

## ENVIRONMENTAL MANAGEMENT PRINCIPLES AND GOALS AT LYDIA HOTEL

Tartu, 2023

### Environmental policy at Lydia Hotel:

The goal of Lydia Hotel is to be an accommodation with a sustainable way of thinking and operating, whose CO2 footprint would be minimised in the best possible way. We consider the contribution of the company, team and guests to more sustainable activities important. Environmental protection is integrated into our economic activities and is an equal and inseparable part of the management system. Environmental manager of Lydia Hotel: senior administrator Maarja Treimut (on maternity leave), deputy Diana Timberg.

### Principles of the given environmental policy:

- we comply with environmental laws and norms and take into account environmental development trends;
- we prevent and reduce environmental pollution and related risks; • We assess the environmental impacts related to our activities and take them into account when managing the company;
- we influence suppliers to offer services that meet the hotel's environmental requirements in terms of quality;
- we are responsible for the sustainability of the environment through our sustainable activities;
- we consider the principles of social responsibility and sustainability important.
  - ✓ Providing social support, development and training for employees.
  - ✓ Creating safe working conditions and developing a safety culture.
  - ✓ We protect our employees from dangers in the workplace and support health promotion measures.
  - ✓ We stand for fundamental rights and do not tolerate discrimination based on gender, age, race, nationality, disability, social origin or sexual orientation.
  - ✓ We help local communities cope with challenges by donating old blankets, pillows and towels to shelters or nursing homes in need.

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Objectives and activities to reduce environmental impact:

- since the employees bear the responsibility for executing activities related to the environment, we involve them by raising awareness and setting environmental goals;
- we keep and set goals and activities following the principles of the Green Key environmental management system;
- we provide environmentally friendly services (see activities).

Activities:

- we use all resources economically and efficiently and measure their consumption monthly;
- we reduce the amount of waste and actively engage in waste sorting within the company, and we promote and enable this for our guests in public areas as well;
- we reduce the handling of packaging and use soap and shampoo dispensers in the rooms, and therefore no longer offer disposable shampoo bottles;
- we return packages in the largest possible volume;
- we reduce the number of paper information materials used in the hotel and use QR codes to share information, and instead of a paper newspaper, there is a complete digital package of Postimees for guests to read free of charge;
- we support the circular economy by donating old blankets, pillows and towels to shelters or nursing homes in need;
- we have joined the Green Tiger campaign, and we inform guests about the importance of reducing food waste at breakfast with the campaign message: Let's keep good food!
- starting 2023, Lydia hotel and restaurant Hõlm switched over to the consumption of eggs only from free-range chickens;
- we also involve our guests in environmental activities through notifications and guidance;
- we try to use local raw ingredients as much as possible, and we have also built two beehives on the roof of the hotel; the honey is used in our restaurant and self-service lounges;
- we prefer cooperation with partners who have similar environmental beliefs.

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