



Our Group Sustainability Commitment

Do Good.
Feel Good.



Our Sustainability Philosophy

When people do good, they feel good.
So, we aim to be a force for good. On every level
– from our individuals to our communities, and
our planet – it’s clear for all to see. We care.

Introduction

At Ovolo, we recognise the activities of our hotels and restaurants have the potential for negative impacts on the environment and community if not properly managed. We are committed to achieving best-practice environmental and social sustainability.

Scope

A proud Hong Kong brand, Ovolo Group remains a family-owned and privately-operated business operating three hotels and one restaurant in Hong Kong, and five hotels and four restaurants across Australia in Sydney, Melbourne, Canberra, and Brisbane. And one Hotel and one restaurant in Bali.

This policy relates to how the products, services, and operations within our company and across our supply chain will be continually reviewed and improved so that we can integrate environmental and social considerations into our everyday practices and make a positive contribution to society.



Purpose

We acknowledge that our company has potential impacts on people and the environment through our operations and supply chains.

Through this policy we:

- Commit to **minimise our material risks and impacts through processes and systems** to measure, monitor and continually improve upon our environmental and social performance by way of annual benchmarking assessments.
- Commit to **minimising our footprint on the environment** by implementing sustainable initiatives aimed at improving the hotel's performance, reducing the use of Energy and Water, and the production of Waste.
- Commit to **compliance with applicable law** in all our operations.
- Commit to **protecting human rights**. We are a committed equal-opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or another country.
- Commit to **fostering responsible environmental behaviour** amongst staff at all levels.
- Commit to **increasing communication and awareness** of our efforts.

Our Focus Areas



Our community

We will:

- Create happy, safe, inspired, and F.U.N workplaces around the world. A place where our strong culture is shaped by our people, for our people. Making for a more engaging, more social, and more connected everyday experience.
- Support children, schools, and charities through monetary and other donations and team volunteering programs as we believe that every child deserves equal opportunities and the best start in life.
- Build a company that reflects the diversity of our customers. A company where inclusion and equity are embedded in everything we do.
- Engage our guests in our sustainability journey, by creating effervescent experiences that transform mindsets, create connections, and encourage action.
- Commit to giving special consideration to local employment, in each region.



Treading lightly

We will:

- Strive to better understand both the direct and indirect impact that our practices may have on environment.
- Seek ways in our hotels to minimise energy, water consumption, and carbon emissions.
- Lessen the overall amount of waste produced in our hotels while taking steps to divert waste from landfill through recycling, composting, donation, and earth-friendly technologies.
- Continually promote environmental awareness throughout all operations of the company.
- Achieve green building certification for all newly owned developments.
- Protect and support biodiversity.
- Take steps to continuously improve our environmental performance.



Sustainable sourcing

We will:

- Work with our value chain to actively and consciously source and procure products and services for our operations in an ethical, sustainable, and socially conscious way including waste reduction and joining the circular economy, local sourcing, human rights, deforestation, and animal welfare.
- Source local, organic produce to serve in our restaurants and bars.
- Create menus in our Restaurant and Bars that reflect our commitment to sustainability and well-being.



Good governance

We will:

- Maintain a sustainable and ethical approach to business practice.
- Comply with all relevant legislation and regulations and aims to achieve international best practices.
- Conduct audits, evaluations, and self-assessments of the implementation of this policy.

NOTE: This policy is a public document and will be reviewed annually.

Girish Jhunjhnuwala
CEO – Ovolo Hotels

P&P No.: SUS001

Version / Date: V004 19.12.2024

Prepared by: Amanda Cottome, BX Manager

Approved by: Girish Jhunjhnuwala, CEO – Ovolo Hotels

Region: ALL

Audience: All Team Members Public Document