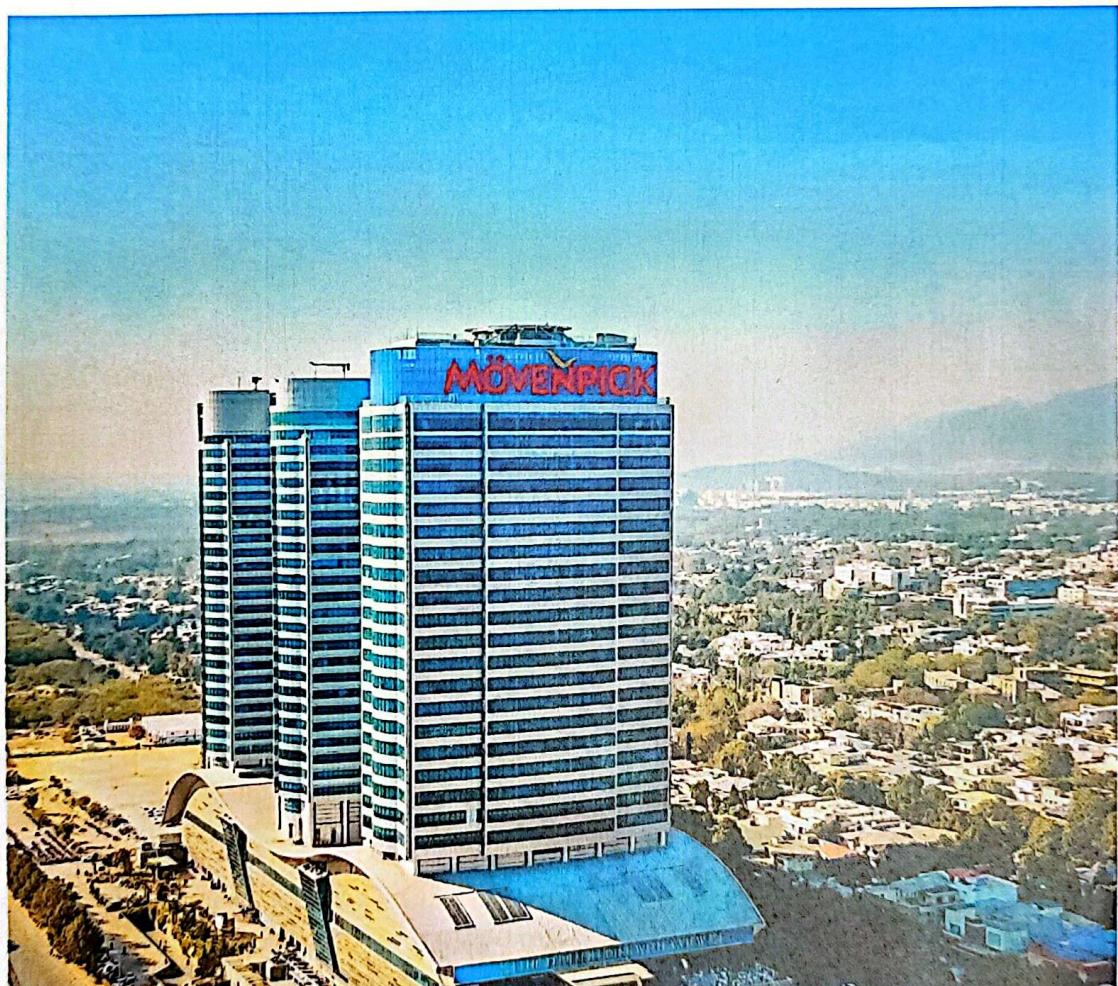


SUSTAINABILITY MANAGEMENT PLAN

Mövenpick Hotel Centaurus Islamabad



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Our Commitment:

An important part of the values of Movenpick Hotels has always been to conduct its business in a responsible and caring way, encouraging a personal touch in its relationships with all its stakeholders. The values of quality, reliability and care guide the company towards sustainable business practices.

Movenpick Hotel Centaurus Islamabad meets its current needs with a sound sustainability plan while contributing to the future for generations to come.

We aim to introduce supplier sustainability partnerships where possible, reduce water consumption, optimize energy consumption, reduce CO₂ emissions, manage waste, source bio-degradable alternatives to chemical products, and prioritize sustainable construction solutions. Our commitment goes beyond to include social sustainability.

Mövenpick Hotel Centaurus Islamabad

Location

Mövenpick Hotel Centaurus Islamabad lies in the heart of Pakistan's beautiful capital city Islamabad.

The hotel is only a 20 minutes' drive from New Islamabad International Airport and ideally situated to easily access the city's thriving business hubs, major attractions and entertainment facilities.

Rooms and Amenities

Featuring a modern, state-of-the-art design, the hotel 380 well-equipped, modern and comfortable rooms and suites.

Dining and entertainment

There are multiple dining options that combine taste, variety, engaging atmosphere and special settings, to create memorable dining experiences which include Sky24(rooftop), Zen Asia (Chinese), KOH (Pakistani), Desert Rose (Arabic), Ember Grill (French) and All-day-dining at 2nd Floor which consists of both ala carte and buffet style meals.

The hotel offers indoor temperature-controlled swimming pool, wellness center with an array of massage treatments and a fully equipped gym. Modern meeting, conference and banqueting facilities are available for event planners and corporate clients.

