

# OETKER COLLECTION

## Masterpiece Hotels

Corporate Sustainability Report 2022

# Corporate Sustainability Report 2022

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# I. Introduction

## I.1 About This Report

The Corporate Sustainability Report for 2022 offers a clear and transparent depiction of the Oetker Collection's performance in Corporate Social Responsibility (CSR), aligning with Oetker Collection's Sustainability Strategy and the Ten Principles of the UN Global Compact (UNGC).

The Executive Committee agreed to continue producing a formal report on corporate sustainability to support the UN Global Compact Communication on Progress, although this is no longer required by UN Global Compact. Oetker Collection has participated in this reporting scheme since 2014 with Communication on Progress at Active Level, and Advanced Level was reached for the first time with the 2018 report.

## I.2 Scope

This year's report covers the period from 1st January 2022 to 31st December 2022. It therefore overlaps with the previously published January 2021 to March 2022 report. In anticipation of upcoming legislation, the company has decided to switch back to a calendar year reporting period in line with the fiscal year of the organisation. This shall enable the holding to align financial and sustainability reporting in line with the *Corporate Sustainability Reporting Directive* (CSRD) in the coming years. The reference framework used in this report is Oetker Collection's Sustainability Strategy, which is aligned with the Ten Principles of the UN Global Compact and the Sustainable Development Goals (SDGs). The report is provided on an annual basis, and this year's report includes information from the following 10 Oetker Collection Masterpiece Hotels:

Brenners Park-Hotel & Spa – Baden-Baden  
Château Saint-Martin & Spa - Vence  
Eden Rock – St Barths - St Barthélemy  
Hotel du Cap-Eden-Roc - Antibes  
Jumby Bay Island - Antigua  
L'Apogée - Courchevel  
Le Bristol - Paris  
Palácio Tangará - São Paulo  
The Lanesborough - London  
The Woodward - Geneva

## I.3 Organisation Overview

GROUP COMPANY COVERED BY THIS CSR REPORT: Oetker Collection

OVERVIEW: Management and operation of high-end luxury hotels worldwide

MANAGEMENT: Oetker Hotel Management Company GmbH (OHMC), registered in Germany, manages Oetker Collection

HEADQUARTERS: Baden-Baden, Germany

EMPLOYEES: 2473

MARKETS: The tourism and hospitality industry in Antibes (France), Antigua (private island), Baden-Baden (Germany), Capri (Italy – from 2023), Courchevel (France), Geneva (Switzerland), London (Great Britain), Paris (France), Palm Beach (United States – from 2024), São Paulo (Brazil), St Barthélemy (France), Vence (France). Customers are individuals, travel agents, tour operators and corporations from worldwide markets.

WEBSITE: <https://www.oetkercollection.com/>

REVENUE: Reported annual business revenue in 2022: 422 M€ (represents the sum of all revenues by the individual affiliated hotels and entities)

MEMBERSHIPS: Oetker Collection is seeking membership of the Sustainable Hospitality Alliance to begin in 2023 in order to learn and contribute to a network of leading hotel companies and drive collaborative action towards solving social and environmental challenges.



# I. Introduction

## I.4 Reporting Structure and Content

The framework of the Oetker Collection Sustainability Strategy was established in 2015, updated in 2019 and 2021 and is based on four commitments:

- Human Rights
- Responsible Consumption
- Environmental Awareness
- Sustainable Communities

The commitments are further broken down into principles that provide an in-depth understanding of the idea behind the commitment. In addition, key measures accompanying the principles outline concrete actions Oetker Collection will take to operate in line with its commitments.

The appendix provides a summary of progress status for each objective as well as a preliminary alignment to the GRI Standards - Core options.

## I.5 Company Structure

Oetker Hotel Management Company GmbH (trading as Oetker Collection) is registered in Baden-Baden, Germany and operates 10 hotels in Europe, the Caribbean and Brazil. One hotel is due to open in Italy in 2023 and in the USA in 2024. The company is owned by the Geschwister Oetker Beteiligungen KG (GOB), registered in Bielefeld, Germany, which also owns two of the collection's managed properties, namely Château Saint-Martin & Spa and Le Bristol Paris. With a turnover of 2.47 billion euros and more than eight thousand employees, Geschwister Oetker Beteiligungen combines the values of a respected family business with dynamic growth ambitions.



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# I. Introduction

## 1.6 CEO's Foreword

As we reflect on the past year, I am honored to introduce the 2022 Annual Sustainability Report for Oetker Collection. 2022 was a year when the hospitality industry started to recover from the unprecedented challenges brought about by the global COVID-19 pandemic. Throughout this period of recovery, we at Oetker Collection recognized an opportunity, not only to rebuild and rebound but to reevaluate our priorities. We chose to use this pivotal moment to refocus on sustainability and embrace our role as responsible good corporate citizens. We understand that sustainability is not just a trend; it is a commitment to the well-being of our planet and the betterment of our communities.



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The last two years have been difficult for our global team and members of the local community where our properties are based. We recognized the challenging times, and we are delighted to welcome back all the team members who were temporarily disconnected from our hotels, their efforts and sacrifices were and continue to be recognized and rewarded. Our efforts were always directed to support our global members of the team and the local community, in direct alignment with our CSR Commitment to Human Rights.

New international issues like the conflict in Ukraine and the European energy crisis have created a challenging scenario for all hospitality business. Additionally, we can't ignore the climate crisis that keeps on unfolding globally. Continuing the past years' efforts, reducing our CO2 emissions is still the main priority of the sustainability strategy that guides our operations. We are happy to report that we are on track to continue reducing the individual impact of our properties while establishing a more ambitious global strategy. From responsible consumption to supporting local initiatives while caring for the natural environment, this all plays a part in the fight against climate change.

At Oetker Collection, we have taken the firm decision to adapt to this new scenario without compromising our commitment to the natural resources, beautiful scenery and special communities that host our properties.

In 2022, we took significant steps to integrate sustainability into the very core of our business. One of the most substantial moves we made was the appointment of a Senior Head of Sustainability, reporting directly to the CEO. This dedicated leader plays a crucial role in driving our sustainability initiatives forward. He shall bring a wealth of knowledge and expertise to our team and will help us define and achieve our sustainability goals, ensuring that they are both ambitious and attainable.

Meanwhile, the year 2022 has also seen major developments and success stories across our portfolio of properties. While adapting to new challenges, our portfolio has been reinforced with its latest addition, The Vineta Hotel in Palm Beach, the 12th property of our Masterpiece Hotels and the first one in the United States. Scheduled for late 2024, Oetker Collection will bring back the Vineta name, paying homage to the hotel's legacy and heralding a bold new chapter in the property's nearly 100-year history.

At Oetker Collection, we recognize the particular importance of sustainable practices in the luxury hospitality industry. Our soon 12 exquisite hotels around the world have long been known for their exceptional service, exquisite accommodations, and culinary delights. We are committed to extending that excellence to the realm of sustainability. Our three key values - *family spirit*, *elegance* and *genuine kindness* - will continue to guide all our operations while we adapt to the new demands of our stakeholders.

This annual report provides further insight into our sustainability journey and the initiatives we have embarked upon to make a positive impact. We have taken various steps to reduce our carbon footprint, conserve water, minimize waste, support local communities, and engage our guests and employees in sustainable practices. We therefore continue to reduce our environmental impact, promote social responsibility, and enhance the well-being of our guests and team members. This report is also a meaningful tribute to our dedicated and talented team for their contributions towards our sustainability objectives. Together, we can create a brighter and more sustainable future.

A handwritten signature in black ink that reads "Timo Gruenert". The signature is fluid and cursive, written in a professional style.

Dr. Timo Gruenert  
Chief Executive Officer

# I. Introduction

## 1.7 Oetker Collection Profile

### About the Company

Oetker Collection hotels are true masterpieces located in the world's most desirable destinations. Each property is a landmark and a timeless icon of elegance. With deep devotion to local culture and community, the hotels preserve a tradition of legendary European hospitality and genuine family spirit that began in 1872.

### About Oetker Collection's 12 Masterpiece Hotels

**L'APOGÉE COURCHEVEL** – Nestled into Courchevel 1850's prettiest peak with breathtaking Alpine views, the stylish and contemporary ski chalet boasts cosy warmth and endless adventures at its doorstep.

**BRENNERS PARK-HOTEL & SPA** – A historic icon in the heart of Germany's beloved Baden-Baden spa city, set within its own private park just a short drive from the Black Forest Mountains.

**LE BRISTOL PARIS** – The Parisian Maison on Rue du Faubourg Saint-Honoré, home to Michelin starred gastronomy and authentic French art de vivre.

**CHÂTEAU SAINT-MARTIN & SPA** – Set in the enchanting hilltops of Vence, with breathtaking views over the French Riviera, where romance comes in the form of Michelin starred dining and authentic Provençal charm.

**EDEN ROCK – ST BARTHS** – Standing upon a rocky promontory overlooking St Jean Bay, the beloved home-from-home is the original icon of St Barths luxury and leisure, completely renovated for modern sensibility.

**HOTEL DU CAP-EDEN-ROC** – Perched on the tip of Cap d'Antibes for over 150 years, the Grande Dame is the birthplace of French Riviera glamour and a magical hideaway for the contemporary traveller.



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**JUMBY BAY ISLAND** – Located just 10 minutes off the coast of Antigua and reachable only by boat, carefully preserved nature and a joyful spirit make the private island an unparalleled destination.

**THE LANESBOROUGH** – Presiding over Hyde Park Corner in the very heart of the British capital, the historic hotel's butler service, modern British dining and afternoon tea unite the best of London life under one roof.

**PALÁCIO TANGARÁ** – Boasting São Paulo's most coveted address surrounded by the tropical foliage of Burle Marx Park, the contemporary palace is a peaceful retreat within Brazil's economic and cultural capital.

**THE WOODWARD GENEVA** – The Woodward is an all-suite hotel located on the shore of Lake Geneva with stunning views and opulent interiors exquisitely imagined by architect Pierre-Yves Rochon.

**HOTEL LA PALMA CAPRI** (Opening 2023) – A true masterpiece, the hotel marks Oetker Collection's first debut in Italy, and its exquisite renovation by interior designer Francis Sultana will once again position Hotel La Palma at the epicentre of the social scene on the island.

**The VINETA HOTEL PALM BEACH** (Opening 2024) – Slated for a 2024 opening, this will mark Oetker Collection's 12th Masterpiece Hotel around the globe. Situated in the heart of Palm Beach, the hotel is located just two blocks off Worth Avenue – famed for its designer boutiques, restaurant scene and noteworthy galleries, and mere minutes away from the beach.

# 2. Corporate Social Responsibility

## 2.1 Corporate Social Responsibility at Oetker Collection

### OUR PROMISE

As Patrons for a safe and guaranteed future on this planet, we build meaningful connections with our local communities and strive to protect the environment where our Masterpiece Hotels are located.

We are committed to Human Rights, Responsible Consumption, Environmental Awareness and Sustainable Communities.

## 2.2 CSR Governance

Following the development of the CSR Strategy, Oetker Collection's sustainability work was supported by an external company, Considerate Group since 2015. Considerate Group is a specialist company that helps hospitality businesses, and companies from other industries linked to this sector, to operate more responsibly.

Determined to reach a next level in regards to sustainability and in line with the increasing challenges in that respect, Oetker Collection has appointed a Senior Head of Sustainability in November 2022, directly reporting to the CEO. Paul von Schnurbein's role is to further develop the company's sustainability strategy and drive more initiatives within the collection's hotels in order to further infuse the Oetker Collection culture with a strong commitment to sustainability.

