

HERITAGE PARK HOTEL

charting the ESG pathway forward



ESG

The three pillars of ESG

ESG is built on three core elements:

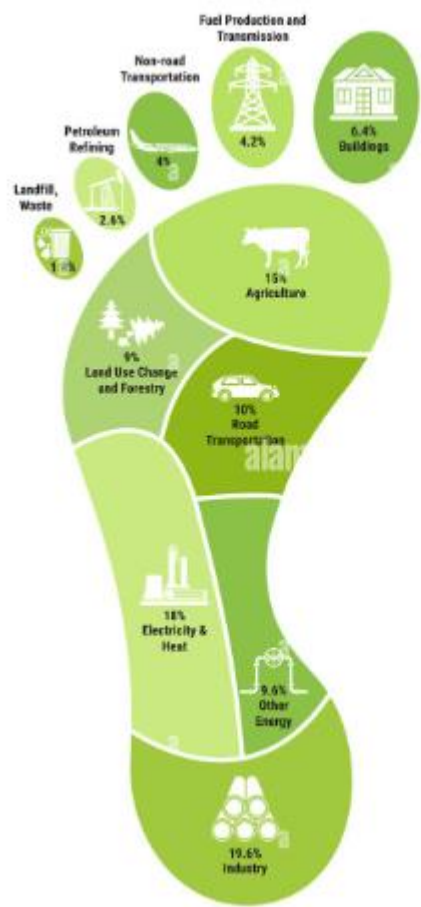
- 🌱 **Environmental:** This looks at a company's impact on the planet, focusing on areas like carbon emissions, resource use, waste management, and pollution. It encourages sustainable resource use, lower emissions, and better efficiency.
- 👥 **Social:** This examines a company's relationships with its staff, customers, suppliers, and communities. It includes labour standards, human rights, diversity, and community engagement. Social sustainability means managing people and suppliers ethically, ensuring fair employment, equal opportunities, work-life balance, and respect for human rights.
- 🏛️ **Governance:** This assesses a company's leadership, executive pay, audits, internal controls, and shareholder rights. It covers board structure, employee pay, customer satisfaction, supply chain resilience, business ethics, and transparency.

ENVIRONMENTAL RESPONSIBILITY

OBJECTIVE : The environmental aspect of ESG is about a company's impact on the planet. Key environmental factors include :

- a. Carbon footprints
- b. Energy use
- c. Waste management
- d. Water usage
- e. Pollution control
- f. Biodiversity
- g. Climate Change mitigation





CARBON FOOTPRINT

Carbon footprint

A carbon footprint is the total amount of greenhouse gases, including carbon dioxide and methane, that are generated by our actions. It quantifies the environmental impact of everyday activities and is measured in units of CO₂e (carbon dioxide equivalents). This measure helps to understand how much we contribute to global warming and climate change.

INITIATIVES TAKEN

- ⌘ LPG-operated rolling iron machine replaced with an electric-operated iron machine, reducing emissions from **47.728 kg to 24.48 kg per 4 operational hours.**
- ⌘ Further reduction to **11.968 kg** planned by shifting to solar energy, achieving **95.87% carbon emission reduction.**
- ⌘ Hot water system upgraded to heat pumps, saving **253 kWh/day** and reducing carbon emissions by **81.2%**, with a future target of **98.48% reduction.**

CARBON EMISSION CALCULATION TABLE

KWH Units consumption per day	CO ₂ Emission (kg / day)
Previous units : 312	159.12
Current units : 59	30.09
Saving : 253	129.03
With solar : 59	2.419



1. LIGHTING EFFICIENCY

Switch to LED or CFL bulbs

Use motion sensors in low-traffic areas (hallways, restrooms, storage rooms).



2. HVAC

(Heating, Ventilation, & Air Conditioning)

- Install **programmable thermostats** to optimize heating and cooling based on occupancy.
- Use **energy-efficient HVAC systems** with high SEER (Seasonal Energy Efficiency Ratio) ratings.
- Ensure **regular maintenance** of HVAC systems (clean filters, check ducts for leaks).
- Use **ceiling fans** to reduce reliance on air conditioning.



