BOTANIQUE
HOTEL · PRAGUE

SUSTAINABILITY REPORT
2024

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INTRODUCTION

Foreword

Jaroslav Kroužel
Chief Sustainability Officer
Hotel Botanique Prague

Dear readers,

2024 marked another step forward on the journey we began a year ago. Sustainability is no longer just a vision for us—it has become a practical part of our daily operations. We are proud to present the second Sustainability Report of Botanique Hotel Prague. This year, we also completed our second carbon footprint calculation, allowing us to track our progress and plan targeted improvements with greater confidence.

In close collaboration with experts from SUSTO – Sustainability Tools and CI3, we have continued our ESG audit and further developed our internal processes. This effort included our first series of employee training sessions, which received very positive feedback—and a second round is planned for this year. I am proud of how our entire team has embraced these changes—with openness, energy, and genuine interest.

Our goal for 2025 is to complete a comprehensive sustainability strategy, guided by data, values, and above all, respect for both people and nature. We would like to thank everyone who supports us on this journey—our guests, partners, and colleagues. We firmly believe that responsible business is not only possible, but essential.

Interest in sustainable tourism is growing across the entire industry—from guests, corporate clients, and investors alike. According to international surveys, more and more travelers are seeking accommodations that reduce their environmental impact and actively communicate their initiatives. At the same time, regulatory pressure is increasing—including EU directives on non-financial reporting—which encourages even smaller businesses to become more transparent. The economic environment demands greater efficiency, innovation, and the ability to adapt to new expectations.

Sustainability is no longer just a moral choice—it has become a competitive advantage and business asset. Guests who deliberately choose responsible hotels tend to show greater loyalty, provide more positive reviews, and foster stronger relationships with companies pursuing their own ESG goals.

In 2024, we significantly strengthened our sustainability management approach by formally embedding it in the **Sustainability Strategy of Botanique Hotel Prague.** This document provides a framework for managing the environmental, social, and economic impacts of our operations over the long term. The strategy outlines a clear vision, seven strategic goals, and specific commitments for the 2025–2027 period, developed in cooperation with SUSTO – Sustainability Tools.

The strategy is based on key principles: focus on concrete actions and measurable impact, transparency and open communication, credibility with guests, employees and partners, and the integration of comfort, service, and responsibility. In line with these principles, we have formally defined our sustainability policy, including an annual action plan. Guests are informed of our initiatives through in-room and online messages and are encouraged to participate—for example, by choosing sustainable transport options or joining our green initiatives.

Among many initiatives we launched last year, a few stand out: the introduction of online check-in to reduce paper consumption, and the expansion of guest participation through the "Do not clean my room today – I'd rather plant a tree" program. Thanks to this initiative and in cooperation with the Zasaď život organization, we planted over 1,000 trees during a team-building event. We also officially formed the Green Committee, which oversees our internal sustainability initiatives and supports their systematic development. It was responsible for leading the preparations for the Green Key application.

Obtaining this internationally recognized certification is our major goal for the first half of 2025. It is a milestone that represents not only the recognition of our efforts to date, but also a commitment to deepening them further.

Examples of our operational measures also include the exclusive use of environmentally certified cleaning products (e.g., EcoLabel), water savings through aerators and efficient cleaning practices, and waste sorting into at least three categories in compliance with legislation. We are also transitioning toward a circular economy model. Additionally, we have implemented temperature monitoring and control within the building and continue to optimize the hotel's energy management.

Corporate Social Responsibility (CSR) is a natural part of our sustainability approach. We believe that CSR is not merely a supplement, but a way to embed our brand within the community and contribute to broader positive impacts.

Our vision for 2025 is clear: to achieve Green Key certification, establish a robust monitoring system for tracking progress toward our strategic goals, and implement an action plan with concrete activities, assigned responsibilities, and evaluation criteria. We aspire to be a brand synonymous with sustainable hospitality in Prague.

We believe that high-quality service and a responsible approach to the planet are not mutually exclusive—on the contrary, they create a new, stronger kind of value.

Jaroslav Kroužel
Chief sustainability officer
Hotel Botanique Prague

Structure and methodology of preparing this report

This report was prepared in alignment with the **EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs** (VSME), following the most recent version available as of December 2024. The application of this standard reflects our commitment to transparency, accountability, and continuous improvement in the area of sustainability.

The primary objective of adopting the VSME standard is twofold. First of all, we would like **to meet the data expectations of our key stakeholders**, including our guests, partners, employees and investors, by providing structured and comparable data on our environmental, social, and governance (ESG) performance. Our second objective lies in **generating evidence-based insight into our own sustainability performance**, enabling informed planning, targeted improvements, and better internal decision-making.

Where possible, we have included comparative data from the previous reporting year to support performance tracking over time. However, certain metrics and indicators are being reported for the first time in this year's edition, and as such, do not yet have a historical baseline. We report on all the applicable disclosures of the VSME standard and provide additional information, relevant to the hospitality sector. The list of disclosures applicable to our undertaking is summarised in the table below.

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Table 1: Overview of applicable disclosures reported for the year 2024

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BASIC INFORMATION

B1 – Basis for preparation

§ 24 (a)	In preparing this report, we have chosen to disclose information in accordance with both the **Basic and Comprehensive modules** of the VSME standard (Option B).
§ 24 (c)	This sustainability report is being prepared on an **individual basis**.
§ 24 (e)	Basic information about our company

Company name	ARTHURINVEST, s.r.o.	
Legal form	Private limited liability undertaking	
NACE sector classification codes	55101 - Hotels 5610 - Restaurants	
Size of the balance sheet	**2024**	**2023**
	725 440 198,- CZK (approx. 29M EUR)	700 056 000,- CZK (approx. 28M EUR)
Turnover	208 947 891,- CZK (approx. 8,36M EUR)	192 931 105,- CZK (approx. 7,72M EUR)
Number of employees (FTE)	46	42
Geolocation	**Address**	**Coordinates**
	Sokolovská 11, 186 00, Prague, Czechia	N 50° 5' 29.525" E 14° 26' 22.751"

Table 2: Basic information about the undertaking in accordance with § 24 (e).