Key Strategic Objectives

- Achieve financial results for the hotel against the set budget
- Positioning the property as a leading business hotel in the local, regional and international markets
- To continue delivering our promise to our guests and clients by providing quality service.
- Minimize guest-complaints and ensure customer satisfaction
- To deliver "we make moments" to our guests.

Quality Assurance

Mövenpick Hotel Centaurus Islamabad uses certain tools to ensure quality & consistent service. Guests Feedback received through Trust you, Booking.com, Google and other channels that allow the hotel to focus on areas that need attention. Guests' feedback gives us an indication of where we need to improve and gives the hotel the chance to recognize the hard work and efforts of our employees.

Health & Safety

Mövenpick Hotel Centaurus Islamabad complies with all established health and safety regulations and ensures that both guest and staff protection instruments are in place. We follow strict laws, regulations, policies and procedures that are set to conserve and protect the environment, while creating a workplace that brings out the best in our employees with safety measures.

All employees must undergo proper training needed to carry out their daily tasks and keep them safe and healthy. This includes but not limited to the following:

- All kitchen staff members are trained and must undergo a mandatory food hygiene course in food handling.
- Hotel is HACCP certified.
- Hotel uses "HUB OS" system to manage complaints
- Periodic fire drills and evacuations are performed in coordination with Security Department.
- A detailed plan for Disaster and Crisis Management is in place and necessary trainings are conducted for the hotel emergency evacuation team.

Sustainability Plans

Part of the values of Mövenpick Hotels has always been to conduct its business in a responsible and caring way, encouraging a personal touch in its relationships with all its shareholders. The values of quality, reliability and care are fundamental in guiding the company towards sustainable business practices.

In spring of 2010, Movenpick Hotels introduced its company-wide Sustainability program, which is now integrated to Accor's sustainability program. The objective is to establish a common and global approach to Sustainability, which addresses three focus areas: **environmental, employer and social sustainability**.

Mövenpick Hotel Centaurus Islamabad adheres to this program that will ultimately affect and benefit people and the planet.

For Mövenpick Hotel Centaurus Islamabad, sustainability is about carrying out business in-line with its values and in a responsible, resourceful and lasting way.

The aim of **Mövenpick Hotel Centaurus Islamabad global sustainability program** is to increase awareness regarding sustainability and share best practice ideas and initiatives within the company. The process is supported by clear and measurable objectives, which underpin the three focus areas and will contribute to a more sustainable future.

The success of Mövenpick Hotel Centaurus Islamabad sustainability efforts lies in its integration into the company's business strategy, operating processes and quality Standards. In order to achieve optimal results, all employees will participate in learning events, exploration and ongoing Communication to ensure the highest level of understanding and Engagement. Additional communication will be made available to inform and engage guests, corporate customers and clients, job seekers, hotel owners and other partners.

Mövenpick Hotel Centaurus Islamabad believes that people want to be part of the solution and want to contribute to a positive future. A significant investment will therefore be made into learning, exploration and transparent communication to support this initiative.

Sustainability Criteria & Energy Targets 2026-27

Mövenpick Hotel Centaurus Islamabad hotel's sustainability plan is to effectively manage, conserve and preserve the environment by adopting industry best practices and making strategic partnerships. We are convinced that the combination of our values and global approach to sustainability will help the company be recognized as one of the world's most trusted hotel management companies. Our values and efforts focus on three elements – environment, society and employees.

Electricity Targets – to ensure 5% of savings from power consumption

1. All the technical equipment is maintained (planned preventive maintenance) & inspected regularly for efficient use.
2. Energy consumption is monitored and analyzed using an online hotel system.
3. Building Management System (BMS) integration in place to automatically control air conditioning units.
4. Low energy consumption LED lights are fitted throughout the hotel.
5. Motion sensors are installed in all public areas and back of house areas to promote energy-saving of lights.

Water & Fuel Targets – to ensure 3% of savings from water consumption

1. Water consumption is monitored daily by the engineering department.
2. All flush tanks are of dual reduced water capacity (3-6Lit) to reduce consumption.
3. Bathroom's showerheads and hand showers are all fitted with water savers.
4. Fuel consumption is monitored daily for efficiency.
5. Leakage detection on urgent basis.

Sustainability Policy

Following consideration of the importance of environmental sustainability and its commitment to benefit the Pakistan and the world, Mövenpick Hotel Centaurus Islamabad has strived to achieve and continually improve the environmental and social sustainability for the hotel and its services.

To improve its performance, Mövenpick Hotel Centaurus Islamabad has set the following goals: fight against global warming by reducing the greenhouse gas emissions; reduce the consumption of natural resources; preserve and support biodiversity; promote recycling; as well as limiting the amount of waste produced. The hotel will constantly strive to improve the environmental and social performances through compliance with regulations and by initiating sustainable actions to help the environment and society. The focus areas will include:

1. Reducing water consumption.
2. Maintaining safety policies and supporting all safety programs throughout the hotel.
3. Managing social and cultural issues between the management, team and other stakeholders within the community.
4. Ensuring proper air quality protection and noise control within the hotel.
5. Ensuring proper land use planning and management where possible.
6. Ensuring proper maintenance and storage area aimed to store and control usage of environmentally harmful substances.
7. Participating in Charity activities throughout the year.

Mövenpick Hotel Centaurus Islamabad team is committed to taking a pro-active step towards addressing global environmental issues by adopting the Green Globe standards as part of the hotel's Sustainability Policy. Trainings have been put in place to ensure that the team is fully aware about the responsibility and commitments towards the hotel's Sustainability Policy.