3. WATER

HEATING & CONSERVATION

- Install **low-flow faucets, showerheads, and toilets** to reduce water and heating demand.
- Use **Heat Pumps** or high-efficiency boilers.
- Insulate **hot water pipes** to prevent heat loss.



4. SMART ENERGY MANAGEMENT SYSTEMS

- Use **Building Management Systems (BMS)** to monitor and optimize energy consumption.
- Install **smart room key card systems** to control power usage in unoccupied rooms.
- Implement real time energy monitoring to detect inefficiencies.

CHOICES OF SUSTAINABLE ENERGY FUTURE



*Hotels can implement various **energy efficiency** measures to reduce costs, lower their carbon footprint, and enhance guest comfort. Here are some key strategies:*



5. KITCHEN & LAUNDRY EFFICIENCY

Upgrade to Energy Star-rated kitchen and laundry appliances.

Maintain and regularly clean refrigeration units to improve efficiency.

Install heat recovery systems to reuse waste heat from laundry and kitchen operations.

Optimize cooking schedules to minimize energy waste.



6. RENEWABLE ENERGY INTEGRATION

Install solar panels for electricity or water heating.



7. INSULATION & BUILDING ENHANCEMENTS

Improve window insulation using double-glazing or energy-efficient coatings.

INITIATIVES TAKEN

- ✦ Heat pump installation replacing Solar + Electric Heat element hot water systems.
- ✦ Installation of **Modbus Energy meters** to monitor and control energy consumption.
- ✦ Motion sensor installation in public area washrooms and corridors to minimize energy wastage.

KW	HOURS	Laundry	Staff-1	Staff-2	Block-1	Block-2	Block-3	Block-4	Block-7	Total
		2	1	1	4	4	4	4	6	26
3	4	24	12	12	48	48	48	48	72	312
		23	4	3	5	6	5	5	8	59
Saving Units		253								

WASTE MANAGEMENT



Steps one can do to reduce waste in Honiara as advocated by HCC

The two simplest ways one can reduce waste in Honiara for a cleaner City is reducing waste at the source. This is done by three simple actions:

Following the three R's (Reduce, Reuse and Recycle).

Separating our rubbish

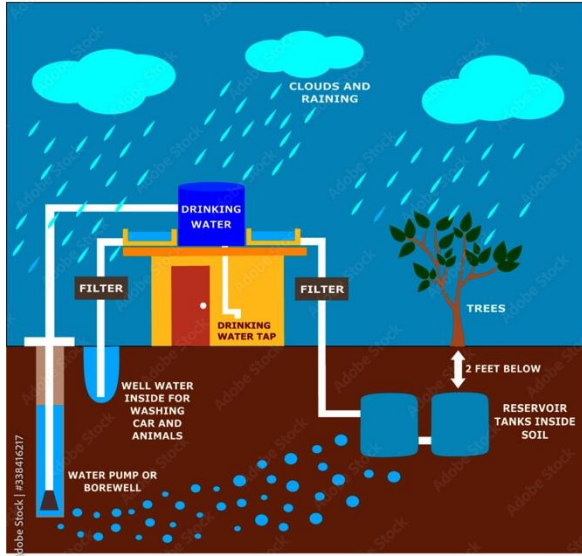
Putting our rubbish in a bin and discouraging our Wantoks and friends from littering.

INITIATIVES TAKEN

- › **Organic composting** of wet kitchen waste for horticultural use.
- › Reduction in **plastic usage**: No plastic cutlery, straws, or small plastic bottles.
- › Proper waste disposal via authorized vendors in designated city areas.



RAIN WATER HARVESTING



Rainwater harvesting, is the process of collecting and storing rainwater for future use. This practice involves intercepting rainwater where it falls, typically from rooftops, and directing it into storage systems such as tanks or cisterns.

