



Informe de Sostenibilidad 2015-2016

WELCOME

Med Playa is a friendly, family company, with ample tradition and experience, specialised in holidays by the sea. We offer an excellent quality-price ratio with great facilities, a working team with a calling towards service and commitment to the company and environmental protection.

Here at the Med Playa group hotels, we are aware that the tourism industry has many impacts on destination areas, both positive (generation of income, employment and business opportunities, etc.) and negative (exploitation of natural resources, environment and landscape degradation, creation of pollution, etc.). As such, it is our responsibility to promote the protection of our employees and the environment around us.

We have developed and implemented sustainability policies in which guests and employees contribute actively with us in order to minimise the negative impacts.

VISION

Ensure the efficiency, good operation of the sustainability procedures and good practices at all the hotels of the Med Playa group.

MISSION

Provide all of our clients, providers and employees with the services, products and experiences of our hotels using environmental responsibility and innovation.

ENVIRONMENTAL POLICY

Our environmental policy is focused on defining the actions carried out in our establishments in order to improve how our management functions with regards to the community, as well as fair treatment of employees and the environment, aimed at guests and clients, workers in the establishment and providers.

1. Make efficient use of our facilities and equipment with the active participation of the staff and the guests in order to reduce the consumption of water and power, as well as CO2 emissions.
2. Achieve a reduction in waste creation at our hotels by following a series of ecological initiatives to reduce waste.
3. Encourage recycling by promoting the selective collection of waste.
4. Develop a purchasing policy specifying environmental and social objectives and obligations.
5. Conserve biodiversity in our environment through participation in different activities.
6. Optimise the use of chemical products.
7. Promote the societal benefits of our employees encouraging well-being and healthy living, improving our employment policies with training programmes, and defending equal opportunities for all.
8. Contribute in the development of our community by contracting local providers and distributors.
9. Make our local culture known, promoting the use of tourist attractions, excursions and other activities in our community, and enhancing our cuisine including typical dishes in our menus.
10. Participate actively in environmental and societal projects taking place in our community in the form of cooperation or donations.

QUALITY POLICY

Constant improvement and quality control are part of the company's culture, always aimed at meeting the needs and expectations of our clients and involved in all connected processes and with the active participation of all staff in the organisation.

PURCHASING POLICY

The objective of Med Playa is to achieve the best efficiency throughout the purchasing process, guaranteeing the delivery of quality products and services to its clients, demanding that its providers comply with current regulations, and promoting values in sustainability.

SAFETY AND HEALTH POLICY

Med Playa Management has full responsibility for the definition, development, structuring, reviewing, dissemination and compliance with our pre-emptive policy, and as such, providing the material and human resources necessary for its implementation. In order to exercise its responsibility, the company's management will have the support of middle management, the worker(s) assigned to prevention matters. More so, we will have at our disposal the prevention service collaboration and consultancy from leading companies in the sector, while applying the prevention plan to all activities within the company.

CHILD PROTECTION POLICY

We at Med Playa are committed to child protection and doing everything we can to defend it. The staff accepts and acknowledges our responsibilities in developing social awareness of problems that are damaging to minors.

HUMAN RIGHTS PROTECTION POLICY

Med Playa has the responsibility to protect, support and promote fundamental human rights in the impacts of influence and activity, providing the necessary framework for striving to freely improve working conditions.

COMMUNITY PARTICIPATION POLICY

Med Playa participates actively wherever it carries out its activities and contributes to the improvement and progress of its social surroundings, and in doing so, creates opportunities for the social and economic development of the community.

LEGISLATION OF REFERENCE

Med Playa adheres to current legislation on international and national environmental matters as well as legislation from different autonomous and local communities.

