

A lush rooftop garden with a wooden bench and table, surrounded by various plants and a glass building in the background. The scene is filled with greenery, including tall grasses, leafy plants, and a climbing vine arching over the bench. The bench has blue cushions and patterned pillows. A small table in front of the bench holds a potted plant in a woven basket. The background shows a modern building with large glass windows.

# Commitment to a sustainable future

Hotel Berlin, Berlin

For us, Berlin is not just home it's a way of life. Whether we're from Kreuzberg, Friedrichshain or Spandau, Sustainability is a part of the Berlin experience. The city is on its way to achieving its goals in sustainable development and as a true Berliner, this means we are too!

Together with our teams, partners, change-makers, community of experts and anyone with the desire to get things done, we're making lasting moves towards a happier, healthier planet.

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**Working together to protect our environment.**



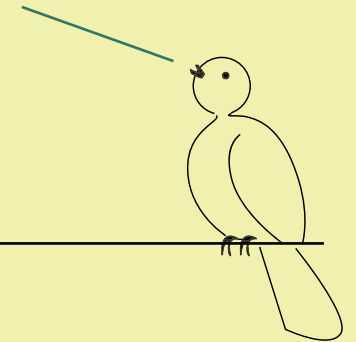
# Energy

We have our own solar system producing energy at a maximum rate of 183kwh per day. For the rest, we use renewable energy sources.

*This means we use 100% renewable energy.*

We use planet-friendly district heating (Fernwärme) for 100% of our heating and warm water. We monitor our energy use on an hourly basis. From Jan to May 2024, our average energy use per guest is 17.8 kwh, which is 31% less than the same period in 2023.

31%  
energy  
saved



## Actions in the past 12 months:

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### Energy saving for our Mini-refridgerators

Devices in standby mode consume unnecessary energy. Therefore, starting in January 2024, we began installing switchable outlets for the mini refrigerators in the guest rooms to save energy. The minibar is turned off by default; our guests can easily turn it on if needed.

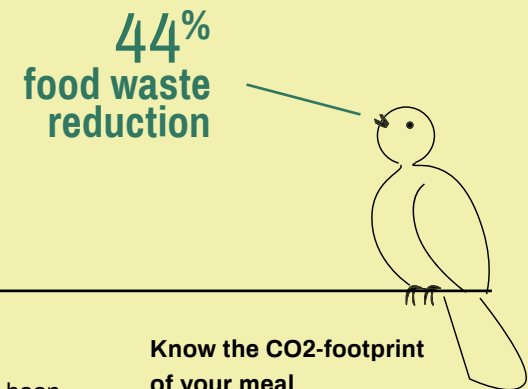
### Energy saving in the sauna area

To reduce energy waste, from June 2024, our Sauna is only heated by request.

# Food waste

We have been using the Winnow AI system to monitor and manage our food waste since 2022. From Jan to May 2024, our average food waste per guest is 126 grams, which is 44% less than the same period in 2023.

To help reduce food waste, we provide the option for conference guests to choose delicious individually portioned food bowls instead of a buffet, or they can share a centralized buffet at their break time.



## Actions in the past 12 months:

### Cooperation with Foodsharing

Since November 2023, the Foodsharing team comes to us every weekday to take any eatable leftovers. The food is shared with their network of people who need it most. As of May 2024, we have donated around 4400 meal portions.

### Every little thing counts

From October 2023, we've been using smaller serving spoons at all buffets.

### 'Only what you can eat' campaign

At breakfast, to encourage our guests to take only as much as they need from the buffet, we created an awareness campaign which is visible on all the plate trolleys.

### Know the CO2-footprint of your meal

In April 2024, we started working together with Klimato, to calculate the CO2-footprint of the dishes we create, to provide carbon transparency for our dishes for the guests.

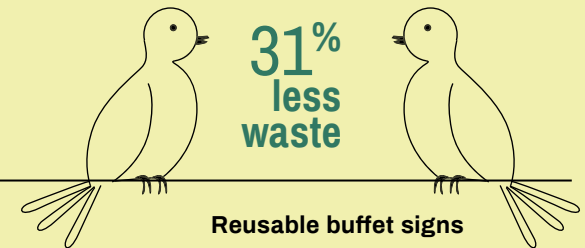




# Waste management

We work with our waste management partner Berlin Recycling and Alba to analyze and monitor our waste. The weight of all kinds of waste is recorded and analyzed and we use the collected data to design measures to reduce and recycle even further.

