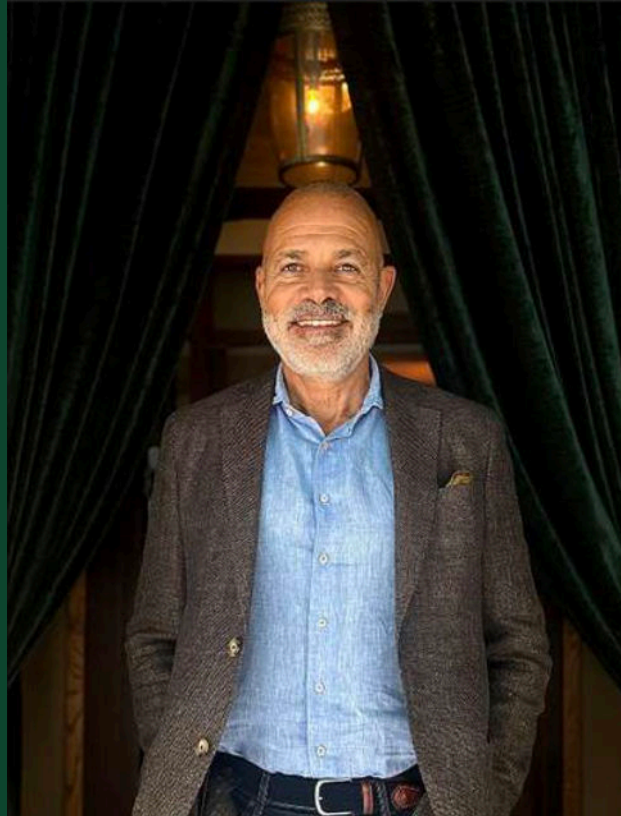


THE GREEN ACT



# PROLOGUE

As CEO of Kolpin Hotels, I am proud of the concrete steps we have taken with our Green Act strategy so far. Our commitment to sustainability is not just a business initiative but a core value that defines who we are.

This ongoing journey requires dedication and collaboration from all of us, and I am confident in our team's ability to lead the way. I strongly believe that together with our guests, partners, and suppliers, we can make a meaningful impact and fully embrace the Green Act.

Karim Nielsen  
*CEO, Kolpin Hotels*

# KOLPIN ETHOS

**KOLPIN HOTELS**, founded and owned by **Alexander and Jes Kølpin**, is a family-owned company for three generations. It is based on a profound passion for **architecture, design, dedication, and properties, creating “high-end & low key”** guest experiences with the feeling of visiting a **private residence**. This is signified by the **warm ambiance** and **high personal service** throughout the hotels of the group - Hotel Sanders, Helenekilde Badehotel, Tisvildeleje Strandhotel and Roberta's Society.

**The Green Act** is the name for our **sustainability journey** we have embarked on. The name was chosen as it combines both our **sustainable (Green) journey** and our **theatre roots (Act)**. The Green Act strategy is **designed to guide** us in **encouraging** a culture of **sustainable decision-making** while also setting and **achieving our goals** and **actions as eco-conscious** hotels.

We wish to inspire our **employees, guests and partners** to join us in creating a more sustainable future, and this initiative represents a step toward crafting experiences where eco-consciousness harmoniously exists with what we deliver to our guests. We would love to have you **join us on this journey**, where every stay at Kolpin Hotels is an **invitation to experience hospitality with a purpose** — a commitment to preserving our planet while embodying our core values.

# SCENE BY SCENE

## 2024 SO FAR



# KITCHEN

At all four properties our restaurants are **putting focus** on the variety of the menus and ingredients in season.

We are also trying to source as many ingredients as possible **locally**. In 2024, we aim to **track the origins of the food** we serve to enhance transparency and sustainability throughout our supply chain.

When selecting food suppliers, we **prioritize quality, location, and shared values**. We seek to partner with those who align with our **commitment to ethical, responsible sourcing and greener procurement**. We are planning to **review** all of the **main suppliers** and **asses their sustainability efforts**.

**Managing and measuring food waste** is one of our ongoing **challenges**. In 2024 and beyond, we plan to improve waste sorting and find even more ways to reuse food leftovers.

We have implemented the **initiative** where **employees** are encouraged to take **staff food leftovers home**.



*"We're working to gather more data on the sources and patterns of our waste."*

We're working to **gather more data** on the **sources and patterns of our waste**. This will allow us to better understand where improvements can be made and explore opportunities to **further reduce** our **environmental footprint**.