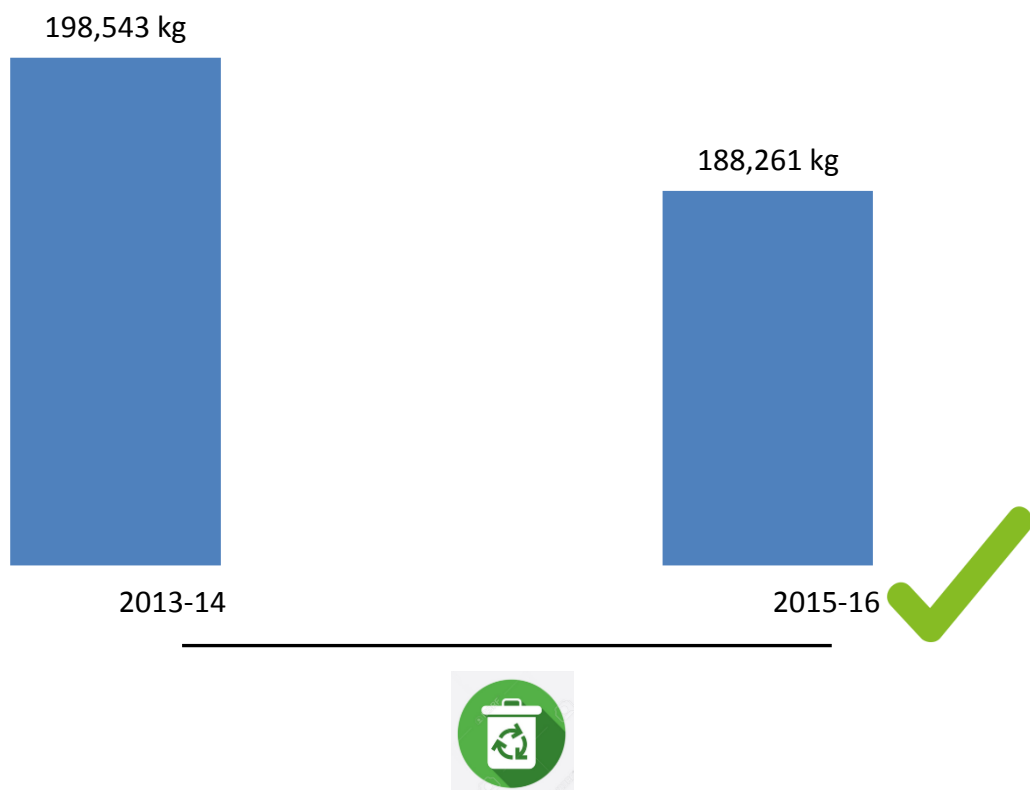
COLLABORATORS

- Med Playa is part of Travelife, a leading initiative on training, management and certification for tourism companies committed to achieving sustainability. Recognised by multiple tour operators and travel associations, Med Playa year-after-year receives multiple gold awards for its hotels.
- ISO 14001 establishes an Environmental Management System and reduces impacts on the environment.
- “A Real Commitment to Sustainability” Hospitality Award and “Sustainable Efficient Hotel” certificate, granted by the ISTUR Group (Institute of Sustainable Tourism) at the FITUR 2015 fair.
- Prize in Sustainability and Energy Efficiency granted by Endesa at the Hotel Rio Park in Benidorm.
- Member of UNICEF and its programme “Hoteles Amigos” (Friends Hotels) for protecting against child exploitation. It collects funding and makes donations.

OBJECTIVES 2015-16

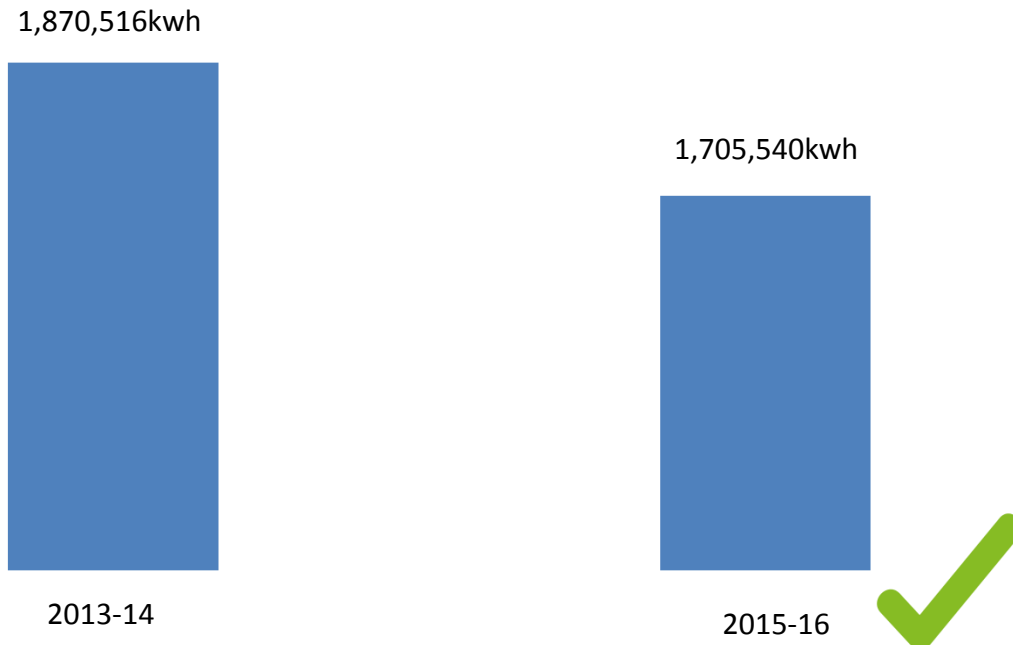
To achieve the objectives to reduce plastic and glass vs 2015-16, a system has been launched called “Med All In Card”, where clients in the All Inclusive plan can get the green Med All In card upon check-in. They can exchange the card at the hotel bar for a methacrylate cup, which can be refilled as many times as they wish, thus avoiding the constant use of plastic cups.

