



MARINDA GARDEN APARTHOTEL



SUSTAINABILITY REPORT (KPIs 2022 – 2024)

February 2025

SUSTAINABILITY TARGETS AND PROGRAMMS

ENVIRONMENTAL, SOCIAL AND CULTURAL REPORTS

A sustainability indicator is any economic, social, political, or biological element that provides information about certain aspects of the natural world, environmental policies or other related economic and social factors. A sustainability indicator system enables us to make strategic, environmental and social decisions and helps us to turn this information into action.

We use the tool Sustainablekeyindicators.com, based on the GRI (Global Report Initiative), the international guide more used for sustainable development and indicator guidelines.

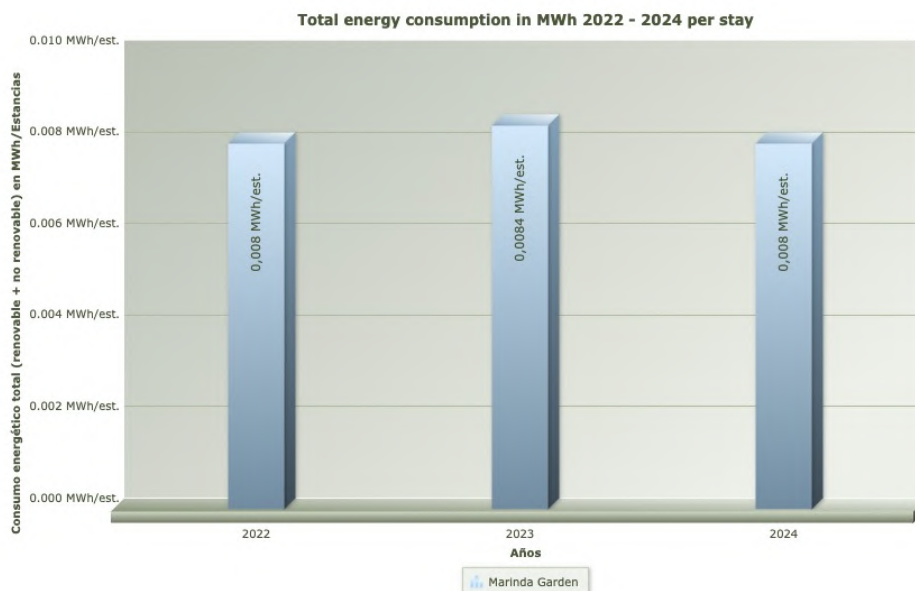
The aim of this management is to evaluate sustainable behaviour to provide us information in order to ascertain whether our organization has the ability to meet the established requirements, whether these be legal requirements or ones to which the Management or third parties must adhere (Travelife System...).

MARINDA GARDEN APARTHOTEL is a member of the Sustainable Hotels net in Balearic Islands



ENERGETIC CONSUMPTION

ENERGETISCHE VERBRAUCH

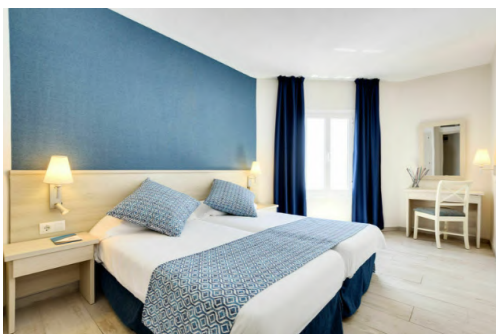


We have transformed all the energy consumed (Electricity and LPG) during the last three years.
Wir haben in den letzten drei Jahren unseren gesamten Energieverbrauch (Strom und Flüssiggas) umgestellt.