§ 25	**Sustainability-related certification**

We recognize the significant value of certifications in establishing clear benchmarks and effectively communicating our achievements to stakeholders.

Demonstrating our commitment to this principle, we have dedicated considerable effort towards securing a recognized certification. In March 2025, Botanique Hotel Prague officially submitted its application for certification under the **Green Key International program for hotels**.

C1 – Strategy: Business model and sustainability-related initiatives

§ 47	Key elements of our business strategy
§ 47 (a)	Significant groups of services offered

Hotel Botanique Prague provides accommodation, catering, and conference services (see Table 3). The hotel features 214 guest rooms, which achieved an average occupancy rate of 84% in the past year, amounting to a total of 66,047 room nights sold. On average, guests stayed 3.2 nights per visit (see Table 4).

Our services are consistently rated highly by guests, as reflected in the Global Review Index (GRI)—one of the hospitality industry's most recognized metrics for guest satisfaction. The GRI aggregates reviews from over 140 online travel agencies and review platforms across multiple languages, offering a comprehensive and objective view of a hotel's performance.

According to 2024 data, we improved our GRI score by 2.2 percentage points compared to 2023 (Table 5). Our 2024 **GRI score of 94.8%** not only exceeded the industry benchmark average of 89.2%, but also ranked as the highest competitive quality index in 2024 amongst comparable Prague Hotels.

Services offered (% of turnover)	2024	2023
Accommodation	77 % (160,9 mil. Kč)	76% (147,5 mil. Kč)
Catering	14,8% (31 mil. Kč)	15% (29,6 mil. Kč)
Conference	5 % (10,4 mil. Kč)	5% (9,8 mil. Kč)

Table 3: Overview of the significant services offered in accordance with § 47 (a).

C1 – Strategy: Business model and sustainability-related initiatives

Occupancy and length of stay	2024	2023
Number of rooms	214	214
Occupied rooms	66 047	63 883
Occupancy	84,30 %	88,13 %
Day stays	107 775	104 228
Average length of stay	3,24 days	3,32 days

Table 4: Additional information on the occupancy of rooms and length of stay of our guests under § 47 (a).

Global Review Index	2024	2023
GRI	94,8 %	92,6 %
Service	95,8 %	92,6 %
Location	93,3 %	91,8 %
Value	92,0 %	88,4 %
Room	95,8 %	93,7 %
Cleanliness	96,2 %	94,6 %

Table 5: Overview of Global Review Index scores to complement disclosures under § 47 (a).

§ 47 (b) Significant markets

Our hotel is based in Prague, but our services are used by a predominantly **international clientele**, with over half originating from Western and Central Europe, as indicated by our top 10 countries by occupancy (Table 6).

Country	Physical occupancy (%)	
	2024	2023
Great Britain	17,48	13,37
Czech Republic	10,50	11,09
Germany	10,44	10,92
Slovakia	4,49	4,26
United States	3,70	4,25
Netherlands	2,39	2,21
Italy	2,34	2,62
France	2,24	2,59
Poland	2,23	1,88
Austria	2,18	1,92

Table 6: Overview of the top 10 countries of our guests to complement disclosures under § 47 (b).

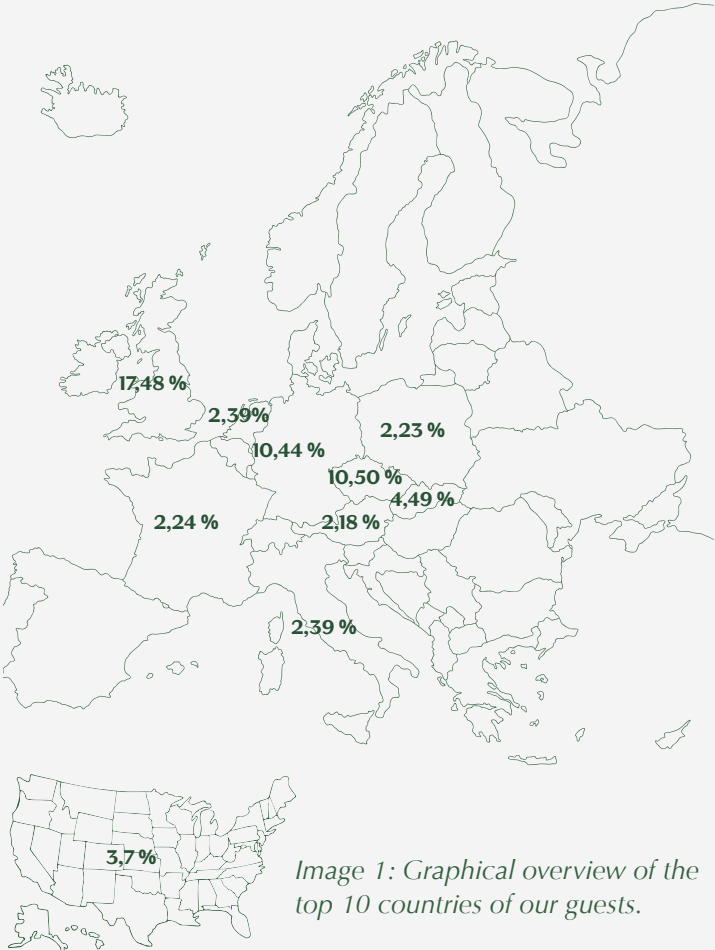*Image 1: Graphical overview of the top 10 countries of our guests.*

C1 – Strategy: Business model and sustainability-related initiatives

§ 47 (c) **Main business relationships (suppliers)**

The company's **suppliers** in 2024 spanned several sectors, with the highest number falling under "Unallocated costs" (56 suppliers), followed by "Room expenses" (34) and "Maintenance" (31). The majority of the suppliers are located in the Czech Republic.

