



PORTO MONTENEGRO

SUSTAINABILITY POLICY



Whilst delivering the best possible service to the guests, Regent's management team has successfully run the operation since its opening in 2014 by developing and instilling the framework of values that are now documented as its sustainability policy. The team's strong partnership with international stakeholders and the local community enhances the leadership of Regent within the hospitality industry and ensures fair employment practices and social responsibility actions for almost 10 years.

As a member of IHG's Hotels & Resorts, which spans across countless communities worldwide, our operations and brands have a profound effect on the daily lives of millions. We strive to embody True Hospitality for Good by placing the welfare of our guests and colleagues first, working closely with our hotel owners, preserving the environment, and giving back to the communities we serve. Our choices are informed by a strong culture of governance, transparent policies, and a comprehensive set of aspirations outlined in our [Journey to Tomorrow plan](#) and [2030 Responsible Business Plan](#).

In the words of the General Manager, Kai Dieckmann:

“ Taking care of our green footprint whilst looking after our staff and the amazing community we are blessed to belong to every day, we do our part to make the world a better place for now and for future generations.

COMMUNITY

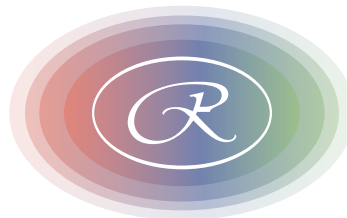
- ✓ Public healthcare system of Montenegro
Annual Fundraising Ball - Various donations
- ✓ Public educational system of Montenegro
Internships – Scholarships – Donations
- ✓ Local sensitive groups support
Children athletic clubs – associations of the people and children with disabilities – local foster home

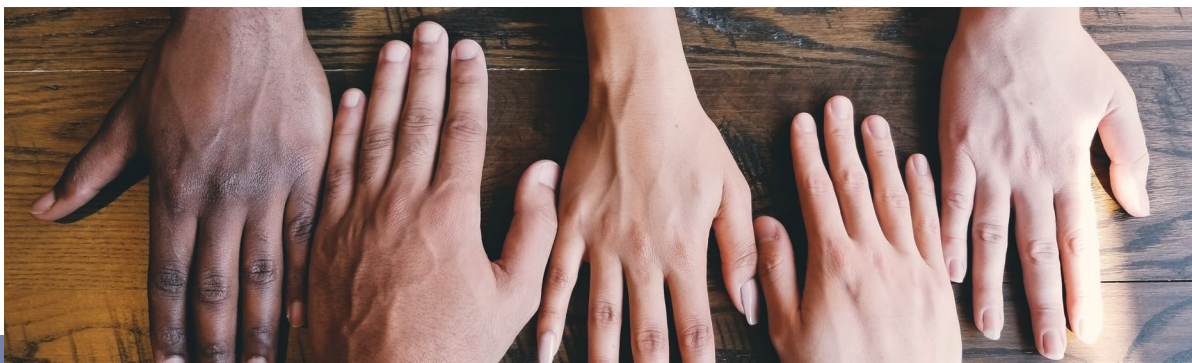
PEOPLE

- ✓ Employment
Lawful practices – promotion of talents – leading in the % of women holding management positions

NATURE

- ✓ Conservation practices & ecological actions within the local community and IHG
 - ↓ Carbon emission, water, and energy consumption
 - ↑ Awareness with Earth Day, World Ocean Day, Earth Hour, and World Water Day
 - ↓ Plastic usage





COMMUNITY

Regent Porto Montenegro is a notable member of the local community. This reputation has been generated through several well-thought-out actions benefitting the local community and its infrastructure. Individual donations and those provided at the Fundraising Ball are amounting to tens of thousands of euros thus enabling local healthcare institutions to acquire much needed or replace worn-out valuable equipment.

Providing internship opportunities to the young talent within hospitality and culinary schools are welcomed in the schooling system. The internships are not a replacement for acquiring theoretical knowledge, they provide commercial opportunities to help create market-ready professionals.

Local groups and children's sports clubs need financial support alongside public recognition. By supporting their needs, we can contribute to, improve, and acknowledge the conditions required for the clubs to generate success. The goals of the IHG's "Giving for Good Month" are fully compliant with the goals for community assistance.

The recognition of all that community is – its past, present, and traditions are already integrated within the way Regent Porto Montenegro is conceptualized and operates. Montenegro's nautical heritage is integrated into the hotel's interior design and architecture. The country's traditions and way of life are instilled within the cuisine as well as part of the number of offerings and elements of the communication campaigns.



Green Key

Regent Porto Montenegro holds Green Key certificate. Green Key is the leading standard for excellence in the field of environmental responsibility and sustainable operation within the tourism industry. Green Key stands for the commitment to our guests that by opting to stay with us they are helping to make a difference at an environmental and social sustainability level.

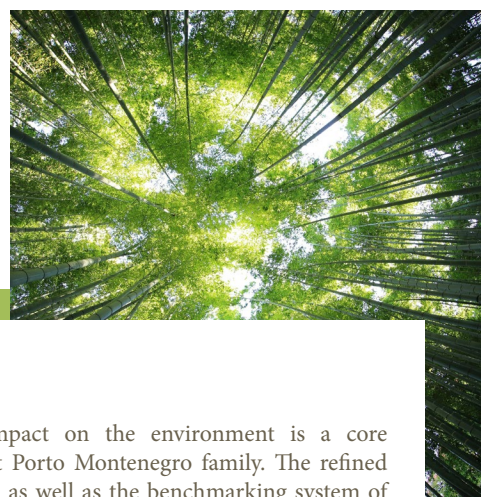


[Introduction to Green Key](#)



PEOPLE

Team members are the key and sole factor of success in the hospitality industry. The development of talent, and providing an inclusive, open, and positive atmosphere is where personal and professional satisfaction thrives. This kind of atmosphere is transcendent to the guest areas allowing our team to provide personalised customer service and remain one step ahead of our guests to help create lifetime memories for those staying at Regent Porto Montenegro. The soft skills needed within hospitality are found to be more prevalent in female employees and Regent Porto Montenegro is an exemplary property with 50% of female leadership.



NATURE

Minimising the impact on the environment is a core value of the Regent Porto Montenegro family. The refined monitoring systems as well as the benchmarking system of IHG that we belong to called Green Engage, have allowed the Regent Engineering Team to monitor, reduce, compare, and improve the energy consumption within the premises. We have continually celebrated excellent achievements in the reduction of the carbon footprint and overall reduction in energy consumption.