In line with the brand's commitment, Mövenpick Hotel Centaurus Islamabad Hotel, a 6-star hotel located in Islamabad, Pakistan operates accommodation services, bars, restaurants and meeting facilities. The Hotel will implement and regularly update the Environmental Management Program. The Hotel will comply with all relevant legislation, regulations and strive to achieve international best practice in energy saving and water conservation.

We encourage the team, suppliers and guests to be part of our environmental and social sustainability program. As a sustainably committed and responsible hotel under the Green Globe program, we need to regularly request and receive feedback from our guests, suppliers and contractors to allow us to continuously improve.

Effective Sustainability Management

- The hotel has implemented a sustainability management system that is suitable to its reality and scale, and that considers environmental, socio-cultural, quality and safety issues.
- The hotel complies with all relevant legislations and regulations (including, amongst others, the areas of health, safety, labour and the environment).
- The hotel conducts staff training on environmental and sociocultural management issues.
- Customer satisfaction is measured and corrective action taken, where necessary.
- Promotional materials are truthful and do not promise more than can be reasonably expected by customers.
- Design and construction of buildings and infrastructure complies with local zoning and protected or heritage area requirements; the hotel respects the surrounding natural or cultural heritage in its design and impact and uses locally appropriate principles of sustainable construction; provides access to the handicapped.



Maximizing Economic Benefits to the Community

- The hotel contributes to community development and infrastructure.
- Locals have equal opportunities for employment.
- Local services and goods are purchased by the business.
- The hotel helps small local entrepreneurs develop and sell products that build on the areas of nature, history and culture (including food and drinks, crafts, performing arts, agricultural products, and others).



Minimizing Socio-Cultural Harm

- There is an appropriate code of behavior with respect to activities in indigenous and local communities, as well as in culturally sensitive sites, established by mutual consent or following established guidelines.
- Cultural interpretation or education is provided to customers.
- The hotel is equitable in hiring women and local minorities, even in management positions.
- All employees are under contract and are paid a fair wage.
- Properties and permits may be accessed by residents.
- Historical and archaeological artefacts are not sold, traded, or displayed, except as permitted by law.
- The business contributes to the protection of local historical, archaeological, and cultural properties and permits access to them by residents.

Environmental Policy

In our role as a leading worldwide hotel chain, we are committed to apply environmental sustainability activities that ensure reduction of undesirable environmental impact, with careful use of our limited resources.

Within its Environmental Policy and commitment to the environment. Mövenpick Hotel Centaurus Islamabad will continuously focus on the following measures:

1. Complying with the requirements of environmental legislations.
2. Wise consumption of water, energy and other resources with efficient use and constant evaluation.
3. Raising sustainability awareness for our employees and clients.
4. Modification of our purchasing policy to be in line with sustainability.
5. Priority to use chemical products that are environment friendly.
6. Participate in local community associations, charities and providing support to businesses by a variety of methods.
7. Implementing and applying waste management and recycling program within the hotel.
8. Continuous improvement of our environmental, social performance.

Our aim is to create better environment through implementing efficient and positive sustainability management program that benefits customers, staff, investors and local community while maintaining quality, health and safety measures.

We aspire to set the example for the hotels in the city in terms of environmental policy and actions.

Environmental Sustainability

By nature, the hospitality industry is a large consumer of resources. Mövenpick Hotel Centaurus Islamabad aims to reduce and optimize its consumption through the use of basic measures, such as energy efficient lighting, water consumption reduction and a better management of waste and chemical use.

Mövenpick Hotel Centaurus Islamabad Key Environmental Objectives:

- Train and educate all its employees so that they will understand and be aware of key environmental issues, make environment care a lifestyle, and share best practices throughout the company.
- Apply environmental awareness to its purchasing practices. The focus is to reduce the company's carbon emissions by favoring local products and suppliers requiring minimum transportation. In parallel, Mövenpick Hotel Centaurus Islamabad will combine waste management and purchasing practices, by selecting suppliers that offer reduced packaging options.
- Stop the use of harmful non-biodegradable chemicals and instead substitute these with environment-friendly products and biodegradable chemicals. The use of environment-friendly, biodegradable alternatives also helps create safer environments for Mövenpick Hotels employees, guests and the local communities.
- Measure, target and monitor progress as part of a monthly reporting at the hotel level.
- Control and reduce energy consumption through daily monitoring and by improving technical and behavioural awareness.
- Contribute to water efficiency by introducing intelligent saving methods and wise usage.
- Turn wastes from being an overhead cost into a valuable income resource through efficient segregation, recycling and an improved waste management system.
- Establish and adopt practices to protect endangered species and sea life.
- Introduce a system for sustainable construction practices for all new buildings and refurbishment projects.