On property level, CSR Patrons are assigned to work in collaboration with the corporate office and implement responsible actions in each hotel.



Figure 1: Oetker Collection's four commitments.

# 2. Corporate Social Responsibility

Table 1: CSR Patrons and Teams

HOTEL	CSR PATRON	CSR TEAM
BRENNERS PARK-HOTEL & SPA	Caspar WESNER	Brenners Greenkeepers
THE LANESBOROUGH	Gautham RAO	Green Pearl
LE BRISTOL PARIS	Matthieu BOURDON	Bee Green
HOTEL DU CAP-EDEN-ROC	Julie POIROT	Eden Earth
CHÂTEAU SAINT-MARTIN & SPA		Team Avence
L'APOGÉE COURCHEVEL		BlablApogee
EDEN ROCK - ST BARTHS	Chloe GANSOINAT	Eden Angels
PALÁCIO TANGARÁ	Carlos FABBRIS	BurleBirds
JUMBY BAY ISLAND	Gerardo RINCON	Green Team
THE WOODWARD	Alessio MINETTO	Greenward Team
LA PALMA - CAPRI	Pasquale AURIEMMA	TBC



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# 2. Corporate Social Responsibility

## 2.3 Stakeholder Engagement in CSR Activities

The table below depicts Oetker Collection's, together with Considerate Group's, approach to stakeholder engagement up to November 2022 when the Senior Head of Sustainability was appointed. It includes frequency and type of engagement and relevant stakeholder group.

Table 2: Considerate Group stakeholder engagement

HOTEL	STAKEHOLDER	FREQUENCY & TYPE	DIRECT/INDIRECT
OHMC EMPLOYEES	CEO	Bi-annual calls	Direct
	Head of Operations Development	Bi-weekly calls	Direct
	Purchasing Team	Monthly e-mail & call	Direct
	PR & Communications	Quarterly calls and regular email up-date	Direct
	People & Culture	Quarterly calls	Direct
HOTEL EMPLOYEES	CSR Patrons & Teams	Quarterly e-mails & ad-hoc calls, meetings	Direct
	Technical Staff	Ad-hoc calls, meetings	Direct
	General Manager		
	Operations Staff		
	All Oetker Collection staff	Internal Social Media System 'PearlNer' monthly postings	Indirect
GUESTS & CONSUMERS	Guests	Visual communication in hotels & website	Indirect
SUPPLIERS	Group suppliers & individual hotel suppliers	Engagement through Corporate Procurement Team.	Indirect

The remainder of the report will present Oetker Collection CSR actions in line with the Group's CSR Strategy. Considerate Group will be referred to as Oetker Collection's CSR Team or Group CSR Team.

## 2.4 Origins & Development of the CSR Strategy

The work on Corporate Social Responsibility has a long tradition at Oetker Collection. In 2013 Hotel du Cap-Eden-Roc and Château Saint-Martin & Spa undertook a Social Responsibility assessment, carried out by an external French CSR firm. This assessment covered the 7 core subjects of the ISO26000 international standard and included 6 additional subject areas related to governance (Afnor X 30-031 benchmark document).

### Stakeholder Analysis

Following the assessment, in 2014 the management of the French properties conducted an analysis of their stakeholders, dividing them into 8 categories:

Table 3: Oetker Collection stakeholder structure

<b>SHAREHOLDERS</b> Oetker Collection Geschwister Oetker Beteiligungen KG	<b>PARTNERS</b> Service partners Representatives Oetker partner hotels Hotel associations
<b>EMPLOYEES</b> Administrative staff Accommodation staff Catering staff Technical staff Future employees	<b>SUPPLIERS</b> Partner suppliers Key account suppliers Local suppliers
<b>GUESTS &amp; CONSUMERS</b> Resident guests External guests Prospective guests	<b>COMMUNITIES, CIVIL SOCIETY &amp; NGOs</b> Charities (Humanitarian and Nature conservation) Local associations Neighbours
<b>PUBLIC AUTHORITIES &amp; COMPLIANCE</b> Social bodies Tax bodies Regulatory bodies Safety commission Certification schemes	<b>MEDIA &amp; COMMUNICATION</b> VIP Press Generic press TV PR Agencies Social Media Fairs & Exhibitions Vocational Training Schools Trade Unions

# 2. Corporate Social Responsibility

Once the properties' stakeholders were identified, the management established dialogue priorities with the stakeholders (see fig. 1)

## Property Assessments

The social responsibility assessment of the properties led Oetker Collection to approach social and environmental responsibility at the group level.

In order to assess CSR progress in each establishment, the management developed an audit document based on various reference materials and models: UN Global Compact, ISO 2000 and Green Globe. Ultimately, the audit document represented material aspects of Oetker Collection Corporate Social Responsibility. For the audit and future CSR endeavours, Oetker Collection Executive Committee appointed a CSR officer in each hotel.

From July to November 2014 CSR officers internally assessed their property. Assessed properties included:

- Le Bristol Paris
- Brenners Park-Hotel & Spa
- Hotel du Cap-Eden-Roc
- Château Saint-Martin & Spa
- Eden Rock – St Barths

The other five establishments were not assessed due to the following reasons::

- L'Apogée Courchevel – the establishment only opened in 2013
- The Lanesborough – establishment was added to OC in November 2014
- Palácio Tangará – establishment was added to OC in June 2017
- Jumby Bay Island – establishment was added to OC in October 2017
- The Woodward Geneva – establishment was added to OC in 2020

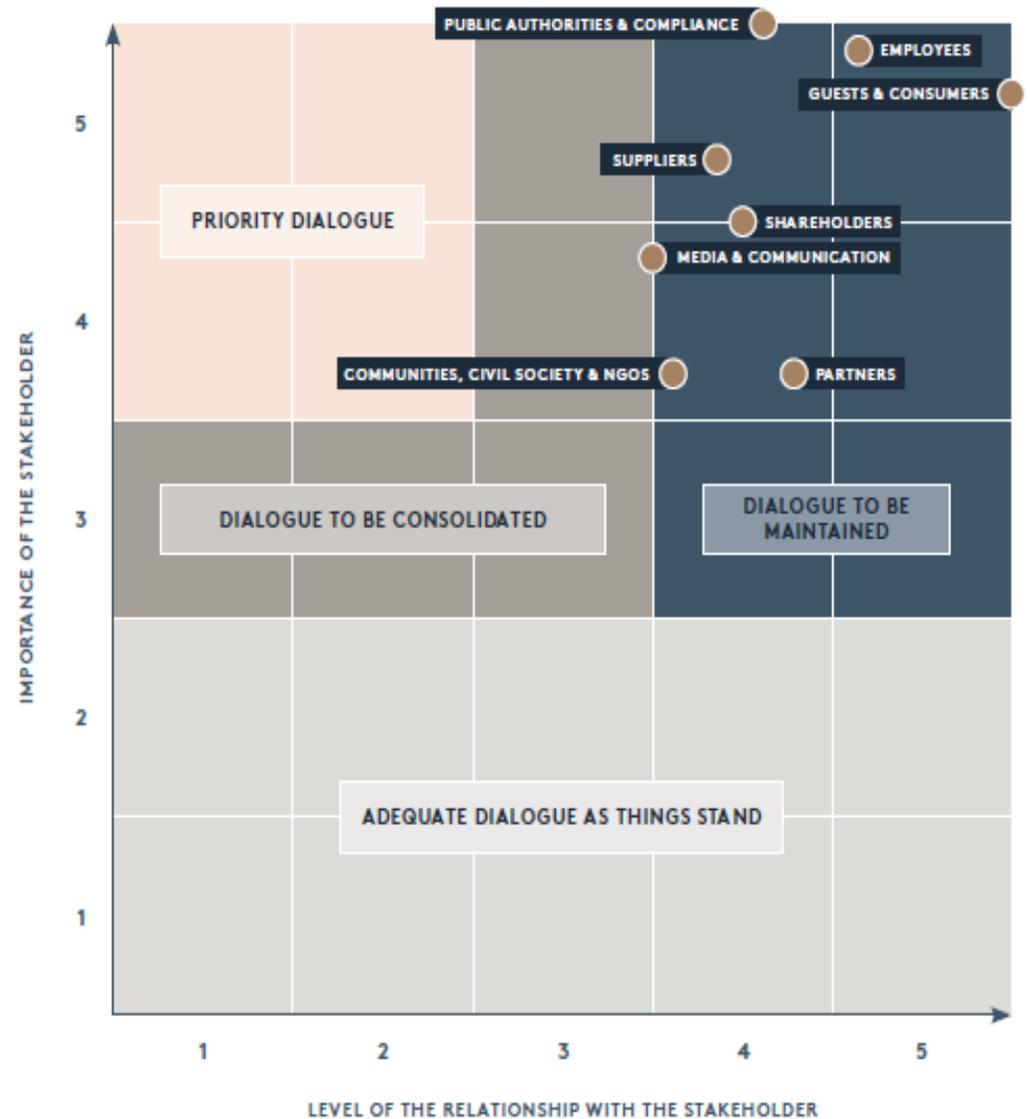


Figure 2: Dialogue priorities established in 2014 by Château Saint-Martin and Hotel du Cap-Eden-Roc

# 2. Corporate Social Responsibility

## Strategic Baseline & Adaptations

A 2014 CSR baseline assessment found strong performance in social aspects like human rights and working conditions but identified weaker integration of governance and environmental concerns. In response, the 2015 CSR Strategy was developed to focus improvements and remained in effect until 2018. It included four commitments and ten principles, supported by annual CSR reports and progressive goals.

In 2019, a revised CSR Strategy was developed which built upon the 2015 framework and the 2018 materiality analysis (which followed the Global Reporting Initiative (GRI) methodology). This analysis highlighted six material topics: Guest Engagement & Satisfaction, Human Rights & Labour Standards, Economic Growth, Health & Safety, Diversity, Equality & Engagement, and Risk Management.

The scope of the 2019 CSR Strategy has also been shaped by global CSR frameworks such as the UN Sustainable Development Goals. Specifically, Oetker Collection submits a yearly Communication on Progress to the UN Global Compact (UNGC). Therefore, the strategy is set out to cover all 21 criteria of this framework. This strategic progression underscores Oetker Collection's commitment to continuous improvement and responsible corporate citizenship.

Further adaptations to the 2019 Strategy in 2021 included the addition of two more principles and changes in all but one of the objectives of the CSR Strategy. For many objectives, the timeline was changed to ensure they remain achievable after the setbacks caused by the global pandemic in 2020. Other objectives were consolidated, split or now set to be achieved in a specific year. Furthermore, objectives were reworded to be either more measurable or more ambitious and 15 new objectives were added, especially under the new principles. The current CSR strategy therefore now includes 15 principles and 45 objectives.

The strategic changes in 2021 were made under the assumption that the business would be able to go back regular operations in the same year and after the pandemic. However, it turned out that the effects of COVID-19 strongly continued in 2022 with ongoing major disruptions for the hospitality industry.

In the backdrop of the events detailed above, the timeframes originally attached to the objectives within the 2019 and 2021 strategy became unachievable due to the continued cessation of business activities. For that reason, the timeline of the strategy, which aimed for completion of many key measures in 2022, has been removed as Oetker Collection was forced to focus on fully rebuilding its activities. The senior leadership of the company took this moment as an opportunity to re-evaluate its priorities, which affirmed that the topic of sustainability requires much more attention. As a result, a Senior Head of Sustainability at Oetker Collection corporate office was appointed in November 2022, reporting directly to the CEO. His initial objective for 2023 will be to travel to all hotels and revamp the organizational structure and responsibilities with regards to sustainability, which has also been disrupted by the pandemic. At the same time, his role will be to activate local teams by transferring knowledge and inspiration while gaining a comprehensive overview of current sustainability related activities and challenges in all properties, which will be considered for a reevaluation of the strategy in 2024.