Supplier sector(example)	Number	
	2024	2023
Room expenses (equipment, cleaning, commissions, licenses, etc.)	34	37
Food and beverage expenses (equipment, ingredients, commissions)	19	14
Mechanical and electrical expenses (equipment rental, raw materials, office supplies)	5	5
Other expenses (telephone, taxi and transfer services, tickets, stamps, etc.)	6	6
Unallocated costs (audit and legal services, bank fees, recruitment, health and safety, uniforms, licenses and fees, travel costs, tax, sponsorship, membership fees, etc.)	56	67
Sales and marketing (sales, PR, advertising, software, etc.)	24	24
Utilities (gas, electricity, water)	3	3
Maintenance (contracted repairs - rooms, general, garage, kitchen repairs, waste collection, etc.)	31	39

Table 7: Basic overview of our supplier network to complement disclosure under § 47 (c).

C1 – Strategy: Business model and sustainability-related initiatives

§ 47 (c)	**Main business relationships (distribution channels and customers)**

Our main **distribution channels** are online travel agencies, namely our website, Booking.com and Expedia, which account for 60 % of our turnover (compared to 66 % in 2023). The remaining 40 % are direct channels such as reservations via phone calls or emails (compared to 34 % in 2023).

Our hotel excels at catering to a **diverse range of customers**, as reflected in our 2024 customer segmentation. The majority of our guests were **transient individuals** (57% of occupancy). This segment includes all individual guests who book their stay without pre-existing group or corporate agreements, typically based on their immediate needs. We categorize them by booking method: Direct bookings (24.95%) were made through public channels, often our website; Third-party bookings (21.58%) came via intermediaries like travel agencies or consortia; Business travelers (10.8%) booked through specific agencies or platforms with pre-negotiated fixed rates.

Our second largest segment was **corporate guests** (15.55%), who stayed under pre-negotiated special rates for private companies. This group comprises: Local corporate guests (10.09%) from businesses located near the hotel, and global corporate guests (5.46%) from large, often multinational corporations headquartered outside the immediate area.

The third largest segment comprised **groups and conferences** (11.15%), encompassing all guests booking as part of a coordinated group for specific events or purposes. This includes: In-house conferences (3.21%) held directly at our hotel; Group series (3.08%), such as long-term recurring bookings from tour operators; Corporate groups (2.33%) for company training or team-building; Ad hoc groups (1.77%) like family celebrations or spontaneous trips; Conventions (0.76%), where attendees stay with us while the main event may be held elsewhere.

Finally, **special cases** made up less than 1% of our 2024 occupancy. These niche segments include airline crews, healthcare professionals with negotiated terms, and sports or cultural groups.
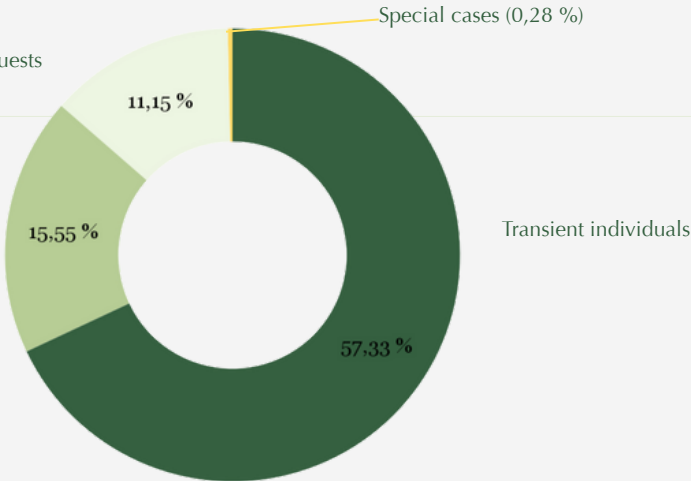

Chart 1: Customer segmentation in relation to the 2024 hotel occupancy (84,30 %) to complement disclosure under § 47 (c).

ENVIRONMENTAL METRICS

B3 – Energy and greenhouse gas emissions

§ 29	Total energy consumption (MWh)

Our total energy consumption in 2024 was 2,522.605 MWh, representing **a 1.5 %
decrease compared to 2023** (2,561.552 MWh). This reduction occurred despite a higher
number of occupied rooms, highlighting **improved operational efficiency**. We also made
small progress in increasing the share of renewable energy, which rose from 59.812 MWh
in 2023 to 68.203 MWh in 2024. However, **renewable sources still account for a
relatively small proportion of our overall energy mix (2,7 %)**.

	Renewable Energy Consumption (MWh)		Non-renewable Energy Consumption (MWh)		Total Energy Consumption (MWh)	
Year	2024	2023	2024	2023	2024	2023
Electricity (utility billings)	68,203	59,812	997,467	1 035,638	1 065,67	1 095,45
Fuels	0	0	1 456,935	1 466,102	1 456,935	1 466,102
Total	68,203	59,812	2 454,402	2 501,74	2 522,605	2 561,552

Table 8: Breakdown of energy consumption for the years 2024 and 2023 in accordance with § 29.