Total energy consumption in MWh per stay

Gesamtenergieverbrauch in MWh pro Aufenthalt

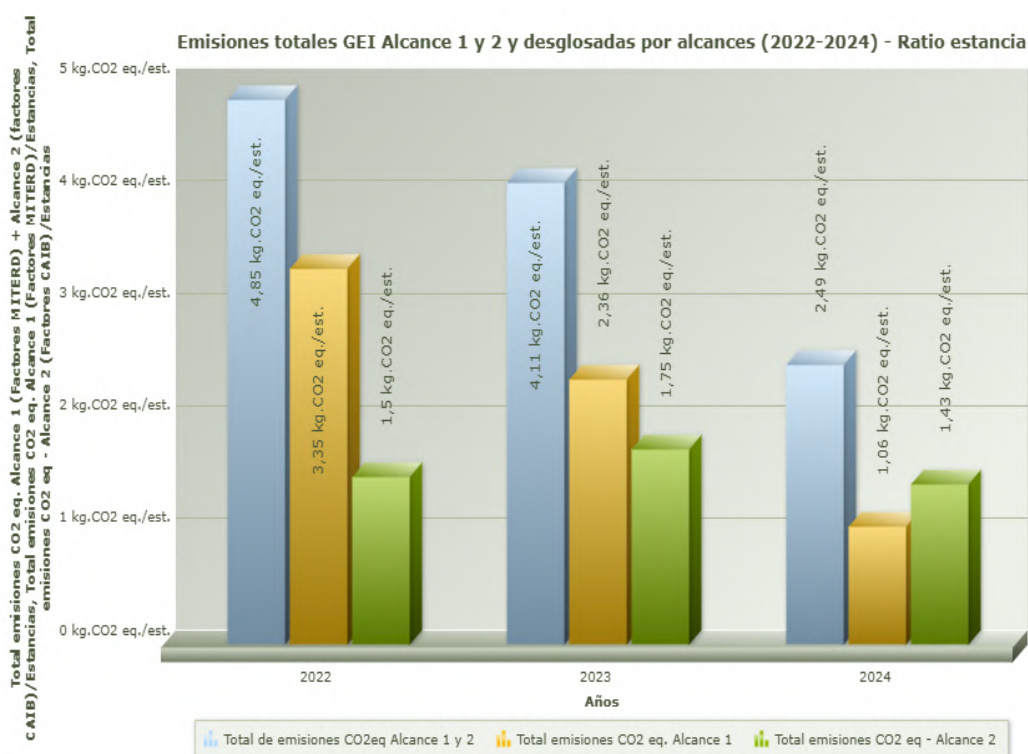
We have LED lighting in most areas of the hotel and have a preventive maintenance plan that allows us to ensure the best performance of our energy facilities. Every year we set new goals and challenges in reference to energy consumption, always guaranteeing the comfort of our customers. Wir verfügen in den meisten Bereichen des Hotels über LED-Beleuchtung und einen Plan zur vorbeugenden Wartung, mit dem wir die optimale Leistung unserer Energieanlagen sicherstellen können. Jedes Jahr setzen wir uns neue Ziele und Herausforderungen in Bezug auf den Energieverbrauch, wobei wir stets den Komfort unserer Kunden gewährleisten.



GHG EMISSIONS

THG EMISSIONEN

We analysed the CO₂ emissions into the atmosphere from our direct energy consumption. The CO₂ emissions into the atmosphere in relation to stay in the last three years Scope 1 and Scope 2 were as follows. Wir analysieren die CO₂ - Emissionen in die Atmosphäre, die durch unseren direkten Energieverbrauch entstehen. Das Aufenthaltsverhältnis der CO₂-Emissionen in die Atmosphäre in Scope 1 und Scope 2 der letzten drei Jahre war wie folgt:

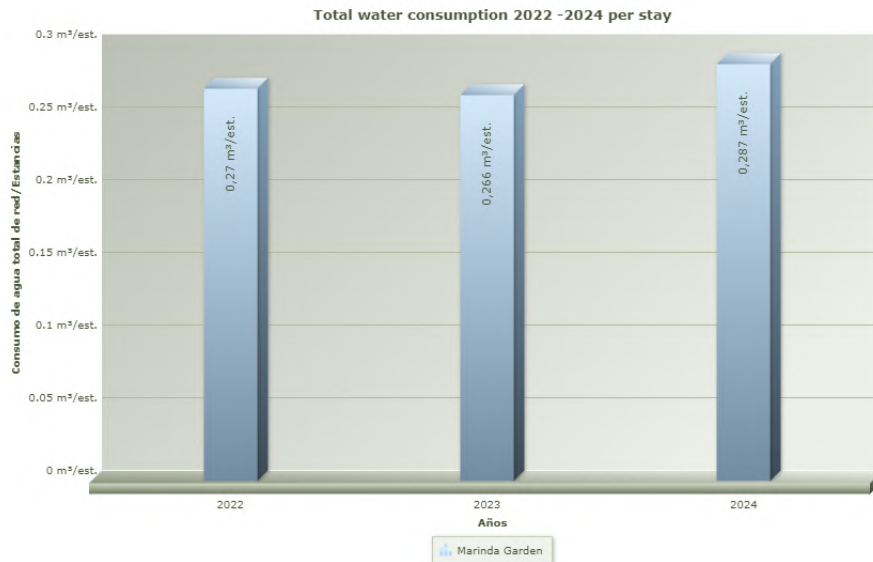


We began to analyse raw materials (high-emission foods) to obtain information on Scope 3 emissions. Wir haben begonnen, Rohstoffe (Lebensmittel mit hohen Emissionen) zu analysieren, um Informationen zu Scope-3-Emissionen zu erhalten.

With the goal of continuing to reduce emissions, a series of improvements are planned for 2025, such as replacement (fabrication) of the domestic hot water (DHW) primary production manifold in the boiler room, damaged by rust, replacing iron with thermofusion piping. Replacement of the PPR pipes from the manifold to the chillers. Among all the planned improvements, we expect to achieve an approximate 20% reduction in 2027 compared to the 2022 figure.