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# 2. Corporate Social Responsibility

### Structure of the Strategy

Oetker Collection’s sustainability strategy is based on four commitments: *Respect Human Rights*, *Ensure Responsible Consumption*, *Raise Environmental Awareness* and *Engage with Sustainable Communities*. Each of these commitments is broken down into principles that the company strives to adhere to. Specific objectives are defined for each of the principles and guide the intended roadmap of the company. Requirements then function as clear guidelines for the hotels. The requirements change year over year in order to raise ambitions over time and drive progress towards the objectives.

In 2022, the strategy comprises of 4 commitments, 15 principles, 45 objectives and 46 requirements. In this same year, all hotels self-assessed their progress against the 2022 requirements to evaluate their current performance.

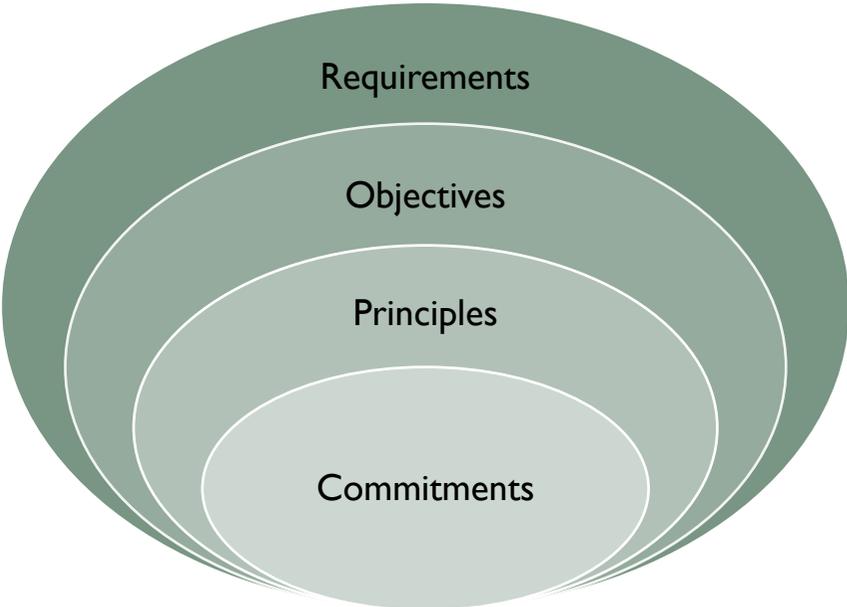


Figure 3: Elements of the CSR Strategy

### Oetker Collection Sustainability Commitments and Principles

The figure below provides an overview of Oetker Collection’s sustainability commitments and principles. The next slides also include the objectives for each principle.

Sustainability Commitments	Sustainability Principles	
<i>Respect</i> HUMAN RIGHTS	Diversity & Inclusion	Education & People Development
	Quality of Life & Safety at Work	Good Governance
<i>Ensure</i> RESPONSIBLE CONSUMPTION	Natural Resources	Carbon Footprint
	Solid Waste & Pollution	Responsible Purchasing
<i>Raise</i> ENVIRONMENTAL AWARENESS	Internal CSR Awareness & Engagement	External CSR Awareness & Engagement
	Transparent Communication	
<i>Engage with</i> SUSTAINABLE COMMUNITIES	Local Businesses & Heritage of Region	Sustainable Partnerships
	Environmental & Social Projects	Biodiversity

Figure 4: Oetker Collection Sustainability Commitments and Principles Overview

# 2. Corporate Social Responsibility

## 2.5 Overview of Principles & Objectives

Objectives to be achieved by Oetker Collection's CSR Team, HR Team, Purchasing Team and CSR Patrons were set within the 2019 Strategy and were reviewed in 2021.

The following overview shows the 15 Principles and 45 Objectives set in the Oetker Collection 2021 Strategy.

Table 4: Objectives of the 2021 CSR Strategy per Commitment and Principles

### Commitment 1: Respect Human Rights

Principle	Objective
<b>Ensure our stakeholder is treated fairly while fighting against discrimination</b>	Develop a global Equality Strategy
	Review all hiring and promotion processes for equal opportunities
	Discrimination and violence against women and girls is addressed with outsourced service companies
	Full implementation of global Equality Strategy
<b>Promote an optimum quality of life and safety at work</b>	Every hotel endeavour to employ people with a physical disability
	Develop and implement a training framework on safety at work for all hotels
<b>Encourage the development and employability of our employees</b>	Develop a framework that supports quality of life for all team members at all hotels
	All employees participate in at least one program of the Masterpiece Academy
<b>Ensure constant compliance with local labour and environmental regulations.</b>	Adoption of Modern Slavery Act in all hotels
	Address Modern Slavery Act with outsourced service companies and suppliers
	Develop a system ensure awareness and test knowledge on the Oetker Collection Code of Conduct



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# 2. Corporate Social Responsibility

Table 4 (cont): Objectives of the 2021 CSR Strategy per Commitment and Principles

## Commitment 2: Consume Responsibly

Principle	Objective
<b>Through innovation reduce our consumption of natural resources</b>	Reduce average energy consumption per room night by 10% vs. 2018
	Reduce average water consumption per room night by 10% vs. 2018
	All new hotels will be given specific reduction targets to align with the above
<b>Actively contribute to the global Carbon Reduction goals</b>	Establish Oetker Collection's global Scope 1 and Scope 2 carbon emissions baseline
	Develop specific carbon KPIs and targets for all hotels
	Develop a global Climate Investment Program
	Offer guests to option to donate to the Global Climate Investment Program.
	Establish a Carbon In-Setting Strategy
<b>Understand, protect and restore the biodiversity that surrounds us</b>	Each hotel to commit to the protection of 1 species within their surrounding area
	Define a global company approach to reduce impact on biodiversity.
<b>Manage solid waste and strive to limit any type of pollution</b>	Implement a process to measure and monitor solid waste in all hotels
	Establish a sustainable solid waste management plan in all hotels
	All hotels use organic fertilizers and pesticides only
	Ensure 70% of cleaning products purchased are eco-friendly in each hotel
	All hotels provide a fleet of sustainable vehicles for guest use
	All applicable hotels provide a car sharing schemes for team members

## Commitment 2: Consume Responsibly (continued)

Principle	Objective
<b>Purchase responsibly, favouring suppliers who adhere to our principles</b>	Oetker Collection Responsible Purchasing Policy is developed, updated on an annual basis, aligned to our commitments and available in all our operating languages to all stakeholders
	Implement bulk purchases procedures to reduce transport and packaging in all hotels
	Increase transparency of our supply chain by increasing the number of replies to the responsible purchasing survey to 50% of global suppliers.
	Increase transparency of our supply chain by increasing the number of replies to the responsible purchasing survey to 100% of Oetker Collection preferred partners
	Foster dialogue with existing suppliers on Oetker Collection's broader CSR principles.

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# 2. Corporate Social Responsibility

Table 4 (cont): Objectives of the 2021 CSR Strategy per Commitment and Principles

## Commitment 3: Ensure Environmental Awareness

Principle	Objective
<b>Provide the necessary framework and training to operate responsibly at each hotel</b>	<p>Develop a global CSR training framework for team members, including onboarding, continuous and online modules</p> <p>CSR requirements are updated yearly and progress is monitored on an ongoing basis and for each hotel individually</p> <p>Conduct a thorough materiality analysis with all relevant stakeholders</p>
<b>Encourage our stakeholder to engage with our CSR commitments</b>	<p>Implement an annual measurement program of the team members' awareness and engagement on the hotels' CSR initiatives</p> <p>Develop at least one CSR guest experience per year per hotel</p> <p>Develop at least three CSR events for team members per year per hotel</p> <p>Offer guests various options to participate in our sustainable service offering (Linen program, Giving Bags, Off-setting program, sustainable menu options)</p>
<b>Communicate transparently about our sustainability goals, initiatives and achievements</b>	<p>Develop and implement a CSR communication strategy, including a new website section, social media plans, PR initiatives and internal communication</p> <p>Develop and constantly update a CSR section in Oetker Collection's Photo Library</p>

## Commitment 4: Engage with Sustainable Communities

Principle	Objective
<b>Favour local producers who guarantee the rich heritage of our region</b>	<p>Foster relationships with local and artisanal enterprises at each hotel</p> <p>Work with and actively support local sustainable companies and enterprises</p>
<b>Commit alongside our partners in projects that are linked to the principles we defend</b>	<p>Establish a system to ensure partner collaborations at hotel level are guided by at least one of our CSR principles in order to promote those jointly</p>
<b>Support local communities engaged in the protection of environmental and social projects</b>	<p>Every hotel to engage in at least two long-lasting charitable projects where team members and guests can participate in</p>

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# 2. Corporate Social Responsibility

## 2.6 2022 Progress

As outlined in the 2021 Sustainability Report, Oetker Collection’s progress towards full implementation of each requirement performed below its usual levels, due to the impact of the global pandemic. To some extent, this picture continued in 2022 as the restart of business activities hampered hotel operations and most CSR teams were working with limited resources. As no assessment of the 2021 requirements was possible in that year, no changes have been made to the requirements for 2022. Within this reporting period, each hotel conducted a self-assessment based on the requirements, the results of which are shown below in figure 5 as averages of all hotels per sustainability commitment.

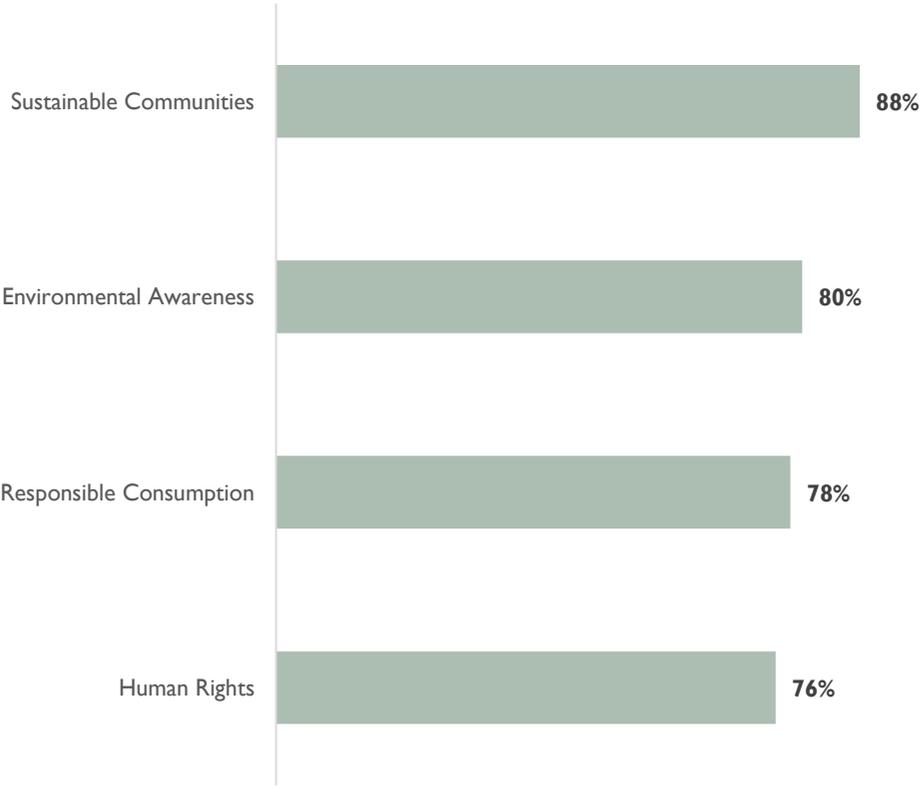


Figure 5: 2022 Requirement Implementation by Commitment (Self-Assessments by hotels)

The appointment of the Senior Head of Sustainability was a significant milestone for Oetker Collection’s CSR journey at the end of 2022. It enabled Oetker Collection to dedicate consistent time and resource into its sustainability strategy to elevate and progress actions. For 2023, Oetker Collection plans to conduct another assessment of the CSR requirements by the corporate level as part of the on-site visits of the newly appointed Senior Head of Sustainability.