INITIATIVES TAKEN

- ✦ **Total Roof Area Collected:** 2985.99 SQM (Blocks 1-7)
- ✦ **Total Rainwater Collected:** 2845 KL (Runoff factor: **0.8**)
- ✦ **Cost Savings:** As per Solomon water rate **\$71.10 per KL**, total savings amount to **SBD \$ 473,819.38 in 6 months**
- ✦ **Additional Usage:** Collected Rain water is also used for laundry, kitchen, club, and staff accommodation cleaning, contributing **16 KL** of additional water use for Cleaning.

Rainwater Harvesting Calculation Table:

Roof Area (SQM)	Runoff Factor	Water Collected (KL)	Cost Savings (\$71.10/KL)
2985.99	0.8	2845	202,279

POLLUTION CONTROL MEASURES

INITIATIVES TAKEN

- ❖ **Plastic reduction** initiatives reducing waste pollution.
- ❖ Use of **organic cleaning chemicals and detergents** to minimize water pollution.
- ❖ Utilization of **organic compost** instead of chemical fertilizers to prevent soil contamination.



BIODIVERSITY PRESERVATION

INITIATIVES TAKEN

- Local plantation of island-specific flora to attract diverse bird species and bees.
- Future plan to install bird nest placements in gardens.




HERITAGE
PARK

H O T E L
H O N I A R Y
H O N I V B
H O T E L
P A R K
H E R I T A G E

Biodiversity refers to the variety of plants and animals found on earth. It measures the variations of ecosystem, species and genetic levels. Biodiversity conservation means protection, conservation and management of biodiversity in order to obtain sustainable benefits for future generations.

CLIMATE CHANGE MITIGATION



The basic facts of climate change, uncovered by more than 150 years of research, can be summarized in 5 key points.

THE BASICS

IT'S REAL Observations from thousands of weather stations around the world show our world has warmed 1.9°F since 1880.

IT'S US Human activity is the main cause of warming over the past century.

EXPERTS AGREE There's scientific consensus, based on thousands of studies, that human activity is the primary cause.

IT'S BAD The impacts are serious and are already affecting people.

THERE'S HOPE We have the technology needed to avoid the worst climate impacts.



KNOW THE IMPACT

The total amount of greenhouse gases that are generated by our actions is called a carbon footprint

CALCULATE The average carbon footprint for a person in the United States is 3 times the global average. You can estimate your + own footprint using online tools like the US EPA Household Carbon Footprint

Calculator.

EVALUATE Everyday things that you can do to reduce your personal contribution to a warming planet include reducing food waste, improving energy efficiency in your home, and evaluating your modes of transportation.

Lasting solutions to climate change will require action on a global scale but bringing down our personal footprint will pave the way for bigger change.



TALK ABOUT IT

Talking about climate change with family and friends can increase awareness of the impacts and solutions. Here are some tips for productive conversations,

CONNECTION Show the relationship between climate change and the things your friends and family care about.

DIALOG Have a conversation- not a lecture-and remember to ask questions about how they feel and what they think.

OPTIMISM Talk about solutions, many of which have health benefits, save money, and preserve resources.

PERSISTENCE Look for opportunities to weave climate change into other discussions, like when you're talking about weather extremes or traffic congestion.



CLIMATE CHANGE MITIGATION

ENGAGE NOW

Climate change can no longer be considered a problem of the future. It's happening now. Our actions today will determine tomorrow's climate and its consequences.

ACTIVE CITIZENSHIP Your vote, at the local, state and federal level matters-aspects of the climate change problem require transformations that only government intervention can make.

CLIMATE LEADERSHIP Your voice matters-support climate-friendly policies and investments in organizations you care about: your business, school, place of worship, and social clubs.



HERITAGE PARK INITIATIVES TAKEN

H O T E L

✂ Use of green refrigerants (R290, R32, R410, etc.), eliminating ozone-damaging R22.

H O N I A R A

✂ No waste dumping in the sea from the hotel.