Mit dem Ziel, die Emissionen weiterhin zu reduzieren, sind für das Jahr 2025 eine Reihe von Verbesserungen geplant, wie z. B. der Austausch (Herstellung) des durch Rost beschädigten Hauptverteilers für die Trinkwassererwärmung (TWE) im Heizraum. Dabei wird das Eisen durch ein Rohrleitungssystem aus Thermofusion ersetzt. Außerdem ist der Austausch der PPR-Leitungen vom Verteiler zu den Kältemaschinen vorgesehen.. Mit all diesen geplanten Verbesserungen erwarten wir im Jahr 2027 eine Reduzierung um etwa 20 % im Vergleich zum Wert von 2022.

WATER CONSUMPTION / WASSER VERBRAUCH



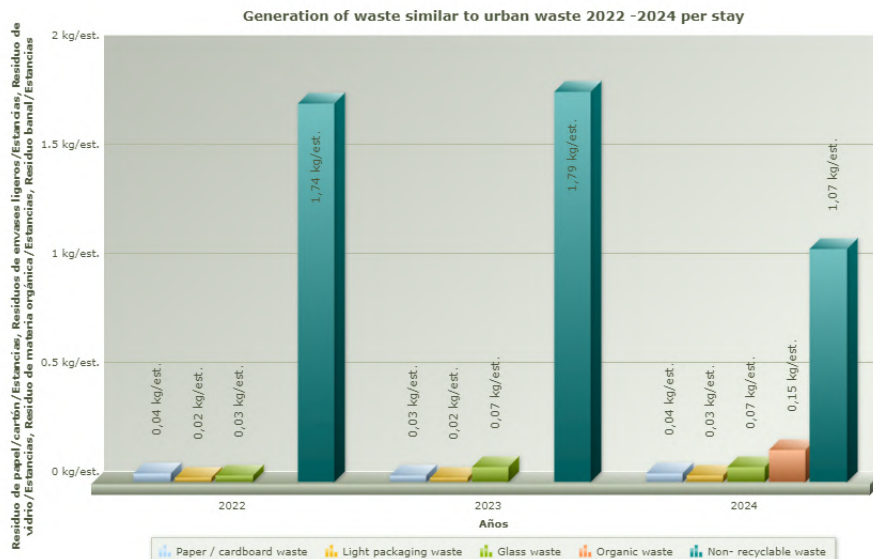
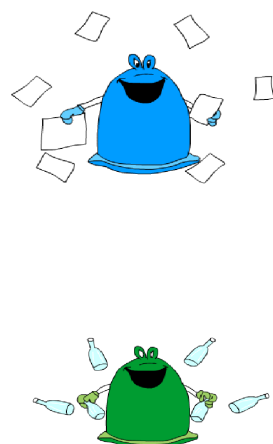
Total water consumption per stay in 2024 was higher than in 2022 and 2023. Renovations of the pool facilities are planned, which should help reduce our water consumption in 2025. Der Gesamtwasserverbrauch pro Aufenthalt war im Jahr 2024 höher als in den Jahren 2022 und 2023. Es sind Renovierungen der Poolanlagen geplant, die dazu beitragen sollen, unseren Wasserverbrauch im Jahr 2025 zu senken.

We monitor daily the water consumption at the hotel, thanks to the installed counters. We have quality regulators in our taps which combine modern comfort with sustainable consumption. Water consumption for swimming pools began to be monitored in 2021, while monitoring of consumption for osmosis and irrigation started in 2023. Dank der installierten Zähler überwachen wir täglich den Wasserverbrauch im Hotel. Unsere Wasserhähne sind mit Qualitätsreglern ausgestattet, die modernen Komfort mit nachhaltigem Verbrauch verbinden. Der Wasserverbrauch für Schwimmbecken wird seit 2021 überwacht, während die Überwachung des Verbrauchs für Osmose und Bewässerung im Jahr 2023 begann

With the aim of reducing our water consumption, a series of actions are planned for 2025, including the replacement of damaged flow regulators with high-efficiency water-saving models, the replacement of faulty dual-flush toilets, and the refurbishment of pool facilities. With our annual improvements, we aim to achieve a 10% reduction in water consumption by 2027 compared to 2022 levels.