In line with Oetker Collection’s sustainability commitments and requirements, the hotel teams demonstrated significant effort to reach the objectives despite operational challenges in 2022. These next chapters describe these efforts and success stories from the ten properties. It showcases the dedication of our team members to make Oetker Collection more sustainable and strive for a better future.



Figure 6: Oetker Collection property logos.

# 3. Commitment I. Respect Human Rights

## 3.1 Commitment I – Respect Human Rights

At the heart of Oetker Collection’s sustainability strategy is the first commitment **"Respect Human Rights."** Oetker Collection understands the importance of upholding the rights and dignity of all individuals, be it our employees, stakeholders, or anyone associated with us. This commitment is the bedrock of building enduring relationships based on trust and mutual understanding. Oetker Collection prides ourselves in developing a safe workplace that fosters a sense of belonging and teamwork, where everyone's voice is valued. We actively work to eliminate inequalities, creating a positive and inclusive environment for all.



Oetker Collection’s commitment to respect human rights isn’t limited only to the Organization. We strive to establish long-term partnerships with our stakeholders, be they suppliers, local communities, or other business partners. In doing so, we aim to forge collaborations based on shared values and a collective vision for sustainable development. By recognizing and respecting the rights of our stakeholders, a spirit of cooperation and shared purpose is cultivated, allowing challenges and opportunities to be addressed in unison.

In the past few years, we have been taking steps to create favourable and inclusive working conditions that promote diversity, equality, and fairness. Internal policies and initiatives are implemented to eradicate any forms of inequality within our workplace, ensuring that everyone is treated with dignity and respect, regardless of their background or characteristics. These policies form the core of our commitment to human rights and across our portfolio, all our hotels have their own initiatives to adhere to this first commitment.

The Principles and Objectives set under Commitment I. – Respect Human Rights are aligned with the following SDGs:

Alignment to SDGs:



Material topics addressed:

- Human Rights & Labour Standards
- Health & Safety
- Diversity, Equality & Engagement
- Risk Management



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# 3. Commitment I. Respect Human Rights

## 3.2 HR Key Figures

The average number of Oetker Collection employees in 2022 was 2,473. The Group implemented a common HR software called Talentsoft to collect more employee data. As the global alignment of certain employee data is still in progress, certain data may not be finite.

The diversity of the employees in 2022 was as follows:

- Gender: 49% Female and 51% Male
- Age demographics (see Figure 8):
  - 40% under 30 years old
  - 46% between 30 and 50 years
  - 14% above 50 years old
- To ensure continuous improvement, our staff engagement survey includes 87 questions on Engagement, Work Environment, Diversity & Inclusion, Learning & Development, Leadership, CSR.

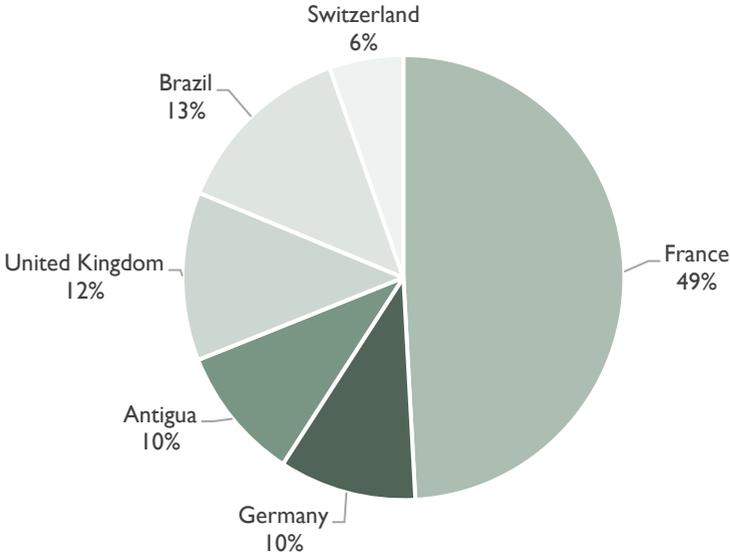


Figure 7: Oetker Collection employees by country of employment

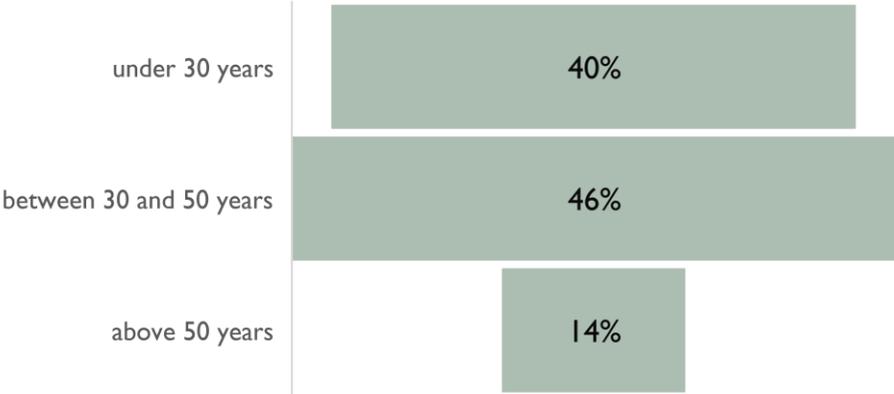


Figure 8: Oetker Collection employees by age category

Employees perform 99% of the organization’s activities with less than 1% of work being performed by external consultants with a commercial signed agreement.

Oetker Collection focusses mainly on permanent employment contracts. Seasonal contracts are mainly used at the seasonal hotels Château Saint Martin & Spa, Hotel du Cap-Eden-Roc, L’Apogée as well as Eden Rock – St Barths in St. Barthélemy. Furthermore, Jumby Bay Island employs a regular workforce and an additional temporary workforce during their high season.

# 3. Commitment I. Respect Human Rights

## 3.3 Property Actions 2022



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# 3. Commitment I. Respect Human Rights

## Staff safety and training | *Le Bristol Paris*



For Le Bristol Paris, the safety of its employees is one of its main priorities. To that end, its employees participated in the training "First Aid at Work", which enabled them to identify dangerous situations, understand how to effectively alert health and safety contacts and learn life-saving techniques. Additionally, the staff also participated in a "Gestures and Postures" training specially dedicated to the catering teams in order to offer customized support. It allows everyone to apply the ergonomics principles at their workplace, to prevent the risks of work-related illness and in this way to adopt a good lifestyle. The training, led by a pedagogical osteopath practitioner, was very helpful for Le Bristol Paris employees.

## Gender Equality Champion | *Le Bristol Paris*



Another strength of this property is its commitment to gender equality. In 2022, the company achieved a 94% Parity of Payment between women and men, demonstrating its proactive efforts in this area. With over 300 women in their team, it is no surprise that International Women's Day holds significant importance for Le Bristol Paris. In recognition of their contributions, each female staff member was presented with flowers, and their photos were shared on the internal communication platform, PearlNet.



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# 3. Commitment I. Respect Human Rights



## The Shadow Exco | Hotel du Cap-Eden-Roc

The Shadow Exco comprises a core team of permanent members along with 10 seasonal employees, each having a minimum of two seasons of experience at the hotel. This team collaborates year-round to devise and implement innovative projects and initiatives for the hotel. In 2022, the primary focus areas were employee well-being and recruitment.

In an effort to attract new talent, the Shadow Exco had the idea of hosting an online conference to showcase the hotel. This event attracted 200 potential future talents. Additionally, select members of the Shadow Exco, accompanied by the recruitment manager, visited various schools to share their experiences and actively promote the hotel.



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## Leader Coach program | Palácio Tangará

Palácio Tangará went forward with another group of the "Leader Coach" program, focused on the development of successful and growth-oriented team leaders. The program included several approaches to create a better work environment, find an appropriate leadership style, achieve better results, integrate the team, stimulate commitment and develop the members' skills required to achieve excellence.

## Mother's and Father's Day celebrations | Palácio Tangará

In recognition of the vital role played by parents in our society, the hotel arranged a cocktail party on Mother's and Father's Day in 2022. During these events, staff members who are parents were honored and presented with high-quality reusable cups as tokens of appreciation.



## Female Leadership Program & Brenners Academy

*Brenners Park-Hotel & Spa*

In 2022, the hotel started a dedicated leadership program for female talents in partnership with 'Elevator' to support women in their careers and increase the number of female leaders in the company.

In addition to this initiative, the hotel has established a new type of training program, called "Brenners Academy". It features an ongoing training program and centralized management of special training sessions and training events, excursions etc.

## Occupational Safety and Health Training | Eden Rock - St Barths



At Eden Rock St Barths, security is one of the top priorities. Team members from various departments gathered to attend an "Occupational Safety and Health" training session in 2022. Various topics were addressed, amongst those being how to resuscitate.

# 4. Commitment II. Consume Responsibly

## 4.1 Commitment II - Consume Responsibly

Our second commitment, **“Consume Responsibly.”** centralizes all our policies and conscious practices designed to reduce our environmental impact and contribute to a more sustainable future. To achieve this, we continuously work on improving our existing energy reduction activities. By meticulously analysing our energy consumption and identifying areas for improvement, we have implemented measures to minimize our energy use. Through the integration of renewable energy sources and the adoption of energy-efficient technologies, we are making strides towards achieving a more sustainable and low carbon footprint.

In our pursuit of responsible consumption, we prioritize working with companies that share our sustainable values. Through a monitoring plan, we assess and collaborate with like-minded organizations, fostering a collective effort to promote environmentally friendly practices and responsible business conduct. Additionally, we continue to adhere to our responsible purchasing plan, which guides our procurement decisions to favour sustainable and ethically sourced products. By partnering with suppliers who also uphold environmental and social responsibility standards, we strive for a supply chain, which aligns with our commitment to sustainability.



To improve the environmental performance of our buildings, we have undertaken efforts to bring them in line with the CSR objectives set up after careful and continuous reviews. Through renovations and sustainable infrastructure upgrades, we optimize energy efficiency and create healthier spaces for both our guests and employees.

In line with this commitment, we also advocate for respectful mobility options. In addition to traditional transportation, we offer alternative sustainable proposals for our customers, such as bicycles and electric cars. By encouraging these eco-friendly choices, we actively contribute to reducing emissions and promoting cleaner transportation alternatives. Furthermore, we have taken concrete steps to tackle pollution and waste within our operations. Through proper waste segregation, recycling, and composting efforts, we aim to minimize our impact on the environment.

The Principles and Objectives set under Commitment II. – Consume Responsibly are aligned with the following SDGs:

Alignment to SDGs:	Material topics addressed:
	<p>Risk Management</p>

# 4. Commitment II. Consume Responsibly

## 4.2 Environmental Key Figures

### CO<sub>2</sub> Emissions

Since 2019, the Oetker Collection witnessed an initial decline in energy and water consumption emissions, attributed to the global pandemic. However, by 2022, these emissions rebounded, reaching 4,650 tons of CO<sub>2</sub>e. In comparison with 2019, most of the properties within the initial set of hotels managed to decrease their emissions by 3%. Despite similar room night figures in both years, the overall emissions for the entire group, including (re-)opened hotels, increased by 15%. This surge was primarily driven by fossil fuel-based power generation at Eden Rock - St Barth (ER), while The Woodward Geneva (TWG) contributed only minimal emissions due to its exceptionally clean energy mix.