Environmental Impact Register

Key Information:		Severity: The magnitude of the impact (e.g., minor, moderate, major).									
		Duration: The time span of the impact (e.g., short-term, medium-term, long-term).									
		Frequency: How often the impact occurs (e.g., occasional, frequent, continuous).									
		Likelihood: The probability of the impact occurring (e.g., unlikely, likely, certain).									
	Activities	Environment Aspect	Environment Impact	Severity	Duration	Frequency	Likelihood	Overall Impact Score		Control Measures	
				(1-5)	(1-5)	(1-5)	(1-5)	Low Risk (1-6)	Medium Risk (7-13)	High Risk (14-20)	
Energy consumption											
1	Use of all the carpentry machinery	Electricity	Energy and Carbon	1	1	5	1		8		1. Minor maintenance work we use hand tools 2. Follow the proper maintenance schedule on carpentry machinery
2	Use of all the painting machinery	Electricity	Energy and Carbon	2	1	5	1		9		1. Minor maintenance work is performed using hand tools. 2. Major work is scheduled either at once or on a regular basis, such as spray painting, to avoid unnecessary waste of machinery and materials. 3. Use eco-friendly paint and materials. 4. Disposing the damaged material in based on environmental standard
3	Use of all the kitchen appliance	Electricity and Gas	Energy, Carbon and Gas/Fuel	4	3	5	3		15		1. Proper and regular PPM of all kitchen equipment's 2. SOPs for Kitchen equipment's usage e.g., Turn off the equipment when not in use or after usage. 3. LPG and Electricity consumption monitoring
4	Use of Emergency Generator	Diesel	Energy and Carbon	1	2	3	2		8		1. Proper and regular maintenance of the generator 2. Monitoring of fuel consumption manually

5	Use of Lighting in all area	Electricity	Energy and Carbon	5	4	5	4			18	<ol style="list-style-type: none"> 1. Use and purchase of LED and energy efficient / star rated lights/bulbs 2. Monitoring of Electricity consumption 3. Proper and regular maintenance of lighting section 4. Dimming system and Timer in place in public areas 5. Motion sensors are in placed in service areas (Staff locker room, Staircase) 6. Disposing the damaged material in based on environmental standard
6	Use of Fan coil unit, Air handling units and Fresh air handling units	Electricity and Chilled Water	Energy and Carbon	4	3	5	4			16	<ol style="list-style-type: none"> 1. Proper and regular maintenance of the AHUs and FCU's 2. Regular filter cleaning and changing as scheduled 3. Monitoring and adjusting the unit performance based on the requirement true BMS & GRMS 4. Using bio enzyme for to clean the coils 5. In placed the time schedules to control the unit ON and OFF timing.
7	Use of thermal insulation in chilled water system, hot water system	Electricity and Chilled Water	Energy and Carbon	4	5	3	3			15	<ol style="list-style-type: none"> 1. Proper and regular maintenance of the thermal insulation 2. Regular monitoring of thermal variations 3. Replacing all the damage thermal insulation to reduce energy wastage and disposing the damaged material in based on environmental standard
8	Use of Kitchen Exhaust and Hood	Electricity and Chemicals	Energy, Carbon	5	3	5	3			16	<ol style="list-style-type: none"> 1. Proper and regular maintenance of the Kitchen Exhaust Hood and ecological unit2. Use of high-pressure jet machine to control water usage 3. Monitoring and controlling the equipment's running status from the BMS 5. Disposing the damaged material in based on environmental standard

9	Use of Walk in Freezers & chillers and portable chillers and freezers	Electricity and Refrigerant	Energy, Carbon	4	4	5	3			16	1. Use of optimized equipment with good 5-star energy rating 2. Proper and regular maintenance 3. When the material stock is reduced, keep unused chillers and freezers off 4. Regular monitoring of temperature to avoid unnecessary waste of goods
10	Use of Pumps (Firefighting pumps, Swimming Pool pumps, water feature pumps, Chilled water pumps, hot and cold-water Pumps)	Electricity	Energy and Carbon	3	3	5	2		13		1. Proper and regular maintenance of all pumps 2. In place the VFD controls to avoid unnecessary energy loss 3. Schedule the pump duty to extend the lifespan of the pumps
11	Welding and Heating	Electricity and gas (oxygen and acetylene)	Energy and Carbon	5	2	2	1		10		1. Proper and regular maintenance of the welding and heating equipment 2. Operators are well-trained and aware of the hazards
12	Use of hot water boilers and hot water storage calorifiers	Use of Electricity & Gas	Energy and Carbon	4	5	5	5			19	1. Proper and regular maintenance of the hot water boiler/calorifier 2. Identify energy-saving technologies to reduce consumption 3. Implementing solar-powered hot water systems 4. Increasing and decreasing the set temperature based on the season (summer)
13	IT Equipment's and TV's	Use of Electricity	Energy and Carbon	1	2	2	1	6			1. Use of energy efficient / star rated equipment 2. Equipment's shutdown at the back office during non-office hours as part of Energy saving Initiative 3. Proper and regular maintenance of IT related equipment's e.g., printers 4. In place the sleep mode option in all the computers and the printers 5. Implementing cloud-based software
14	Use of laundry Equipment's	Use of Electricity	Energy and Carbon	4	2	5	3			14	1. Proper and regular maintenance of the laundry equipment 2. Implement proper SOPs for users to follow energy-saving initiatives 3. Purchase energy-efficient/star-rated dryers for future/planned purchases 4. Use eco-friendly chemicals
15	Elevators	Use of Electricity	Energy and Carbon	3	2	1	2		8		1. Proper and regular maintenance of the Elevators. 2. Semi-annual 3rd party inspection and certification of the Elevators.