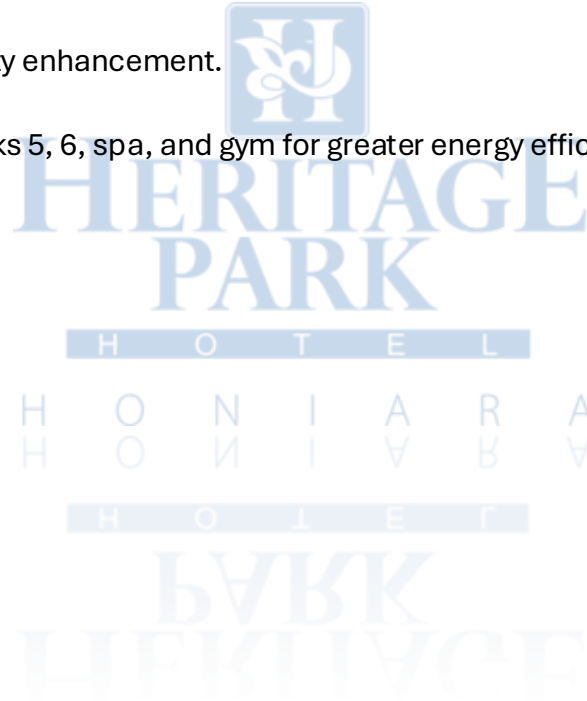
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✂ Reduction in carbon footprint through machinery upgrades and tree plantation.

FUTURE SUSTAINABILITY PROJECTS

- **Planned Initiatives:**

- ✦ **785.65 KWp + 2250 KWH BESS System** – Transition to 100% renewable solar power.
- ✦ **Conversion of LPG laundry machines to electric-operated machines.**
- ✦ **Bird nest placements in gardens** for biodiversity enhancement.
- ✦ **Expansion of heat pump installations** for blocks 5, 6, spa, and gym for greater energy efficiency.



SOCIAL RESPONSIBILITY



INITIATIVES & PRACTICES

LABOUR PRACTICES

1. Compliance with Local and International Labour laws: We prioritize workplace safety and uphold good governance standards for all employees.
2. Employee Turnover ratio: Over the past three months, our employee turnover rate has been 6.41%. This has been due to employees resigning for personal reasons and contracts not being renewed.
3. Wage Comparison with Industry standards: Employee wages vary based on experience, qualifications, and tenure. Our compensations rates are competitive.
4. Clear Grievance Mechanism: Employees can raise concerns by speaking directly with their supervisor or HR Manager in person, allowing their issues to be addressed promptly and effectively.
5. Benefits and Welfare Programs:
 - a. Annual Leave: Employees are entitled to 15 days of annual leave per year.
 - b. Sick Leave: Paid sick leave is available upon confirmation of employment.
 - c. Public Holidays: Employees receive paid time off for all officially declared public holidays
 - d. Maternity Leave: Female employees are entitled to 6 weeks of paid maternity leave, with a minimum of six weeks taken post partum. During this period, they receive 25% of their regular wage.
 - e. Overtime Pay: Employees are compensated for any hours worked beyond the standard workweek.

The social side of ESG focuses on a company's relationships with its stakeholders. Key social aspects include:

- *Labour standards: Upholding fair labour practices, including safe working conditions, fair pay, and progression opportunities.*
- *Human rights: Respecting human rights throughout operations and supply chains, avoiding child labour, forced labour, and discrimination.*
- *Diversity and inclusion: Promoting a diverse and inclusive workforce where all staff are valued.*
- *Community engagement: Supporting local projects and contributing to community well-being.*

Community engagement



Community engagement is involvement and participation of individuals or organizations for the welfare of the community

INITIATIVES & PRACTICES

1. Number of Community Outreach Programs: Currently, one initiative – the donation of towels, bedsheets, and pillowcases to hospitals.
2. Impact Assessment: Feedback collected from the recipients of the donations at local hospitals highlighted that these contributions played a significant role in enhancing patient comfort and overall care quality.
3. Sponsored Educational and skill Development Programs: Supported the professional growth of a female chef in China by sponsoring her advanced training in pastry-making.
4. Have supported the education for a full year for a girl child at the Don Bosco school back in 2018.
5. Have financially supported the publication of a book to enhance the learning skills of young children in remote villages.



