

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, Angelo Zuccala:

“ We at Regent Porto Montenegro strive to champion a diverse culture where everyone can thrive. We work to improve the lives of our local community and reduce our energy usage and carbon emissions. We work towards minimal waste and plastic to ensure minimal impact on nature and communities.

COMMUNITY

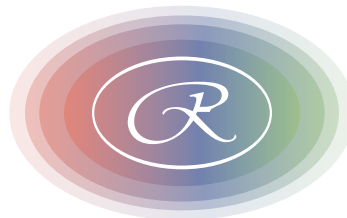
- ✓ Public healthcare system of Montenegro
Annual Fundraising Ball - Various donations
- ✓ Public educational system of Montenegro
Internships – Scholarships – Donations
- ✓ Local sensitive groups support
Children athletic clubs – associations of the people and children with disabilities – local foster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

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

PEOPLE

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





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.



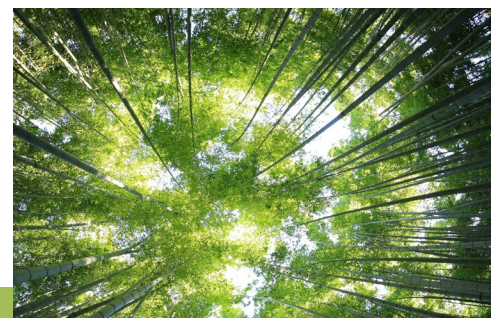
Regent Porto Montenegro holds Green Key certificate. Green Key is the leading standard for excellence in the field of environmental responsibility and sustainable operation within the tourism industry. Green Key stands for the commitment to our guests that by opting to stay with us they are helping to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

CSR ANNUAL PLAN 2024



COMMUNITY ENGAGEMENT



DISCOVERY WEEK SUPPORT FOR KSI STUDENTS

Provide support during Discovery Week for KSI students through hospitality classes and educational activities.



SERVICE WEEK

Further promote the importance of community engagement among employees during one week in June, as part of the global IHG initiative.



CONTINUED IMPLEMENTATION OF GIVING FOR GOOD MONTH INITIATIVES

Sustain the momentum of Giving for Good Month initiatives, including activities like beach cleaning day, charity food market, and hospitality classes and roadshows. These activities are changing every year, depending on the assessed needs of the community.

Following the success of previous year's Food Market we aim to repeat it in 2024.



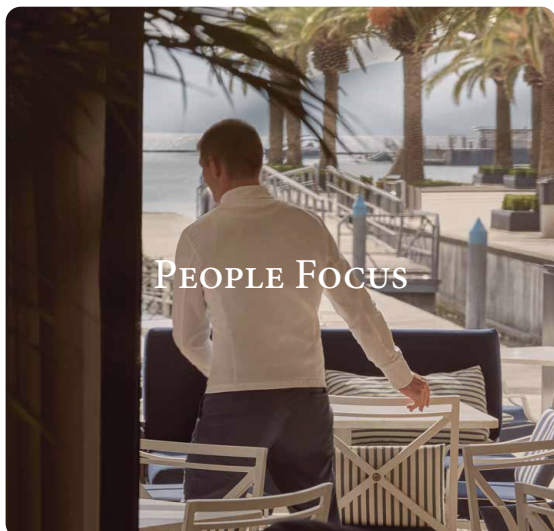
TRADITIONAL NEW YEAR LOTTERY FOR EMPLOYEES

Organize the traditional New Year lottery for employees to raise funds for charitable causes and enhance employee engagement.



ANNUAL FUNDRAISING GALA

We will continue organizing the annual Fundraising Ball to support a local cause or charity organization. The topic is to be decided during the year; the main goal is to make it worthwhile for the wider community.



PEOPLE FOCUS

We are currently exploring opportunities for collaboration with the Initiative of Youth with Disabilities of Boka regarding potential seasonal employment opportunities – feasibility of this idea is still under research.

We aim to continue with our already established positive practices, such as:

- Continue the Summer Employment Program for children from local orphanages, offering them valuable work experience and support.
- Continue promoting gender equality within the organization, ensuring equal opportunities for all employees.
- Continue prioritizing merit-based promotions to recognize and reward employee performance and dedication.
- Continue recruiting a diverse workforce from various nationalities to enrich our organizational culture.
- Further elaborate on the Green Key Initiative during the onboarding process for new employees to raise awareness of sustainability practices.

SUSTAINABILITY GOALS 2024



ENERGY CONSUMPTION AND COST REDUCTION

Continue implementation of energy-saving initiatives to reduce overall energy consumption and costs.



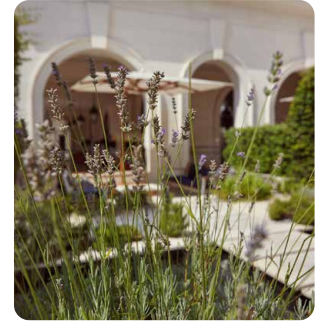
CARBON FOOTPRINT REDUCTION

Maintain measures to reduce the carbon footprint of our operations, contributing to environmental sustainability.



ENERGY METRIC SUCCESS

Maintain monitoring and managing energy metrics to ensure efficient use of resources and compliance with sustainability standards.



LEARNING AND DEVELOPMENT

Further engage in learning about sustainability trends and implement what is viable in the hotel.

Through these planned initiatives, we aim to further strengthen our commitment to corporate social responsibility, employee engagement, and sustainability in the upcoming year.



ID number GK11832. Certificate issued 9 April 2024.



Green Key

CERTIFIED ESTABLISHMENT

Regent Porto Montenegro

*Blaža Jovanovića 1
85 320 Tivat - Montenegro*

VALID UNTIL THE END OF APRIL

2025

The **Green Key certificate** is a leading standard for excellence in the field of environmental responsibility and sustainable operation within the tourism industry. This prestigious certificate represents a commitment by businesses that their establishment adheres to the strict criteria set by the Foundation for Environmental Education and highlights the establishments' efforts to develop a sustainable and responsible business.

Zeleni ključ je vodeći standard za izvrsnost na području ekološke odgovornosti i održivog poslovanja u turističkoj industriji. Ovaj prestižni sertifikat predstavlja posvećenost kompanije da se njihov objekat pridržava strogih kriterijuma koje je uspostavila Fondacija za ekološku edukaciju (FEE) i naglašava njihove napore da razviju održivo i odgovorno poslovanje.

National Green Key Operator
Saša Karajović, executive director of ECOM



www.greenkey.global
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