By using data to drive our efforts, we aim to continually refine our practices and monitor our progress. Our goal is to **obtain Økologisk Spisemærke** for all three properties, to show our dedication to organic purchasing.



# HOUSEKEEPING

Early 2024 was a period of a lot of changes for our **housekeeping department**. One of the biggest project was the implementation of **Puretech**.

**PureTech** is a Danish company that specializes in more **efficient** and **environmentally friendly** hygiene solutions. They have developed an effective surface treatment with **TiTANO® forms**, which is an invisible membrane / coating aimed at reducing the number of bacteria and better protection of the surfaces.

Puretech cleaning products are also implemented in three of our hotels. In-room cleaning now only requires three cleaning products that come with automatic dosage system. This has **significantly minimized the waste** and **increased the employee wellbeing**, as the harmful chemicals are not used anymore.

Since February 2023 all **HSK reports** are digitalized, so paper use is minimal.

Future plans in 2024 and beyond involve development of new SOPs and the communication to the guests on **towel** and **linen change** and how they can contribute to the Green Act.

We also aim to **prioritize guest waste sorting** and **revisit our post-departure waste management processes**.



*"In-room cleaning now only requires three cleaning products that come with automatic dosage system."*

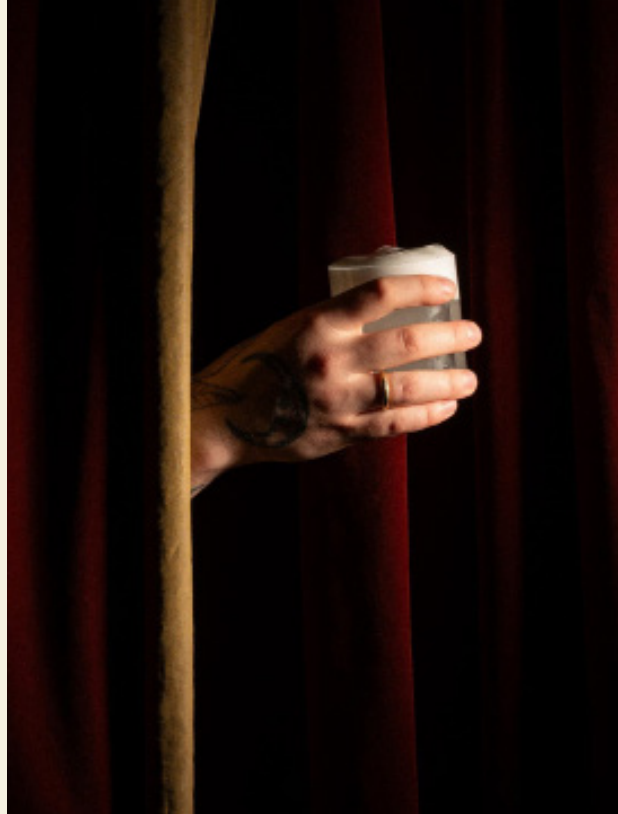
# TATA

At **TATA bar** located at **Hotel Sanders**, we are always on the lookout for bettering our practices and raising the bar. Main focus is on trying to source **local ingredients** and work with **local suppliers**.

When working with fruit and other ingredients, we are aiming to **minimize the waste** and use up as much of the fruit as possible, either at the bar or other areas of the house.

**Choosing the right suppliers** is always a priority. **S&C**, who is one of our main suppliers, is running **carbon-neutral deliveries**. We have also started a collaboration with **ecoSPIRITS** to have available liquor delivered in a **big, reusable container** rather than **glass bottles**.

In 2023, we have also **replaced all single use straws with glass straws** which are washed with the **NANO technique** and used again. This was a big step in reducing our waste and providing our guests with an **even better drinking experience**.



*"Looking ahead to 2024 and beyond, we aim to further reduce our environmental impact."*



Furthermore, our commitment to digitalization continues with **all reports and handovers at TATA bar being digitalized**, significantly reducing paper usage.

Looking ahead to *2024 and beyond*, we aim to **further reduce our environmental impact** by *transitioning* from **single-use coasters** to **reusable** ones, thereby minimizing our paper consumption and advancing our sustainability goals.



# PROCUREMENT

One of the biggest projects in 2023 was assessing our **supply chain management** and **making strategic decisions** on future collaborations.

We have decided to put focus and work with partners who share our **values** and **ethos**. This ongoing project of assessment has brought in **new partners** and **new sustainable relationships** we were keen to make.

We have also decided to **reduce** paper use by using the **digital signature platform** called **Scrive** for all the forms - such as credit card authorization forms sent to the guests, employee uniform forms and much more.