INITIATIVES & PRACTICES

Our initiatives and practices aim to foster a diverse and inclusive workforce.

❖ **Workforce Diversity Ratio:** We actively monitor and evaluate the diversity of our team to ensure our recruitment and hiring efforts reflect our commitment to diversity and inclusion. According to the latest data, our workforce comprises:

- ❖ Females : 62%
- ❖ Males : 38%
- ❖ Person with special needs : 1
- ❖ Nationals : 89%
- ❖ Expats : 11%
- ❖

Inclusion and Accessibility Policies: Heritage Park Hotel Ltd upholds its values as an equal opportunity employer. Our focus is on hiring, training, and promoting individuals based on their skills, qualifications, and performance, without discrimination related to gender, race, ethnicity, religion, disability, or any other protected attribute. We have designed our recruitment process to ensure that every candidate is assessed impartially and purely on merit.



INITIATIVES & PRACTICES

HEALTH & SAFETY: Workplace health and safety standards and records:

Workplace accident rate : The accident rate at the workplace has significantly reduced due to employees adopting precautionary measures.

Employee health and safety training participation: Employees actively participate in fire and first aid training sessions.

Regular health and safety drills: We consistently organize first aid and fire training sessions to enhance safety within the hotel. These efforts, alongside additional precautionary measures, have contributed to a noticeable decline in workplace accidents.

Mental health and wellness programs: Plans are in place to introduce interdepartmental games or tournaments to promote engagement and wellbeing among employees.

Improved workplace safety standards: Arrangements have been made for female employees to undergo gynecological check-ups at the National Referral Hospital to prioritize their health and well-being.

GOVERNANCE RESPONSIBILITY

While the environmental and social components of ESG often grab the limelight, governance is the keystone. It dictates how companies are run, how decisions are made, and how accountability is ensured. Good Governance is synonymous with

- 🌱 Transparency : Keeping stakeholders informed about business operations, financial performances, and other relevant matters.
- 🌱 Accountability : Ensuring decision-makers are answerable for their actions and the outcomes.
- 🌱 Integrity : Upholding ethical standards and ensuring honesty in all dealings.



GOVERNANCE BEST PRACTICES: CHARTING THE PATH FORWARD

- 🏛️ **Board Composition and Diversity:** An effective board is diverse, not just in gender and ethnicity but also in skills and experience. This diversity fosters varied perspectives, leading to well-rounded decision-making.
- 🏛️ **Transparent Reporting:** Beyond financial metrics, companies should transparently report on their ESG performance, providing stakeholders with a comprehensive understanding of the firm's impact.
- 🏛️ **Ethical Code of Conduct:** Establishing and enforcing a robust ethical code of conduct ensures that the company and its employees operate with the highest standards of integrity.
- 🏛️ **Growth Management:** With evolving challenges, an adaptive growth management framework is crucial. This entails regularly assessing potential opportunities, from geopolitical instabilities, and formulating mitigation strategies to opportunities for growth and expansion.
- 🏛️ **Continuous Training:** Governance is not static. Regular training sessions for board members and employees on governance best practices ensure that the organization remains ahead of the curve.

INITIATIVES & PRACTICES

- 🏛️ The Heritage Park board is composed of members from multiple nations, bringing diverse backgrounds and a wealth of experience from the public and private sectors as well as government. Their insights, guidance, and direction provide essential support to the Management, fostering balanced development and sustainable business growth
- 🏛️ Management reports on all relevant matters of operation to the board. The financial metrics are focused upon however essential areas of operation such as occupancies, maintenance and general upkeep, developmental activities, food and beverage matters, marketing issues, Human Resources and now ESG initiatives are reported.

