

## ENVIRONMENTAL & SOCIAL SUSTAINABILITY POLICY 2022

Sustainability for Lifestyle Retreats (LR) reflects our genuine care for all stakeholders and continuous efforts to improve ourselves holistically. By embracing sustainability, we also make a step further on our path towards creating a better life for all. Adhering to the principle, we produce a sustainability policy; a general guideline for integrating best sustainable practices into our daily hotel operations and take the policy as impactful means to share our vision and commitment.

Despite of the challenges due to the pandemic, Lifestyle Retreats continues its journey spanning through the last 17 years across Bali (Indonesia), Phnom Penh (Cambodia) and many other locations where we have positively impacted many communities. We are grateful for all the opportunities we have encountered throughout these years. Simultaneously, we are aware and mindful of how sustainable we are and will be as part of the business ecosystem, the community and the planet Earth.

Indeed, since 2019, we have undertaken a meaningful approach to improve our environmental sustainability while amplifying our efforts on social sustainability, which is the key to preserve and drive the economic sustainability of our business.

We have social sustainability managed by Human Resources and environmental sustainability by Green Team. Both are equally and structurally measured and managed. Notably, our initiatives are well-aligned with the leading International Hospitality Environmental Criteria based on United Nations 17 Sustainable Development Goals and Global Sustainable Tourism Council Industry Criteria.

Speaking of social sustainability, we implement an extensive annual program each year. Although our program varies from year to year, our commitment focuses on several core activities, including but not limited to:

- Training and mentoring for students at local tourism schools;
- Sharing sessions and donations in designated orphanages;
- Physical and mental health, as well as well-being program for our LR family members, our most valuable asset.

Likewise, we also compose an annual roadmap for environmental sustainability comprising annual, quarterly, and ad-hoc projects with relevant targets. In 2022, we take initiatives in (3) three main areas, part of our long-term goal to have all Lifestyle Retreats properties benchmarked by Earth Check by the end of 2023:

- Increasing the waste segregation at waste collection points in the hotel operation and reducing residues in landfills by improving recycling and composting;
- Enhancing the partnership with suppliers and vendors who could provide more sustainable services, locally sourced and eco-friendly products;
- Minimizing energy consumption with periodical measurement, monitoring, and analysis.

In the end, we always acknowledge that social, environmental, and economic sustainability are not standalone but interconnected to each other. Similarly, we want to convey an important message that a sustainable future where our business becomes more circular and regenerative could not be achieved without the collaboration of all stakeholders.

Together, we will make it happen!



Jose Luis Calle  
Founder & Managing Director