

Report of Sustainability

2024

MeraPrime Gold Hotel

Message from director

It is with great pleasure that we share our ongoing commitment to sustainability. Here we announce practices implemented in 2023 and new objectives for 2024. As a boutique hotel located in the heart of Lisbon, we will work to continue minimizing our environmental footprint and making a positive impact on our community. By exploring this annual report, we invite our guests, partners and employees to learn about all of our diverse initiatives. From energy efficient practices to waste reduction and community engagement, we are committed to upholding green values in every aspect of our operations. We firmly believe that every action, no matter how small, contributes to a greener and more sustainable future. All of these measures are governed by the UN's 17 sustainable development goals, which encompass a wide range of global issues and which represent a vision of a better future for all. Thank you to all our employees, partners and guests for being part of our sustainability mission.

Yours sincerely,

Vasco Pires - Hospitality Director

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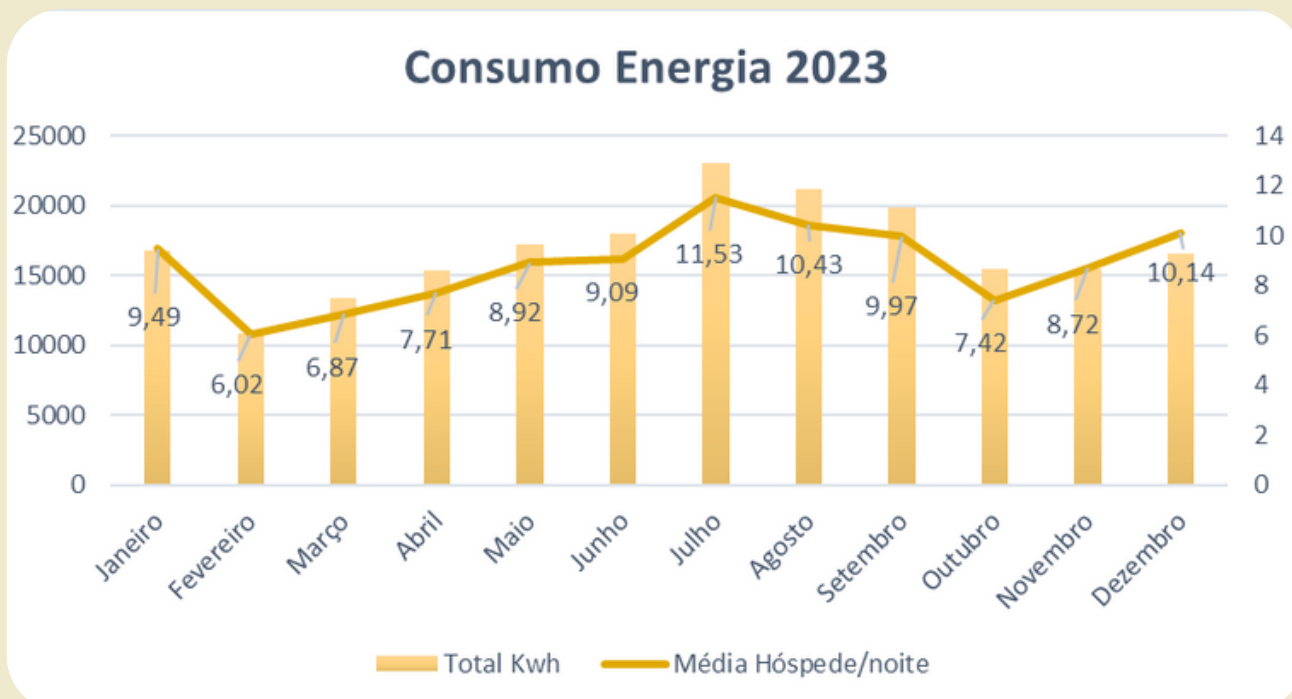
01.	MeraPrime Gold Hotel
02.	Sustainability and environmental performance
03.	Internal social responsibility
04.	External social responsibility
05.	Economic responsibility