From Jan to May 2024, our average waste per guest is 859 grams, which is 31% less than the same period in 2023. We are continually working to reduce paper waste across the hotel, like switching to a paperless office model, a digital guest self-check-in service, working with the digital ordering system Lightspeed in our restaurant, Lütze, and teaming up with Mobilo digital business cards for our staff.



## Actions in the past 12 months:

### Sustainable marketing gifts

Instead of wasting the used coffee grounds that are produced, we decided to utilize them in a circular manner and started making our own soap scrub. Once a batch is ready, our sales team take over, individually packaging each bar using cardboard wrapping made of recycled paper, which can, in turn, be recycled. We also made a summer Scrubbish using upcycled citrus from our bar.

### No single-use plastic bags

Our housekeeping team now use reusable and washable bags to pack the sheets.

### Split waste bins

In April 2024, we began replacing the waste bins in the guest rooms. The new bins have separate compartments for paper, packaging and general waste which helps improve recycling rates.

### Sustainable frying oil

In May 2024 our kitchen switched to a more sustainable frying oil: Gerlicher. The oil has a longer life which saves resources and costs. And, when its no longer usable, the oil is collected by the manufacturer in its original packaging for recycling.

### Reusable buffet signs

In June 2024, our F&B team started using buffet signs printed in-house on re-usable plastic card. They can be washed if they get dirty, helping us to reduce paper printing and looks great!

### Waste training

To improve waste recycling rates, our housekeeping team does regular training in waste sorting for our cleaning teams.

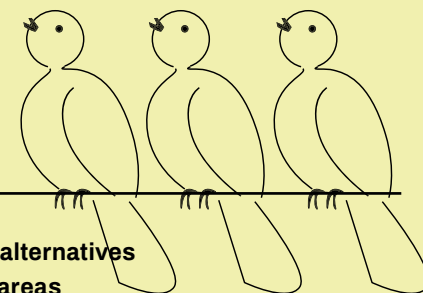


## Chemical Use

To maintain hygiene and ensure a clean and safe environment, we use a variety of cleaning products in our hotel. At the same time, we recognize our responsibility to control chemical use to protect the environment and ensure the well-being of our guests and staff.

We use chemical-free ozone water and eco-labeled cleaning detergents and shampoo in our restaurant and guest rooms.

12 new  
ecolabeled  
products



### Actions in the past 12 months:

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#### Housekeeping cleaning product replacement

The housekeeping team replaced one more cleaning product with an ecolabelled product in November 2023. Most of our daily used housekeeping cleaning products are chemical free or ecolabelled.

#### Ecological cleaning alternatives in our Food service areas

From the end of 2023, we started to replace non-ecolabeled cleaning products with ecolabeled products in our food service areas. So far, we have replaced 12 kinds of cleaning products.



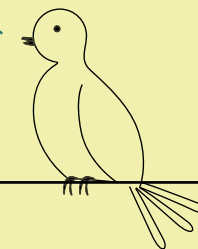
## Water, towels & linen

Here at Hotel Berlin, Berlin, we monitor our water usage on an hourly basis.

We also keep a daily track of our towels & linen usage. From Jan to May 2024, our average use of Towels & Linen per guest is 3.57 units, which is 12% less than the same period in 2023.

From Jan to May 2024, our average water use per guest is 135 liters, which is 11% less than the same period in 2023.

11%  
less  
water  
use



### Actions in the past 12 months:

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#### Green Housekeeping

In November 2023, we started the green housekeeping program, our guests can choose not to have the room cleaned every day, this saves water and energy usage as well as towels and linens. Guests who choose the option are rewarded with a soft drink voucher or a charity donation to Just a drop. So far, only around 1% of our guests have chosen the Green Housekeeping option – we look forward to having more guests joining us!

#### Green Choice QR-code

We placed a QR-code in all our guest rooms which gives our guests information about all the green choices available to them during their stay.





# Mobility

We have a secure bike room for guests with E-bike charging facility.

We partner with local bike company My Hotel Bike to provide bikes to our guests right here at the hotel. Our central Berlin location makes it super easy for our guests to access convenient public transportation options. For example, the famous 100 bus stops just 140 metres from the hotel, and the subway station, with great connections, is just a short 450 meter walk away.

## **Actions in the past 12 months:**

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### **E-car charging stations**

We installed 4 on-site charging stations for electric cars which are now available for use.

### **Bett & Bike**

As of June 2024, we are proud to be part of the "Bett & Bike" initiative and offer our cycling guests the best service.



