

MONDRIAN

SINGAPORE DUXTON

Sustainability Policy

Mondrian Singapore Duxton Hotel is committed to have sustainability at the core of our operations. We seek to make responsible business choices that will have a positive impact on both communities and the environment. Additionally, we aim to form partnerships with our stakeholders to promote sustainability across our operations, supply chain and the communities where we conduct business.

This policy outlines our commitments to sustainability that will continually enhance our sustainability performance across all aspects of sustainability, such as environmental, social, cultural, economic, human rights, health, safety, risk and crisis management.

We strive to promote a more sustainable value chain by partnering with companies that we conduct business with, including our owners, franchise partners and suppliers.

Governance:

- Comply with all applicable legislations and regulations, including the following aspects: health, safety, labour and the environment.
- Measure, track and analyse our environmental and social impact across our operations.
- Regularly communicate our performance to our stakeholders and customers, to engage their support.
- Provide opportunities for staff to engage in the development and implementation of sustainability initiatives, through education and training.
- Monitor our customers' satisfaction, including aspects of sustainability, and take corrective action where needed.
- Ensure that accurate information is presented in promotional materials and marketing communications with regards to our organization, products and services, including any sustainability claims.
- Incorporate sustainability in all stages of the building and infrastructure lifecycle.
- Comply with all applicable zoning requirements and laws related to protected areas and heritage considerations throughout the life cycle of the property.
- Ensure accessibility for all, including persons with special needs.
- Ensure that any acquisition by the organisation of land and water rights and of property is done in accordance with the law and adheres to local communal and indigenous rights, including their free, prior and informed consent, and does not require involuntary resettlement.
- Provide information and interpretation to staff and guests about the natural surroundings, local culture, and cultural heritage.
- Raise awareness of responsible tourism and travel among our guests in areas where we operate.

Social:

- Actively contribute to initiatives that support local infrastructure and social community development.

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- Offer equal opportunities to the local community for employment and advancement, including in management positions.
- Preference for local and fair trade suppliers and products, wherever these are available and of sufficient quality.
- Support local entrepreneurs in the development and sale of sustainable products and services that are based on the area's nature, history and culture.
- Strict intolerance of commercial, sexual or any other form of exploitation or harassment, particularly of children, adolescents, women, minorities and other vulnerable groups.
- Offer equal employment opportunities, including in management positions, without discrimination by gender, race, religion, disability or in other ways.
- Ensure that labour rights are respected and employees are paid at least a living wage. Employees are offered regular training, experience and opportunities for advancement.
- Conduct due diligence to ensure developments do not compromise the availability of basic services for neighbouring communities. Additionally, avoid any hindrance to local access to livelihoods.
- Adopt international and national best practices and locally agreed guidance for managing and promoting visits to indigenous communities and culturally or historically sensitive sites.
- Contribute to the protection, preservation and enhancement of local properties, sites and traditions of historical, archaeological, cultural and spiritual significance.
- Incorporate elements of local culture into our property, while respecting the intellectual property rights of local communities.
- We do not engage in the sales, trade or display of historical and archaeological artefacts, unless permitted by local and international law.

Environment:

- Give preference to environmentally sustainable suppliers and products, including capital goods, food, beverages, building materials and consumables.
- Make responsible purchasing decisions for consumable and disposable goods to minimise amount of waste generated.
- Measure energy consumption by type and take steps to minimise overall consumption, including increasing the use of renewable energy.
- Assess water risk, measure water consumption by type, and take steps to minimise overall consumption. Ensure water is sourced sustainably and environmental flows are not adversely affected.
- Identify and calculate, where possible, significant greenhouse gas emissions from all sources controlled by the company and implement procedures to reduce emissions.
- Reduce transportation requirements and actively encourage the use of cleaner alternatives by guests, employees, suppliers and in our own operations.
- Effectively treat wastewater, including grey water, and only reuse or release safely.
- Measure waste, including food waste, and implement mechanisms to reduce waste. Where reduction is not feasible, waste is reused or recycled. Ensure that any residual waste disposal has no negative effect on the local population or the environment.
- Minimise the use of harmful substances and substitute them where available by alternative products or processes. Ensure proper management of all storage, use, handling, and disposal of chemicals.

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- Implement measures to minimise pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water and soil contaminants.
- Support and contribute to biodiversity conservation: Focus on contributing to biodiversity conservation, especially for protected areas and ecosystems of high biodiversity value. Minimize any disturbance to natural ecosystems and ensure compensatory contributions to conservation management.
- Use native plants for landscaping: Where possible, prioritise native plant species for landscaping and decor to avoid the introduction of invasive species.
- Follow appropriate guidelines for the management and promotion of visits to natural sites to minimise negative impacts and maximise visitor satisfaction.
- Responsibly manage any interaction with free roaming wildlife through our operations.
- Avoid the use of endangered species: Ensure compliance with local and international laws by avoiding or prohibiting the use, consumption, or trade of endangered wildlife species, including in menus.