1. Sustainability and Environmental Performance



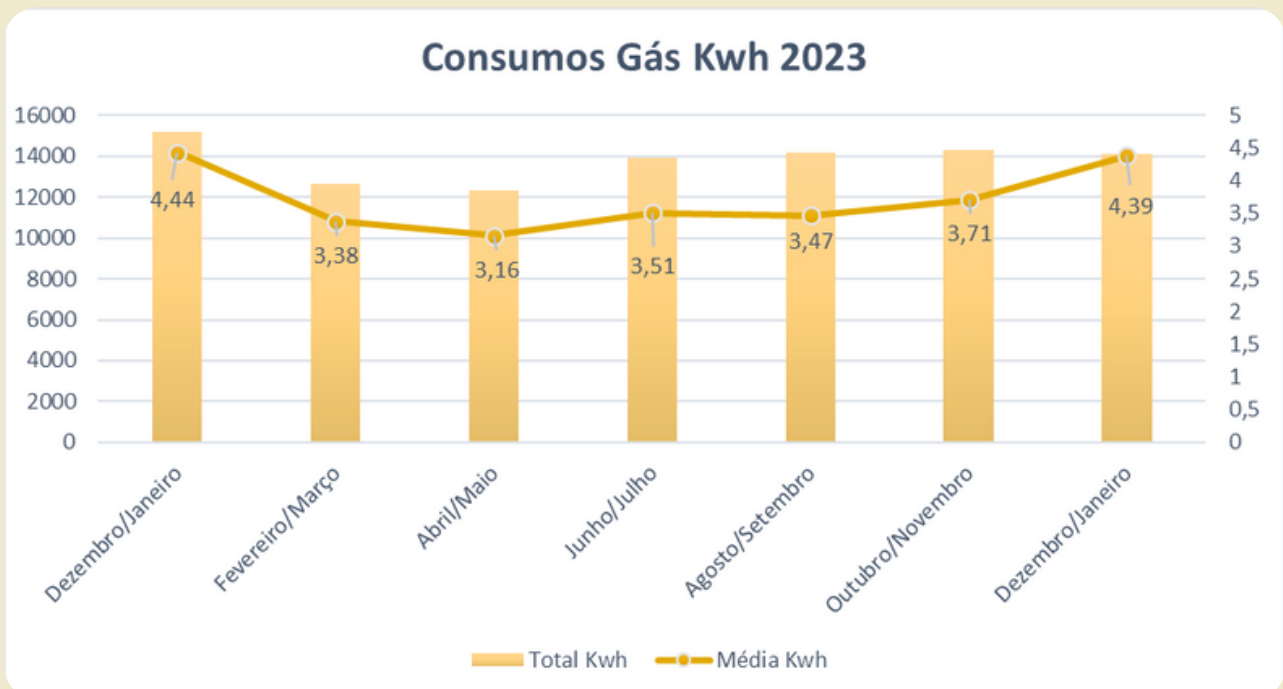
1.1 Electrical energy

Renewable energy is essential for a sustainable future. It offers a clean source of energy, reducing pollution and mitigating climate change. Furthermore, it helps to diversify the energy matrix, reducing dependence on fossil fuels and increasing energy security. From March 2023, the MeraPrime Gold Hotel began to be supplied exclusively with energy from 100% renewable sources. In addition, measurements of energy, gas and water consumption were introduced, with the main objective of analyzing how to reduce consumption throughout 2024 through various actions to be implemented during the current year.



1.2 Gas

Natural gas is an energy source widely used in our production of domestic hot water, being used in water heating systems for bathing, cleaning and personal hygiene of guests and employees. Furthermore, it is often used in activities related to meal preparation, such as the operation of stoves, ovens and other kitchen equipment that depend on fuel for their operation.