Mit dem Ziel, unseren Wasserverbrauch zu senken, ist für das Jahr 2025 eine Reihe von Maßnahmen geplant, darunter der Austausch beschädigter Durchflussregler durch besonders wassersparende Modelle, der Austausch defekter WC-Spülkästen mit Doppelfunktion sowie die Sanierung der Poolanlagen. Durch unsere jährlichen Verbesserungen streben wir an, bis 2027 eine Reduzierung des Wasserverbrauchs um 10 % im Vergleich zu den Daten von 2022 zu erreichen

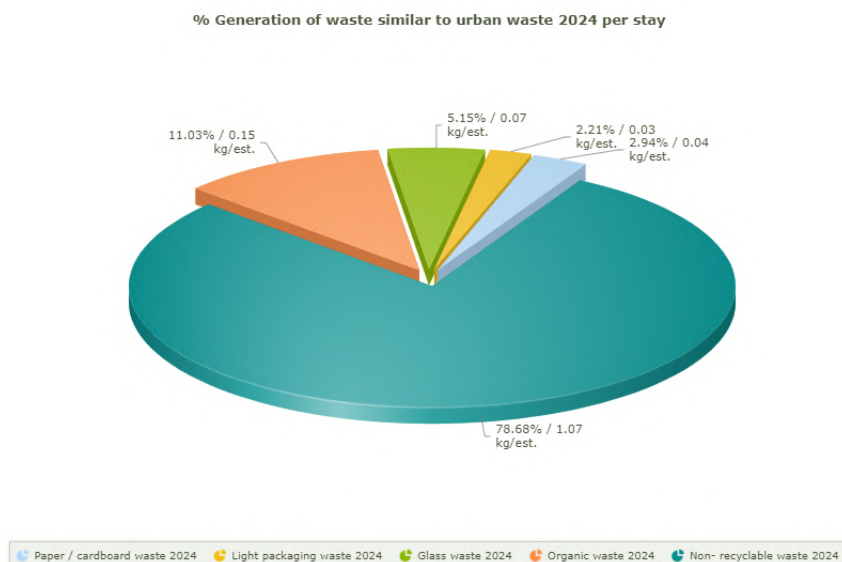
WASTE MANAGEMENT BEWIRTSCHAFTUNG VON ABFÄLLEN



Until the summer of 2023, Ciutadella City Council did not separately collect the organic waste fraction. In 2023, the organic waste fraction was not counted. The recycling rate in 2024 was 21,3% (the organic waste fraction generated in the dining room and bar departments had not yet been counted). Bis zum Sommer 2023 sammelte die Stadt Ciutadella den Bioabfall nicht separat. Im Jahr 2023 wurde der Bioabfall nicht gezählt. Die Recyclingquote im Jahr 2024 lag bei 21,3 % (der Bioabfallanteil aus dem Speisesaal und der Bar war noch nicht gezählt).

COLABORATE WITH US BY SEGREGATING YOUR WASTE ARBEITEN SIE MIT UNS ZUSAMMEN, INDEM SIE IHREN ABFALL TRENNEN

YOUR CLEANING STAFF WILL ALSO SEGREGATE YOUR PACKAGING AND MAGAZINES IF LEFT IN SIGHT. IHRE IHR REINIGUNGSPERSONAL WIRD AUCH IHRE PACKAGING UND MAGAZINE WÄHLEN.

