SUSTAINABILITY REPORT

[July 2023-June 2025]

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"Proud of the initiatives undertaken and the progress achieved, we are pleased to share through this sustainability report the accomplishments that reflect our commitment. You will also discover the key developments and the improvement actions we are implementing to continue moving towards a more responsible and sustainable future."

I. Environmental performance:

a) Energy:

Energie consommée	Total kWh	Average de kWh per night stay	Total kg CO_2e	Average kg CO_2e per night stay
July 2024-june 2025	3 759 815	68.84	1170652,61	21.18
July 2023-june 2024	4 885 727	90.56	1356708,47	24.92

Section Name	Classification	This Year Total	Last Year Total	% change from last year
Energy				
	Mains electricity and Gas (kWh)	3 759 815,00	4 885 727,00	-23,04
	Mains Electricity (kg CO_2e)	859 400,11	825 944,52	4,05
	Fuels measured by weight (kWh)	4 478,28	5 286,82	-15,29
	Fuels measured by weight (kg CO_2e)	421,99	368,47	14,52
	Fuels measured by liquid (kWh)	40 819,89	36 924,17	10,55
	Fuels measured by liquid (kg CO_2e)	10 192,78	9 219,69	10,55
	Total Kilowatt Hours (kWh)	3 805 113,17	4 927 937,99	-22,78
	Ave kWh Per Guest Night	68,84	90,56	-23,98
	Total Energy Emissions (kg CO_2e)	1 170 652,61	1 356 708,47	-13,71

	Energy Consumed (kwh)	Change
July 2024-June 2025	2 112 846	+3.89%
July 2023-June 2024	2 030 595	

What Worked Well:

1. Overall reduction in energy consumption:

- Total kWh: decrease of 23% (4,885,727 → 3,759,815). This demonstrates improved overall energy efficiency.

2. Reduction in CO_2e emissions:

- Total CO_2e: decrease of 13.71% (1,356,708 → 1,170,652).
- Average per guest night: decrease of 15% (24.92 → 21.18 kg CO_2e).

3. Improved efficiency per guest night:

- Average kWh per guest night decreased from 90.56 → 68.84 kWh. This reflects an optimization of consumption relative to occupancy rates.

4. Significant decrease in fuel consumption (by weight):

- Reduction of 15.29% (kWh).
- Direct impact on emission reduction.

Areas for Improvement:

1. Control the increase in electricity consumption (+3.89%):

- Strengthen energy efficiency actions: expand LED lighting to 100% (currently 85% of areas are LED-lit).
- Work on integrating additional renewable energy sources and considering green electricity to cover a larger share of demand.

2. Further improve carbon performance:

- Although emissions have decreased, there remains potential for additional reduction by opting for green electricity and installing solar panels.

3. Reduce liquid fuels:

- Consumption has still increased by 10.55%.
- Optimize the use of service vehicles.

b) WATER :

Water consumption	Total m3	Average m3 per guest night	Total kg CO_2e	Average kg CO_2e per guest night
July 2024-june 2025	36 809	0.66	5484,54	0.099
July 2023-june 2024	41 640	0.76	6204,36	0.0114

What Worked Well:

1. Significant reduction in water consumption (–11.6% in total and –13% per guest night), and consequently in associated emissions (–11.6%).
2. Improved efficiency in water resource management and preventive maintenance.
3. Positive environmental impact and alignment with a sustainable approach.
   The hotel has recently renewed all flow reducers, which will result in even greater efficiency in reducing water consumption.