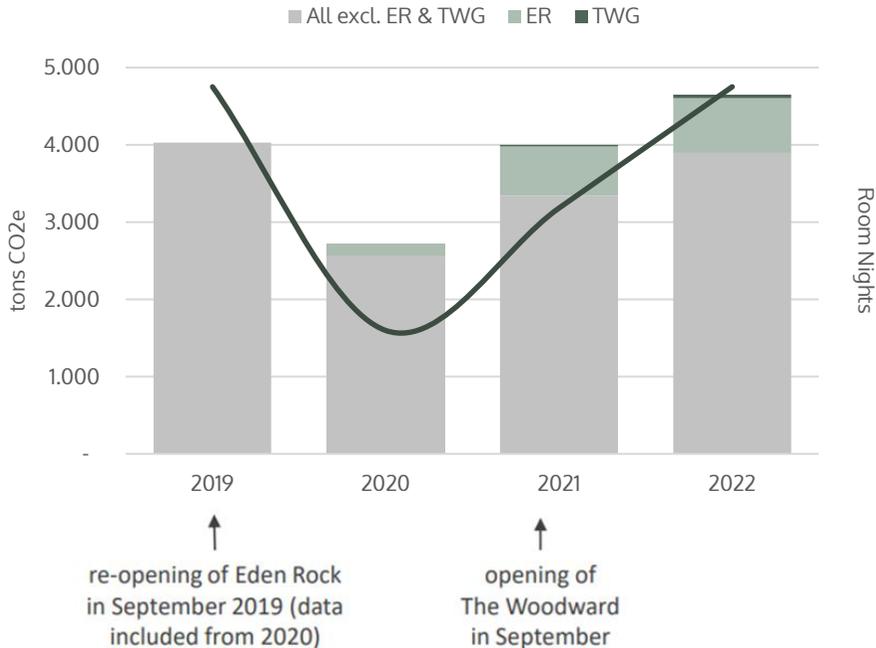


Figure 9: CO<sub>2</sub> Emissions of whole group, including opening of Eden Rock and The Woodward

### Water Consumption

In addition to the CO<sub>2</sub> emissions, Oetker Collection monitors the water consumption of the properties through the Con-Serve™ platform. In contrast to 2019, five properties achieved a reduction in their water consumption in 2022, with the most notable decrease recorded at The Lanesborough, amounting to 19.1%. However, across the Collection, the overall consumption remained largely the same with reductions at some hotels balancing increased consumptions at others, while mainly the (re)opened hotels added to the overall water use. This trend is visible in the graph below. Furthermore, a very good correlation between occupancy and water consumption was observed which highlighted that water use corresponds well to the number of rooms sold and operational procedures were also well adapted to the occupancy trends.

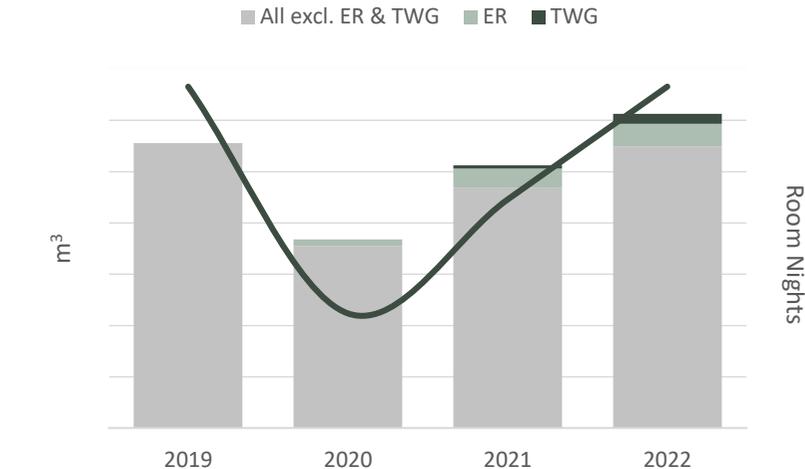


Figure 10: Water consumption per properties. Total cubic meters and cubic meters per room night.

# 4. Commitment II. Consume Responsibly

## Energy Consumption

Presented below is a chart comparing the energy use across Oetker Collection from 2019 to 2022 in kilowatt-hours (kWh), including electric energy, district cooling/heating as well as gas use. This overview shows how increased energy use is related to the newly (re) opened properties which are highlighted separately. Reductions in the existing portfolio resulted from the measures taken at several hotels.

Among them, five properties successfully reduced their total kWh hours, with The Lanesborough demonstrating the most substantial decrease of 13.3%. Examining consumption per room night, three properties experienced a reduction, with Château Saint-Martin & Spa registering the most significant decrease of 14.7%.

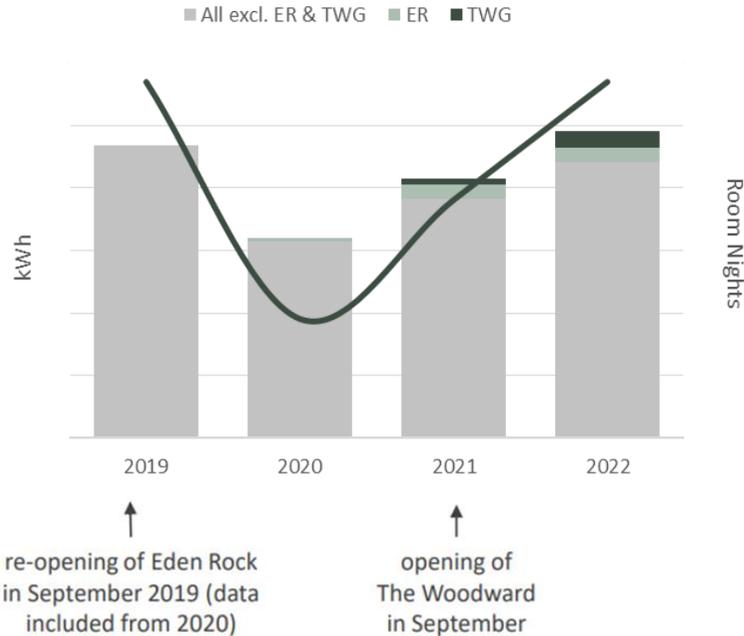


Figure 11: Absolute energy consumption in kWh across Oetker Collection properties.

Whilst high resolution data is already quite common for electricity, it is notable that some of the Oetker Collection hotels also monitor their heat or gas consumption on a half-hourly resolution. This allowed them to not only stay on top of general consumption trends but gain an in-depth understanding of consumption patterns. Furthermore, operational use patterns can be identified and lead to more targeted energy savings through behavioural change.

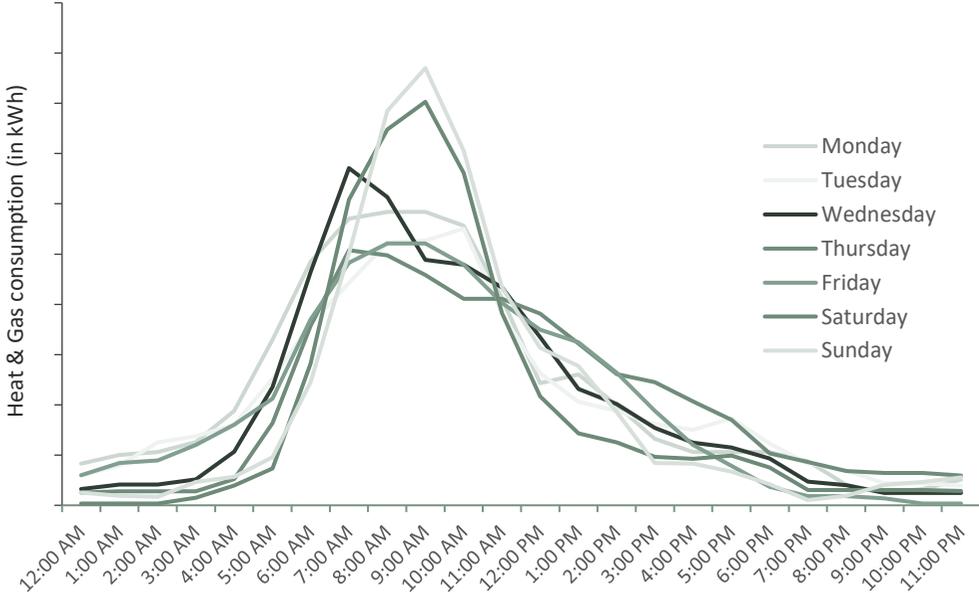


Figure 12: Example of half-hourly heat and gas analysis carried out at some of the Oetker Collection Hotels.

# 4. Commitment II. Consume Responsibly

## 4.3 Property Actions 2022



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# 4. Commitment II. Consume Responsibly



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## Water desalination plants | *Jumby Bay Island*



The Island has implemented one of the most advanced water desalination plants in the Caribbean, making the availability of water easily accessible and sustainable. Located in the main utility and infrastructure area of the island, this plant provides water independent of mainland Antigua, avoiding potential disruptions and inconveniences to guests and residents. Through a series of steps, water from the beautiful Caribbean Sea is transformed into water usable for daily household functions - kitchen/bathroom, leisure (e.g., pools), and landscaping. Currently, there are 2 purification systems with a third system planned for installation.

Furthermore, some of this water then goes through the reverse osmosis (RO) process and is bottled in 5-gallon bottles for drinkable water to be enjoyed by all on the island. Among the various types of water filtration systems, reverse osmosis tends to have one of the greatest efficiencies since it does not rely on heat or electricity. Jumby Bay Island prides itself on its high-end standards with respect to its offerings and business practices that translate into an undeniable experience for guests and residents alike. Having water available, uninterrupted, on-demand, and purified adheres to these standards.

## Solar energy initiatives | *Jumby Bay Island*



With sunlight in abundance, Jumby Bay Island capitalizes on this clean and dependable energy to serve the needs of the resort, villas, estate houses, and business facilities. Compared to its more common counterparts of gas and electricity, solar energy has the benefit of not contributing to greenhouse gas emissions, water pollution, or noise pollution. Transitioning towards solar energy naturally results in a reduction of costs for the island, as the total KWH would come down. During phase 1 of the solar rollout plan, about 12%-15% of the island's energy will be generated through solar. A second phase of expansion is being planned with the goal of increasing output to 20%. The hotel's leadership aims to set a long-term goal of moving to 70% of the island running off solar, inspiring ingenuity in on-island building design, and setting a benchmark for businesses in the Caribbean.



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Jumby Solar Field



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Self-contained solar extension

# 4. Commitment II. Consume Responsibly

## Hawksbill Project | *Jumby Bay Island*



This project focuses on the scientific study of the critically endangered hawksbill turtle and works to ensure the species' survival and recovery. The secluded beaches of Jumby Bay Island have long been a favoured nesting ground for the hawksbills. Each year, from June to November, a project team monitors nesting activities, recording each event and tagging each turtle. Since the project's inception in 1987, over 450 turtles have been individually identified and tagged, and hundreds of thousands of hatchlings have scurried down the sand into Pasture Bay to begin their life journeys.

In 2022 the turtle research once again included deploying transmitters to track post-nesting movements. The goal is that the information gathered from the transmitters will be a regular part of the monitoring program. Updated and more technologically driven research is part of the bigger picture for Jumby. Ultimately, all research will be used in conjunction with other environmental studies to plan a sustainable and ecologically sensitive plan for Jumby's future – and for the turtles.