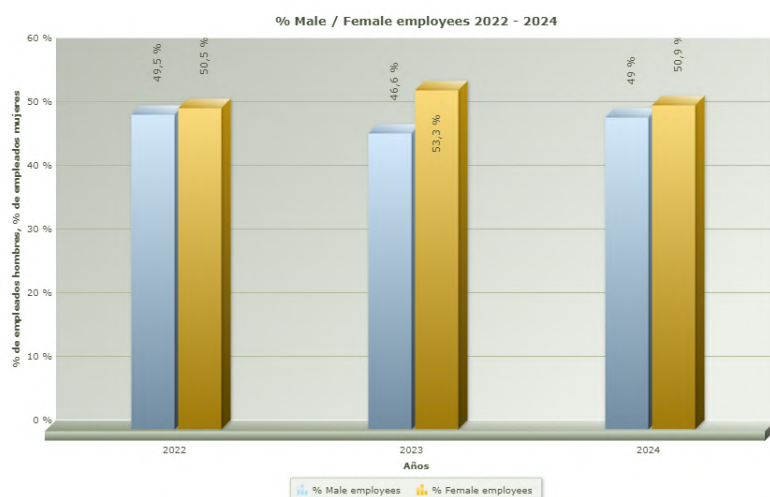


SUSTAINABILITY SOCIAL TARGETS

WELFARE AND LABOUR STANDARDS

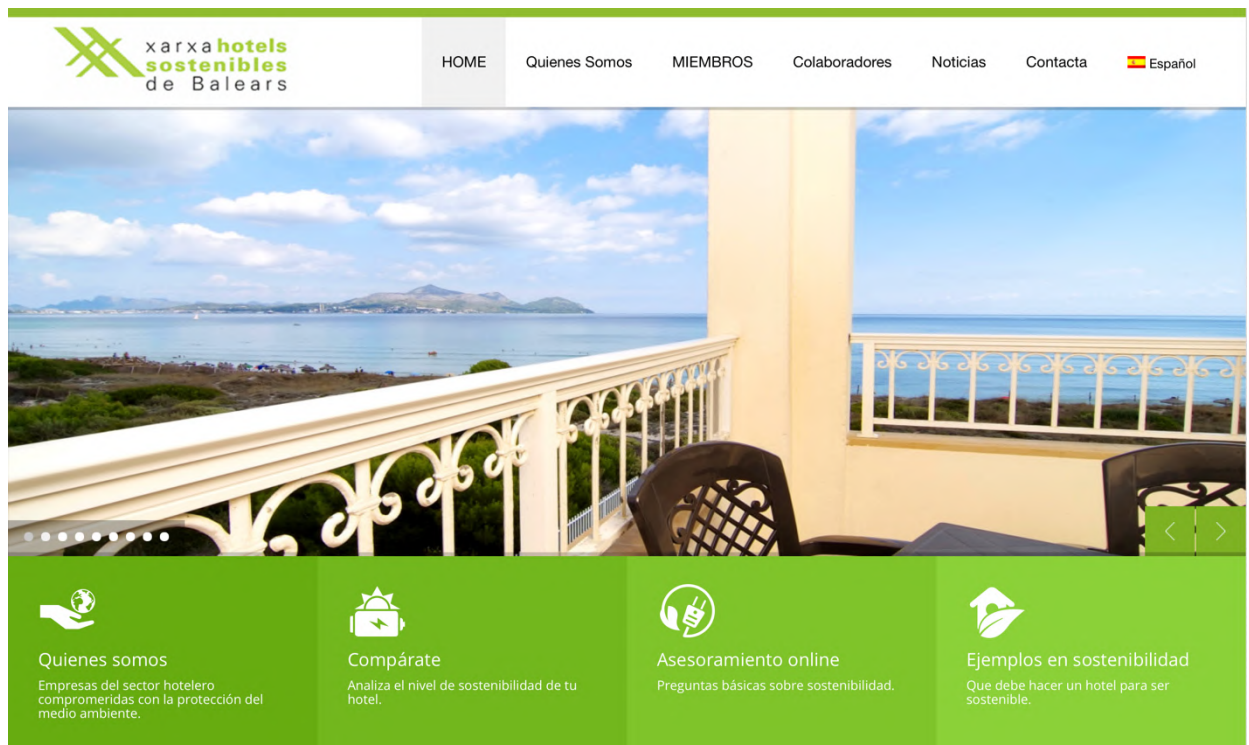
This report presents the social indicators for the period 2022 - 2024. This information reflects the non-discrimination when hiring staff, always taking professional competence, skills and experience as a reference, and never reasons based on sex, age, religion, etc.

Our Human Rights and Good Labor Practices policy expresses our commitment to train company personnel so that they know and behave in accordance with practices and policies for the protection of girls, boys and adolescents against commercial sexual exploitation; and for the proper management of situations of this nature that arise in the exercise of their work, encouraging them to act as preventive agents against this problem. We also encourage our clients to collaborate by reporting to Management any strange behaviour they may detect whether from workers or other clients.



SOCIAL AND ENVIRONMENTAL ACTIONS / SOZIAL- UND UMWELTAKTIONEN IN MARINDA GARDEN HOTEL

- Marinda Garden Aparthotel is a member of the Network of Sustainable Hotels of the Balearic Islands, an association of hotels committed to more responsible tourism. The members share experiences, as well as their environmental and social indicators, allowing us to compare ourselves with the average of other establishments, with Marinda Garden Aparthotel also contributing its data to the average.



➤ Caps for a New Life

In 2024, participation continued in the SEUR Foundation project “Caps for a New Life” through the collection of plastic caps in all hotel departments, which are donated to the foundation for processing. This initiative supports projects aimed at helping children with health issues.

**FUNDACION
SEUR**



Tapones
para una
nueva vida®

El proyecto **Tapones para una nueva vida®**, iniciativa estrella de Fundación SEUR, consiste en recoger tapones de plástico con el fin de facilitar el acceso a tratamientos médicos u ortopédicos no cubiertos por la Seguridad Social de niños con enfermedades graves.

A día de hoy **171 niños y niñas** ya han recibido en total más de un millón de euros.



Tapones para una
nueva vida®

¡Emma necesita tus tapones!

42 toneladas para cambiar su vida

Colabora con tus tapones para que Emma, una niña de 4 años de Viliena con Síndrome de Rett, pueda mejorar su calidad de vida.

Emma necesita nuestra ayuda para cubrir el coste de una terapia específica de rehabilitación, que le permita seguir mejorando su movilidad para frenar el avance de su enfermedad.

[¿Nos ayudas?](#)



**¡DEPOSITA AQUÍ
TUS TAPONES!**

**FUNDACION
SEUR**

acteco



➤ **Participation in the World Environment Day campaign, June 5.**

In 2024, World Environment Day focused on raising awareness about land restoration, the dangers of desertification, and the importance of strengthening drought resilience under the theme “Our Lands. Our Future. We Are the #GenerationRestoration.” We cannot turn back time, but we can grow forests, revitalize water sources, and restore soils. We are the generation that can make peace with the land.



