

# Pulitzer Hotels Commitment



PULITZER  
HOTELS

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## About Pulitzer Hotels

### Mission and vision

We believe that every encounter at Pulitzer Hotels is an opportunity to create a unique and unforgettable memory. We strive to make each guest feel like an integral part of our identity; each person who is part of our organization is an ambassador of our values and culture. Our mission is to offer guests an experience with its own character and in harmony with the city where they feel at ease. We want them to experience an authentic immersion in the culture and identity of each destination, through our values.

We aim to make a positive impact on guests' lives, our team and the world around us. Each of our establishments is a work of art, with a unique history and personality that we treat with the utmost respect and care.

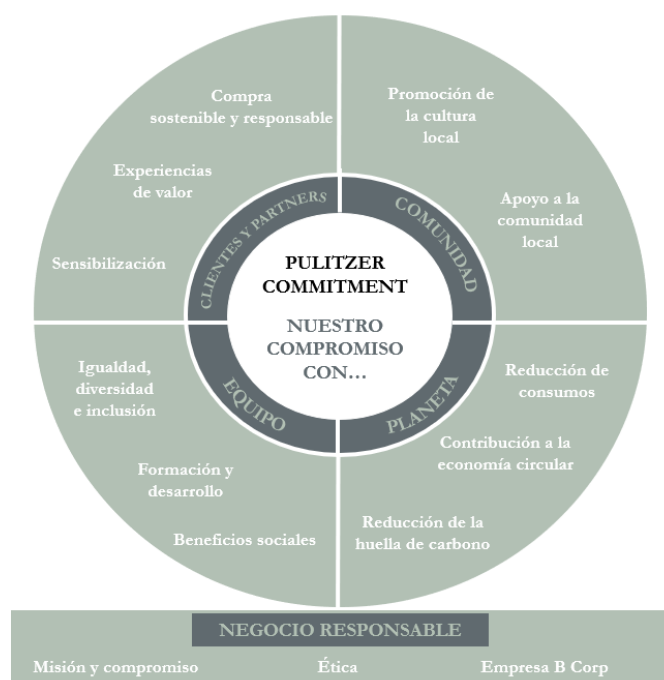
### Our strategic goals

At Pulitzer Hotels, sustainability is a component of our commitment to create a more sustainable and equitable future and is reflected in all of our day-to-day operations and decisions.

Our sustainability strategy is based on five essential pillars, which emerged from an in-depth analysis and stakeholder engagement. These five pillars reflect the core essence and main commitments of the Pulitzer Group.

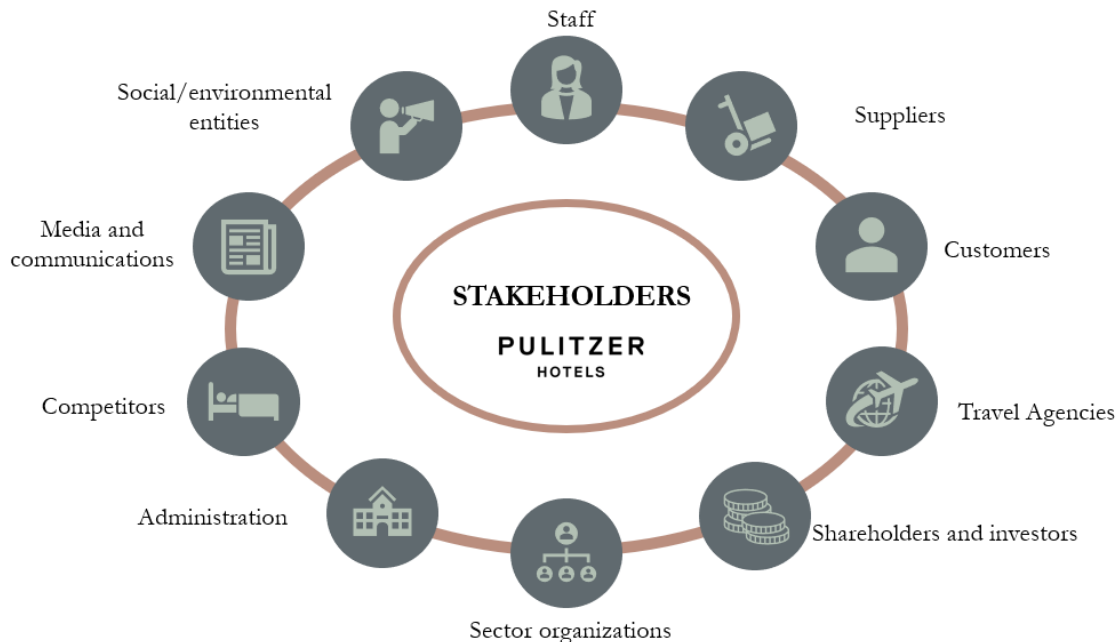
These pillars not only guide our initiatives and programs, but also ensure that our actions generate tangible results for our business, people and the planet. Pulitzer Hotels has a deep commitment to:

- **Customers and Partners:** At Pulitzer Hotels, sustainability is integrated into our operations through responsible purchasing practices and by offering enriching experiences that promote a conscious lifestyle. We raise our clients' awareness of the importance of sustainability, fostering a culture of shared responsibility.
- **Team:** We promote equality, diversity and inclusion in a workplace that values personal and professional development. We implement policies that ensure a respectful and equitable work environment, offering continuous opportunities for training and growth.
- **Community:** We actively engage with local communities through the promotion of culture, local hiring and support for social initiatives. We collaborate with projects that strengthen the social and economic network, seeking to have a positive impact on our communities.
- **Planet:** We implement strategies to reduce our negative impact on the planet by reducing the consumption of resources, improving energy efficiency, promoting the circular economy and decarbonizing our activities. We are firmly committed to the fight against climate change.
- **Responsible Business:** We want to be a best practice benchmark in the sector, where we stand out for our high ethical commitment and our values. Proof of this is our commitment to BCORP, a certification that certifies the generation of positive impact on society and the planet.



## Our stakeholders

Pulitzer Hotels takes its stakeholders into account and is committed to continuous dialogue for decision making. This open and constant communication allows us to identify priority areas for action and address them effectively, considering the needs and expectations of all our employees, customers, partners and local communities.



Through this sustainability report, we share our progress and achievements in each of our strategic pillars. We detail our current initiatives and future plans designed to strengthen our contribution to sustainability. At Pulitzer Hotels, we understand that sustainability is not only a responsibility, but also an opportunity to lead in creating a more prosperous and equitable future. We sincerely appreciate the continued support and collaboration of our stakeholders in this journey toward more sustainable and responsible business practices.

## **Commitment to customers and partners**

### Promotion of sustainable and responsible purchasing

In order to reduce the negative impact generated by the purchase of goods and services, a purchasing policy has been formalized that integrates sustainability issues, where criteria such as: ecological/sustainability certification, locality, energy efficiency, sustainable materials (detail) and inclusion are valued.

In addition, a supplier code of conduct has been drafted to extend our commitments throughout our supply chain. This code of conduct covers such important issues as respect for human rights, compliance with labor standards, anti-corruption practices and environmental protection. To ensure compliance with the code of conduct, suppliers are evaluated based on the submission of questionnaires.

### Customer value experiences

To promote and ensure the health and well-being of guests during their visit, multiple initiatives have been implemented to make guests feel cared for and enjoy the healthiest possible experience.

Rooms have been set up in the hotels to offer wellness activities, such as yoga and meditation classes.

A customer loyalty program called THE PRIZE CLUB has been created.

At the Hotel Regina, a cafeteria and gym have been opened exclusively for customers.

In addition, several measures have been implemented to convert the hotels into cardio-protected spaces, ensuring the safety and well-being of employees, guests and visitors. First-aid training has also been carried out for all hotel staff.

### **Customer awareness**

With the aim of generating environmental and social awareness among our guests, teams are trained on an annual basis so that they can clearly communicate relevant information about the hotel's sustainability initiatives. In addition, a section explaining the sustainability strategy has been included in the welcome manual.

On the other hand, various communication actions are carried out to inform customers about practices focused on the responsible use of resources, through posters and thematic talks at GINA'S.

## **Commitment to the team**

### **Promoting equality, diversity and inclusión**

Pulitzer Hotels works to create spaces where diversity and inclusiveness are encouraged. An Equality Plan is in place and a measurement exercise of key metrics is carried out in order to improve. In addition, inclusive hiring practices are in place and an inclusive work environment is promoted through the appointment of a diversity officer. All employees have equal opportunities for growth, regardless of gender, race or any other demographic factor.

### **Team training and development**

Being aware that knowledge is an engine of development for people and companies, Pulitzer Hotels is committed to a policy of training and personal and professional development of employees, investing in their skills and abilities. In addition, in a complementary and voluntary way, we offer discounts for training through different training programs of the Universitat Ramon Llull - Blanquerna.