16	UPS System	Use of Electricity	Energy, Carbon and Reduction/depletion of Natural resources	2	2	1	1	6			1. Proper and regular maintenance of the UPS system 2. Disposing the damaged material in based on environmental standard
17	Use of Emergency lighting system	Use of Electricity	Energy, Carbon and Reduction/depletion of Natural resources	2	2	1	1	6			1. Proper and regular maintenance Emergency lighting system 2. Disposing the damaged batteries in based on environmental standard 3. Use all the signage with LED lamps
18	Fire Alarm System	Use of Electricity	Energy, Carbon and Noise Pollution	2	1	2	2		7		1. Proper and regular maintenance of the Fire Alarm System 2. Emergency procedure for deactivating/disabling Fire Alarm in place in case of false alarm - to deactivate sounder and public announcement activation 3. Annual 3rd party inspection and certification
19	Use of BMU lift	Use of Electricity	Energy and Carbon	2	1	2	1	6			1. Proper and regular maintenance of the Cradle 2. Semi-annual 3rd party inspection and certification of the Cradle
20	Use of doors and furniture's	Use of Carbon	Carbon and reduction of Natural resources	2	3	2	3		10		1. Proper and regular maintenance of the doors and furniture's 2. Discarded unwanted and damage material send for recycling.
21	Use of Electrical Panels	Use of Electricity	Energy and Carbon	1	2	1	1	5			1. Proper and regular maintenance of the Electrical Panels
22	Use of access control system	Use of Electricity and Water	Energy and Carbon	2	3	1	2		8		1. Proper and regular maintenance of the access control system 2. Use recyclable materials for access cards 3. Use and purchase of energy-efficient/star-rated systems for Use 4. Disposing the damaged material in based on environmental standard
23	Use of Stewarding Cleaning Equipment's (dish and glass washers etc.)	Use of Electricity and Water	Energy and Carbon	2	3	2	2		9		1. Use and purchase of energy efficient / star rated cleaning equipment 2. Proper and regular maintenance of cleaning equipment 3. Disposing the damaged material in based on environmental standard
24	Landscaping Maintenance	Use of Water	Energy and Carbon	1	2	1	1	5			1. AMC in place for the maintenance of the landscape and watering activities of the plants 2. Planting more durable plants that consume less water

25	Swimming Pool Water Treatment and Maintenance	Use of Water	Energy and Carbon	4	3	3	2		12		1. Trained plumbers and technicians for the water treatment (super chlorination, chemical handling and dosing) 2. Proper and regular monitoring of the swimming pool parameters as per standards and guidelines
26	Use of Water taps, Wash basins, sink in Kitchens and public areas	Use of Water	Energy and Carbon	3	3	2	3		11		1. Flow Rate report to be maintained and checked twice a month 2. Regular walk around to check for any leakage or damage 3. Proper reporting and awareness of all TMs for any leakage or damage 4. Monitoring Water consumption 5. Kitchen Staff training for water consumption and saving awareness to be applied during cooking preparation
27	Water usage in guest rooms (water taps, shower, bath tub, wc)	Use of Water	Energy and Carbon	3	3	3	4		13		1. Flow Rate report to be maintained and checked twice a month 2. Proper reporting and awareness of HK for any leakage or damage 3. Monitoring Water consumption 4. Energy savings tips posted on the TV's.
28	Water Tank Cleaning and Disinfection Maintenance	Use of Water	Energy, Carbon, Chemicals	1	2	2	1	6			1. AMC in place for the Water tank cleaning and disinfection as per standards
WASTE											
1	HK Cleaning Activities	Waste disposal	Land Pollution	4	2	2	3		11		1. Housekeeping have a good waste segregation practice in place e.g.; - re-use of single side papers, re-cycle of all kinds of papers, plastic, cartoons, cans, glass bottles, soap, used and damaged linen, terry, uniforms, toners 2. HK SOPs in place for all cleaning, segregation and recycling activities 3. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 4. Monitoring of waste data
2	Kitchen and Service Food preparation	Waste disposal	Land Pollution	4	1	2	4		11		1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 2. Segregation Bins in place in Kitchen areas (cans, plastic, general, food waste) 3. AMC in place for the Waste collection and Recyclable items 4. Monitoring of waste data

3	Food Leftovers - food waste in buffet	Food Waste disposal	Land Pollution	5	5	4	4		18	1. System in place to monitor food waste 2. Action plan and control measures applied to reduce food waste 3. Waste Compactor in place to compress food waste and lessen impact to landfill 4. Monitoring of waste data
4	Restaurant Outlets Waste - general, recyclables and food waste	Waste and Food waste disposal	Land Pollution	5	2	2	1		10	1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 2. Segregation Bins in place in all Outlets (cans, plastic, general, food waste) 3. AMC in place for the Waste collection and Recyclable items
5	Projects - renovations, refurbishments, constructions	Waste disposal	Land and Water Pollution	5	2	2	4		11	1. As part of the Contract for any project, bulk waste is taken and disposed by the contractors
6	Departmental Waste - Back of House (Admin, IT Offices)	Waste disposal	Land and Water Pollution	3	1	1	1	6		1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 2. Segregation bins in place for general, paper, E-waste in admin and IT offices 3. SOP in place for E-waste disposal (cartridges and toners) 4. Monitoring of waste data
7	Engineering Maintenance Activities	Disposal of wood cuts, debris, paint cans, silicon cases, etc.	Land Pollution	4	4	3	3		14	1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 2. Garbage bins available in all work shop 3. Monitoring of waste data
8	Batteries - consumables	Waste disposal	Land Pollution	5	5	4	5		19	1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment
9	Fluorescent tubes, Light Bulbs	Waste disposal	Land Pollution	5	5	4	5		19	1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 2. Segregation bins available in all work shop 3. Purchasing to look for a supplier to have an AMC in place for proper disposal
10	Chemical Storage	Waste disposal	Land and Water Pollution	4	3	3	2		12	1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 2. Training for proper chemical handling done by Diversey and global expert for Water Treatment 3. Spill Containment and Kit available in the Chemical storage room along with the MSDS

