



ESG STRATEGY



ENVIROMENT



SOCIAL



GOVERNANCE



Dear Guests,

We warmly welcome you to the Metropol Hotel, which has been accommodating guests from all over the world in the center of Warsaw for over 60 years. We are delighted to have you among them!

Today's world presents us with many challenges resulting from the ongoing degradation of the natural environment. We want to assure you that we are aware of this and are responsibly embarking on a path of change. Our company not only adheres to applicable regulations but also actively cares for the environment and strives to minimize the negative impacts of our hotel operations. We aim to take even greater care of the local community and the environment than ever before. At the same time, we are proud that before programs were introduced, before phenomena were named, we were already on this path – based on transparency, ethics, environmental care, our employees, and contractors.

With even more enthusiasm, I share with you a summary of the positive initiatives we undertake for our shared present and future.

Sincerely,
Paweł Lewtak
Board Member

2. Environment



REDUCE

we reduce resource consumption



REUSE



RECOVER



01

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

02

We lease machinery and equipment, minimizing the purchase of new equipment to the necessary minimum. We monitor certificates and energy efficiency indicators.

03

Thanks to thoughtful procurement choices, we have modern equipment with certificates. We check our suppliers. We pay special attention to energy efficiency indicators and environmental certificates.

04

We purchase high-quality products to serve us and our guests for many years, minimizing the need for replacement with new ones. And of course, we repair first!



05

We reduce energy consumption in rooms by using key cards that activate and deactivate electricity.

06

We use environmentally friendly cleaning agents certified by the international brand Ecolab.

07

We cooperate with the most modern, local, and certified laundry.





08

We reduce waste by discontinuing small packaging of cosmetics in favor of large, refillable containers.

09

We have discontinued the use of water in plastic bottles and replaced them with dispensers providing free, unlimited water, available on each floor 24/7.

10

We encourage guests to limit the exchange of bed linen and towels, thereby reducing water, detergent, and plastic consumption.

11

We do not use disposable cutlery, and if necessary, they are made from ecological materials. We use multi-use dishes and tableware.

12

We segregate waste.

13

We support local entrepreneurs and producers – we cooperate with trusted food suppliers and monitor the supply chain. We buy locally and seasonally. We process seasonal food through pickling, freezing, marinating processes. We offer plant-based products and substitutes, e.g., plant-based drinks, lactose-free products, gluten-free products, etc. We support local producers of cheese, cold cuts, dairy, farmers growing vegetables, fruits, and herbs. Our menu is frequently changed, and the menu is short, so we don't waste food.

14

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

15

Electronic document circulation – we save paper.





3. Social

01

We treat all employees, guests, suppliers, and local communities 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, offering training subsidies, medical care, a sports card, hybrid work, as well as employee lunches and a range of social and financial supports.



4. Governance

01

We operate according to 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 – employees, shareholders, contractors.





HOTEL METROPOL

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