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## Dinner at the Farm | *Jumby Bay Island*



This recurrent event is hosted in the rustic setting of Jumby Bay's Farm where guests share a menu of fresh, local produce from homegrown verdure to sea catch. Using only locally sourced products of the highest quality is another way the hotel keeps its impact to a minimum while offering enriching experiences for their guests.

## Recycling scheme | *Jumby Bay Island*



Jumby Bay Island is doing its part of diverting ocean-bound plastics, reducing greenhouse gases, and limiting energy consumption by maintaining a recycling process for plastics on the island. Plastic bottle recycle bins are made available for Homeowners and in the resort facilities. The collected bottles are compacted and aggregated for shipment to Antigua's mainland recycling agency. In addition to this wonderful initiative, Jumby Bay has initiated discussions for plans to eliminate all single-use plastic water bottles and distribute complimentary refillable Jumby Bay bottles. Furthermore, designs and costs to have 10 water bottle refill stations installed throughout the island are currently in the exploratory phase. Locations are being strategically identified so that homeowners, guests, and staff can easily access these stations and refill their bottles with water reducing drastically the amount of single-use plastic.

Furthermore, Jumby Bay Island is currently reviewing its glass recycling program to ensure it remains an effective part of its sustainability program. During past major infrastructure renovations, crushed glass was used as an addition to cement for new roads. In addition, since glass bottles can be used up to 50 times before being discarded, some glass collection was done on Jumby Bay Island to distribute to small local Antiguan beverage sellers to bottle their products. As they review their sustainability projects, past and present, glass recycling programs will be revisited.

# 4. Commitment II. Consume Responsibly

## Seaweed harvesters | Jumby Bay Island



For over a decade, sargassum blooms have been record-breaking circling around the Gulf of Mexico, the mid-Atlantic, and the Caribbean. This leafy, brown, rootless, buoyant algae wreaks havoc on the nearby ecosystems, alters the water's pH balance, constricts fishing and marina areas, and stifles the tourism revenue streams. Jumby Bay Island is doing its part to combat these effects through its Capex investments in three seaweed harvesters that offload hauls to any of the two transporters. The transporters then ship the collected seaweed to designated storage areas away from the beautiful coastline. The hotel continues to monitor and schedule removal to avoid a buildup of uncontrollable levels that could possibly affect water passages, nearby equipment or facilities, and the overall well-being of the guests and residents.



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## Energy-saving initiatives | The Lanesborough



In 2022, The Lanesborough has gone through lengthy efforts to reduce its environmental impact. One focus of the hotel was to identify and eliminate energy wastage in the back-of-house area. An example of this was the creation of time zones and set points for the kitchen air handling unit so that it would operate at full power only during the busiest hours, and at a reduced power the rest of the time. Savings became most visible towards the end of 2022, for example through the difference between day-time and night-time consumption which increased from 22% in Q4 2019 to 31% in Q4 2022. Gas consumption also decreased considerably, whilst consumption per room night followed suit, showing a strong correlation with heating degrees.

In addition to the commitment to identify and eliminate energy waste, The Lanesborough electric & hybrid fleet now includes the BMW i7-Series electric vehicles, as well as Range Rover and Mercedes hybrid and electric vehicles. Four electric vehicle charging stations are available to facilitate and promote the use of electric vehicles among their guests.



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# 4. Commitment II. Consume Responsibly

## Sustainable spa products | *The Lanesborough*



In their luxurious Spa, The Lanesborough is now proud to offer only the highest quality but also the greenest and kind-to-nature products for their treatments. Following this ethos, the hotel has partnered with ila, a cruelty-free, vegetarian brand that uses only natural ingredients to craft their products by hand in the Cotswolds, as well as the “Queen of Green”, Tata Harper, whose products are 100% natural and organic.

Following the brand commitment to reduce the use of plastic across the whole portfolio, guests of The Lanesborough enjoy luxury bathroom amenities by British perfumer Roja Dove throughout the hotel in full-sized bottles which are refilled, reducing the amount of plastic and waste produced by the hotel.



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## Locally sourced products | *The Lanesborough*



The Lanesborough is proud to offer across its award-winning restaurants and bars the very best of seasonal produce sourced from around the British Isles. Personally selected by executive Chef Shay Cooper and his team, suppliers include H. Forman & Son and Keltic Seafare for seafood and fish, H. G. Walter and Sutton Hoo Farm for meat and poultry and The Fine Cheese Co., its Belgravia neighbor, for all British cheeses.

In an effort to produce fewer greenhouse gases, lower land and water consumption, as well as continue to provide diversity in our food and beverage offerings, The Lanesborough's dedicated culinary team have also created vegan dishes which can be enjoyed throughout the hotel. Following the commitment to diversity and low-impact beverage offer, The Lanesborough has also partnered with the sustainable distillery Hawridge Distillers, to create the luxurious Lanesborough Dry Gin exclusively offered in their bars and restaurants.



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# 4. Commitment II. Consume Responsibly

## Hydroponic growing system | Eden Rock – St Barths



The remote location of Eden Rock – St Barths has encouraged its chefs to explore new growing systems that bring food production closer to the hotel. In 2022, Eden Rock-St Barths constructed an indoor hydroponic growing system to trial the production of herbs and vegetables on-site.

To see the system in action, the hotel’s Head Chef, Maxime Danielli Lefebvre, and the wider managerial team visited the local farm, La Ferme de Vitet located on the east of the island which has cultivated plants and herbs from hydroponic methods since 2017. The visit demonstrated that sourcing fresh, local and organic greens was not only possible for a hotel located in St Barths ( La Ferme de Vitet are a supplier to Eden Rock’s restaurant) but also showed off the educational possibilities for guests learning about the challenges and opportunities of food production on St Barths.

In 2022, the hydroponic garden was successfully installed at Eden Rock- St Barths.

*“Hydroponic gardens are essentially gardens that don’t make use of soil to nourish the contents of the garden. This method of gardening uses water to dissolve nutrients that are usually derived from soil. The plant’s roots are suspended in the water allowing them to absorb the nutrients needed to grow.”*



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## Sustainable sunscreen | Eden Rock – St Barths



In 2022, The Eden Spa at Eden Rock-St Barths announced a new partnership with the sun protection brand, Soleil Toujours. Soleil Toujours offers the guests more than UV protection but also a real beauty routine that combines protection and care for the skin. These natural products available at Eden Spa are composed of mineral elements, respectful of the environment and corals. Soleil Toujours is offered in sustainable packaging and replaces 90% of all petroleum-based plastic packaging with a plastic product made from sugarcane, ocean waste and/or post-consumer recycled plastic.



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# 4. Commitment II. Consume Responsibly

## Reduction of plastic | *Eden Rock – St Barths*



Eden Rock – St Barth’s commitment to curbing its environmental impact includes a significant reduction on single-use plastic throughout the property and the implementation of atmospheric water generators to provide unlimited fresh and complimentary drinking water to guests. The restaurant and bar have discontinued the use of plastic straws, and all bottled still water is now packaged exclusively in sustainable Tetra Pak cartons. In a further effort to reduce waste, a recent overhaul of the bathroom and restroom amenities has replaced individual-use soap, haircare and body cream bottles with permanent dispensers of Dr Barbara Sturm products.

## Atmospheric water generators | *Eden Rock – St Barths*

In this island setting, the commitment to eco-responsibility involves actively fostering an environmentally conscious corporate culture, particularly with regard to water conservation. Recognizing the precious nature of water on this picturesque island, significant measures are taken. This season, the hotel has implemented state-of-the-art standalone atmospheric water generators. These innovative fountains capture water from humidity, sterilizing it through filters and ultraviolet processes to produce refreshing drinking water.

This self-sufficient water distribution system operates independently of the island network, ensuring it remains impervious to pollution. Notably, it contributes significantly to reducing CO<sub>2</sub> emissions by eliminating the need for bottled water production.

## Olive harvest | *Château Saint-Martin & Spa*



The Château Saint-Martin & Spa park is home to over 300 olive trees, yielding an annual harvest for the production of the hotel's exclusive olive oil. Guests have the opportunity to purchase bottles, and in certain instances, they are also given as complimentary gifts. In the year 2022, a total of 60 kilograms of olives were picked, resulting in the production of 12 liters of oil, equivalent to 50 bottles.

## Waste recycling | *Palácio Tangará*



In 2022, the hotel initiated a partnership with the private company GMV to implement a comprehensive waste recycling program. This initiative aims to increase the number of waste streams recycled within the hotel encompassing everything from general refuse to food scraps, which are specifically designated for composting.



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# 5. Commitment III. Ensure Environmental Awareness

## 5.1 Commitment III - Ensure Environmental Awareness

The third of our commitments is to “**Ensure Environmental Awareness.**” We understand that raising awareness among our various stakeholders is essential to drive positive change and create a more sustainable future for our planet. As part of this commitment, we engage in proactive external communication with our suppliers, emphasizing our CSR values and the importance of a collaborative approach. We believe that by working together, we can achieve greater environmental impact and foster a shared sense of responsibility.

To ensure the independence and resilience of our suppliers, we take concrete steps to avoid dependency. We believe in fair and equitable partnerships, and as such, we establish honest agreements with our suppliers to ensure they are not solely reliant on our business. This approach promotes their long-term sustainability and creates a win-win situation where mutual growth and success are achieved.



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Another vital aspect of our "Environmental Awareness" commitment is educating and supporting our staff and guests on responsible alternatives available within our hotel.

Our goal is to empower our team members with the knowledge and tools to make responsible choices during their workday. From promoting energy conservation to showcasing our eco-friendly practices, we aim to inspire our teams to join us in safeguarding the environment. By instilling a sense of environmental consciousness in our staff, we believe that together, we can make a significant positive impact on the environment and leave a lasting legacy for future generations. Across the Oetker Collection, team members are kept up to date with CSR initiatives through our internal social media platform, PearlNet, and the daily internal newspaper Daily Commitment.

Equally, we are committed to providing a delightful and environmentally conscious experience to our guests. Through clear and engaging visuals placed in guest rooms and at the concierge desk, we communicate our sustainability initiatives and encourage guests to actively participate in our collective efforts.



The Principles and Objectives set under Commitment III. – Ensure Environmental Awareness are aligned with the following SDGs:

Alignment to SDGs :



Material topics addressed:

Guest Engagement & Satisfaction

# 5. Commitment III. Ensure Environmental Awareness

## 5.2 Property Actions 2022



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# 5. Commitment III. Ensure Environmental Awareness

## Protection of biodiversity | L'Apogée Courchevel



From 2017 to 2022, L'Apogée Courchevel had a partnership with the Vanoise National Park to protect an emblematic local species, the ibex of the Alps. The Vanoise National Park is the first national French park created in 1963 to protect biodiversity and especially the ibex. To help reintroduce this animal in the Alps, L'Apogée Courchevel took part in the national project Alcotra Lemed-Ibex. The guests could make donations to the adoption of the ibex cuddly toy. To thank guests who made a donation last season, the hotel offered an eco-design bracelet with the effigy of the ibex. Since 2017, all donations allowed to equip an ibex with a GPS to follow its evolution in the Parc National de la Vanoise. It is baptized Hapogée.



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## Mountain cleanup | L'Apogée Courchevel



L'Apogée Courchevel organized a mountain cleanup on Wednesday, March 23 2022. About twenty employees gathered for an afternoon to clean the area. In total, 30 kils of waste were collected and about 600 cigarette butts.