### **Employee benefits**

At Pulitzer Hotels, we work to improve the well-being of our employees, offering multiple social benefits:

- Discounts for the gym for workers and their families.
- Yoga and meditation classes
- Discount on private medical insurance
- Free coffee and juices for all staff.
- Celebration of Family Day, in which charity Christmas cards and gifts are given to all employees.

## **Commitment to local community**

### **Promoting local culture**

In order to bring customers closer to the cultural offer and promote the city's cultural activities and events, actions are being carried out to promote local culture and “cultural tourism”. Some of these include:

- Support for emerging and local artists in the “Buenas tardes, Pulitzer” program, which offers live music on the terrace of the Pulitzer Hotel during the summer months.
- Communication to clients of the local cultural agenda through newsletters.
- A personalized travel guide is offered to clients according to their interests through Blend City Guide.
- Transfer of hotel spaces for the celebration of cultural events: Music Forum (promotion of music and emerging artists), Flora House - Alblanc Atelier (flower event for emerging local companies).

### Local community support

With the aim of fighting hunger and the basic needs of the most vulnerable groups in the communities near the hotels, corporate volunteer actions have been organized with social entities such as the Banc D'aliments and donations are given to the CETT Foundation, which promotes training, research and sustainable tourism.

On the other hand, with the aim of contributing to the promotion of decent housing for the most vulnerable groups, different actions have been carried out with the objective of making donations to different foundations.

- Collaboration with Fundació Arrels by holding a solidarity bingo and the initiative “Caldo solidarios”.
- Purchase of Sant Jordi roses and Christmas cards together with the Portolà Foundation.
- Collaboration with the entities FEMAREC and Institut del Treball for social inclusion.
- Collaboration in the Bacardi project “Shake your future” which offers free training to become a bartender.

## Commitment to the planet

### Contribution to circular economy

In at Pulitzer Hotels we believe that the circular economy is the only solution to end the linear economy of the “use and throw away” culture and move towards a circular economy where the concept of “waste” does not exist. For this reason, we have set a series of short-term objectives:

1. Reduce waste generation per hotel by 25% by 2025.

We are committed to reducing waste generation and to this end we have worked on a waste reduction program for each type of waste. During the last few years, different actions are being carried out:

- Restaurants:

At Pulitzer Hotels, we are constantly working on reducing waste associated with the beverages served in our bars and restaurants, implementing several projects focused on sustainability and circular economy:

- ECOSPIRIT Project: This project promotes the circular economy by using large spirits bottles to refill small bottles that are commonly used. With this initiative, we minimize the use of new packaging and reduce waste. Currently, we have started the project using Gin Raw bottles.
- Bag in Box” format: In our restaurant La Esquina, drinks such as sangria and vermouth are purchased in ‘Bag in Box’ format, which allows them to be served in reusable glass bottles, significantly reducing the use of disposable containers.
- Purchase of products in large packages: At Pulitzer Hotels, we are committed to purchasing products in large packages, which reduces the use of plastics and other packaging materials.
- Reusable coasters: We have replaced plastic coasters with reusable versions, which prolongs the useful life of these products and reduces waste generation.





- **Cleaning:**

At Pulitzer Hotels, we also implement measures to reduce waste derived from the use of cleaning products, promoting more sustainable management in our operations:

- **Responsible purchasing of cleaning products:** We purchase cleaning products in large-format packaging, which allows us to significantly reduce the amount of plastic generated and reduce the environmental impact associated with single-use packaging.
- **Ozone cleaning:** In our kitchens, we use an innovative ozone cleaning system, which not only improves the efficiency of the process, but also reduces the use of cleaning cloths. This system prolongs the life of the cleaning rags, reducing their wear and tear and, consequently, generating less textile waste.



- **Rooms:**



Pulitzer Hotels is committed to achieving zero plastic waste by 2025. To this end, it has identified and eliminated all single-use plastics in room service, including single-dose, so that room products are refilled in the dispensers, thus avoiding the generation of plastic waste.

In addition, Pulitzer Hotels makes available to customers the use of amenities on demand, thus working to reduce waste generated.

On the other hand, courtesy plastic water bottles have been replaced by returnable glass bottles that can be refilled at each of the hotel's fountains, thus avoiding more than 50,000 plastic bottles annually.



## 2. End textile waste by 2025 through reuse and recycling

A partnership has been established with Fundació Formació i Treball for the donation of uniforms, furniture and mattresses. In addition, an alliance has been initiated with Coleo, to which uniforms in poor condition are delivered for proper recycling and to ensure their circularity.