Total consumption in 2023: 82,686 kWh

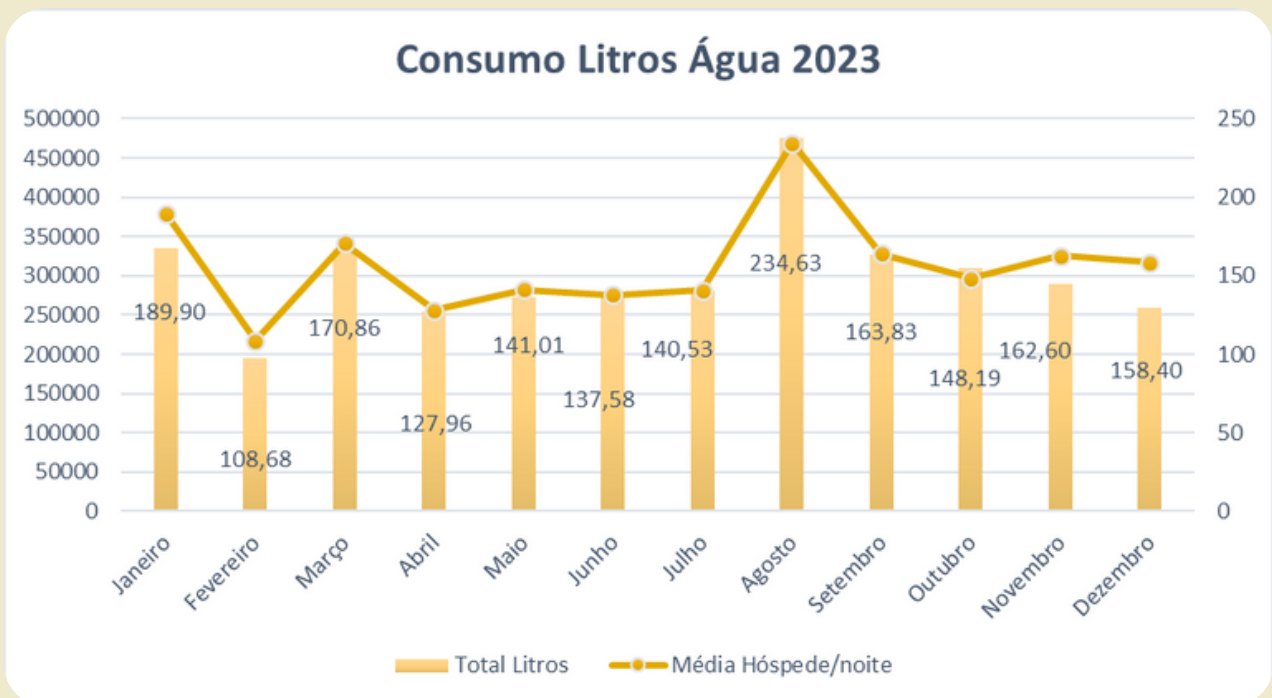
Average in 2023 per guest per night:

3.51 kWh

Total emissions 2023: 20176 kg CO₂

1.3 Water

The sustainable use of water is a global imperative that requires collective action and commitment at all levels of society. By adopting responsible water management practices, we can ensure this vital resource is available for present and future generations. Furthermore, the involvement of civil society is essential to promote awareness about the importance of water and press for political and practical actions that guarantee its sustainable management. By adopting responsible water management practices, we can ensure the sustainability of this vital resource and contribute to environmental, economic and social resilience.



Goals

Setting goals plays a fundamental role in promoting sustainability at various levels, from the individual to the global



ENERGY

Gradual installation of LED lighting and general installation of presence-activated sensors in staff areas

GAS

Place signage elements on the room to raise awareness of the use of hot water and counting and daily control of the Hotel's gas consumption



WATER

Add flow reducers to all hotel taps

1.4 Improving environmental performance in waste management

	<ul style="list-style-type: none"> • Avoid using plastic • Eliminate plastic take-out containers from the restaurant • Recycling of coffee capsules Glass • container for selective collection
GOALS TO 2024	<ul style="list-style-type: none"> • Installation of containers for selective separation of waste in public areas and staff areas • Use eco-certified paper products
	<ul style="list-style-type: none"> • Start weighing and daily control of Hotel waste Recycling of batteries, ink cartridges, lamps and batteries
	<ul style="list-style-type: none"> • Reuse of draft sheets Separation of waste • produced by the different departments of the Hotel
APPLIED IN 2023	<ul style="list-style-type: none"> • Give preference to electronic invoices and receipts, except when requested on paper
	<ul style="list-style-type: none"> • Installation of bath product dispensers