## Eden Angels cleanup event | Eden Rock – St Barths



Like L'Apogée Courchevel, the “Eden Angels”, the Eden Rock – St Barths CSR team, organized a clean-up session on 21st May, around the hotel with the participation of the local association INE (Island Nature St Barth Experience). 30 “Erockers” gathered with the full equipment: gloves, garbage bags, water and lots of energy to collect, cigarette butts, roof metal sheets, white goods, gutters, motors.... Volunteers split into teams to pick up waste around St Jean area. Another team took care of the stunning seabed of St Barths cleaning around the rock with the INE association.



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# 5. Commitment III. Ensure Environmental Awareness

## Upcycling a sustainable pouch | *Château Saint-Martin & Spa*



The Château Saint-Martin & Spa has innovatively crafted pouches using its furnishing fabrics, which include materials from sofas, sheets, and curtains. Collaborating with a local dressmaker, the hotel ensures the creation of these sustainable pouches. Guests who contribute to the preservation of biodiversity receive this eco-friendly pouch at the reception. All proceeds generated from the pouches are dedicated to supporting the League for the Protection of Birds, an association committed to bird conservation in the area.



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## Apidays celebration

*Château Saint-Martin & Spa & Hotel du Cap-Eden-Roc*



Both hotels maintain their own beehives, making valuable contributions to the local flora. The honey generated is not only used for guest breakfasts but is also offered as complimentary gifts to visitors. The staff members have benefited from workshops on beekeeping, gaining valuable insights into the crucial roles played by bees and the workings of beehives. In 2022, Château Saint-Martin & Spa harvested a total of 32 kilograms of honey, while Hotel du Cap-Eden-Roc's beehives produced an impressive 300 kg of honey during the same year.



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# 6. Commitment IV. Engage with Sustainable Communities

## 6.1 Commitment IV – Engage with Sustainable Communities

The last of our commitments is "**Engage with Sustainable Communities.**" and it reflects our genuine dedication to making a positive impact on both the environment and the people we interact with. By prioritizing local partnerships, providing excellent service to our guests, and fostering open dialogue with stakeholders, we strive to be a force for positive change in the communities we operate in. We firmly believe in the power of fostering strong partnerships with local suppliers and employees to create a positive impact on the environment and society.

To support local communities and reduce our environmental footprint, we actively prioritize partnerships with nearby companies. By sourcing from local suppliers, we minimize transportation-related pollution and contribute to the growth of small-scale producers. This approach not only benefits the local economy but also helps us maintain a sustainable supply chain that aligns with our environmental values.

Furthermore, our commitment to excellence extends to the service we provide to our valued guests. Internally, we implement initiatives to ensure that our clients receive top-notch service that goes beyond mere hospitality. We treat each guest with respect and care, making them aware of our CSR commitments so that they can actively participate in our sustainability efforts. By engaging our guests, we inspire them to be conscious consumers and partners in our journey towards a more sustainable future.

Respecting commitments with our stakeholders is of paramount importance to us. By keeping our promises and delivering on our commitments, we aim to establish a relationship of trust and reliability.



This open and transparent approach fosters a sense of mutual respect and shared responsibility, aligning us with our stakeholders in a collective pursuit of sustainability. In addition, we actively encourage dialogue with both our stakeholders and employees. We believe that open communication and constructive negotiations are essential in building trust and understanding

By valuing the perspectives and input of all involved parties, we create a collaborative environment where everyone's voice is heard, and decisions are made collectively, ensuring that our actions are in line with the needs and aspirations of our stakeholders.

The Principles and Objectives set under Commitment IV. – Engage with Sustainable Communities are aligned with the following SGDs:

Alignment to SDGs:



Material topics addressed:

Economic Growth



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# 6. Commitment IV. Engage with Sustainable Communities

## 6.2 Property Actions 2022



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# 6. Commitment IV. Engage with Sustainable Communities

## School promotion | *Eden Rock – St Barths*



In line with their dedication to local communities, Eden Rock – St Barths is actively generating high-quality employment opportunities to empower the youth in the area. In pursuit of this goal, the "People & Culture Team" from Eden Rock – St Barths embarked on a mission to promote the hotel in various schools in Martinique, including Vatel, groupe Saint Joseph de Cluny Post Bac, l'ICEA Catholic Institute, BTS Tourisme Bellevue Martinique, BTS Tourisme de l'Union, and Lycée professionnel La Jetée.

The objective of this initiative is to attract young students from Martinique to choose Eden Rock – St Barths for their internships, fostering a continued and mutually beneficial relationship with local educational institutions.



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## West Indies Regatta | *Eden Rock – St Barths*



The West Indies Regatta is a traditional three-day Caribbean sailing organized on the island of St Barths featuring old wooden boats. The aim is to encourage and promote the dying art of Caribbean Boatbuilding among the islands and share the experience of sailing on these unique crafts. In addition to this regatta, there is also an artisanal market that showcases arts and crafts, organic produce, and unique specialty products from all islands but also for the first time a cooking contest called "Tradition St Barth". Leilanie from the purchasing department at Eden Rock – St Barths had the opportunity to launch this first edition and participate as a member of the jury alongside employees from the City Council as well as other hotels located on the island.



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# 6. Commitment IV. Engage with Sustainable Communities

## Lapland Trophy | Eden Rock – St Barths



Véronique Dieste, Head of HR at the Eden Rock- St Barths, actively engaged in the “Lapland Trophy” alongside her team, the "Beach Girls." This exclusively women's race, organized for the fourth consecutive time, served as a fundraising initiative for the "Vivre comme Avant" Association, which provides support to women battling breast cancer. Over the course of a four-day race, participants faced various challenges across Lapland, including ski races, icemade activities, fat biking, running, and more.

## Rowing Pacific: Team Antigua Island Girls | Jumby Bay Island



Jumby Bay Island understands that it is part of the larger Antigua and Barbuda community and maintains a strong connection to the land and people through the Jumby Bay Fund. Since 2014, the Fund has been a critical philanthropic organization often partnering with other local causes, including Team Antigua Island Girls, to address vital community, conservation, and educational issues. This team has earned the recognition of many “Firsts” – the first all-female Caribbean team to complete the Talisker Whiskey Atlantic Challenge, the first all-black team to row across the Atlantic, and having teammate Samara (notably also a Jumby employee) who is the first Antiguan woman earn the title of Royal Yachting Association-certified captain. The Fund recognizes these accomplishments by continuing to support their endeavors as it brings attention to critical needs in Antigua. TAIG has recently returned from their row across the Pacific to raise funds towards building a home for girls in conflict with the law.

## Local Spa Vendor Presentation | Jumby Bay Island



This project spearheaded by the Spa team involves local entrepreneurs producing and retailing products with locally sourced ingredients and/or materials. Vendors are invited to the property once monthly to showcase and educate guests and staff about their products and brands. The products are also available for sale, promoting local business while expanding the hotel’s exclusive offer.



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## Sapocylce donation program | The Woodward



Commencing in 2022, the hotel began collecting both bar and gel soaps for the Sapocycle association. These soaps are subsequently recycled and distributed to support individuals from economically disadvantaged backgrounds, providing them with access to proper hygiene. A total of 16kg of soap was collected in 2022, leading to the creation of 160 soaps that were then donated.

# 6. Commitment IV. Engage with Sustainable Communities

## Esophageal cancer awareness month | *The Lanesborough*



Before The Lanesborough was transformed into the beautiful grand hotel that it is today, it was originally home to the historical St Georges Hospital. As part of the hotel's CSR strategy, The Lanesborough regularly support St Georges Hospital through donations and collaborations. The partnership is so close that the maternity ward at St Georges Hospital is named the Lanesborough wing.

In addition to the funding to the St George Hospital, The Lanesborough also collaborates closely with the HCUK, the Esophageal Cancer Fund campaigning for the awareness of heartburn cancer. For this year's esophageal cancer awareness month, the Lanesborough added a special lamb dish to their menu during February, donating £5 from every plate sold to support the raising awareness and increasing rates of early diagnosis, raising more than £700. Additional donations collected by The Lanesborough team alongside generous support from its guests have helped fund a mobile diagnostic unit for the heartburn sponge test, a revolutionary method for detecting Barrett's esophagus and esophageal cancer.



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## Art Program month | *The Lanesborough*



Since April 2022, The Lanesborough Grill has exhibited the work of some of the most exciting contemporary artists in the UK. In partnership with curator partner Art Acumen, pieces displayed by Britain's leading art talent will be available for purchase, with a curation of new artwork being unveiled every six months.

## Heritage Day | *Château Saint-Martin & Spa*



Each year the Château Saint-Martin & Spa celebrates Heritage Day in September and opens doors to the people of Vence to maintain the relationship with the local community. 30 visitors from Vence were able to discover the wealth of the hotel's historical and environmental heritage in 2022.

## Red Cross collection | *Hôtel du Cap-Eden-Roc*



For over a decade, the Hôtel du Cap-Eden-Roc has collaborated with the Antibes Red Cross, consistently contributing essential items such as clothing, slippers, and food each year. In June, the hotel hosts the annual Red Cross Gala. Starting in 2022, the hotel's employees actively engage in various food and item collection initiatives organized by the Antibes Red Cross in supermarkets and shopping centers. Notably, on October 8th, 2022, nine employees participated in a collection event at supermarkets.

## "Freundeskreis Lichtentaler Allee" | *Brenners Park-Hotel & Spa*



The Brenners Park-Hotel & Spa actively backs the "Freundeskreis Lichtentaler Allee" an organization dedicated to preserving the rich heritage and biodiversity of the main alley in Baden-Baden, located just across from the hotel. The hotel plays a significant role by hosting and sponsoring community gatherings for the charity. Notably, the hotel's General Manager serves as the second chairman of the project. Furthermore, the hotel contributed to the efforts aimed at securing UNESCO World Heritage status for the Lichtentaler Allee, a goal that was successfully achieved in 2022.

# 7. Moving Forward

## 7.1 Outlook 2023

Looking forward into 2023, Oetker Collection will further drive its CSR programme now with its Senior Head of Sustainability to lead the direction. This will be achieved through two main aims:

### **Better embedding CSR into hotel teams and operations.**

The Senior Head of Sustainability will undertake corporate visits to all properties with the aims to:

- deliver topic specific training
- develop property-level roadmaps for achieving the CSR objectives
- install greater CSR responsibilities into each hotel

### **Improving the quantity and quality of data & information.**

Improvement of the quantity and quality of property-level data is integral to measuring and acting on each CSR objective and will be a key action into the next year. One way in which this will be achieved is through the implementation of quarterly calls with Considerate Group's Con-Serve™ account managers to manage CO2 consumption more actively.

Secondly, a process will be implemented to collection general information about sustainability related activities more effectively. This shall give a better overview and at the same time serve as a database of best practises among the hotels.

### **Strategy Development & Upcoming Legislation**

For the upcoming years, we anticipate new legislation particularly within the European Union, which is currently not yet defined to every detail. However, it can already be assumed that this legislation will have significant influence on the design of companies' sustainability strategies. Awaiting more clarity on the changes of European regulations, 2023 intends to be a year focused less on strategy development and more on the groundwork needed to make tangible progress against the current CSR objectives.

Particularly the clear assignment of responsibilities and improvements in the organisational structure in regards to sustainability will enable the company to effectively deal with upcoming regulative requirements but also future challenges for our planet and communities. After this groundwork, a full revamp of the global sustainability strategy is planned for 2024 and 2025.



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# 8. Appendix

## 8.1 2021 Objectives

A summary of the 2021 objectives and their status quo are included below.

Table 5: Overview of the 2021 objectives, alongside associated principle and progress made.