## More green spaces

As a hotel located in the center of Berlin, we hope to plant more plants to promote biodiversity, enhance guest experiences, and contribute to the well-being of the local community.

### Actions in the past 12 months:

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#### Planting activity

In October 2023, we planted 6 small gardens in front of our hotel. Our separated coffee grounds were used to fertilize the plants! And we did a replanting again in April 2024.

#### Making our Lütze garden greener

In May 2024, our newly designed Lütze Garden space was made greener by adding more plants.

# Caring for people



## Our people

- ✂ We ask our team how things are going, via regular anonymous employee surveys run 4 times a year by the external company engagement multiplier.
- ✂ We celebrate Birthdays and Jubilees and throw parties in summer and for Christmas. Our Christmas lunch is legendary, with our Heads of Departments serving the team.
- ✂ Our training academy enables our team to master new skills. Each department has a department trainer.
- ✂ 30 vacation days a year for all employees is our standard - and another day off for their Birthday.
- ✂ We have an in-house Workers Council and youth worker representation (JAV).
- ✂ Partnership subsidies with the Deutsche Dienstrad and the BVG Job Ticket to encourage our team to travel by bike and public transport.
- ✂ Not only do our team wear planet friendly shoes, but our uniforms are also biocotton.
- ✂ We offer vacation money: each employee receives €15.50 per day.
- ✂ For special days, marriage, the birth of a child, birthday, our staff receive a financial bonus!
- ✂ Family & Friends rate: we offer cheaper rates for relatives to stay at our hotel and other partner hotels in Germany.
- ✂ Each of our staff members gets 10 free overnight stays per year in our hotel as well as reduced rates in participating partner hotels in Germany.
- ✂ And of course, we have our code of conduct.

### Actions in the past 12 months:

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#### Sustainability Training

Between late 2023 and early 2024, we conducted our first Sustainability Training with all internal teams to engage our colleagues in our sustainability initiatives.

#### Diversity & Inclusion

In May 2024, we conducted an 'Unconscious Prejudices' workshop and Diversity and Inclusion Survey with all our internal teams. Another step towards ensuring we offer a diverse and inclusive working environment.



# Community

- ✂ We collaborate locally as much as we can. From our food rescue partner Foodsharing to Berlin based My Hotel Bike, as well as local drink suppliers such as environmentally concious brands like Fritz Cola and Spree Gin.
- ✂ Our hotel is packed with art by local artists, and stories of famous faces to everyday heroes. In our rooms, the community project You, Me & Berlin celebrates Berlin's diverse neighborhoods and the people who live there. We even have our own Art Club in which local artists create stunning urban art works on walls throughout the hotel.
- ✂ We are Pink Pillow Hotels and actively support the LGBTQ+ community. E.g. Table tennis event for rainbow families, donate rooms for Tolerantia Award.
- ✂ By working with Intergral, we provide work opportunities for people with disabilities and help them to find the most suitable role in the company.

## Actions in the past 12 months:

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### Sustainability tourism network

We joined the "Green Pillow" and "Sustainability Circle" community in Berlin, connecting with other hotels and companies in the sustainable tourism network, where we support each other by sharing best practices and working together to make a bigger impact.

### Working with local Design Students

We worked with a local Architecture & Design school to find a new, creative solution for our mini-refrigerator energy saving project. The students came up with amazing ideas!



## Certificates

We are BREEAM-certified, with a rating of very good. Breeam is the world's leading rating system for the sustainability of buildings.

We are also certified with the Green Key, the leading standard for environmental responsibility and sustainable management in the tourism industry.



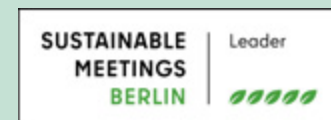
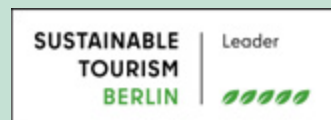
BREEAM®

### Actions in the past 12 months:

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#### New certificates for sustainability:

In January 2024, we successfully passed the audit of the certificates for “Sustainable Meetings Berlin” and “Sustainable Tourism Berlin”, achieved the highest level “Leader”.



Hotel Berlin, Berlin  
Lützowplatz 17  
10785 Berlin, Germany

[sustainability@hotel-berlin.de](mailto:sustainability@hotel-berlin.de)  
[www.hotel-berlin.de](http://www.hotel-berlin.de)

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