B3 – Energy and greenhouse gas emissions

To put our total energy use into perspective, we calculate energy consumption per occupied room per night—a standard and meaningful indicator of operational energy intensity. This method allows us not only to monitor year-on-year developments within our own operations, but also to benchmark our performance against hotels of various sizes and occupancy levels.

In 2024, our average energy consumption per occupied room was 37.2 kWh, down from 40.1 kWh in 2023, which is a **7.2% year-over-year reduction**. This demonstrates the effectiveness of our ongoing efficiency measures.

	2024	2023
Average per occupied room/night (kWh/room-night)	37,2 kWh	40.1 kWh
Average per guest-night	23.4 kWh	24.6 kWh
Prague median value per occupied room/night	70,2 kWh (CHSB 2024, based on data for the 2022 calendar year. The sample includes 17 non-resort hotels located in Prague.)	
Prague mean value per occupied room/night	97,3 kW (CHSB 2024, based on data for the 2022 calendar year. The sample includes 17 non-resort hotels located in Prague.)	

Table 9: Selected indicators on energy intensity; the Cornell Hotel Sustainability Benchmarking Index 2024 values for non-resort Prague hotels to complement disclosure under § 29.

For benchmarking purposes, we refer to the **Cornell Hotel Sustainability Benchmarking Index** (CHSB), a global industry-led initiative. The most recent index, published in 2024 and based on 2022 data, reports a median energy use for Prague hotels of 70.2 kWh per occupied room-night, and a mean of 97.3 kWh. Our 2024 performance is therefore 47% below the Prague median and even further below the mean, indicating that Hotel Botanique Prague is operating with above-average energy efficiency.

While these results are encouraging, it is important to note that the CHSB data reflects industry performance as of 2022. Improvements across the sector since then are not captured in the current benchmark. Nonetheless, the comparison remains a useful reference point and affirms our progress toward more sustainable and efficient operations.
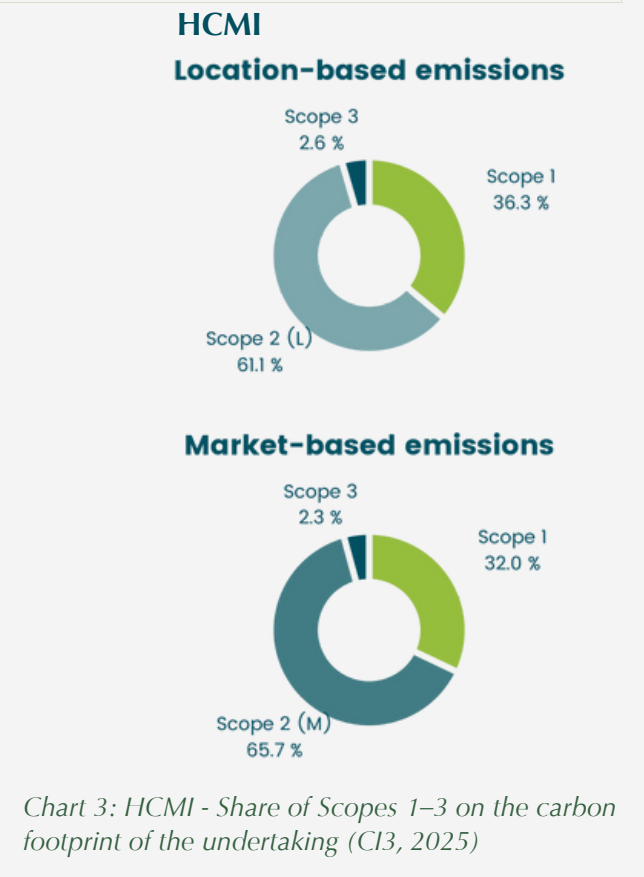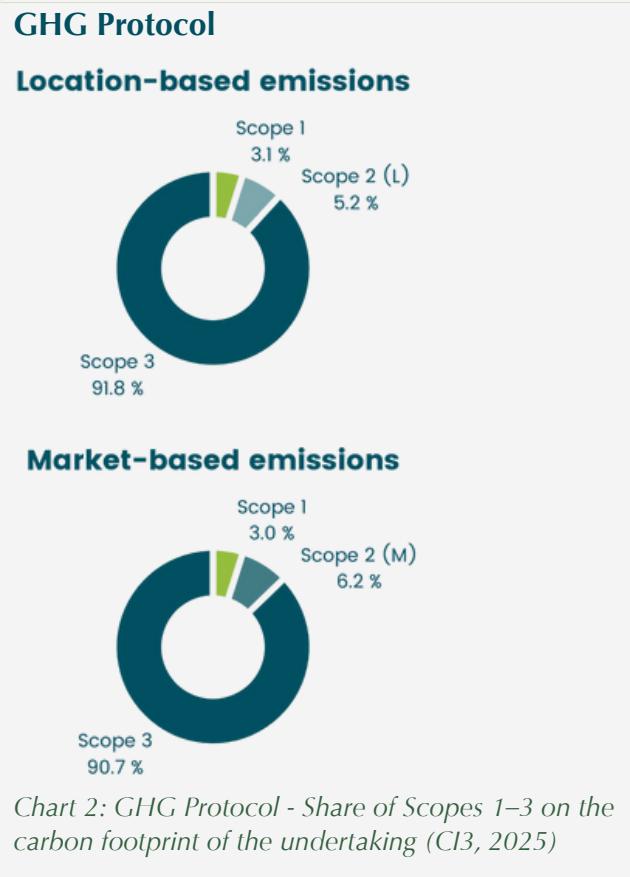
B3 – Energy and greenhouse gas emissions

§ 30	**Greenhouse gas emissions (Scopes 1 and 2)**
§ 50	**Greenhouse gas emissions (Scope 3)**

Hotel Botanique Prague began measuring its Greenhouse Gas (GHG) emissions for the year 2023. Our methodology aligns with the **Greenhouse Gas Protocol**, the globally recognized standard for corporate carbon accounting, and is complemented by the **Hotel Carbon Measurement Initiative (HCMI)**, a sector-specific tool designed for consistent and comparable emissions reporting in the hospitality industry. We apply both location-based and market-based approaches in accordance with the GHG Protocol to reflect the impact of purchased electricity more accurately.