At the same time, we are working on the transition to uniforms made from sustainable materials, such as organic cotton and recycled plastic fibers.

It should be noted that the staff uses Camper brand footwear, a B Corp company that stands out for its commitment to selecting materials with a low environmental and social impact.

## 3. End landfilling of furniture by achieving a 100% recycling and/or reuse rate by 2025.

A furniture management policy has been implemented which establishes a waste management hierarchy aligned with circular economy principles, prioritizing repair, donation and reuse. This policy has been communicated to relevant departments to ensure compliance and promote sustainable practices throughout the organization.

During 2024, several actions have been carried out that contribute to this objective:

- Collaboration with the Fundació Formació i Treball: Mattresses, bases and uniforms from the renovation of the Hotel Regina were donated, thus supporting the community and promoting the reuse of materials.
- Employee benefits: Employees have had the opportunity to purchase furniture resulting from the renovation of the Hotel Regina, promoting internal reuse and reducing waste.
- Furniture auction: A furniture auction was organized with the aim of giving it a second life, prolonging its use and contributing to waste reduction.

## Carbon footprint reduction

In accordance with our sustainability strategy and commitment, we calculated the carbon footprint of our hotels located in Europe (2 hotels in Barcelona and 1 in Paris) and carried out a study of the evolution of emissions compared to the previous year.

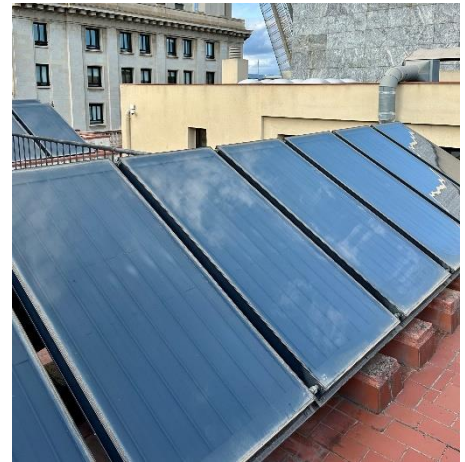


We are currently developing a decarbonization plan with the objective of reducing our Scope 1, 2 and partially Scope 3 emissions by 2029. Among the measures we will implement, we highlight the replacement of air conditioning, refrigeration and lighting equipment with more efficient alternatives. These actions will allow us to significantly reduce energy consumption and CO<sub>2</sub> emissions related to our operation.

In addition, at the Pulitzer Hotel we have thermal panels that use the energy given off by the sun to generate domestic hot water (DHW).

### Consumption reduction

In addition, at the Pulitzer Hotel we have thermal panels that use the energy given off by the sun to generate domestic hot water (DHW).



- Efficient thermal insulation: We have implemented improvements in thermal insulation through the renovation of the carpentry, which allows us to optimize energy consumption by maintaining a stable temperature in the hotel with less use of heating and air conditioning.
- Water consumption awareness: In all hotel rooms, we have placed informative posters to raise awareness among our guests about the importance of responsible water consumption, encouraging a conscious and collaborative attitude towards sustainability.
- Efficient cleaning systems: In our kitchens, we use biodegradable and concentrated soaps that are dispensed through a dosing system, which provides the exact amount of product to be mixed with water. This allows us to avoid wasting cleaning products and improve resource efficiency.



### Food waste

We are committed to reducing food waste and responsibly managing resources in our bars and restaurants. We implement various initiatives that allow us to optimize the use of raw materials and minimize food waste:

- The food prepared in our restaurants is packaged and frozen in individual portions, thawing only on demand, which guarantees freshness and avoids excess.
- Our restaurant menus are strategically developed to make the best use of fresh produce, ensuring that each ingredient has multiple uses and minimizing waste.
- To avoid wasting fruit in the kitchen, we dehydrate them and use them as an accompaniment to our cocktails, giving them a second life.



## Commitment to business responsibility

All these commitments are only effective if they are carried out in a responsible manner, based on values and aligned with the company's mission. At Pulitzer Hotels, we are in the process of achieving BCORP certification, a certification that guarantees that organizations comply with high standards of ethical business responsibility, social aspects and environmental aspects. In addition, we have been working on the creation of a code of ethics, which guarantees that all the company's operations and functioning are governed by our values.

Proud of our commitments, we are working on the preparation of an annual sustainability report that will transparently transmit our commitments, strategies, actions taken and key performance metrics.