Also, with this system, we can avoid the use of glasses. Additionally, it also satisfies the objectives of reducing glass waste by using concentrated products, bag-in-box systems, barrels and large formats.



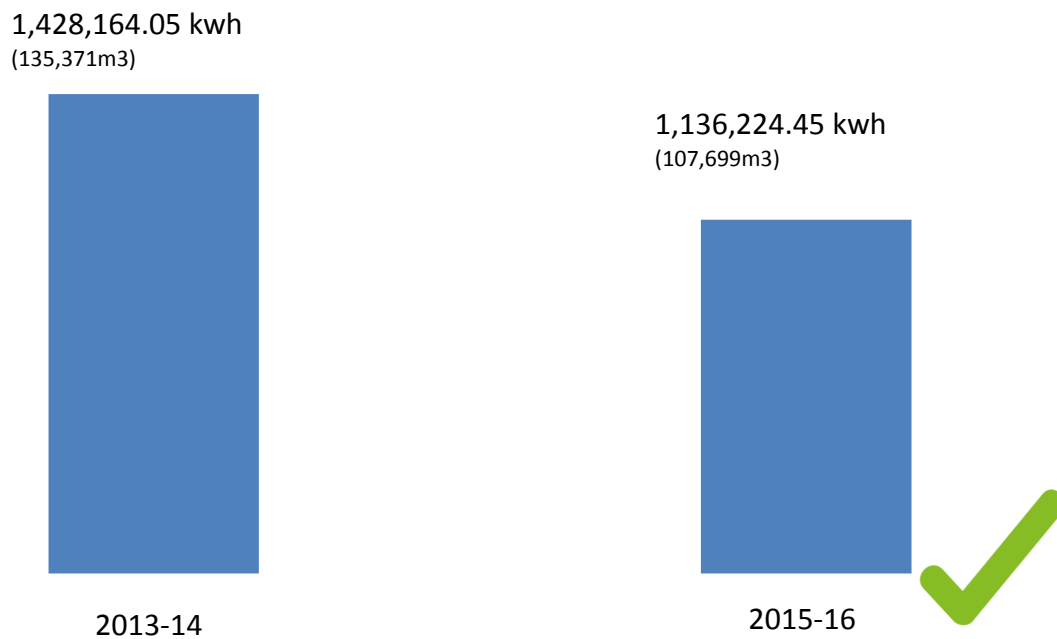
Objective exceeded, achieving an **average plastic and glass reduction of 6%**.

Reduce electricity consumption by 8% vs 2015-2016.



Objective exceeded, achieving an **average savings of 9.6%**.

Reduce gas consumption by 15% vs 2015-2016.



Objective exceeded, achieving an **average gas savings of 20%**.

Implement at least 50 charity meals (Cáritas).

We are delighted to collaborate with Cáritas, offering one dinner menu per week to people facing poverty and at risk for social exclusion (stated goal 50 dinners).

43 charity dinners

The net cost of the dinners that we offer for free to these people, is €5 per menu.

We also wish to highlight, that in the year 2016, Hotel Calypso received the Cáritas hallmark of “COMPANIES WITH HEART”.

ECONOMIC ASPECTS

Med Playa is a hotel group headquartered in Girona, Spain, which is specialised in managing tourist establishments located on the Coast. Founded in the year 1967 in the Costa Brava, its expansion began in Benidorm and continued through the Costa del Sol, Salou and Maresme with the purchase of various already-constructed hotels, including the historic Hotel Pez Espada in Torremolinos (Málaga). Currently, the group has sixteen establishments, thirteen of which are owned by the group, and has a turnover of more than 79 million euros (in 2015) and a staff of 1630 employees during the high season.

SPECIAL INTEREST GROUPS

Shareholders

All members of the board of directors of the Med Playa group and individuals involved with management responsibilities maintain a relationship with their shareholders based on sustainable mutual benefit, governed by principles of trust, transparency and ethics.

Employees

One of the main objectives of the Med Playa Group is to foster a working environment that facilitates the professional and human development of all employees. The diversity of skills and experiences and the integration of different peoples and cultures is one of the sources of Med Playa's success.