers and the business opportunities we pursue.

We are committed to minimising the impact of our operations on the environment and to demonstrating leadership by integrating environmental considerations into all our business practices.

2. Scope

The requirements of this policy apply to all entities and employees of The Comet Hotel and its partners.

Although this policy applies to all entities and employees, the primary audience for this policy is those responsible for its implementation, namely the business line leaders and local management of each entity of the Company.

3. Commitment We want our products, services and production to be part of a sustainable society. We are committed to:

a) Environmental Commitments

Protect the Environment

- The Comet Hotel works to protect the environment, including preventing pollution, through responsible management of our operations.
- We will give appropriate weight to this environmental policy when making future planning and investment decisions.
- Will design products to reduce their adverse environmental impact in production, use and disposal.
- Will reduce resource consumption, waste and pollution in our operations.
- To reduced plastic wastage, we bottle our own still and sparking water.
- We are committed to recycling and separating general waster from recycling.



- All guest toiletries and food and beverage disposables are sourced from recyclable material.

Compliance

The Comet Hotel will comply with, or exceed, our environmental obligations, including taking a proactive approach regarding environmental legislation that affects our business.

b) Operations

Objectives and Targets

- The Comet Hotel will set targets and objectives, within the scope of environmental management system, to achieve continual improvement and a sustainable development.
- Will establish and periodically review and report progress on objectives and targets in the pursuit of continual improvement in our environmental management system for the purpose of enhancing our environmental performance and ongoing prevention of pollution.

Own Operations

- The Comet Hotel will minimize the environmental impacts of our own operations through best practise management of our use of energy, transportation, material consumption, water use, waste and emissions.
- Will encourage suppliers, subcontractors, retailers and recyclers of our products to adopt the same environmental principles as The Comet Hotel.
- In the guest rooms, mains power will only work when the guest's key card is placed in the key slot. Once removed, the power will immediately turn off.
- Outside lighting, guest corridors and public areas are controlled by light sensors to reduce the usage of electricity.
- Car charging points in our car park to appreciate and encourage electric vehicles.

Purchasing Decisions

- The Comet Hotel will consider the environmental performance of our suppliers and the environmental attributes of products and services in our purchasing decisions.



Audit

- The Comet Hotel will ensure adherence to our established environmental management processes through periodic internal and external audits.

c) Engagement and Transparency

Employees

- The Comet Hotel will raise employee awareness and support employee creativity and enthusiasm with respect to implementing our environmental policies, guidelines, programmes and initiatives
- Will continually promote environmental awareness, responsibility and best practices and to support the environmental sustainability culture of our company through education and in-house initiatives to reduce our environmental footprint.

Construction

At the Comet Hotel we strive to ensure that our sustainability credentials are one of our most important core values. From our initial “green” design criteria, using where possible recycled and re-purposed products such as acoustic flooring created from old car tyres, reclaimed timber and sustainable cork flooring.

This ethos does not only apply to the construction materials/products that we use, but we also ensure that the contractors, the building material suppliers and interior design elements that are specified all adhere to our mantra of sustainability.

Reporting

The Comet Hotel will report transparently on our internal environmental performance through our company website.



Social Impact

As a business of people serving people, our primary focus is creating a culture that best serves our guests, team members, business partners, and the local community in which we operate. We foster inclusive growth by enabling everyone to participate in and benefit from travel. From empowering our Team Members to bring their full selves to work to creating opportunities for all in our communities; from creating market access for local and diverse suppliers to showcasing local culture to our guests – we are committed to driving positive social impact. We contribute our time, skills and resources to building capacity and resilience in our destinations, including in times of disaster.

1. Team Member Engagement

We seek to attract, develop, and retain the best and brightest talent in hospitality. We offer a variety of programs that support the well-being and performance of all of our Team Members, by providing an environment where all Team Members thrive and belong. Every Team Member has a buddy and all Management undergo High Performance Coaching with an accredited Business Coach.

2. Learning and Development

Growing Professionally: All Team Members deserve a great career, a great leader and a development path that enables them to thrive. We offer tools and resources for them to grow personally and professionally.

3. Diversity & Inclusion

Diversity and inclusion are about creating a sense of belonging that celebrates, supports and, most of all, respects all people.

4. Growing an Inclusive Workplace

We require all Team Members to complete our Inclusive & Respectful Workplace curriculum annually. The training is part of our ongoing commitment to provide a welcoming environment for Team Members and guests. The four components include: Anti-Trafficking, Diversity & Inclusion/Unconscious Bias, Code of Conduct, & Harassment Free Workplace



5. Supplier Diversity

We engage, support and create business opportunities in our communities. Diversity is continually promoted within our business through our supplier diversity program, multicultural marketing to diverse customer segments, partnerships with numerous diverse non-profit organizations, and development of property ownership opportunities for women and minorities. We partner with key stakeholders to create opportunity for suppliers, guests, communities and owners.

6. Creating Opportunities for All

We believe economic growth should be inclusive, creating opportunities for all. At Lester Hotels inclusive growth means that we enable and empower everyone to participate in and benefit from the golden age of travel. We build partnerships and develop innovations to foster inclusive growth across our operations, communities and supply chain.

7. Youth Engagement

Young people are our future Team Members, guests and business partners. Investing in their skills and opportunities is necessary to sustain the growth of our business and the success of our communities.

8. Local Sourcing

We promote local culture and products by sourcing locally. By staying with us, our guests are contributing to our work to break down the barriers for local, small and diverse entrepreneurs to enter hotel supply chains.

9. Operations

We recognise the risk that hotels may be used by traffickers for commercial sexual exploitation. To best equip our teams to identify the signs and report them appropriately, annual anti-trafficking training is mandatory for all hotel-based Team Members. Team Members can raise concerns and are strongly encouraged to report potential signs of trafficking to hotel management, who are trained to best assess the situation and contact local law enforcement as appropriate.