In 2024, our total carbon footprint, calculated via the GHG Protocol (market-based), was 12 345,1 tCO2e. This represents a reduction of approximately 338 tCO2e compared to 2023. As in the previous year, **Scope 3 emissions accounted for over 90%** of our total footprint, with **guest travel remaining the dominant factor**.

GHG Protocol

Location-based emissions

Scope 1
3.1 %
Scope 2 (L)
5.2 %
Scope 3
91.8 %

Market-based emissions

Scope 1
3.0 %
Scope 2 (M)
6.2 %
Scope 3
90.7 %

Chart 2: GHG Protocol - Share of Scopes 1–3 on the carbon footprint of the undertaking (CI3, 2025)

HCMI

Location-based emissions

Scope 3
2.6 %
Scope 1
36.3 %
Scope 2 (L)
61.1 %

Market-based emissions

Scope 3
2.3 %
Scope 1
32.0 %
Scope 2 (M)
65.7 %

Chart 3: HCMI - Share of Scopes 1–3 on the carbon footprint of the undertaking (CI3, 2025)

When calculated using the HCMI methodology, our 2024 carbon footprint was 1 169,7 tCO$_2$e (Scopes 1–3, market-based). This represents an increase of nearly 82 tCO$_2$e compared to the previous year. The notable discrepancy between this figure and the total calculated under the GHG Protocol arises from differences in Scope 3 accounting. While Scopes 1 and 2 are consistent across both methodologies, HCMI includes only a limited subset of Scope 3 emissions—specifically outsourced laundry.

B3 – Energy and greenhouse gas emissions

§ 30 **Greenhouse gas emissions (Scopes 1 and 2)**
§ 50 **Greenhouse gas emissions (Scope 3)**

GHG Protocol	2024 GHG emissions (tCO2e)		2023 GHG emissions (tCO2e)	
	Location based	Market based	Location based	Market based
Scope 1	374,121	374,121	293,073	293,073
Scope 2	630,325	768,628	647,939	763,823
Scope 3	11 202,317	11 202,317	11 626,053	11 626,053
Total	12 206,763	12 345,065	12 567,066	12 682,949
Scope 1+2	1 004,446	1 142,749	941,013	1 056,896
Scope 1+2+3	12 206,763	12 345,065	12 567,066	12 682,949

Table 10: GHG emissions (Scopes 1-3) calculated compliant to the GHG Protocol standard. Disclosure in accordance with § 30 and § 50.

HCMI	2024 GHG emissions (tCO2e)		2023 GHG emissions (tCO2e)	
	Location based	Market based	Location based	Market based
Scope 1	374,121	374,121	293,073	293,073
Scope 2	630,325	768,628	647,939	763,823
Scope 3	26,934	26,934	30,916	30,916
Total	1 031,380	1 169,683	971,929	1 087,812
Scope 1+2	1 004,446	1 142,749	941,013	1 056,896
Scope 1+2+3	1 031,380	1 169,683	971,929	1 087,812

Table 11: GHG emissions (Scopes 1-3) calculated through the HCMI methodology to complement disclosure in accordance with § 30 and § 50.

§ 31 **GHG intensity**

GHG intensity is a key performance indicator that expresses a company's greenhouse gas (GHG) emissions relative to its financial performance. It is calculated by dividing total market-based GHG emissions by the company's turnover in the same reporting year. This metric helps assess the **carbon efficiency of revenue generation.** GHG intensity in 2024 showed a 10,1 % year-over-year improvement, indicating that our hotel generated lower emissions per euro of revenue in 2024 compared to 2023.

B3 – Energy and greenhouse gas emissions

§ 31	GHG intensity

GHG Intensity (kg CO2e/ Euro)	GHG Protocol		HCMI	
	Scope 1+2	Scope 1 - 3	Scope 1+2	Scope 1 - 3
2024	0,137	1,477	0,137	0,14
2023	0,137	1,643	0,137	0,14

Table 12: GHG intensity calculated by dividing market-based GHG emissions by the company's turnover in the given year. The value in Euro is calculated by the exchange rate of 1 Euro = 25 CZK. GHG intensity is presented in kg CO2e/ Euro. Disclosure under § 31.

To provide further insight into the hotel's carbon performance at the operational level, we also track additional metrics summarized in table 12. These values reflect strong operational performance, with emissions per occupied room 24% below the CHSB Prague median and 44% below the CHSB mean, placing us well ahead of industry benchmarks.

2024	GHG Protocol		HCMI	
	Scope 1+2	Scope 1 - 3	Scope 1+2	Scope 1 - 3
Emissions per guest (kg CO2e/ night)	10,60	114,54	10,60	10,85
Emissions per occupied room (kg CO2e/occupied room)	17,30	186,92	17,30	17,71
Emissions per employee (kg CO2e/ FTE)	24 842,37	268 370,98	24,842.37	25 427,89
Emissions per area (kg CO2e/m2)	101,44	1,095.88	101,44	103,83
Prague median value per occupied room/night	23,4 kg CO₂e (CHSB 2024, based on data for the 2022 calendar year. The sample includes 8 non-resort hotels located in Prague).			
Prague mean value per occupied room/night	31,6 kg CO₂e (CHSB 2024, based on datafor the 2022 calendar year. The sample includes 8 non-resort hotels located in Prague).			

