



PLANHOTEL
HOSPITALITY GROUP



PUBLIC SUSTAINABILITY REPORT

Sandies Baobab
Beach Resort



SUSTAINABILITY AT PLANHOTEL HOSPITALITY GROUP

Planhotel Hospitality Group is committed towards sustainable hospitality practices. The commitments and actions taken cover Environmental, Social and Governance (ESG) endeavours to preserve, restore and enhance our planet, its people and living ecosystem.



OUR COMMITMENT AND SUSTAINABILITY GOALS

As Planhotel Hospitality Group, we recognize the urgent need to address climate change and reduce greenhouse gas (GHG) emissions. We are committed to proactive measures to mitigate our environmental impact and contribute to a sustainable future. To this end, we have set a goal to reduce our GHG emissions from water, energy, and waste by 20% by the end of 2030.

Biodiversity forms the foundation of a healthy planet and ensures the well-being of current and future generations. Consequently, biodiversity preservation and restoration are integral to all aspects of our operations and beyond. We aim to reduce single-use plastic by 20% by the end of 2028.

We firmly believe our staff are our greatest asset. We are dedicated to ensuring fair and respectful treatment for all team members, as they are essential to our success and the exceptional guest experiences we strive to provide. Upholding human rights principles, in-

cluding the protection of minorities and vulnerable groups, is imperative. We demonstrate our commitment to human dignity in all aspects of our operations, and regularly conduct discrimination prevention training.

We strive daily to be a responsible member of the communities in which we operate. We are committed to making a positive impact and contributing to the well-being and sustainability of our local communities through environmental stewardship projects, such as beach clean-ups, tree planting activities, and environmental awareness campaigns.

We are also dedicated to creating and maintaining a safe and secure environment for all children and young people. We recognize our responsibility to safeguard children from harm, abuse, and exploitation, and to promote their well-being at all times. Our policy mandates the immediate reporting of any suspected cases of child exploitation and abuse to the local police. We encourage our guests, staff, and visitors to report any concerns about child exploitation and abuse directly to the local authorities.

Sustainable development is a collaborative journey. As Planhotel Hospitality Group, we commit to the above actions and encourage our valued guests and visitors to help us conserve water and energy and minimise waste by following the reminders posted throughout the hotel. We also invite them to participate in biodiversity and local community conservation programs. Additionally, we welcome guests to share their general and sustainability-related feedback with us, as we are dedicated to considering each recommendation and implementing necessary actions.

INITIATIVES AT SANDIES BAOBAB BEACH RESORT



We continue to recognise that the tourism industry is deeply dependent on the environment and has the potential to impact it both positively and negatively. At Sandies Baobab Beach Resort, we remain committed to utilising technological solutions to protect nature while ensuring sustainability for future generations. Our aim is to reduce the consumption of natural resources and limit any damage to soil, water, air, and the surrounding environment. Our broader mission also includes supporting the local community through job creation and educational initiatives

SOCIAL RESPONSIBILITY & COMMUNITY ENGAGEMENT

In 2024, we strengthened our commitment to the local community through various programs:

- Continued recruitment of local talent, contributing to local economic development.
- Expanded training programs for local students, offering more internships and job opportunities.
- Additional contributions to local schools, including the installation of improved sanitary facilities and hand wash basins for better hygiene.
- The resort regularly participates in beach clean-up events and environmental awareness campaigns.
- Participated in multiple fundraising events and donated food and equipment no longer in use.
- Earth Day 2024 saw a greater level of community and guest involvement in beach cleaning activities, ensuring the maintenance of our beautiful coastal environment.