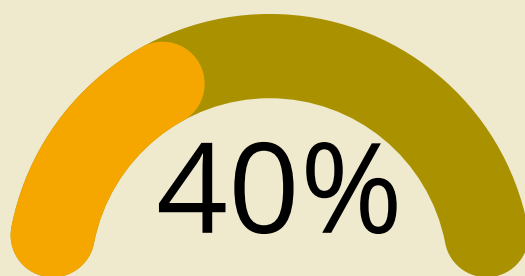
2.0 Responsibility

Internal social



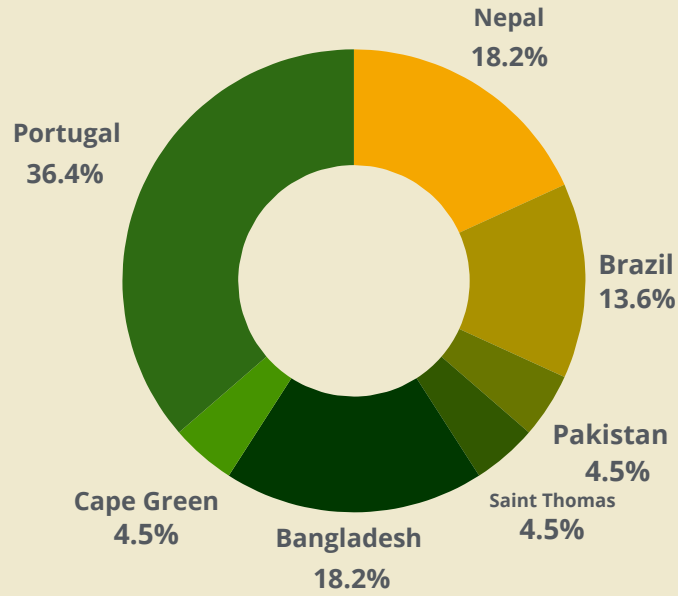
2.1 Internal Social Responsibility

At MeraPrime Gold Hotel we value the inclusion and diversity of our teams, as well as the development of our employees. Training and professional development was the biggest focus in 2023, having invested in internal promotions. 3 people were promoted internally against 1 hired externally. In addition to the internal focus, internal benefits such as food cards, health insurance and transport subsidies were promoted to reward the performance and continuity of employees in the company.

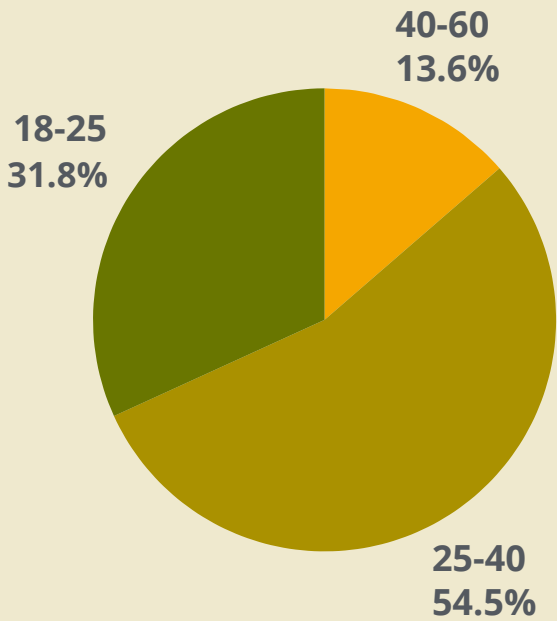


40% of our leadership positions are held by women

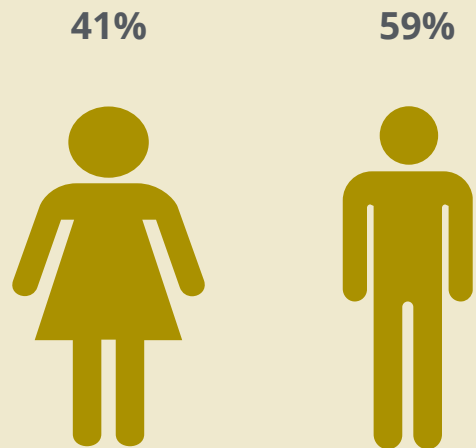
Nationality of employees
Cultural diversity can enrich
the approach to
sustainability,