Table 13: Additional GHG intensity metrics to complement disclosure under § 31.

B6 – Water

§ 35	Water withdrawal

In 2024, Hotel Botanique Prague withdrew a total of 19,602 m³ of water from the public water supply system, representing a 22.4% increase compared to 2023. When adjusted for operational activity, this corresponds to an average of 297 liters per occupied room-night and 182 liters per guest-night.

While this marks an 18.3% year-over-year increase in water use per occupied room, our consumption remains below the mean (308 liters) and well below the median (421 liters) reported for non-resort hotels in Prague, according to the Cornell Hotel Sustainability Benchmarking Index (CHSB), based on 2022 data.

This suggests that, despite the rise in absolute and per-room water use, potentially influenced by increased occupancy, our operational water efficiency remains above average within the local hotel sector. It is also important to note that Prague is not classified as a high water-stress area.

	2024	2023
Total withdrawal	19 602 m3	16 013 m3
Average per occupied room/night (m3)	0,297 m3	0,251 m3
Average per guest-night (m3)	0,182 m3	0,154 m3
Prague median value per occupied room/night (m3)	0,308 m3 (CHSB 2024, based on data for the 2022 calendar year. The sample includes 18 non-resort hotels located in Prague.)	
Prague mean value per occupied room/night (m3)	0,421 m3 (CHSB 2024, based on data for the 2022 calendar year. The sample includes 18 non-resort hotels located in Prague.)	

Table 14: Water withdrawal on our site and additional water consumption metrics to complement disclosure under § 35.

B7 – Resource use, circular economy and waste management

§ 37	Circular economy principles

Eliminate waste and pollution

Botanique Hotel Prague actively works to prevent waste and reduce pollution across its operations through several measures:

- Green procurement: At least 75% of cleaning products used daily carry a recognised eco-label, and all paper products (towels, tissues, toilet paper) are chlorine-free or eco-certified.
- Waste minimisation: The hotel avoids the use of single-use tableware, with rare exceptions for takeaway items, which are fully compostable and plant-based.
- Food waste reduction: BHP takes proactive steps to reduce food waste, including the use of seasonal and leftover ingredients in menus that change weekly.
- Sustainable printing practices: Over 90% of printed materials (paper, envelopes) meet ecological criteria, and the hotel has policies in place for reducing printing volumes.
- Energy and water efficiency measures (e.g. equithermal heating, sensor-based lighting, flow-regulated fixtures) further contribute to reducing environmental pollution and operational inefficiencies.

Circulate products and materials (at their highest value)

We are progressively adopting practices to retain the value of materials and products for as long as possible, including:

- Waste separation and compliance: All separated waste is managed by authorized processors, in full compliance with local legislation.
- Commitments for 2025–2027 include:
  - Mapping material flows to better understand opportunities for reuse and recycling.
  - Significantly increasing the share of waste separation.
  - Implementing at least three new reuse programs for packaging and materials.

§ 37   Circular economy principles

Regenerate nature

Botanique Hotel Prague supports nature restoration and regeneration in several ways:

- Through its partnership with Zasaď život ("Plant a Life"), the hotel funds tree planting and greenery projects—directly linked to its opt-out housekeeping program, turning reduced service demand into environmental benefit.
- The hotel also promotes biodiversity-conscious sourcing by purchasing food and beverages that are organic, fair-trade, or locally sourced, thereby supporting farming practices that help regenerate soil, reduce chemical inputs, and sustain ecosystems.
- Seasonal, plant-based dining options and guest awareness programs further align with nature-positive operations.

§ 38   Waste management

In 2024, Hotel Botanique Prague generated a total of 37.71 tonnes of waste, a 17.8% increase compared to 2023, when total waste amounted to 32.02 tonnes. While recyclable waste streams (paper, plastic, organic) showed moderate increases, municipal waste rose by over 5 tonnes, highlighting an opportunity for improved waste separation and prevention efforts.

Type of waste	2024		2023	
	Amount (t)	% of all waste	Amount (t)	% of all waste
Paper and cardboard	4,12	10,9	3,37	10,5
Glass	2,83	7,5	2,99	9,3
Organic waste	1,19	3,2	1,15	3,6
Plastics	0,49	1,3	0,45	1,4
Metal	0,02	0,1	0,03	0,1
Municipal waste	29,06	77,1	24,03	75
Total	37,71	100	32,02	100

Table 14: Total annual waste diverted to recycling or reuse in accordance with § 38 (b).

SOCIAL METRICS

B8 - Workforce - General characteristics

§ 39	Employees and their general characteristics

In 2024, Hotel Botanique Prague employed 46 full-time equivalent (FTE) staff, all of whom were employed on permanent contracts. The workforce was composed of 52% male and 47% female employees.

Type of contract	N. of employees (FTE)	
	2024	2023
Temporary contract	0	1
Permanent contract	46	41
Total employees	46	42

Table 16: Type of employment contract in accordance with § 39 (a).

Gender characteristics	2024	2023
Male	24	23
Female	22	19
Other	0	0
Not reported	0	0
Total employees	46	42

Table 17: Gender characteristics of our employees in accordance with § 39 (b).

C5 - Additional (general) workforce characteristics

§ 59	Female-to-male ratio at management level

The female-to-male ratio at the management level is 50:50 (5 males, 5 females).

§ 60	Self-employed/ without contract

In 2024, our hotel utilized 14 agency workers for outsourced housekeeping services. These workers were provided through a staffing agency. In the previous year, 2023, we had 13 agency workers.

B9 - Workforce - Health and safety

§ 41	Work related injuries, ill-health and fatalities

In 2024, we recorded 19 work-related accidents. There were no cases of work-related ill-health and no work-related fatalities during the reporting period.

