



PORTO MONTENEGRO

## SUSTAINABILITY POLICY



At Regent Porto Montenegro, we believe that luxury and responsibility go hand in hand. Since our opening in 2014, our management team has upheld a strong framework of values that guides our commitment to sustainability. In 2025 and beyond, we are deepening our dedication to responsible hospitality by aligning with international standards, our parent brand IHG's sustainability vision, and the evolving expectations of our guests, colleagues, and the wider community.

As part of IHG Hotels & Resorts, we strive to embody "True Hospitality for Good" by prioritizing well-being, integrity, and innovation. Our operations are governed by transparent policies and aligned with IHG's *Journey to Tomorrow plan* and 2030 *Responsible Business Plan*.

In the words of the General Manager, Angelo Zuccala:

“ At Regent Porto Montenegro, we believe in the power of hospitality to create positive change. Our team is continually working to expand our positive influence, enhance sustainability efforts, and contribute to a healthier, more responsible environment for both our community, our employees and our guests.

### COMMUNITY

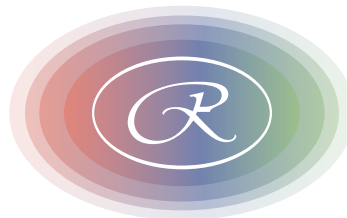
- Organizing the Annual Fundraising Gala, raising funds for healthcare, education, and local causes
- Supporting the public healthcare and education systems through direct donations and contributions
- Offering internships and scholarships to students pursuing careers in hospitality and culinary arts
- Supporting children's sports clubs and organizations for people with disabilities, reinforcing inclusion and well-being

### NATURE

- Reducing energy and water consumption
- Monitoring and improving carbon emissions
- Raising awareness through global initiatives including Earth Day, World Water Day, Earth Hour, and World Oceans Day
- Reducing single-use plastic and promoting reusable alternatives

### PEOPLE

- Lawful and fair employment practices
- Promoting internal talent and merit-based career advancement
- Ensuring gender equality in leadership, with leading % of managerial roles held by women
- Cultivating a positive work environment that translates into world-class guest experiences





## 2025 CSR & SUSTAINABILITY INITIATIVES

- **Discovery Week Support** – Engaging with KSI students through hospitality education
- **Service Week** – Empowering staff to participate in community initiatives in line with IHG's global efforts
- **Giving for Good Month** – Continuing successful activities such as beach clean-ups, charity food markets, and hospitality education
- **Traditional New Year Lottery** – Enhancing employee engagement and supporting charitable causes
- **Summer Employment Program** – Providing work experience for children from local orphanages
- **Annual Fundraising Gala** – Supporting meaningful causes within community
- **Diversity & Inclusion** – Sustaining our commitment to a multicultural and inclusive workforce

## 2025 SUSTAINABILITY GOALS

- **Energy Consumption & Cost Reduction** – Continuing implementation of efficient solutions
- **Carbon Footprint Reduction** – Sustaining operational measures for environmental responsibility
- **Sustainability Learning & Development** – Promoting continuous staff education on sustainable practices
- **Green Key Awareness** – Enhancing training and awareness for new and existing staff

*By continuing these efforts, Regent Porto Montenegro reaffirms its commitment to sustainability leadership in the luxury hospitality sector. Our aim is not only to meet industry benchmarks but to inspire meaningful change through thoughtful action.*



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](#)



PORTO MONTENEGRO

## CSR ANNUAL PLAN 2025



### COMMUNITY ENGAGEMENT



#### Support For Education

A new initiative is under development to donate equipment (laptops, TVs, etc.) to a local educational institution. Details will be finalized during the year, but this marks a new direction in our support for educational development.



#### Service Week

We will continue to promote community engagement among employees during a designated Service Week in June, as part of IHG's global initiative. Activities will be tailored closer to the date based on assessed community needs.



#### Giving For Good Month Initiatives

We aim to maintain the momentum of our Giving for Good Month efforts, including:

- Beach Cleaning Day
- Charity Food Market
- Hospitality Classes and Roadshows

Specific actions will be confirmed based on current community priorities and opportunities.



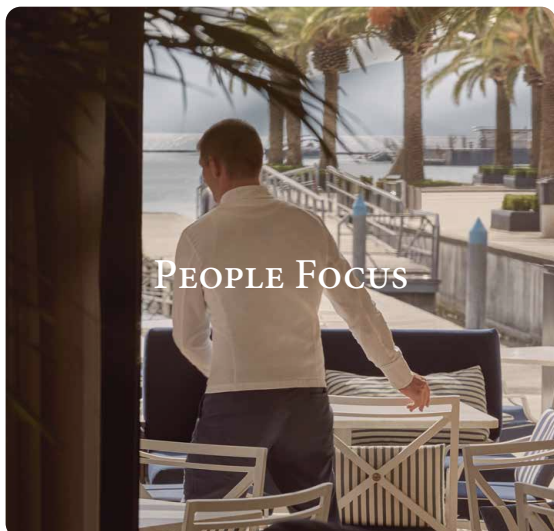
#### Traditional New Year Lottery for Employees

The annual employee lottery will continue, both as a fundraising tool for local causes and as an opportunity to enhance team spirit and engagement.



#### Annual Fundraising Gala

We plan to organize our Annual Fundraising Ball once again in 2025, with the final theme and cause to be decided during the year. The goal remains to provide meaningful support to the local community.



### PEOPLE FOCUS

We continue to explore opportunities for collaboration with the Initiative of Youth with Disabilities of Boka regarding potential seasonal employment.

We also remain committed to ongoing positive practices, including:

- Summer Employment Program for youth from local orphanages
- Promoting gender equality and equal opportunity
- Prioritizing merit-based promotions
- Recruiting a diverse workforce from multiple nationalities
- Raising awareness of the Green Key Initiative during employee onboarding

We will maintain our emphasis on team empowerment, inclusion, and sustainability training, with a focus on integrating new hires into our values from the outset.

## SUSTAINABILITY GOALS 2025

*We will continue implementing initiatives aimed at reducing our overall resource consumption and environmental footprint. While specific numerical targets are still under assessment, the following key efforts are planned:*



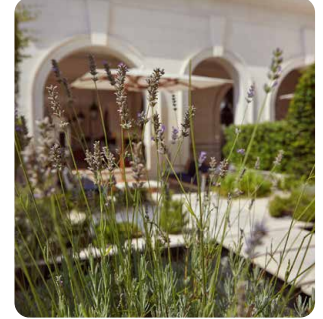
Completion of **water-saving fixture upgrades**, currently at 90% implementation across taps and showerheads.



**Installation of Variable Speed Controls on Air Handling & Ventilation Unit Fans** for optimized energy usage.  
(Compliance target: December 2027)



Final phase of **LED lighting conversion**, bringing the hotel to 100% LED coverage



**Installation of Demand-Based Kitchen Ventilation System (DBKV)** to improve energy efficiency in food production areas  
(Compliance target: December 2027)

*We will continue tracking carbon emissions with the support of IHG's internal metrics and systems.*

### Sustainability Learning and Development

Training programs on sustainability will be enhanced to reflect global trends and brand initiatives, such as IHG's "Meeting for Good".

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*Through these planned initiatives, we reaffirm our commitment to sustainable hospitality and community support, positioning 2025 as another step forward in our responsible business journey.*





ID number GK11832. Certificate issued 1 April 2025.



# Green Key

## CERTIFIED ESTABLISHMENT

# Regent Porto Montenegro

*Blaža Jovanovića 1  
85 320 Tivat - Montenegro*

VALID UNTIL THE END OF APRIL

# 2026

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](http://www.greenkey.global)  
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