

Environmental Sustainability Policy – Palafitte SA

The Palafitte hotel is a luxury five-star hotel built on stilts above the lake in Neuchâtel, Switzerland. Built in 2002 as part of the Swiss national exhibition Expo.02, the hotel is a remarkable collaboration between architect Kurt Hofmann and students from the hotel management school l'Ecole Hôtelière de Lausanne, aiming to create an astonishing "work of art" on stilts, linking to the site's ancient history of houses built on stilts. The hotel offers 38 luxurious individual Pavilion bedrooms, 2 conference rooms, as well as a restaurant, "La Table du Palafitte" and 2 bars, the indoor "Cadran" bar and the outdoor "Summer Bay" bar (open only during the summer period). A small dock provides direct access to the hotel from the lake by boat. All facilities are open to both hotel guests and the public.

Our hotel embraces the unique responsibility of residing in a region driven by its natural beauty and history. We are deeply aware of the potential impacts our operations may have on the local habitat and community. Committing to sustainability, we continuously strive to mitigate these impacts, guided by the EarthCheck Environmental Management System. This system assists us to effectively manage our carbon footprint, uphold our commitment to holistic sustainability and stay aligned with local legislations, including labor laws. Our approach is anchored in a rigorous annual benchmarking aligned with EarthCheck's 10 key performance indexes (KPIs):

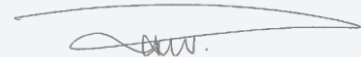
- Greenhouse Gas Emissions
- Energy Efficiency, Conservation & Management
- Management of Freshwater Resources
- Ecosystem Conservation & Management
- Management of Social & Cultural Issues
- Land Use Planning & management
- Air Quality Protection & noise Control
- Wastewater Management
- Solid Waste Management
- Storage of Environmentally Harmful Substances



Our sustainability efforts encompass a wide array of initiatives, focusing on reducing carbon emissions, optimizing energy consumption, implementing responsible purchasing and food & beverage practices, enhancing indoor environmental quality, and managing waste and water efficiently. We also aim to prioritize the employment and empowerment of local employees, as well as sourcing sustainable products and services locally in accordance with Fair Trade principles whenever possible. These practices are not only part of our operational strategy but are deeply ingrained into our values and corporate culture.

Our two EarthCheck Coordinators, Jennifer Roux and Pascal Lorquin, play a pivotal role in steering our sustainability initiatives, fostering an internal culture of environmental responsibility, and ensuring continual improvement. They are part of our CSR department that reports directly to the CEO of our group Sandoz Foundation Hotels. In addition, within our Palafitte hotel specifically, an internal team, called "Colibris PAL", consisting of employees from various departments, is responsible for conveying our sustainability movement throughout the property by being key actors within different projects.

We understand that sustainability is an evolving journey. Our dedication extends beyond immediate concerns, aspiring to create a legacy that benefits both present and future generations, while also strengthening our competitive advantage through responsible practices.



Mrs. Pauline Laurent
General Manager
Palafitte SA

9th of April 2024