Work-related accidents	2024	2023
Number	19	14
Rate	40, 98	33,33

Table 18: The number and rate of recordable work-related accidents in accordance with § 41 (a). Note on calculation: The rate of recordable work-related accidents was calculated using the formula provided in § 185 of the VSME standard. Assumptions: One FTE employee works 8 hours per day; there were 252 workdays in 2024 and 250 workdays in 2023.

B10 - Workforce - Remuneration, collective bargaining and training

§ 42	Remuneration, collective bargaining, training

In both 2023 and 2024, all employees at Hotel Botanique Prague earned wages above the national minimum wage, including those in the lowest-paid category. In 2024, the lowest wage level in our organisation was approximately 69% higher than the statutory minimum wage for that year (Table 19).

The gender pay gap also saw a significant improvement. In 2024, the average pay gap between male and female employees was 13%, compared to 31.5% in 2023. This reduction reflects our efforts toward promoting greater pay equity and fairness across roles and departments (Table 20).

As of 2024, none of our employees were covered by collective bargaining agreements.
We also monitor access to professional development through average annual training hours (Table 21).

(CZK)	2024	2023
Lowest-paid category	32 000	30 000
National min. wage	18 900	17 300

Table 19: Wages in the lowest-paid category compared to the national minimum wage to complement disclosure under § 42 (a).

	2024	2023
Average hourly wage - M (CZK)	387,46	475,24
Average hourly wage - F (CZK)	336,81	325,56
% gap in pay	13 %	31,5 %

Table 20: The percentage gap in pay in accordance with disclosure § 42 (b).

Average number of annual training (hours)	2024	2023
Male	15,08	18,65
Female	20,81	15,65

Table 21: Average number of annual training (hours) in accordance with disclosure § 42 (d).

C6 - Additional own workforce information - Human rights and processes

§ 61	**Human rights policy for the undertakings own workforce**

We recognise the importance of upholding fair labour practices and ethical standards. As of 2018, our hotel adheres to its Code of Conduct. While a dedicated Human Rights Policy for our workforce is not yet finalized, we are currently in the process of developing and implementing it.

We have established an internal complaints handling mechanism that enables employees to safely and confidentially report concerns or grievances related to their working conditions.

Notably, in 2024, we became signatories of the Diversity Charter in Czechia (Charta diverzity), which reflects our commitment to creating an environment that is welcoming to everyone regardless of their gender, race, skin complexion, nationality, ethnic origin, religion, worldview, medical condition, age or sexual orientation.

C7 - Severe negative human rights incidents

§ 62	**Human rights violations/ incidents**

In the reporting year, no incidents of human rights violations were reported within our workforce. Furthermore, we are not aware of any such incidents involving workers in our value chain, affected communities, or consumers.

GOVERNANCE METRICS

B11 - Convictions and fines for corruption and bribery

§ 43	**Convinctions**

In 2024, Hotel Botanique Prague had no convictions and incurred no fines related to violations of anti-corruption or anti-bribery laws.

SUSTAINABILITY MANAGEMENT

B2 & C2 - Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

§ 26 - 27, § 48 - 49	**Sustainability Policies**

At Hotel Botanique Prague, sustainability is integrated into both our day-to-day operations and our long-term strategic planning. This section provides a structured overview of our existing environmental and social practices, as well as the policies, commitments, and future initiatives outlined in our **Sustainability Strategy and its 2025 Action plan**. These practices reflect our ambition to continuously improve across key sustainability areas—ranging from climate action and pollution prevention to biodiversity, circularity, workforce development, and stakeholder engagement.

Existing practices, policies, and future initiatives that address **climate change**

Existing practices
- The hotel uses an equithermal heating regulation system, which automatically adjusts water temperature based on outdoor conditions, reducing energy consumption and avoiding overheating.
- Standard temperature settings for cooling and heating in guest rooms help balance energy efficiency and guest comfort.
- Low-energy lightbulbs are used in all guest rooms and corridors.
- A standard operating procedure for energy use in unoccupied guest and meeting rooms includes automatic shutdown of appliances and additional measures during periods of low occupancy.

Sustainability strategy and policy
- Climate change is addressed in our sustainability strategy under the strategic goal: "Gradual Development of Sustainable Measures and Achievement of Long-Term Goals."

Future initiatives (2025 Action Plan)
- 4.2.1 Conduct an external energy audit.
- 4.2.2 Develop a plan to establish an energy management system (e.g., ISO 50001 or equivalent).

Target (Commitments by the end of 2027:
- 4.1 Develop a transition plan to reduce the carbon intensity of hotel operations.
- 4.2 Implement an energy management system.

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer

§ 26 - 27, § 48 - 49	**Sustainability Policies**

Existing practices, policies, and future initiatives that address **pollution**

Existing practices
- All paper towels, facial tissues, and toilet paper are chlorine-free or EcoLabel certified.
- At least 75% of cleaning products used daily carry a recognized eco-label.
- At least 90% of printing paper, envelopes, and printed materials meet ecological standards.

Targets (Commitment) by the end of 2027:
- 4.3 Achieve 100% use of natural or EcoLabel-certified cleaning products.

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer

Existing practices, policies, and future initiatives that address **water and marine resources**

Existing practices
- Some rooms are equipped with dual-flush toilets (3/6 liters).
- Standard procedures ensure regular checks for leaks in faucets, toilets, and pools.
- All monitored showerheads comply with a maximum flow rate of 9 liters/minute.
- At least 75% of taps have a flow rate under 8 liters/minute.
- All urinals are sensor-activated to minimize water use.

Targets (Commitment) by the end of 2027:
- 4.4 Conduct a water audit and implement efficient water management measures.