11	Clinic Hazardous Waste	Waste disposal	Land and Water Pollution	5	2	3	5			15	1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 2. Separate bin for hazardous waste available 3. AMC in place for the collection of the Clinical waste
12	Used Oil - cooking oil	Waste disposal	Land and Water Pollution	3	2	2	1		8		1. Trainings for Waste management in place to raise awareness for proper waste disposal and its impact to the environment 2. AMC in place for used oil collection and recycling 3. Monitoring of waste data
13	Grease Trap and Sump Pit	Waste disposal	Land and Water Pollution	3	2	4	4		13		1. AMC in place for Grease Trap and Sump pit maintenance 2. Waste water is treated via Sewerage disposal by DEWA
14	Garden/Lands caping Waste	Waste disposal	Land Pollution	1	1	1	1	4			1. AMC in place for Landscaping
CHEMICALS											
1	Housekeeping / Stewarding Cleaning Chemical activities	Chemical Usage	Land, Water	5	4	2	1		12		1. Training done by Diversey for proper chemical handling and storage 2. Use of PPE 3. Proper chemical storage with MSDS 4. Segregation bin available for proper waste disposal
2	Swimming Pool and Water Treatment Chemicals and Storage	Chemical Usage	Land, Water and Air Pollution	5	4	3	3			15	1. Trained plumbers and technicians for the water treatment (super chlorination, chemical handling and dosing) 2. AMC in place for the Water Treatment 3. Proper storage of chemicals with spill containment, kit, MSDS and PPE 4. Segregation bin available for proper waste disposal 5. Chemical Dosing systems in place
3	Pest Control	Chemical Usage	Land, Water and Air Pollution	3	2	3	2		10		1. AMC in place for Pest Control 2. Negotiating with the pest Control company for organic and ecofriendly chemicals to be used and will be applied on the next contract renewal
4	Painting Activities	Paint and thinner usage	Land, Water and Air Pollution	3	4	3	4			14	1. Use and purchase of LOW VOC and lead-free paints 2. Segregation bin is available for proper waste disposal 3. Use of PPE
5	Garden/Lands caping fertilizer	Fertilizer and pesticide Usage	Land and Water Pollution	2	2	3	1		8		1. AMC in place for Landscaping and use of organic and eco/environmental friendly fertilizer and pesticides is under negotiation/mitigation for amendment
GAS/CARBON EMISSION											

1	Refrigerants	Use of Refrigerants	Air and Land Pollution	5	4	5	5			19	1. Use of eco and environmental friendly refrigerants 2. Segregation bin is available for proper waste disposal
2	Standby Generator	Use of Fuel	Air and Land Pollution	4	1	2	1		8		1. Proper and regular maintenance in place 2. Monitoring of fuel used
3	Car Parking	CO ₂ Emissions	Air Pollution	1	2	1	1	6			1. CO ₂ monitoring devices in place at the parking area
BIODIVERSITY											
1	Projects - renovations, refurbishment ,constructions , civil works	Noise, waste disposal, paint/thinner s usage, dust	Noise, Air, Water and Land Pollution	3	1	2	3		9		1. Construction Renovation Plan in place to comply with the Green Building requirements as standards. 2. Contract is in place to cover bulk waste items disposal and securing the work area 3. Activities that create noise is only done during day time to avoid guests and neighborhood disturbance 4. In-house guests are informed upon check-in and letters are sent to the rooms for advisory 5. Necessary Work permits /DM approvals are secured as applicable to ensure no risk and harm for wild life and ecosystem/biodiversity as well as erosion prevention
2	Swimming Pool, Water Treatment and Disinfection	Chemical usage	Water and Land Pollution	5	3	2	3		13		1. Trained plumbers and technicians for the water treatment (super chlorination, chemical handling and dosing)2. AMC in place for the Water Treatment3. Proper storage of chemicals with spill containment, kit, MSDS and PPE4. Segregation bin available for proper waste disposal5. Chemical Dosing systems in place
3	Unsustainable food and Endangered Species - Purchasing	Unsustainable food consumption	Endangered Species potential risk	5	5	4	4			18	1. Purchasing Policy is in place to ensure sustainable procurement and protection of endangered species
4	Building Maintenance/ Cleaning	Use of Water and cleaning chemicals	Water and Land Pollution	4	3	3	1		11		1. Building drainage and pipeline designs are approved upon construction 2. AMC in place for outdoor cleaning activities as applicable 3. Use of PPE and availability of spill kit 4. Training done for chemical handling and proper waste disposal
COMMUNITY											
1	Provision of Water to Individuals or Neighboring Communities	Location of the Building	Water Resource	1	1	1	2	6			1. Provision of Water is as per CDA