Age range



Gender



2.1.1 Actions under development

In a world where social responsibility is gaining more and more prominence, internal social actions are fundamental. These initiatives not only strengthen the work environment and organizational culture, but also demonstrate the company's commitment to the well-being of its employees. By promoting corporate volunteering, personal development programs and sustainability initiatives within the organization itself, companies not only generate positive impacts on society, but also cultivate a sense of belonging and purpose among their members

Benefits

Meals available at hotel -
In addition to the daily
food allowance

Awards

Employee of the month award
and annual award according to
the performance

Training

Training manual for Reception,
Housekeeping and we will
implement a F&B training manual

2.2 Responsibility

External social



1

Partnership with the "Porta Aberta" program (aimed at providing employability support to people in vulnerable situations)

2

Donation of mattresses, towels, sheets and crockery in good condition

3

Participate in the Paper for Food action, which consists of exchanging paper used for food

4

Container for collecting toys and clothes where employees can leave items for donation

5

Collection of plastic lids to donate to the Tampinhas project.

6

Promotion of gastronomy, restaurants, bars, tourist entertainment companies and local events

2.3 Specific actions scheduled for 2024

FEBRUARY

Donation to the Nariz Vermelho Institution for children with cancer



MARCH

Plant and sponsor a tree in partnership with SementeSorridente association



APRIL

Tidying and cleaning the association's warehouse Crescer



JUNE

Blood donation by from the MeraPrime team



JULY

Coastal Cleaning with the MeraPrime team



OCTOBER

Team volunteering at CASA association in preparation and distribution of meals for the homeless and people in a state of social vulnerability



DECEMBER

Volunteering at the Banco alimentar association for food collection



Together against food waste

423
magic box were
collected in
2023



2.3 Local Purchases

Since the opening of MeraPrime Gold Hotel, our preference has been to select regional suppliers and producers. It is our chef's priority to manage suppliers with great care to ensure that the majority of products are local while ensuring their safety and quality.

3.0 Economic Responsibility



Since the opening of MeraPrime Gold, we have been closely monitoring changes in tourism, reflecting the ups and downs the sector has experienced throughout 2018, 2019 and during the pandemic. In 2023, we see an increase in the GOP compared to previous years. This year, in addition to prioritizing continued economic growth, we are investing in measures designed to improve the social and environmental performance of our unit. MeraPrime Gold recognizes the importance of operating in a sustainable and responsible manner, contributing to the well-being of local communities and the preservation of the environment. We invest significantly in technologies and practices that aim to achieve energy efficiency in our hotel. We implemented LED lighting systems and motion sensors in our Hotel, drastically reducing our electricity consumption. These measures not only reduce our carbon footprint, but also result in substantial operational cost savings. We invested in water reducers in all taps and showers that will significantly reduce water consumption and waste, also resulting in lower costs for the unit. Promoting the local economy is also a policy that we value. We prioritize hiring local talent and encourage the continuous professional development of our team. Additionally, we actively seek to collaborate with local suppliers to source products and services whenever possible, thereby promoting the economic prosperity of our region.


Beyond words


MeraPrime Gold's concrete commitment to sustainability and responsibility


MeraPrime Gold fully recognizes the vital importance of operating in a sustainable and responsible manner. We are firmly committed to contributing to the well-being of local communities and the preservation of the environment. This awareness guides all of our business practices, from supplier selection to waste management. We believe that by acting responsibly, we not only benefit present generations, but also guarantee a more prosperous and healthy future for those to come.

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