

# **ENVIRONMENTAL POLICY**



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The initiatives adopted and carried out by **Globales** in order for our hotel establishments to operate in a more sustainable, efficient, and respectful way with the environment and the local community are reflected in this document.

With the constant growth and development of the different technological advances applicable to the hospitality industry, and thanks to the continuous updating of our systems and resources, we strive every day to be a responsible and sustainable company.

## 1. Periodic reviews

**Globales** is committed to a sustainable business model and guarantees it through its annual audits and reviews, carried out internally, as well as by external and independent companies, in addition to the mandatory official inspections and checks.

Some of the aforementioned reviews that are carried out periodically in our facilities are the following:

- ✓ Maintenance of the thermal installation according to the Thermal Installations Regulation.
- ✓ Periodic inspections of atmospheric emissions
- ✓ Mandatory inspection of low voltage electrical installation.
- ✓ Compulsory inspection of high voltage electrical installation.
- ✓ Reviews and inspections of fuel tanks
- ✓ Gas installation reviews and inspections
- ✓ Inspections of elevator equipment
- ✓ Inspection of fire-fighting equipment and alarm control panels
- ✓ Authorization for wastewater discharge and water parameters within the established limits.
- ✓ Legionellosis prevention
- ✓ Controls of water for human consumption

## 2. Environmental aspects analyzed

The environmental aspects that we identify and analyze in our establishments in order to work with maximum efficiency and savings in the development of our activities are as follows:

- ✓ Energy consumption for heating and sanitary hot water, for board and lodging, conditioning of swimming pools, heated pools and spas (electricity, gas, diesel...).
- ✓ Water consumption for rooms/apartments, swimming pools, irrigation, cooking.
- ✓ Generation of solid urban waste
- ✓ Generation of hazardous waste
- ✓ Storage and handling of chemical products
- ✓ Generation of atmospheric emissions (boilers, outside noise...)
- ✓ Generation of wastewater

Based on the results of the analyzed factors listed above, we are constantly seeking to improve them.

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## 3. Good practices

In **Globales** we develop our tourism activities trying to minimize the environmental impact associated with the different aspects listed above through the application of different good practices, such as:

- ✓ Automated lighting, photocells, time clocks, timers....
- ✓ Use of low consumption equipment whenever possible.
- ✓ Faucets with flow reduction, with presence detectors or timers, WC cisterns with double pulsation...
- ✓ Control of swimming pool washing.
- ✓ Irrigation automation.
- ✓ Automation of the thermal installation.
- ✓ Thermal insulation systems.
- ✓ Minimizing waste generation (less packaging, double-sided paper for internal use...).
- ✓ Segregation of solid urban waste: light packaging, glass, paper/cardboard, organic matter (food scraps).
- ✓ Proper management of hazardous waste with authorized waste managers: batteries, contaminated packaging, aerosols, paint residues, obsolete fluorescent bulbs, printer toner, electrical/electronic waste...
- ✓ Correct management of pruning waste, bulky waste and construction waste.
- ✓ Correct storage and handling of chemical products, according to safety data sheets. Safe storage, with containment walls or trays, absorbent material in case of spills.
- ✓ Use of environmentally friendly products (cleaning and maintenance products).
- ✓ Use of recycled paper

In addition, at **Globales** we carry out continuous monitoring of environmental aspects, thus being able to detect possible deviations and plan annual objectives and goals, whether for training or for planning improvements and investments.

*Andrés García,  
Chief Operating Officer*

## **Public Sustainability Document**

### **Our Commitment to Sustainability**

At Globales we believe in the importance of sustainability and strive to operate in a way that is environmentally responsible, socially equitable, and economically viable. Our dedication to sustainability is reflected in our commitment to reducing greenhouse gas emissions, protecting biodiversity, and treating our staff fairly.

### **Statement of Commitment to Reducing Greenhouse Gas Emissions**

We are committed to mitigating climate change by reducing our greenhouse gas emissions. Our goal is to minimize our carbon footprint through energy-efficient practices, renewable energy investments, and continuous innovation in our operations.

➔ **Goal: Reduce Overall Carbon Footprint by 10% Over the Next Three Years**

Implement energy-efficient technologies such as LED lighting and smart HVAC systems across all properties.

Increase the use of renewable energy sources, including solar power.

### **Statement of Commitment to Protecting and Supporting Biodiversity**

We recognize the vital role that biodiversity plays in maintaining healthy ecosystems. Our commitment is to protect and enhance biodiversity throughout Spain, ensuring that our actions contribute to the preservation of local wildlife and natural habitats.

➔ **Goal: Support the Conservation of Native Spanish Flora and Fauna**

Partner with local environmental organizations to fund and participate in conservation projects focused on native species across Spain.

Organize activities to raise awareness about the importance of protecting Spain's unique biodiversity.

### **Statement of Commitment to Treating Our Staff Fairly**

Our employees are at the heart of our success. We are dedicated to fostering an inclusive and respectful workplace where all staff members are treated fairly, compensated equitably, and provided with opportunities for growth and development. We aim to create a safe, healthy, and supportive working environment for everyone.

→ **Goal: Enhance Employee Well-being and Development**

Implement regular training and development programs to help staff advance their careers.

Promote a culture of health and well-being through wellness initiatives and a supportive work environment.

### **Statement of Commitment to Protecting and Respecting Human Rights**

We uphold the highest standards of human rights, ensuring the protection and respect of all individuals, including minorities and vulnerable groups. We implement policies and practices that prevent discrimination, harassment, and exploitation, ensuring dignity and equality for all.

→ **Goal: Strengthen Human Rights Policies and Practices**

Conduct regular training sessions on human rights and anti-discrimination policies for all employees.

### **Statement of Commitment to Safeguarding Children**

The safety and well-being of children are paramount. We will enforce strict policies to safeguard children from exploitation and abuse. Our staff will be trained to recognize and report any instances of child exploitation or abuse, ensuring immediate and appropriate action to protect the vulnerable.

→ **Goal: Implement Comprehensive Child Safeguarding Measures**

Train employees on child protection policies and procedures.

Collaborate with local authorities and child protection organizations to ensure effective safeguarding practices.

## **Invitation for Stakeholder Support**

Achieving our sustainability goals and commitments is a collaborative effort. We invite all stakeholders, including guests, employees, suppliers, and community members, to join us in our sustainability journey. Your support and participation are crucial in helping us deliver on our promises and create a positive impact.

### **→ How You Can Support:**

- **Guests:** Participate in our sustainability initiatives, such as towel and linen reuse programs, and support our conservation efforts.
- **Employees:** Engage in training programs, provide feedback on our sustainability practices, and participate in community outreach activities.
- **Suppliers:** Partner with us to provide eco-friendly products and services that align with our sustainability goals.
- **Community Members:** Collaborate with us on local conservation projects and community improvement initiatives.

Together, we can make a significant difference in creating a more sustainable and responsible future. We thank you for your continued support and commitment to our shared goals.