

SUSTAINABILITY MANAGEMENT PLAN 2025

1. General Sustainability

Item No.	Issue	Measures/Actions	Initial Date	Responsible	Target Date	Remarks
1-	Measurable Daily water Consumption	Daily monitoring on water consumption and immediately repair pipes when leaks found		Chief Engineer	Daily and ongoing	Daily water consumption is already monitored and is part of the Daily Utilities Report which is available and posted in the Green Globe Bulletin Board. Signage & collaterals from HK are placed on the bedside and shower area. Conduct Environmental Awareness on employee staff on Water Conservation . .
2-	Monthly Sustainability Seminar	Training Manager and Environmental Officer will conduct Sustainability Seminar		Training Manager/ Environmental Officer	Monthly and ongoing	This will give additional knowledge to staff from different departments what is sustainability all about.
3-	Employees Locker Room	Install motion sensor		Environmental Officer	Done- November 2016	Install motion sensor on men's & women locker rooms as well as warewashing area ,garmanger , pastry and ibiza beach club employees comfort room.
4-	Water Wastage	Environmental Officer to prepare a poster and to be hung on the Employees Board regarding water conservation.		Environmental Officer, Energy Conservation Team and Chief Engineer	Done	Water waste signage already put up in the employees locker - toilet. Rain water is re-used to flush both employees and guests toilets. Eliminates water leakages on hotel.
6-	Measurable Central A/C	Daily recording and monitoring for electricity consumption control.		Chief Engineer	Done- December 2016	Most of Air Handling Unit is in timer mode specially on offices and restuarant except on Function Rooms.
7-	Post on Bulletin Board Green Globe and Energy Saving Memorandum	Allocate bulletin board for Green Globe.		Environmental Officer	Done- June 2016	With existing bulletin board at the Basement 2 hallway, and also reminder signage to each cubicle on staff comfort room.
8-	Include on Daily Morning Briefing Utilities Consumption of Previous Day	Daily recording and monitoring for utilities consumption control.		Chief Engineer	Daily and ongoing	Chief Engineering Monitor Consumption Utilities
9-	Elimination of Guest Rooms Condensation	Checking and rectify the root cause; chilled water supply balancing, defective montorized valve, and chilled water line for re-insulation.		Chief Engineer	Ongoing rectification and target completion - April 2026	Already done 25% of motorized valve, ongoing re-insulation of chilled water line, chilled water balancing already done.

2. Social Sustainability

Item No.	Issue	Measures/Actions	Initial Date	Responsible	Target Date	Remarks
1-	Adopt a Barangay or Community for any Social Development program.	Do any social responsibility program which the local Barangay can benefit.		HR	Continuous	Children Support Program is extended for CARE Foundation- Cordova Alternative Resource for Education.
2-	Continue adoption of local Barangay / Community Security Task Force for Hotel Guest protection and Beach area cleanliness.			HR/Security	Continuous	We have Divers in olango to participate during our beach cleaning on our hotel and we have standby police officers at the main gate of hotel.
3-	Support local environmental society.	Be an affiliate member on Environmental group/society.		Environmental Officer/Chief Engineer	Continuous	Environmental Officer& Chief Engineer is an active member of Pollution Control Association of the Philippines Incorporated
4-	Participate / initiation environmental conferences and events.	Participate Department of Environmental and Natural Resources (DENR) activities and event.		Environmental Officer/Chief Engineer	01-Oct-17	Participate DENR Zero Waste Month Activities
5-	Children Support Program	Feeding program for less fortunate Orphanage children.		HR/Environmental officer	Three times a Week (Monday, Wednesday and Friday)	Children Support Program is extended for CARE Foundation- Cordova Alternative Resource for Education
6-	Distribute Relief Goods for the Earthquake Victim in Northern Cebu and Typhoon Victim in Ttalisay Area	Donation drive initiated by HR, Kilo of Kindness.		HR/All Department	Earthquake Donation - October 2025, Typhoon Donation - November 2025	Movenpick staff personally visited northern Cebu to distribute the relief goods for earthquake victim. Movenpick HODs handed over the relief goods to Philippine Accessible Disability Services, Inc. (PADS) for the distribution.

3. Employer Sustainability

Item No.	Issue	Measures / Actions	Initial Date	Responsible	Target Date	Remarks
1-	Employee Retention	HR training manager conduct employee retention survey		HR	Ongoing	To obtain deeper understanding of employee needs and the result will be used to develop a plan for improvement that will enhance organizational commitment. This also part of Corporation Objective #3.
2-	Manager and staff concerns	Open Forum for every Department		HR/Department Head	Monthly and Ongoing	To properly discuss department continuous improvement and solving issues or concern. Part of the Corporation Objective #3.
3-	Employees Performance Appreciation	Conduct monthly performance appreciation for all agency base employees		HR/Department Head	Monthly and Ongoing	Monthly evaluation base on their over all performance and reward them cash (incentive) base on their performance.
5-	University On-the-Job-Training on all Department for succession planning and possible Manpower source.	Coordinate with local Schools for posting of On-the-Job Trainees.		HR	Ongoing Implementatation	Ongoing and OJT contracts are kept and file
6-	Ensure that employees are encouraged to learn and have equal access to learning and development opportunities in order to grow both within and outside the work place.	Program a specific training for employee skills improvements.		HR Training Manager/ Department Head	Ongoing Implementatation	Implemented weekly departmental training. Target is 4 hours training per Month.