WATER MANAGEMENT

At Sandies Baobab, we are committed to reducing water consumption through various measures:

- We monitor and record daily water usage to avoid unnecessary wastage and ensure optimal consumption.
- We have a Reverse Osmosis (RO) plant to desalinate water from boreholes into fresh water used in guest rooms and laundry. We also conduct regular testing of water samples through a third party to ensure that the water is safe for usage.
- Increased guest awareness through enhanced signage encouraging reduced water usage. All our rooms have been set up with our environmental policies “Save Mother

Earth”in order to provide the necessary information to our guests and encourage them to minimise the water consumption.

- Continued use of low-flow fixtures and push-button showers, limiting water consumption.
- Linen changes every two days and towel replacements only upon request remain key initiatives, significantly reducing laundry-related water use.
- Gardens continue to be irrigated efficiently, using early morning and evening watering, as well as planting more water-resistant plants

ENERGY MANAGEMENT

We have taken several steps to reduce energy consumption at Sandies Baobab. Specifically to further reduce our carbon footprint and energy consumption:

- All guest rooms were updated with energy-saving LED lighting.
- Light timers are used in public areas to avoid excessive energy usage
- Additional light sensors were installed in some public areas to minimise unnecessary electricity use.
- Regular maintenance by certified professionals ensures optimal performance of energy systems, preventing waste.
- Employee training focused on reducing energy consumption.
- Guests are provided with information on how to conserve energy during their stay.
- Daily monitoring of electricity consumption helps identify areas of improvement and prevent unnecessary wastage.

WASTE MANAGEMENT

Waste management is a priority at Sandies Baobab, with various initiatives in place:

- We have implemented a recycling program for glass, plastic, and paper products.
- Our goal remains to minimise waste production, and we implemented new strategies in 2024:
- Continued recycling efforts for materials like glass, plastic, paper, and metals.
- Expanded use of bulk purchasing and eco-friendly packaging.
- Added more recycling bins across the property to encourage responsible disposal.
- Reused old linens as cleaning rags and reduced food waste by repurposing uneaten buffet items for staff meals.

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- Awareness training for team members and regular training to our employees on waste management.
- Solid waste is separated on site to each individual container and properly stored until taken back to recycle or be disposed of appropriately by the contracted garbage company.

SUSTAINABLE PURCHASING

Our commitment to sustainable procurement deepened in 2024:

- We maintained strong relationships with local suppliers, promoting locally sourced and eco-friendly products.
- Encouraged suppliers to adopt sustainable practices, including providing biodegradable packaging and reusable containers for products.

HEALTH & SAFETY

The health and safety of our guests and employees remain a top priority:

- Routine health checks were carried out for all staff members, ensuring their well-being.
- Continuous training programs on health and safety were implemented, covering topics like first aid, chemical safety, and emergency procedures.
- We maintained a record of all accidents and took corrective action to prevent future occurrences. Fortunately, no major incidents were reported in 2024.

CHILD PROTECTION

As in previous years, we fully supported the protection of children from abuse and exploitation. All employees received refresher training on identifying and reporting child abuse. No incidents were reported in 2024, and we remain committed to safeguarding vulnerable children.

HUMAN RESOURCES

Our focus on employee welfare and development continued to improve in 2024:

- Recruitment policies ensure diversity and inclusion across gender, race, and nationality.
- All employees participated in regular training sessions, and we prioritised promoting from within the company.

INITIATIVES AT SANDIES BAOBAB BEACH RESORT

- Employee recognition programs, such as “Employee of the Month” and team-building events, strengthened staff engagement.
- A continued emphasis on work-life balance, with social insurance, annual leave, and other benefits for all staff members.

SAVE MOTHER EARTH CAMPAIGN

In 2024, Sandies Baobab Beach Resort made strides in environmental protection and community support. The efforts of our dedicated team allowed us to meet and exceed several sustainability goals, solidifying our reputation as a leader in responsible tourism.

LOOKING FORWARD TO 2025

We plan to further enhance our sustainability efforts by:

- Increasing renewable energy use across the resort.
- Expanding our waste management program to include composting organic waste.
- Continuing partnerships with local communities to support educational and environmental initiatives.



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