The United Nations dedicates a section on its website to raising awareness about this issue, accessible at <https://www.un.org/es/observances/environment-day>.

Garden Hotels has elevated its commitment to conserving the environments of the destinations where it operates by turning the traditional annual beach cleanup held on World Environment Day into a permanent activity within the Garden Experience program. This firm step in raising awareness among our guests and combating microplastics means that starting in May, we will conduct two beach cleanups per month (except in July and August) at all GH brand hotels.

The activity lasts approximately 2 hours and begins with a brief introduction about the importance of environmental conservation and the impacts caused by plastic waste. Afterwards, we head to the beach to carry out the cleanup. Once the collection is completed, the activity concludes with some facts about the degradation of marine litter in the ocean, aiming to increase awareness and empower participants to take action against the problem.



In previous years, Marinda Garden Aparthotel has also participated in the campaigns, following the respective themes proposed by the United Nations.



➤ Operation “Kilo”

This is an initiative promoted by the Menorca Hotel Federation (Ashome) in collaboration with the Rotary Club to collect long shelf-life dry food in hotel establishments, which is then donated to local NGOs responsible for distributing it to soup kitchens or directly to families in need.

2023:



In 2024, Marinda Garden made its donation to the hotel staff, due to the lack of available associations, amounting to €365.47.

➤ “Punts amb Vida” Project by the Inca-Mallorca Solidaria Association

The old curtains from the rooms at Green Garden hotel were transformed into new aprons for the Garden Chef activity in our Garden Experience animation program. Instead of discarding them, we chose to reuse them thanks to the collaboration with the Inca-Mallorca Solidaria Association and its “Punts amb Vida” project. The full cost of this transformation was allocated to supporting the needs of the most vulnerable people in our community.



➤ Sponsorship and Collaboration with Local Businesses and Organizations

Sponsorship of the summer volleyball tournament held during the months of July and August at the Ciutadella municipal sports center, with teams from across the island.



➤ Collaboration Agreement with the “Sonrisa Médica” Association

“Sonrisa Médica” is a non-profit organization and a pioneer in Spain in using hospital clowns to accompany patients as a therapeutic tool. In recent years, Marinda Garden has supported the association through the creation, promotion, and sale of the “Cocktail de Narices,” with all proceeds going directly to Sonrisa Médica.

In 2024, Cesgarden S.L. donated €1,480.50.



➤ **Joan XXIII Foundation Stay Donation 2024**

The Joan XXIII Foundation is a non-profit organization established in 1975. It provides services to people with intellectual disabilities and their families throughout all stages of life. The foundation supports more than 265 users and has around 180 staff members. For the third consecutive year, Marinda Garden has invited a group of users from the Joan XXIII Foundation, along with their support staff, to spend a night at the hotel on a full-board basis. This initiative promotes leisure time for people with functional diversity in a setting different from their usual environment, while also recognizing and valuing the work of the professionals who accompany them—offering them well-deserved moments of rest during their work.



➤ **Communication of Environmental and Cultural Values**

We offer an app available in Spanish, English, and German, where—through the message “Get information about activities, schedules, our commitment to sustainability, and much more!”—we invite all guests, and anyone interested to learn about our Corporate Social Responsibility Policy and find information on all our social benefit initiatives and environmental practices.

Link a la app: <https://marindaapp.gardenhotels.com/es/home>

This app is promoted in various areas of the establishment, and the digital QR code is displayed on an exclusive wooden stand in every room.

In the reception hall of the Marinda Garden Aparthotel, there is also a totem displaying the company's Social Responsibility Policies, along with information about the natural value of



the local beaches, recommended routes and visits, and the cultural heritage and traditions of the municipality.

We also share these environmental and cultural values through our corporate website <https://www.gardenhotels.com>, where anyone interested can find information about Garden Hotels' Corporate Social Responsibility. Likewise, in the Sustainability section of our website, we highlight our commitment to the circular economy.

Guests can also find informational signage in their rooms, encouraging responsible resource consumption.



At Garden Hotels, we are always looking for innovative ways to enrich our guests' experience, which is why we proudly present one of our newest and most exciting activities: Gastro Talks. This new offering is part of the diverse entertainment program at Garden Hotels, designed to provide unique and memorable moments during our guests' stay—an invitation to explore the flavors and secrets of the Balearic Islands.

We kick off the innovative Gastro Talks with a small tasting where our guests sample local products characteristic of the Balearic Islands. With exquisite Menorcan cured meats, each bite is an opportunity to connect with the culinary essence of the region. After the tasting, we invite our guests to join us on an exclusive tour inside the hotel. During this visit, they discover all the corners and spaces that make Marinda Garden Aparthotel a special place, learning firsthand about our sustainable practices, architectural and decorative details that reflect the local identity, and the efforts we make to provide exceptional service.