Principles	Objective	Progress
<b>Ensure our stakeholder is treated fairly while fighting against discrimination</b>	By 2022 develop a global Equality Strategy	NOT STARTED
	By 2023 review all hiring and promotion processes for equal opportunities	PENDING
	By 2023 discrimination and violence against women and girls is addressed with outsourced service companies	PENDING
	By 2023 full implementation of global Equality Strategy	PENDING
	By 2024 every hotel endeavour to employ people with a physical disability	PENDING
<b>Promote an optimum quality of life and safety at work</b>	By 2022 develop and implement a training framework on safety at work for all hotels	ACHIEVED
	By 2022 develop a framework that supports quality of life for all team members at all hotels	NOT STARTED
<b>Encourage the development and employability of our employees</b>	By 2022 all employees participate in at least one program of the Masterpiece Academy	NOT STARTED
<b>Ensure constant compliance with local labour and environmental regulations.</b>	By 2023 adoption of Modern Slavery Act in all hotels	NOT STARTED
	By 2023 address Modern Slavery Act with outsourced service companies and suppliers	NOT STARTED
	By 2022 develop a system ensure awareness on the Oetker Collection Code of Conduct	ACHIEVED
<b>Through innovation reduce our consumption of natural resources</b>	By 2024 reduce average energy consumption per room night by 10% vs. 2018	PENDING
	By 2024 reduce average water consumption per room night by 10% vs. 2018	PENDING
	All new hotels will be given specific reduction targets to align with the above	ONGOING
<b>Actively contribute to the global Carbon Reduction goals</b>	By 2022 establish Oetker Collection's global Scope 1 and Scope 2 carbon emissions baseline	ACHIEVED
	By 2022 develop specific carbon KPIs and targets for all hotels	PARTLY ACHIEVED
	By 2022 develop a global Climate Investment Program	CANCELED
	By 2022 offer guests to option to donate to the Global Climate Investment Program	CANCELED
	By 2023 establish a Carbon In-Setting Strategy	CANCELED

# 8. Appendix

Table 5 (cont.): Overview of the 2021 objectives, alongside associated principle and progress made.

Principle	Objective	Progress
<b>Understand, protect and restore the biodiversity that surrounds us</b>	By 2022 each hotel to commit to the protection of 1 species within their surrounding area	MAINLY ACHIEVED
	By 2023 define a global company approach to reduce impact on biodiversity.	PENDING
<b>Manage solid waste and strive to limit any type of pollution</b>	By 2022 implement a process to measure and monitor solid waste in all hotels	IN PROGRESS
	By 2023 establish a sustainable solid waste management plan in all hotels	PENDING
	By 2022 all hotels use organic fertilizers and pesticides only	ACHIEVED
	By 2024 ensure 70% of cleaning products purchased are eco-friendly in each hotel	ACHIEVED
	By 2022 all hotels provide a fleet of sustainable vehicles for guest use (where applicable)	ACHIEVED
	By 2022 all applicable hotels provide a car sharing schemes for team members	ACHIEVED
<b>Purchase responsibly, favouring suppliers who adhere to our principles</b>	By 2021 Oetker Collection Responsible Purchasing Policy is developed, updated on an annual basis,	ACHIEVED
	By 2022 implement bulk purchases procedures to reduce transport and packaging in all hotels	CANCELED
	By 2023 increase transparency of our supply chain by increasing the number of replies to the responsible purchasing survey to 50% of global suppliers.	PENDING
	By 2023 increase transparency of our supply chain by increasing the number of replies to the responsible purchasing survey to 100% of Oetker Collection preferred partners	PENDING
	By 2022 foster dialogue with existing suppliers on Oetker Collection's broader CSR principles.	ACHIEVED
<b>Provide the necessary framework and training to operate responsibly at each hotel</b>	By 2022 develop a global CSR training framework for team members, including onboarding, continuous and online modules	IN PROGRESS
	CSR requirements are updated yearly and progress is monitored on an ongoing basis and for each hotel individually	IN PROGRESS
	In 2023 conduct a thorough materiality analysis with all relevant stakeholders	PENDING
<b>Encourage our stakeholder to engage with our CSR commitments</b>	By 2022 implement an annual measurement program of the team members' awareness and engagement on the hotels' CSR initiatives	ACHIEVED
	By 2021 develop at least one CSR guest experience per year per hotel	ACHIEVED
	By 2022 develop at least three CSR events for team members per year per hotel	PARTLY ACHIEVED
	By 2021 offer guests various options to participate in our sustainable service offering (Linen program, Giving Bags, Off-setting program, sustainable menu options)	ACHIEVED

# 8. Appendix

Table 5 (cont.): Overview of the 2021 objectives, alongside associated principle and progress made.

Principle	Objective	Progress
Communicate transparently about our sustainability goals, initiatives and achievements	By 2021 develop and implement a CSR communication strategy, including a new website section, social media plans, PR initiatives and internal communication	ACHIEVED
	By 2022 develop and constantly update a CSR section in Oetker Collection's Photo Library	ACHIEVED
Favour local producers who guarantee the rich heritage of our region	By 2022 foster relationships with local and artisanal enterprises at each hotel	ACHIEVED
	By 2022 work with and actively support local sustainable companies and enterprises	ACHIEVED
Commit alongside our partners in projects that are linked to the principles we defend	By 2022 establish a system to ensure partner collaborations at hotel level are guided by at least one of our CSR principles in order to promote those jointly	NOT ACHIEVED
Support local communities engaged in the protection of environmental and social projects	By 2021 every hotel to engage in at least two long-lasting charitable projects where team members and guests can participate in	MAINLY ACHIEVED

# 8. Appendix

## 8.2 GRI Index

Table 6 : GRI Index

GRI Disclosure Number	Disclosure Title	Disclosure/Report Location	Page
102 - 1	Name of the organization	Oetker Collection	3
102 - 2	Activities, brands, products, and services	Oetker Collection is a hotel collection of 11 masterpiece hotels worldwide. The organization manages and operates the high-end luxury hotels. Each hotel is unique one-of-a-kind, a brand by itself.	3
102 - 3	Location of headquarters	Schillerstrasse 6, Baden-Baden, 76530	3
102 - 4	Location of operations	Germany, France, Great Britain, St Barthelemy, Antigua, Brazil, Switzerland	3
102 - 5	Ownership and legal form	Oetker Collection is managed by the German company Oetker Hotel Management Company GmbH (OHMC).	3
102 - 6	Markets served	a. Markets served, include: i. Antibes (France), Antigua (private island), Baden-Baden (Germany), Courchevel (France), London (Great Britain), Paris (France), Sao Paulo (Brazil), St Barthélemy (France), Vence (France), as well as Geneva (Switzerland, from 2021) ii. Tourism industry - hospitality iii. Individuals from worldwide markets	3
102 - 7	Scale of the organization	a. Scale of the organization, including: i. 2473 employees across the Collection ii. Management Company + 11 hotels iii. Total business volume of the Collection: 422M€ v. Hotels: around 144.000 room nights per year	3
102 - 8	Information on employees and other workers	Refer to Section 3.2 HR Key Figures	18
102 - 9	Supply chain	Refer to CSR Report 2021-2022 Section 4.3 Sustainable Purchasing (page 32)	-
102 - 10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Refer to section 1.2 Scope ii. Refer to section 1.5 Company Structure iii. No significant changes since the CSR Report 2021-2022 Section 4.3 Sustainable Purchasing (page 32)	3-4
102 - 11	Precautionary Principle or approach	Group CSR Strategy is incorporated in all operations. Operational decisions and actions take into account Group CSR commitments and therefore by keeping a precautionary approach.	-
102 - 12	External initiatives	Refer to Section 1. Introduction, Section 1.4 Reporting Structure and Content, Section 2.1 Corporate Social Responsibility at Oetker Collection, and CSR Report 2021-2022 Section 3.2 Human Rights and Labour Laws (page 22)	3 -4/ 7
102 - 13	Membership of associations	Oetker Collection are seeking membership to the Sustainable Hospitality Alliance beginning in 2023.	3

# 8. Appendix

Table 6 (cont.): GRI Index

GRI Disclosure Number	Disclosure Title	Disclosure/Report Location	Page
102 – 14	Statement from senior decision-maker	Refer to Section 1.6 CEO's Foreword	5
102 – 16	Values, principles, standards, and norms of behaviour	a. Refer to 1.3, Organisation Overview, 2.1 Corporate Responsibility at Oetker Collection, as well as Code of Conduct described in CSR Report 2021-2022 Section 3.2 Human Rights and Labour Laws (page 22).	3 / 7
102 – 18	Governance structure	Refer to Section 2.2 CSR Governance and CSR Report 2021-2022 Section 3.2 Human Rights and Labour Laws (page 22)	7
102 – 40	List of stakeholder groups	Refer to Section 2.4 Origins & Development of the CSR Strategy	9
102 – 41	Collective bargaining agreements	100% of Oetker Collection employees are covered by collective bargaining agreements. Refer to CSR Report 2021-2022 Section 3.2 Human Rights and Labour Laws (page 22).	–
102 – 42	Identifying and selecting stakeholders	Refer to Section 2.4 Origins & Development of the CSR Strategy	9
102 – 43	Approach to stakeholder engagement	Refer to Section 2.3 Stakeholder Engagement in CSR Activities	9
102 – 44	Key topics and concerns raised	Refer to CSR Report 2021-2022 Section 3.2 Human Rights and Labour Laws (page 22), CSR Report 2021-2022 Section 3.3 Fair Operating Practices (page 25)	–
102 – 45	Entities included in the consolidated financial statements	a. OHMC b. Not Applicable	–
102 – 46	Defining report content and topic Boundaries	Refer to Section 1.2 Scope and Section 1.4 Reporting Structure and Content	3-4
102 – 47	List of material topics	Refer to Section 2.4 Origins & Development of the CSR Strategy	9
102 – 48	Restatements of information	Refer to Section 4.2 Environmental Key Figures	23

# 8. Appendix

Table 6 (cont.): GRI Index

GRI Disclosure Number	Disclosure Title	Disclosure/Report Location	Page
102 – 49	Changes in reporting	Refer to Section 1.2 Scope, Section 1.4 Reporting Structure and Content, Section 2.4 Origins & Development of the CSR Strategy	3 / 4 / 9
102 – 50	Reporting period	Refer to Section 1.2 Scope	3
102 – 51	Date of most recent report	Corporate Sustainability Report January 2021 – March 2022	–
102 – 52	Reporting cycle	Refer to Section 1.2 Scope	3
102 – 53	Contact point for questions regarding the report	Paul von Schnurbeing, Senior Head of Sustainability at Oetker Collection, <a href="mailto:sustainability@oetkercollection.com">sustainability@oetkercollection.com</a>	48
102 – 54	Claims of reporting in accordance with the GRI Standards	Refer to Section 1.4 Reporting Structure and Content	4
102 – 55	GRI content index	Refer to Section 8.1 GRI Index and CSR Report 2021-2022 (pages 45-47)	45-47
102 – 56	External assurance	For the 2022 Oetker Collection Group report external assurance was not requested.	–
302 – 4	External assurance	Refer to Section 4.2 Environmental Key Figures	23
305 – 5	Reduction of energy consumption	Refer to Section 4.2 Environmental Key Figures	23
308 – 1	Reduction of GHG emissions	Refer to Section 4.2 Environmental Key Figures and CSR Report 2021-2022 Section 4.3 Sustainable Purchasing (page 32)	23

# 8. Appendix

## 8.3 Further Information

Documents mentioned throughout the report can be available upon request.

For further information please contact:

**Paul von Schnurbein**

Senior Head of Sustainability at Oetker Collection  
[sustainability@oetkercollection.com](mailto:sustainability@oetkercollection.com)



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