

# BELLAGROUP SUSTAINABILITY POLICY

In Bellagroup, we put responsible hospitality at the heart of everything we do, driving change in the tourism and hospitality industry for a better and more sustainable future.

As a group, we strive for a responsible operation on our hotels and venues with the overall ambition of a net zero operation by 2050. On our path to net zero, we set concrete goals and objectives. As we reach the individual targets, we will continuously set new ones and develop our sustainability policy when necessary.

We contribute to the UN Sustainable Development Goals 8, 12 and 13, ensuring a responsible operation with focus on social responsibility, environmental responsibility, and climate impact mitigation. We commit to the selected goals and strive to implement these in our sustainability work.

In order to ensure a continued sustainable development of our operation, Bellagroup will allocate the necessary financial resources to enable the transition to a more sustainable future.

## **In Bellagroup, we take responsibility with a focus on the following key-areas:**

### **Governance & ethics**

We want to be competitive, but we want to compete fairly and have positive influence on our business environment.

Our governance structure ensures legal and regulative compliance, a business focus on human rights and adherence to international standards. To ensure business ethics, we engage closely with our suppliers, customers, and stakeholders.

### **Environment & climate**

We adopt a holistic approach to environmental and climate as we work to minimize our impact and create value through environmentally sustainable solutions with minimal climate impact.

We will strive to use renewable energy sources and seek innovative solutions to optimize energy consumption across our units. We have a continued focus on minimizing our waste consumption and strive to find ways to turn waste into new resources through upcycling and recycling.

### **Social responsibility**

As agents of hospitality and events, considering our social responsibility is in our very DNA. From recruitment to inclusion to health and safety, we strive to be a place of work where our employees have the opportunity to reach their full potential in an inclusive environment.

We take social responsibility as a force for positive change in our community, giving back to our local community and adding value for Copenhagen as an event and tourism destination.

### **One Team**

Shaping the sustainable hospitality platform of the future requires cooperation and commitment – externally and internally.

With Bellagroup's One Team value as a pillar of working together to shape the sustainable hospitality platform of tomorrow, we embrace partnerships, networks and collaborations that extends beyond our own organization to develop, discover, and implement the sustainable solutions of tomorrow.



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