Our overarching objective in 2024 and beyond is to ensure that all four properties **operate cohesively** and **efficiently**, **leveraging collective resources** and **expertise** to maximize our sustainability impact.

**Future plans** involve **engaging our suppliers** and **drafting a Supplier Code of Conduct**, for all of our **main suppliers** across all four properties.

We also **aspire to partner** and be present with the suppliers from the **local community** in **Tisvildeleje, Copenhagen and Aarhus**.



*"We have decided to put focus and work with partners who share our values and ethos."*



# ENERGY & WATER

## ENERGY

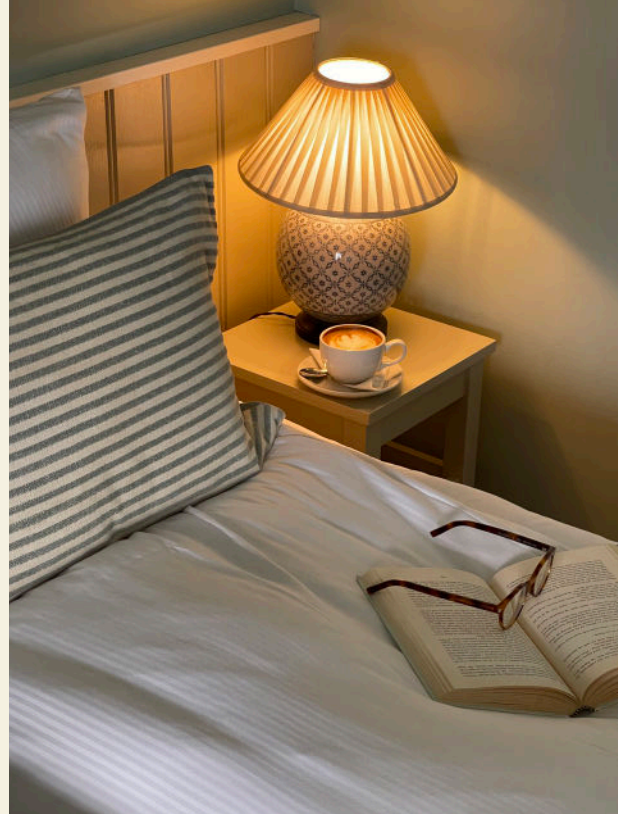
As part of our commitment to sustainability, we have conducted thorough energy audits to **assess and optimize energy usage** across all four properties.

Moving forward, we aim to **analyse the data** available from the energy **audit report**.

The overall aim is to **focus on the renewable source of energy**. To enhance monitoring and management, we have implemented **sensor technology in public toilets** to *regulate energy consumption* more efficiently.

Moreover, we have **prioritized energy-efficient lighting** solutions. Nearly all lighting fixtures have been upgraded to **LED technology**. We are **actively looking** into **new partnerships** which will assist us in improving our environmental footprint.

*District cooling and heating* are used as a more **sustainable alternative** to **AC**.



*"We are actively looking into new partnerships which will assist us in improving our environmental footprint."*

## WATER

To further our water conservation efforts, we are **adjusting water pressure** throughout our properties. This means that the *less water* will be *used* while showering.

Additionally, we are introducing **Vision Watercare** to combat *limescale buildup*, ensuring optimal performance of our water systems while **minimizing waste** and **prolonging equipment lifespan**.



# OPERATIONS

Since February 2023 all four hotels switched to cloud based HMS system. This was a **big step** in **reducing our paper usage** and it **streamlined** the operations.

We also *switched* from hand-signed and printed registration cards to **digital ones**. The invoices are also sent to the guests **via emails**, so paper and envelops are used *much less* frequently.

We have **partnered** with **AeroGuest** and **DigitalGuest** across all the properties, in order to further **streamline the operations** and **reduce the paper usage** by using **QR codes** with all the information for the guests.

At Sanders and Roberta's Society, our guests are given **wooden reusable keycards** to enter their rooms, while Henelekilde and Strandhotel are using **physical keys**.

Our *concierge offerings* are heavily focused on our **rich immediate neighbourhood** and its offerings in terms of **restaurants, cafés and activities**.

Guests are also encouraged to **rent our bikes** to **explore Copenhagen** like a **local**, or to use public transport we are *situated close by*.

Additionally, we have partnered with **Faundit** - the platform used for **returning Lost&Found items** to our guests. In case the guest **chooses to leave something behind**, items can be



**donated straight away** and can be given a **new home!**

Beyond aiding us in **Lost & Found** management, Faundit goes the extra mile by **planting a tree** for each **package** sent through their platform.