4. Environmental Sustainability

Item No.	Issue	Measures/Actions	Initial Date	Responsible	Target Date	Remarks
1-	Garbage Separation	Do proper waste segregation "Materials recovery facility" shall include solid waste transfer station or sorting station, drop-off center, a composting facility, and a recycling facility.	Daily	Kitchen	Weekly and continuous	Making a Recycling Facility @ Basement 3 as Well Materials Recovery facilities Garbage Collectors were assigned to collect resort/hotel garbage daily with allocated financial assistance from the resort/hotel. Recycleable items were also sold by the private collectors as another means of income and for food waste they also used it for hog .
2-	Use only biodegradable detergents	Look for Bio-degradable detergents supplier.		HK	Ongoing	Diversey Products is available to support the detergents being used in the hotel. Files kept in .
3-	Staff Training on Environmental Awareness	Conduct staff training on Environmental awareness (Water Conservation , Energy Conservation ,Solid Waste Management Programs)		Training	Monthly	Already implemented. The hotel has Sustainability awareness training for employees and it is a part of WTM (welcome to moevenpick - for newly hired employees
4-	Reef protection	Conduct activities for reef protection and create a marine sanctuary.		L & A	Quarterly	Processed a Monthly or Quarterly coastal clean-up in cooperation with Water sports provider, as well as to protect the allocated Marine sanctuary area.
5-	Reduce our energy consumption through power saving lamps.	Install LED lights on all resort/hotel lightings.		Chief Engineer	Continuous	Rooms table and standing lamps will start to reduce the incandescent bulb wattage from 60 watts to 25 watts. Incandescent bulb 40watts, 230volts, warm white . Energy Saver bulb 11watts, 230volts, warm white.
6-	Increased guests room FCU default set point 20 °C if occupied and 28 °C if not occupied and in low setting mode.	For implementation by HK staff and Engineering staff during room preventive maintenance.		HK	Continuous	Implemented. P&P is kept in file.
7-	Removal of unnecessary lightings and installation of timers.	Engineering to implement removal of unnecessary lightings and installation of timers to garden areas.		Chief Engineer	Done	Perimeters Lights are controlled by timers in the Beach area, Spa (right wing) and Entrance uplights (walkway) .Staircase A,B,C,D,E and F reduce and removed 1 flourescent tube 36 watts instead of 2 flourescent tube and also alternate switch "on" .

5. New Sustainability Ideas

Item No.	Issue	Measures/Actions	Initial Date	Responsible	Target Date	Remarks
1-	Energy Audit	Management form Energy audit team to conduct energy audit for all hotel areas		Chief Engineer/ General Manager	Weekly and ongoing since January 2017	Weekly meeting, walk thru and audit for energy saving. This also part of Corporate Objective no. 2.
2-	Lights on Locker rooms	Insrall individual switch on locker room cubicles.		Chief Engineer	Done	All locker rooms cubicles has individual switch, staff can turn off lighs when not in use.
3-	Install signage for energy conservation reminders on each employees comfort room cubicle	implemented by environmental officer		Environmental Officer	Done	Installed laminated signage/reminders for energy conservation on each employees comfort room.
4-	Recycling of Kitchen's used oil	Implemented by Stewarding staff & monitored by Environmental officer.		Kitchen/Environment al officer	Continuous	Gathered used oil were sold to certified recycler company. Purchasing to forward receipts on this.
5-	Collection of used soap	To be implemented by Housekeeping staff.		HK	Continuous	Used liquid soap-chopard is recycled and installed in a soap dispenser at the Employees Locker Rooms
6-	Recycle Materials [scrap metals,tin, news paper, empty galons]	Funds received resulting from this idea is to be directed to Habitat or Gawad Kalinga		Environmental Officer	Weekly	Each Department will segregate the materials that can be recycle before they brought into garbage area
7-	Adopt a River/Estero Program	To be implemented so that staff will be encourage to do the value of working together and uniting to provide a healthy, clean and safe environment, acknowledge and agree to pursue the environmental improvement.		HR	Jun-17	On Going [MOA] looking for estero to be clean-up. Waiting for DENR/ HR announcement
8	Recycle of Double Scratch Papers	Implemented by all department		Environmental Officer /Purchasing	Ongoing	all department will be gathered there double scratch papers,magazine ,old news papers at basement 3 parking area @ recycling facilities PAPER storage . To be collect by 3rd party recyclers.

Prepared By: 
Randy Gastador
Chief Engineer

Approved By: 
Simon Chew
General Manager