➤ **Promotion and Dissemination of Local Products**

In order to promote and support local agriculture and livestock farming, Garden Hotels has several agreements with local cooperatives. These partnerships enable the hotel to offer its employees and guests various initiatives that, on one hand, provide local, sustainable, and high-quality products, and on the other hand, help strengthen local agriculture and livestock farming.

This effort by Garden Hotels not only contributes to respecting the environment but also raises awareness among guests about local products, while promoting and securing a future for local agriculture.

These are the actions:

- **Collaboration Agreement with the Agri-food Cooperatives of the Balearic Islands:** Garden Hotels purchases several products weekly from these cooperatives and offers them in the buffets at its hotels, clearly identifying them. This not only assures guests of the quality guarantee of local products but also promotes local produce.



- **Balearic Themed Dinner:** As a result of this collaboration, every Saturday we highlight regional cuisine with various typical dishes from the islands made with local products. We offer guests the opportunity to experience our gastronomic culture through their palate, discovering the different specialties of each island. Additionally, through traditional attire and themed table settings, we give our guests a chance to learn more about our culture.



➤ **Convenio de colaboración con FACE**

Through this collaboration agreement, Marinda Garden Aparthotel commits to preparing a gluten-free menu with products suitable for celiac guests, thereby increasing safety for those with celiac disease. Staff have received training on celiac disease (CD), the gluten-free diet, and the proper preparation, handling, and presentation of gluten-free dishes. Additionally, the hotel has ongoing advice and support from FACE (Spanish Federation of Celiac Associations) for any related matters.

The restaurant logo designed by FACE is displayed on doors and windows visible to the public, allowing celiac guests to easily recognize that the establishment offers a gluten-free menu.



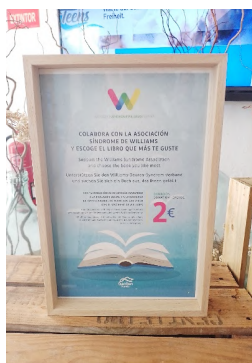
➤ **Cardio-Protected Hotel**

Hotel Marinda Garden is a cardio-protected hotel, having obtained the official SEMST certification (Spanish Society of Occupational Medicine and Safety), which confirms that the hotel has a defibrillator on the premises and qualified staff trained to operate it in case of emergency..



➤ **Collaboration with the Williams Syndrome Association Spain.**

Williams syndrome is classified as a rare disease. At Marinda Garden, we have committed to supporting research and helping children affected by this condition. To this end, this year we launched the Solidarity Reading campaign, where anyone interested can purchase a second-hand book for €2. All proceeds are donated to the Association. In 2023, Marinda Garden donated €74.00, and in 2024, €168.00.



➤ Restaurants Against Hunger Campaign

For years, Garden Hotels has participated in the campaign, and on its 15th anniversary, we remain committed to this cause, which has a significant impact on those who need it most. This year, we joined by donating €1 from each sale of selected dishes from the menu at the beach bars of our Garden hotels. In 2024, Cesgarden S.L. donated €902.95.

**RESTAURANTES
CONTRA EL
HAMBRE** 2024



**MUCHAS GRACIAS
POR COCINAR UN FUTURO SIN HAMBRE**

Marinda Garden Aparthotel

**VUESTRA SOLIDARIDAD NOS PERMITE
AYUDAR A MILES DE FAMILIAS EN ESPAÑA**



CON EL APOYO DE

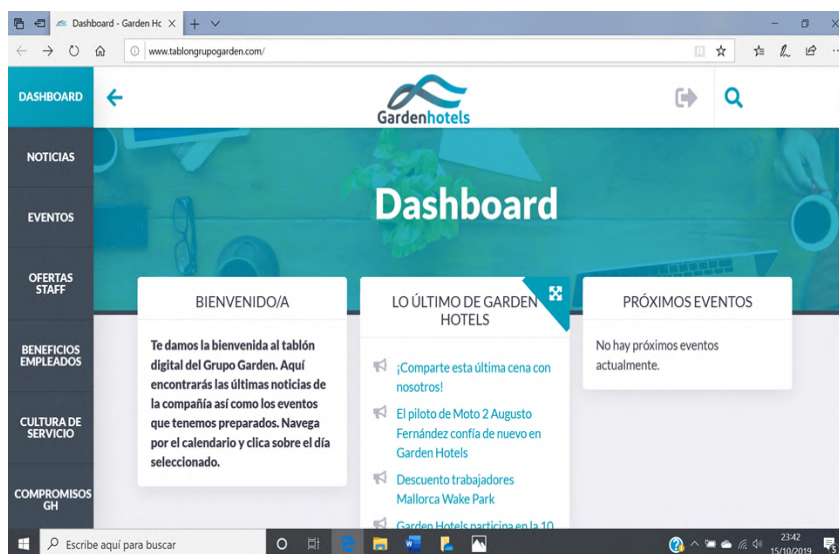


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➤ Internal Digital Bulletin Board – Company News

An internal digital bulletin board aimed at management and middle management, displaying the Service Culture, as well as news and events organized by or involving the company. This ensures staff are always informed about the company's contributions to society and the environment. Employee benefits are also posted here, such as discounts at the company's hotels and restaurants, as well as other discounts on services covered by company agreements.