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer

§ 26 - 27, § 48 - 49	**Sustainability Policies**

Existing practices, policies, and future initiatives that address **biodiversity and ecosystems**

Existing practices
- Partnered with *Zasaď život* ("Plant a Life") to support biodiversity through tree-planting projects, tied to our guest opt-out housekeeping program.
- At least three types of food and beverages are certified organic, fair-trade, or locally sourced.
- No products derived from endangered species are used.
- Menus change weekly, using seasonal and surplus ingredients, and always include vegan and vegetarian options.
- Guests are encouraged to use the *JUST ASK PROGRAM* to request off-menu plant-based alternatives.

Targets (Commitment) by the end of 2026:
- 4.5.2 Increase the share of products from organic farming - At least 10 % increase in the share of products from certified organic production compared to January 2025.
- 4.6.2 Gradually increase the share of vegan and vegetarian meals - 10% increase in the share of vegetarian and vegan dishes on the menu by 10 % compared to January 2025.

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer

§ 26 - 27, § 48 - 49	**Sustainability Policies**

Existing practices, policies, and future initiatives that address **circular economy**

Existing practices
- All separated waste is handed over to authorized processors in compliance with legislation.
- Single-use tableware is avoided, with exceptions for compostable takeaway containers.
- Ongoing initiatives aim to reduce food waste.

Targets (Commitment) by the end of 2027:
- 4.6.2 Significantly increase the share of waste separation - At least 50 % of all waste generated is separated.
- 4.6.3. Implement at least three new programs for the reuse of packaging and other materials/ products.

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer

Existing practices, policies, and future initiatives that address **own workforce**

Existing practices
- Departmental meetings brief staff on environmental initiatives.
- The Chief Sustainability Officer presents monthly updates to the management team.
- In 2024, three sustainability-themed seminars were held for staff.
- Awareness signage is displayed in employee areas.

Future initiatives (2025 Action Plan)
- 2.1.1 Conduct at least three training sessions for employees focused on specific aspects of sustainability in hotel operations.
- 2.2.1 Develop and test a mechanism for collecting employee feedback to improve daily processes concerning sustainability and the hotel's commitments.

Targets (Commitment) by the end of 2027:
- 2.1 Enhance the attractiveness of hotel employment, including fair, safe, and equal working conditions and professional development beyond daily operations in sustainability.
- 2.3 Introduce an incentive system for employees related to achieving sustainability goals.

Highest senior level accountable: Šárka Koudelková, Human Resources Manager

§ 26 - 27, § 48 - 49	**Sustainability Policies**

Existing practices, policies, and future initiatives that address **workers in the value chain**

Existing practices
- We comply with all relevant laws, including those on labor, safety, and environmental protection.
- We do not use child labor or work with suppliers who do.
- We are committed to protecting children from exploitation, including sexual abuse.

Targets (Commitment) by the end of 2027:
- 7.1 Invest in developing a responsible and sustainable supply chain.

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer

Existing practices, policies, and future initiatives that address **affected communities**

Existing practices
- We partner with local vocational schools in hospitality, providing students with internships focused on sustainable hotel operations.
- We participate in initiatives led by Byznys pro společnost, the national coordinator of the Diversity Charter in Czechia.

Sustainability strategy and policy
- 7.2 Identify the hotel's potential role in the local environment and community, including conducting 1-2 pilot test initiatives.
- 7.3 Collaborate with like-minded hotels to share best practices and establish joint approaches for developing sustainable hospitality.

Targets (Commitment) by the end of 2027: No

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer

§ 26 - 27, § 48 - 49	**Sustainability Policies**

Existing practices, policies, and future initiatives that address **consumers and end-users**

Existing practices
- Our guests can find information about our environmental initiatives on our website and through our hotel application.

Sustainability strategy and policy
- "Sustaining and Expanding Our Client Base in Response to Growing Sustainability Demands" is amongst our strategic goals.

Future initiatives (2025 Action plan)
- 1.1.1 Conduct a guest survey on hotel sustainability initiatives
- 1.1.2 Conduct semi-structured interviews with corporate clients regarding their sustainability requirements.
- 3.3.1 Conduct at least three awareness campaigns for guests, focusing on sustainable behavior during their stay.

Targets (Commitment) by the end of 2027:
- 1.1 Map and analyze the needs of current and potential clients regarding sustainability and the hotel's ability to meet these needs.
- 3.2 Develop and implement a transparent communication mechanism, both internal and external, and
- 3.3 Conduct structured and systemic education for key stakeholders (guests, employees and suppliers).

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer

§ 26 - 27, § 48 - 49	**Sustainability Policies**

Existing practices, policies, and future initiatives that address **business conduct**

Existing practices
- Our suppliers have been informed in writing or electronically about our sustainability commitments.

Sustainability strategy and policy
- Strategic goal "Gradual development of sustainable measures and achievement of long-term goals."
- Strategic goal "Developing Collaboration and Partnerships for Sustainable Hospitality"

Future initiatives (2025 Action plan)
- 6.1.1 Conduct a supplier review to identify cost-effective sustainable alternatives.
- 6.2.1 Develop a methodology for cost-impact analysis as a decision-making tool for investments in 2026 and 2027.
- 7.2.1 Conduct stakeholder mapping to identify synergies for future community development projects.

Targets (Commitment) by the end of 2027:
- 7.1 Invest in developing a responsible and sustainable supply chain
- 10% increase in the share of local suppliers compared to January 2025.
- 6.1 Review hotel costs and suppliers from the perspective of sustainable alternatives' affordability
- 6.2 Implementing a cost-impact analysis mechanism

Highest senior level accountable: Jaroslav Kroužel, Chief Sustainability Officer and Jan Karafiát, Chief Financial Officer

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