Areas for Improvement:

1. Identify high-consumption areas (kitchen, gardens, guest rooms) to better target actions.
2. Increase staff awareness and training.
3. Invest in innovative technologies, such as a water recycling system, if feasible.

c) Waste Management:

Solid waste disposal	Total kg	Average kg per guest night	Total kg CO_2e	Average kg CO_2e per guest night
July 2024-june 2025	Landfill	Landfill	Landfill	Landfill
	16682 kg	**0.3 kg**	**9490.89 kg CO_2e**	**0.17 kg CO_2e**
	Incineration	Incineration	Incineration	Incineration
	0 kg	**0 kg**	**0 kg CO_2e**	**0 kg CO_2e**
	Recycling	Recycling	Recycling	Recycling
	8073 kg	**0.14 kg**	**171,91 kg CO_2e**	**0.003 CO_2e**
	Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic
	1168 kg	**0.02 kg**	**10.45 kg CO_2e**	**0.00019** kg CO_2e
	Total	**Total**	**Total**	**Total**
	25933 kg	**0.46 kg**	**10398.2 kg CO_2e**	**0.18 kg CO_2e**
July 2023-june 2024	Landfill	Landfill	Landfill	Landfill
	19314 kg	**0.35 kg**	**12106.84 kg CO_2e**	**0.22 kg CO_2e**
	Incineration	Incineration	Incineration	Incineration
	0 kg	**0 kg**	**0 kg CO_2e**	**0 kg CO_2e**
	Recycling	Recycling	Recycling	Recycling
	5088 kg	**0.09 kg**	**108,34 kg CO_2e**	**0.001 kg CO_2e**
	Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic
	1544 kg	**0.03 kg**	**13.82 kg CO_2e**	**0.00025** kg CO_2e
	Total	**Total**	**Total**	**Total**
	25946 kg	**0.47 kg**	**12229 kg CO_2e**	**0.22 kg CO_2e**

Landfill	Recycling	Compost	Total	CO2e Total	Average per night stay
Decrease of 2 632 kg de déchets enfouis (≈ –13,6%)	**Increase of 2 985 kg of recycling** (≈ +59%)	**Decrease of composting** (– 24%).	**Quasi stable**	**Reduction :** - 15%	**Slignt improvement**

What Worked Well:

1. Reduction in landfill waste (–13.6%), which led to a significant decrease in CO_2e emissions.
2. Significant increase in recycling (+59%), indicating better waste stream management.
3. Overall reduction in CO_2e emissions (–15%), despite a stable total waste volume.

Areas for Improvement:

1. Improve composting: the volume dropped by 24% → strengthen the selective collection of biowaste and look for specialized collectors.
2. Reduce waste at the source: although emissions have decreased, the total weight of waste remains stable → it is necessary to reduce overall production (reduction of single-use plastics, better purchasing management).
3. Further optimize sorting: despite the increase in recycling, 16 tons are still landfilled → redirect more waste towards recycling/composting.
4. Train and raise staff awareness to improve sorting practices and reduce stream errors.

Reduction of single use plastics:

	July 2024-june 2025	July 2023-june 2024	%
Single use plastics	**314 987**	**334 975**	**-5.97**

- Between July 2023–June 2024 and July 2024–June 2025, the consumption of single-use plastics decreased from 334,975 units to 314,987 units, representing a reduction of 19,988 units. This corresponds to a decrease of nearly 6%.
- This trend confirms the effectiveness of the measures implemented over the past two years, during which our actions focused on reducing single-use plastics, and demonstrates that the efforts undertaken are beginning to bear fruit.

This approach has been reinforced by our membership in the BeMed business network, and we have specifically targeted plastics generated by the back office

D. Total Emissions :

Total emissions	Total kg CO_2e	Average kg CO_2e per guest night
July 2024-june 2025	1186500,24	21.47
July 2023-june 2024	1375141,83	25.27

Section Name	Classification	This Year Total	Last Year Total	% change from last year
Summary				
	Scope 1 emissions kg CO_2e	311 252,48	530 763,95	-41,36
	Scope 2 emissions kg CO_2e	859 400,10	825 944,53	4,05
	Scope 3 emissions kg CO_2e	15 847,62	18 433,36	-14,03

What Worked Well:

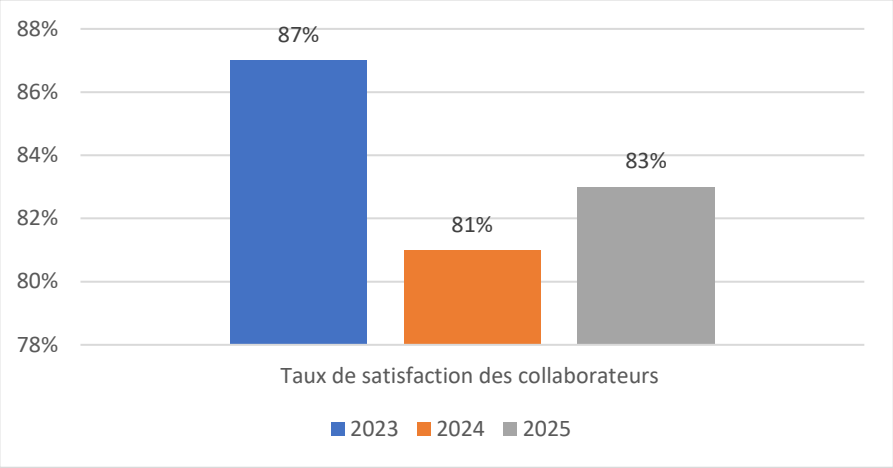
1. Reduction of total emissions by 13.7% between 2023–2024 and 2024–2025.
2. Decrease in carbon intensity per guest night by 15%.
3. Significant reduction in Scope 1 emissions (–41.36%), confirmed by the decrease in solid fuel consumption/weighted kWh (–15.29%).
4. Notable reduction in Scope 3 emissions (–14.03%), thanks to efforts in the supply chain.

Areas for Improvement:

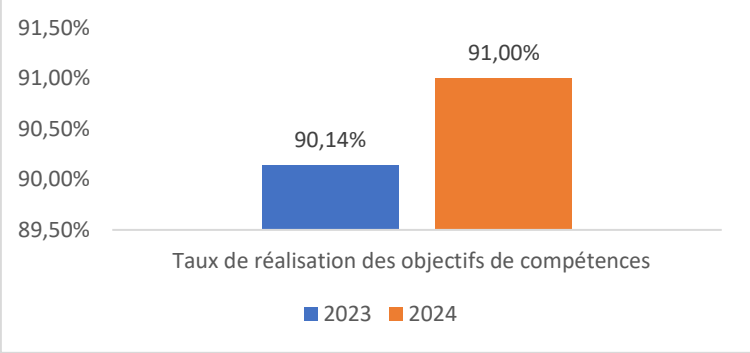
1. Scope 2: increase in emissions (+4.05%), linked to higher energy consumption → need to strengthen energy efficiency and increase the use of renewable energy.
2. Liquid fuels: consumption increased (+10.55% in kWh), and therefore associated emissions also rose (+10.55% in kg CO_2e).
3. Scope 3: prioritize local and low-carbon sourcing, knowing that 90.9% of our suppliers are local (≤60 km), and further develop waste reduction and recovery actions.
4. Overall emissions remain high (> 1.18 million kg CO_2e) → efforts must be continued and consolidated.

II. Social Performance :

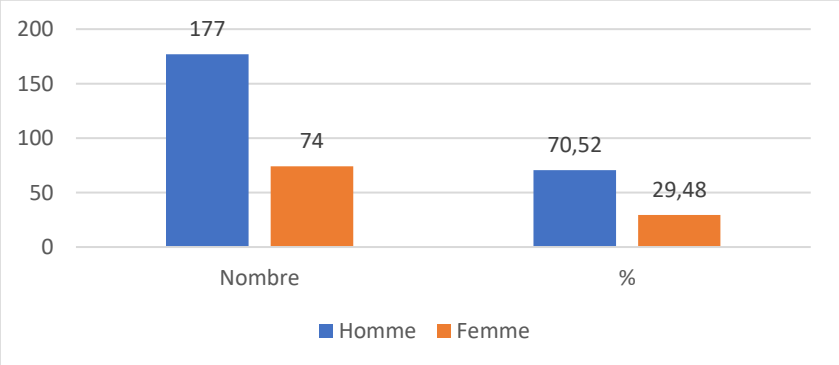
a) Employee Satisfaction:



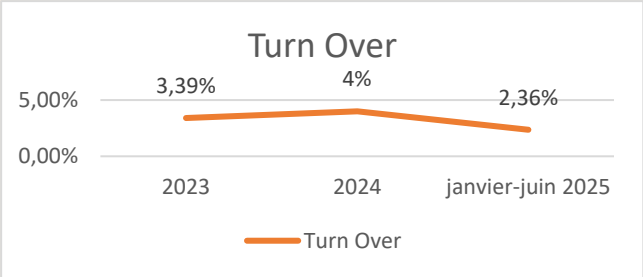
C) Skills Development :



D) Workforce :



E) Turn Over :



F) Team Building :

Team building days are organized every year to strengthen team cohesion and allow staff to discover the archaeological sites of Tunisia

2024

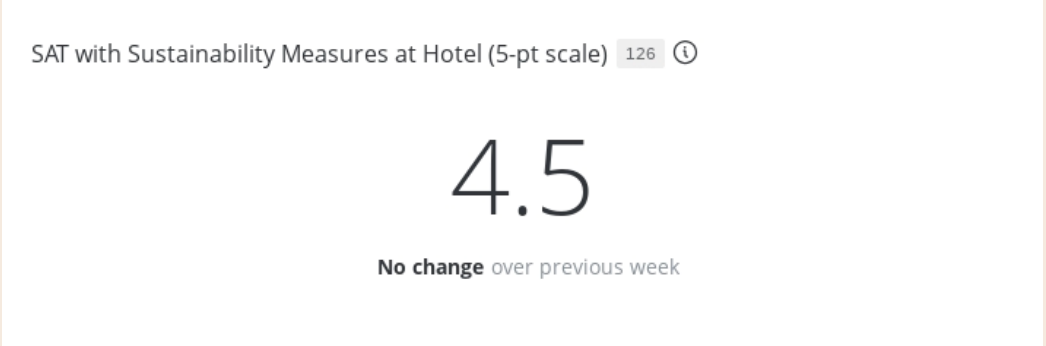
2025

III. Community Support:

- Continuation of cleanup campaigns for the public beach and the road leading to the hotel:

- Fundraising for SOS Children's Villages
- Proceeds from the sales of pink cocktails and desserts donated to the cancer prevention association
- Support for the documentary film "*Bâtisseurs"*, focused on heritage and transmission, paying tribute to the women and men who contributed to building Tunisia
- Participation in the work of the Hammamet Hotel Association with the aim of improving the sustainability approach in the region

IV. Customer Satisfaction with Sustainability at La Badira:



V. Action Plan from 2026 onwards:

Axe		Actions	Due Date
Electricity		Expand LED lighting to 100% Work on integrating green electricity to cover a larger share of demand	**June 2027**
Water		Identify high-consumption areas (kitchen, green spaces, guest rooms) to better target actions	**June 2027**
Waste	**Composting and biowaste**	Improve composting: strengthen the selective collection of biowaste and identify suitable collectors	**June 2027**
	Waste Reduction at the Source	Reduce single-use plastics by an additional 10% by 2030: 2% annual reduction	**June 2027-2030**
	Waste Sorting	• Further optimize sorting: redirect more waste towards recycling/composting. • Strengthen staff training to improve sorting practices and reduce stream errors.	**June 2027**
Scope 3 Emissions		Prioritize local and low-carbon sourcing: increase the share of local or certified sustainable suppliers by 20% by 2030, with an annual increase of 4%.	**June 2027-2030**
Total Greenhouse Gas Emissions		Reduce total greenhouse gas emissions by 20% by 2030: 4% annual reduction	**June 2027-2030**
Biodiversity		Collaborate with environmental associations strengthen practices that respect the coasta marine ecosystem	**June 2027**
Community Support		Support a new community project such as allocating revenues from recycling and waste sales to a local association	**June 2027**

VI. Conclusion :

We are proud of the progress made and the concrete actions implemented with determination to embed our hotel in a sustainable development approach. These achievements reflect our sincere commitment to reducing our carbon footprint, limiting our environmental impact, and strengthening our social and societal responsibility.

However, we are fully aware that the journey is still long. This is why we will continue our efforts with the same determination, in order to go even further and contribute to a more responsible and sustainable future for all.