Even though we have made a **lot of progress so far**, there is still **room for improvement**. Therefore, we are **actively looking** into ways to furthermore **reduce paper usage** and find **new solutions** for our challenges.



# SINGLE USE PLASTIC

In **July 2024** we **switched** our **single-use plastic toiletries** to **MIMI K**, a bespoke product in **refillable glass bottles** with **dispensers**.

Additionally, the **products inside will be clean, natural and sustainable**, made in collaboration with the **local danish brand** exclusively for Kolpin Hotels.

By making the switch to **refillable glass bottles**, we can **significantly reduce the amount of plastic waste** generated by all three properties.

Moreover, this partnership **aligns with our mission** to collaborate more **with local companies**.

**Production is located in Denmark** so the **delivery process** will be much **more sustainable** than thus far. This collaboration gives us **more opportunities to order in bulk** so the deliveries will be **less frequent** and **with less packaging**.



*"We switched all of our single-use plastic toiletries in the rooms."*

Not only are we aiming to **reduce the plastic waste**, but also the **product waste** and this way we can ensure that the product gets **used to the fullest extent possible**.

**Single use plastic** is **still present** throughout the house to a **certain extent**. We are **aiming to streamline** the recycling process to **minimize the impact of the plastic** on the environment. Ultimately, we wish to **phase out single use plastic** all-together.





# EMPLOYEE ENGAGEMENT

One of our key projects for 2024 and beyond is engaging employees with the **Green Act strategy**.

The success of our sustainability initiatives **depends** on the active support of all employees across Kolpin Hotels. We plan to facilitate open dialogue with our team members through our internal communication platform, **Backstage**.

Through **Backstage**, we will keep **employees informed** about our **latest sustainability efforts, goals, and initiatives**, while also providing a space for them to share feedback and suggest new ideas. We believe this open line of communication is **crucial for fostering a transparent culture**.

We aim to **cultivate a safe working environment** and have introduced the **Whistleblower** initiative, encouraging every employee to **report any instances of abuse, discrimination, or related concerns**.

Moreover, we are **planning to re-implement regular 1 on 1's** between the department management and all employees, with the structured feedback loop. We aim to **deepen employees's connection to**



**sustainability** by incorporating a **sustainability-oriented activity** into one of our annual team-building events.

This approach not only **engages employees** in our green efforts but also **strengthens our commitment** to contributing positively to the local community.

In **2024/25** we are **planning to measure** employees' **happiness and wellbeing** by conducting the **company climate analysis**.

# PATHWAY AHEAD 2024/25

## 1. CERTIFICATIONS

Planning to obtain green key certification for all four properties in 2025.

## 2. WASTE PLAN

Developing and implementing the waste plan.



## 3. SUSTAINABILITY KPIs

Setting and monitoring relevant KPIs. Setting the base year and tracking our progress.



## 4. REVISITING EMPLOYEE HANDBOOK

Updating employee handbook with the focus on onboarding, sustainability and company culture.

## 5. COMPANY CLIMATE ANALYSIS

Conducting employee satisfaction survey.

## 6. WASTE & WATER

Reducing the food waste by 30% and water usage by 20%.

## 7. SUPPLIER ANALYSIS & CODE OF CONDUCT

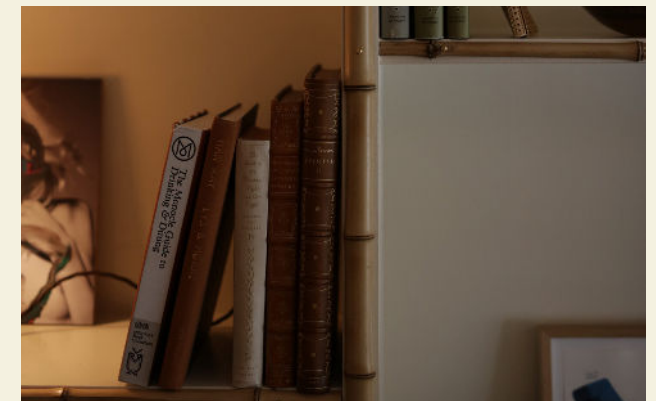
Engaging our main suppliers to sign a Code of Conduct.

## 8. ENERGY

Adapting more renewable sources of energy.

## 9. ØKOLOGISK SPISEMÆRKE

Obtain Økologisk Spisemærke for all four properties.



THE GREEN ACT