4	Provision of other Basic Services to Individuals or Neighboring Communities	Location of the Building	Location of the Building	1	1	1	1	4			1. Building Completion Certificate acquired prior to construction of the building along with all DM approval requirements to ensure Individuals and neighboring communities will not be affected nor limited
5	Legal access to land resource use	Location of the Building	Land Resource	2	1	1	2	6			1. Building Completion Certificate acquired prior to construction of the building along with all DM approval requirements to ensure individual or community livelihoods will not be affected nor limited
6	Legal access to aquatic resource use	Location of the Building	Aquatic Resource	2	1	2	2		7		1. Building Completion Certificate acquired prior to construction of the building along with all DM approval requirements to ensure individual or community livelihoods will not be affected nor limited
7	Access to rights-of-way	Location of the Building	Rights of Way	1	1	1	1	4			1. Building Completion Certificate acquired prior to construction of the building along with all DM approval requirements to ensure individual or community livelihoods will not be affected nor limited
8	Access to transport	Location of the Building	Transportation	1	1	1	1	4			1. Building Completion Certificate acquired prior to construction of the building along with all DM approval requirements to ensure individual or community livelihoods will not be affected nor limited
9	Access to housing	Location of the Building	Housing	1	1	1	1	4			1. Building Completion Certificate acquired prior to construction of the building along with all DM approval requirements to ensure individual or community livelihoods will not be affected nor limited
10	Cultural intellectual property of the local communities	Location of the Building	Local Cultural Intellectual Property	2	2	2	1		7		1. Building Completion Certificate acquired prior to construction of the building along with all DM approval requirements to ensure Individuals, neighboring communities, cultural intellectual property of the local communities will not be affected nor limited

Landscape

1. Regular maintenance and testing for the main irrigation system will ensure healthy landscaping and acceptable watering schedules.
2. Adjust sprinklers for acceptable coverage to optimize space and avoid runoffs on paved surfaces.
3. Installed a drip irrigation system that uses low volume irrigation.
4. Landscape using drought-resistant plants and native plants.
5. Group plants with similar water requirements together on the same irrigation line and separate plants with different water requirements on separate irrigation lines.
6. Landscape trees and plants are selected to tolerate the climate, soil and water availability.
7. Use organic fertilizers and soil enhancement.
8. Fertilizers are applied once a month or as required.



Employer Sustainability



Sustainability as an employer means achieving excellence in human resources and leadership practices while embracing and celebrating diversity. Through the application of the values quality, trust and care, Movenpick Hotel Centaurus Islamabad is committed to foster a culture that consistently improves employee engagement, development, wellbeing, safety and security.

Mövenpick Hotel Centaurus Islamabad key employer objectives:

- Become a preferred employer by developing a motivating and value-based work environment, which promotes and embraces the application of its values and core behaviours.
- Provide equal opportunities to all employees and maximise employee engagement and satisfaction.
- Ensure that employees are encouraged to learn and have equal access to learning and development opportunities in order to grow both inside and outside the workplace.
- Contribute to the education of local communities by actively working to hire and train local people for positions at all levels; Take measures to guarantee fairness and transparency with regards to compensation and benefits; and Enable people with physical or other limitations to become part of the work force.

Social Sustainability key social objectives

- Positively contribute to the communities in Islamabad in a way that is mutually beneficial and sustainable; Share best practices and work hand in hand with local and global partners.
- Encourage and actively promote a philosophy of volunteerism and enable such practice; Identify and support local charity partners at local, area and global levels (for example, hiring colleagues from Nepal, Vietnam and other developing countries).
- Organize fundraising events for recognized and approved international charities; and Implement donation schemes at hotel and area levels.

❖ CORPORATE SOCIAL RESPONSIBILITY (CSR) PROGRAMME

- Various activities are conducted through T&C department
- Used uniforms, linen and towels donation through housekeeping department.

Other Related Aspects:

In addition to sustainability three focus areas, Mövenpick Hotel Centaurus Islamabad is giving importance to two more aspects that impact its responsible performance towards all stakeholders and those aspects are:

A. Quality

Quality is not only one of the company values but it's also a strategic objective and it's measured on a regular basis using the following tools:

- Guests' responses through certain channels, such Trust you, Google, Hotels.com, Expedia and Booking.com, amongst others, give an indication of the areas that need attention on a daily basis and to enhance the existing procedures.
- Monthly progress meetings engage all department heads with the GM, to evaluate all issues related to quality and checking other competition hotels within the locality.
- The Area Office conducts operational and departmental audits to gauge the performance of the hotel on quality as set by the brand.
- Certain other accreditations, such as Green Globe and HACCP, assist in maintaining the quality standards of designated areas.

B. Health & Safety

Fire, Life, Health, Safety & Security (FLHS&S) is one of audits taking place at Mövenpick Hotels Company in which there is a self-check list for each department and a regular audit conducted by engineering department. Mövenpick Hotel Centaurus Islamabad is having a monthly FLHS&S meeting in which all action plans based on previous audits are discussed and followed up and new actions are agreed upon based on recent audits. A trained safety team is there to make sure that all FLHS&S measures are followed.

Department Specific Actions Towards Sustainability

Engineering Department:

- Continuous monitoring of energy and water consumption levels on daily basis.
- Use of Variable Frequency Drive (VFD)
- Controlled CFC-free cold storages and Walk-in Freezers.
- Controlling and measuring emissions and effluents out from the property.
- Measuring carbon footprints.
- Recycling and disposing hazardous wastes, as per DM norms
- Cleaning grease traps twice a month, as per DM norms
- Use only non-VOC paints, which release low levels of toxic emission into the air for years after application.
- Renovate and refurbish projects to ensure sustainable responsible operations and practices.
- All water taps with aerators to control water usage.
- Water-saving aerators to further reduce water consumption.
- All bathrooms with low-flow shower heads and reduced water capacity cisterns.

