



POLONIA PALACE
HOTEL

ESG STRATEGY



ENVIROMENT



SOCIAL



GOVERNANCE



I am honored to be a part of the historical hotel located in the heart of Warsaw. Established in 1913, this landmark property has endured through wars, the reconstruction of Warsaw, post-war times, and the recent pandemic. Continuously serving as a meeting place for local artists and diplomats, it has also been a destination for many international guests. Today, we face new challenges and want to assure you, that we are consciously embarking on a path of change.

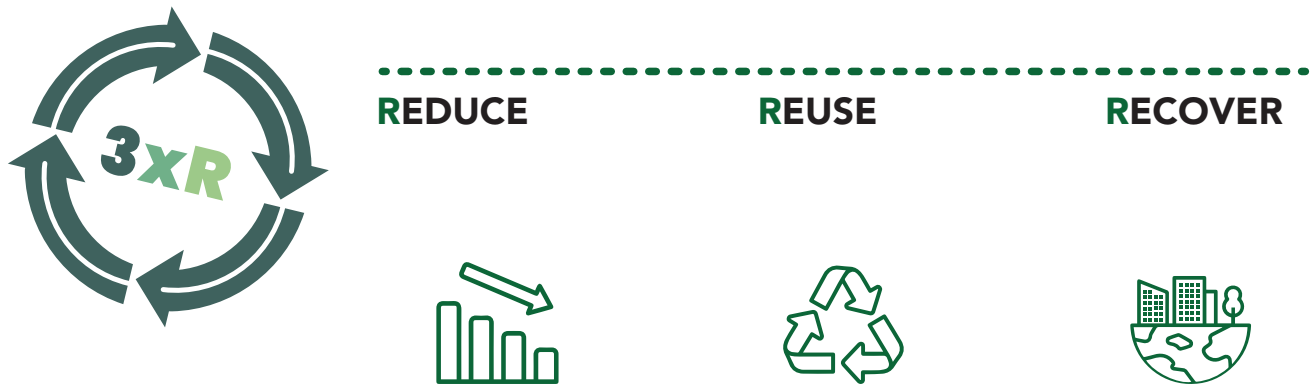
We aim to take even greater care of the local community and the environment than ever before. We are proud of the fact that long before programs and phenomena were named, we were already on this path—a path grounded in transparency, ethics, environmental responsibility, and the well-being of our employees and partners. We have long supported local initiatives, schools, and projects. We have always been committed to the development and education of our staff and have provided assistance during challenging moments in their lives. Furthermore, we have consistently promoted history, tradition, and culture.

I am pleased to share with you a summary of the positive initiatives we undertake for our shared present and future.

With sincere regards,

With sincere regards,
Paweł Lewtak
Board Member

2. Environment



01

3 x R – reduce, reuse, recover – we reduce resource consumption, reuse, and recover.

02

We have implemented a long-term action plan aimed at reducing energy consumption.

03

We lease machines and equipment, minimizing new purchases to the essential minimum. We monitor certificates and energy efficiency indicators.

04

Through our thoughtful purchasing, we have acquired modern equipment with certifications. We monitor our suppliers, paying special attention to energy efficiency indicators and environmental certifications. This has allowed us to install new televisions and minibar refrigerators in rooms and energy-efficient ovens in the kitchen.



05

We minimize buying new equipment by investing in high-quality products which serve us and our guests for many years. And, of course, we prioritize repairs first!

06

We reduce energy consumption in rooms by using keycard systems that activate and deactivate electricity.

07

We use environmentally friendly cleaning products dedicated to the hospitality industry, which are certified by the international brand Ecolab.





08

We collaborate with an up-to-date, local, and certified laundry.

09

We minimize waste by opting for large, refillable containers instead of small cosmetic packaging.

10

We have introduced a water conservation program, encouraging guests to limit the replacement of bed linens and towels. We offer an 'ECO voucher' – guests can display an ECO hanger, informing us about their choice to forgo room cleaning in exchange for a voucher at the hotel Lobby Bar. As a result, we have reduced water, detergent, and plastic consumption.



11

We do not use disposable tableware, and in cases where it's necessary, they are made from eco-friendly materials.

12

We segregate waste.

13

We support local entrepreneurs and manufacturers, monitor the supply chain and collaborate with trusted food suppliers. We process seasonal food by pickling, freezing and marinating. We offer lactose-free and gluten-free products, as well as plant-based drinks and alternatives. We support local producers of cheese, cold cuts, and dairy, as well as farmers growing vegetables, fruits, and herbs. Our menu is frequently updated and short, preventing food waste.

14

We inform and encourage guests to use sustainable, alternative transportation – convenient and affordable public transport, bicycles, scooters, electric cars etc.

15

We have implemented electronic document circulation to we save paper and reduce plastic.





3. Social

01

We treat all employees, guests, suppliers, and the local community on equal, fair, and transparent terms based on business compliance.

02

We offer our employees a friendly work environment based on a culture of trust, communication, and information. We support them in education, parenting, health, and sports activities, providing funding for training, medical care, a sports card, hybrid work, as well as employee lunches and various financial supports.



03

The Polonia Palace Hotel, listed in the historic register, supports local activities and promotes cultural initiatives in Warsaw. We collaborate with brands and creators associated with Warsaw, its history, and traditions, such as theaters and influencers. We support Polish tourist representations abroad and are member of organizations promoting Warsaw. We participate in the European Heritage Days and support Polish cultural awards, such as cinematography. The hotel's interiors have served as a background for many film productions. We encourage guests to explore the city and its monuments, promoting cultural attractions near the hotel and citywide events.

04

For hotel and gastronomy schools, as well as the university of the third age and other groups of interest, we organize tours of the hotel.



4. Governance

01

We operate in accordance with transparent business compliance

02

Requests for proposals and tenders are conducted based on clear principles for all parties.

03

We maintain an open information policy for all stakeholders, including employees, shareholders, and contractors.





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