



HOTEL DE ROUGEMONT AND SPA
SWITZERLAND

Corporate Social Responsibility

Overview

The Hotel de Rougemont is located at the Pays D'Enhaut, Vaud, Switzerland. Our property has 33 Alpine-style and comfortable rooms. The hotel has one restaurant, a cocktail bar, a SPA, and a covered parking facility. In addition, guests have the option to rent a luxury chalet that occupies more than 530m² of our property.

Being responsible in the business we are doing is paramount to the industry we love. Our goals are to reduce our carbon footprints, to improve the labor policies, participating in Fairtrade, to promote diversity, equity and inclusion, charitable global giving, invest in our community, make sure our corporate policies benefit the environment and consciously secure the social and environmental investments. In order to achieve these objectives, the hotel will certify that every role in the company perform in improving and maintaining the corporate social responsibility standards.

Date: December the 27th 2023

Sustainability Coordinator:



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Code of conduct

Hotel de Rougemont believes that honesty and fair play are important values in our business. All employees of our organization must ensure that our organization's reputation grows through our absolute honesty, loyalty and ethical conduct. This Code of Conduct defines the principles and guidelines for dealing with the different situations that employee expect.

Bribes, commission and illegal gifts

Employees seeking work-related benefits or profits without the consent of the General Manager is an offence to the code of conduct. The term "profit" includes money, gifts, fees, compensation, services, and favors. The organization's policy is to prohibit employees from seeking profits from customers, suppliers, or anyone else in connection with the hotel's business.

Property information

Employees are not permitted at any time to disclose protected information to third parties outside the organization without permission. This information may relate to all aspects of your organization's business, including investment strategies, sales and marketing plans, new products, financial forecasts, patent applications, customer databases, and copyrighted materials. Information protected to take appropriate security measures to prevent misuse and abuse. An example of misuse is the disclosure of information in exchange for cash rewards. Use of information for personal gain. Disclosure of information to interfere with the interests of the organization.

Sexual Harassment, Workplace Harassment & Violence

Sexual harassment includes making sexist comment, sexual jokes, subtle or overt pressure on sexual favors, sexual hints, and abusive offers. These are not acceptable. Similarly, the Hotel the Rougemont do not tolerate such abuse, or violence in the workplace. These include intimidation, bullying, ridicule, or unjustified exclusion of people.

Equality & diversity

Our employees include unique individuals with different skills, perspectives, and experiences. Our team members may be different, but they come together to achieve the same goal. They may not look or act the same, and they may also come from different locations. However, at Hotel de Rougemont we strongly believe that the more diversity our employees bring, the bigger the talent pool and that leads to better ideas and innovation.



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Sustainability Policy

Hotel De Rougemont is committed to reducing our company impact on the environment to the greatest extent possible and to encouraging our teams to do the same. We seek to continuously improve our environmental stewardship and to reduce the environmental footprint of our activities and benchmarking.

To achieve this, each member of the green team committee, to the best of their abilities, endeavors to:

- Promote responsible and efficient use of office materials and resources throughout our departments, including paper, water, electricity, and other resources.
- Give preference to renewable over non-renewable energy sources, when feasible.
- Reduce, reuse, and recycle, to eliminate waste and conserve natural resources.
- Dispose of waste safely and responsibly, including waste separation and recycling.
- Encourage increasing energy efficiency and reducing energy consumption by using energy saving devices and appliances.
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner.
- Encourage the use of video conferencing and virtual work, and the use of fewer flight legs on travel, when appropriate, to reduce the amount of unnecessary travel and therefore Hotel de

Rougemont's carbon footprint.

- Comply with all applicable environmental laws/regulations in Switzerland.
- Conduct due diligence on all funding partners' environmental, labor, human rights, and social responsibility actions.
- Promote biodiversity conservation by implementing practices that protect and enhance the local ecosystem surrounding Hotel De Rougemont, including the preservation of native flora and fauna, and support for sustainable agriculture and landscaping practices that promote biodiversity.



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- Promote local employment opportunities by prioritizing the hiring of local residents and collaborating with local workforce development initiatives to support the growth of the community
- Commit to continuous improvement by regularly assessing our sustainability practices and seeking innovative solutions to further reduce our environmental impact, enhance social responsibility, and improve overall sustainability performance.
- Uphold fair trade principles by sourcing products and services, where feasible, from suppliers who adhere to fair trade practices, ensuring fair wages, ethical labor conditions, and equitable trading partnerships.

Sustainability Coordinator:

Assistant to General Manager & Sustainability Coordinator - Licinio Sanches

Green team members:

General Manager — Yi Ju Yan
Events & Front Office Manager- François Katz
Chef— Andrea Gaia
Restaurant Manager — Emma Thinner
Housekeeping manager — Herberto Chabert



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