➤ **LED Lighting Technology**

Marinda Garden Aparthotel is also committed to the gradual replacement of lighting fixtures with LED technology. Nowadays, replacing old low-energy or fluorescent bulbs is an efficient and sustainable investment on all levels.



➤ **Renewable Energy**

In 2024, photovoltaic solar panels were installed to generate renewable energy and reduce our dependence on grid electricity.



- **Raising our guests' awareness about preserving our environment by providing charging facilities for more sustainable vehicles..**



- **Organic Garden**

In 2024, an organic garden visible to customers was created, which helps raise awareness among our clients about healthier eating and zero-kilometer food. The activity "My Eco Garden" takes place, where children plant a seedling, water it, and harvest vegetables and greens from the garden.



➤ Proper waste management

Waste management is highly important in a hotel, as the amounts of waste generated must be properly managed to maximize recycling. Therefore, at Marinda Garden Aparthotel, guests have easy access to clearly labeled bins for each type of waste generated both outside and inside the hotel. The cleaning staff also contributes to recycling in the rooms by separately collecting the different waste fractions within their reach.



➤ Reusable cups in the pool area

The use of glass is not allowed in pool areas; therefore, the hotel uses polycarbonate cups in these zones. These cups are reusable, thus helping to avoid the large generation of plastic waste.



➤ Elimination of single-use plastics

We offer our customers the Garden bottle and water refill stations on the premises, with the aim of eliminating the use of plastic bottles. The welcome water bottle for guests is made of glass.

We continuously work on these types of initiatives, thereby promoting customer awareness for returning and reusing the bottles.

2024 Data

Bottles given to our customers: 89

Bottles sold to customers in 2024: 187



➤ Reuse or recovery of bulky waste through non-profit organizations, which also contribute to a just transition to the circular economy.

In 2024, Marinda Garden donated the following items to the “Mestral” initiative for the social and solidarity economy, promoted by “Caritas Diocesana” de Menorca




CERTIFICADO DE DONACIÓN DE BIENES

Marinda Garden Aparthotel (Cegarden) S.L., con [NIF], CERTIFICA que ha entregado a la iniciativa Mestral de economía social y solidaria impulsada por Caritas Diocesana de Menorca los siguientes objetos a título de donación de bienes materiales:

Fecha	Artículo	Cantidad	Foto
18/10/2024	Set de construcción	3 Uds. (3 Kg)	
	Mega 4 in line	2 Uds. (2 Kg)	
	Set de petanca y bolos	1 Uds. (2,5 Kg)	
	Set de Minigolf	1 Uds. (2 Kg)	
	Talking Tubes	1 Uds. (0,5 Kg)	

Estos artículos serán gestionados por parte de esta entidad local que tiene como principal objetivo la inserción sociolaboral de personas en situación o riesgo de exclusión social a través de actividades de reutilización y reciclaje de residuos voluminosos y ropa

Lunes 02, de Diciembre de 2024 

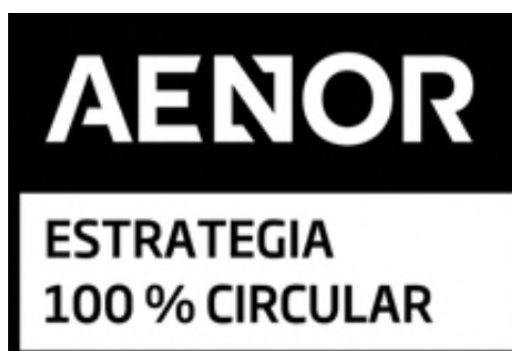
➤ **Circular Economy Strategy Certification**

Garden Hotels was a pioneer in the field of circular economy, putting into practice specific actions aimed at caring for our planet and our people.

Garden Hotels is committed to establishing a circular model in its operations. In addition to contributing to the fight against climate change, the development of the local economy, and the revitalization of organic and zero-kilometer agriculture, it aims to achieve resource circularity, improve environmental quality, and promote sustainable development in the tourism sector.

In 2024, the verification of Garden Hotels' Circular Economy Strategy was renewed according to AENOR's Business Strategies Model for Circular Economy. Garden Hotels was the first hotel company and the third company in Spain to receive this distinction.

Annual follow-up audits and renewal audit every three years are planned.





**Help us in our commitment to
sustainability!**

Share your sustainable ideas with us