Major Projects Completed & KPIs per departments

Waste Separation

All hotel wastes are separated as follows:

- Aluminum, metals and cans
- Plastics, candles, corks, crown corks and such
- Glasses, broken Chinaware and drinking glasses
- Papers and cardboards
- Food, fat/oil and organic wastes

Electrical Savings — to ensure 5% savings from power consumption

- All the technical equipment's are maintained regularly.
- Motion-sensors installed in BOH corridors and public-areas.
- GRMS system to mitigate any unwanted energy consumption and limit to lighting, AC services in guest-rooms as per occupancy
- Energy consumption is recorded and analyzed daily by the engineering department.
- An automatic switch on/off air-conditioning system is in place, following a time schedule and controlled through BMS (Building Management System).
- Low-energy lamps and LED bulbs are fitted in all suitable places, according to the energy-audit by the engineering department.
- Planned to replace any existing conventional lights into LED lightings.
- Installed timer to control façade FoH lights at dawn & dusk timings.
- Hotel Pre-Function, banquet & meeting halls are turned OFF except when in use

Water Conservation — to achieve savings from water consumption

- Water consumption is recorded daily by the engineering department.
- All water taps are fitted with flow regulators & motion-sensors.
- Water-saving aerators are installed in all guest room toilets to reduce consumption.

Housekeeping and Stewarding Departments:

- Segregate waste and rubbish at the point of collection to support the hotel recycling program.
- Usage of Diversey eco-certified chemicals to reduce pollution and minimize exposure to chemicals.
- Follow safe practices and correct procedures when disposing of hazardous wastes.
- Frequently monitor, record and communicate chemical usage.
- Dilute chemicals, as per the Material Safety Data Sheet (MSDS) before draining for disposal.
- Train staff to correctly mix and dilute chemicals, to ensure safety and reduce wastage.
- Make sure the towel and linen re-use program is available in all guestrooms, which impacts the environment positively.
- Action plan to be in place in tracking participated guests for the linen and towel reuse program
- Employees are trained by Johnson Diversey Company to optimize usage of materials.
- A hygiene concept will be set up in the entire hotel.
- All the cleaning chemicals in use have environmental certificates
- All the chemicals are kept locked in a separate room.
- Chemical dispensers will be installed by Diversey to reduce water consumption
- Diversey will collect used soap and old linen from the guest rooms.
- Cleaning of the outdoor area will use the walk-behind scrubbing machine, instead of water-pressured machines, to reduce manpower and water consumption.
- Biodegradable garbage bags will be used to collect the garbage.
- No garbage bags plastic in guest room garbage bins

Hotel Rooms

- All hotel rooms are fitted with temperature thermostats to control the room temperature individually.
- The energy-saving main switch (card operated) turns off the lights in the guest rooms.
- Energy-saving lamps and light bulbs are in place.
- Close blinds in non-occupied guest rooms during peak summer times to save energy consumption.
- Liquid bulk refillable amenities, no more single use plastics
- Eco-friendly dry amenities

Food & Beverage, Meeting & Events and Kitchen Departments:

- Segregate wet rubbish at the point of collection to support the hotel recycling program.
- Follow best practices to ensure reduced waste levels as kitchen staff members are all HACCP certified.
- Collect and recycle used cooking oil and convert it to biodiesel through the waste management contractor.
- Use of bio-degradable straws only, wooden cutlery and biodegradable takeaway containers.
- Options available for no table linen or minimal linen change in meeting rooms.
- Green Meeting packages available to guests, which help in saving energy and reducing wastage.
- Provide recycle bins in the pre-function area and in meeting rooms for guest participation in the hotel's recycling program.
- Availability of locally sourced seafood, and vegan & vegetarian menus.
- Uses cage free eggs in all F&B outlets.
- Uses biodegradable cling film and gloves.
- Availability of Carbon footprint calculation of menus

Purchasing Department:

- Prefer local suppliers to reduce pollution due to transportation, as much as possible.
- Prefer eco-certified and biodegradable materials in items procured for hotel usage.
- Source and purchase recyclable trash liners for use in hotel operations.
- Prefer suppliers who will take back reusable packaging and shipping containers.
- Collect and recycle all carton boxes used in the hotel.

Training and Communications Departments:

- Train all employees on waste segregation and support recycling program in the hotel.
- Set a sustainability orientation program in place, to make employees aware of the dangerous effects of pollution, globally.
- Coordinate and implement sustainable activities in the hotel by involving as many employees as possible.
- Communicate to guests through information all across screens and in guest rooms and employees about pollution control and sustainability initiatives taken by the hotel

Green Team Environmental Committee

- *Sustainability Leader (General Manager) – Mr. Nicholas Vardun*
- *Sustainability Champion (Operations) – Mr. Fawad Saleem*
- *Sustainability Champion (Engineering) – Mr. Mushtaque Ahmed, Director of Engineering*
- *Sustainability Champion (Talent & Culture) – Mr. Noman Abbasi*
- *Sustainability Champion (Learning & Development) – Ms. Yumna Fayaz & Ms. Sana Shaheen*
- *Sustainability Champion (Sustainable Food & Food Waste) – Mr. Ijlal Shah, Food Safety Manager*
- *Sustainability Champion (Finance) – Mr. Emaduddin, Director of Finance*
- *Green Globe Champion – Mr. Adeel Ahmed, Assistant Chief Engineer*

Review Date: 05/01/2026



Nicholas Vardun
General Manager
Mövenpick Hotel Centaurus Islamabad