

1. Foreword

Immerse yourself in the multifaceted world of Althoff Hotels.

We are pleased to present our commitment to sustainability, so that we can align our daily actions accordingly. To do so, we have written down the most important thoughts that provide a framework for our interactions with each other and our guests.

All Althoff hoteliers are guided by our values of passion, excellence, appreciation, fairness, and style. This is the only way for us to gladly provide joy in what we do every day, because the success of a company is always the result of fantastic teamwork.

Sincerely

Thomas H. Althoff & Frank Marrenbach



2. Our company

1984

founded by
Thomas H. Althoff

19

Hotels

1550

Employees

150

Mio €
turnover



6. Our sustainability promise

A Green Promise is our promise of sustainability and summarizes our commitments to people and our planet. It is therefore an essential part of our day-to-day actions.

We feel responsibility towards our hotels, destinations and employees and we also place great value on common understanding with our partners and suppliers who share our values and views. We also keep economic success firmly in view here.

The Althoff Hotels sustainability strategy follows the international principles of the UN Global Compact. We believe that we can achieve the best results through collaboration and unity of thought and action.





7. Our strategic approach

7.2 Our focus SDGs based on the UN Global Compact





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SDG 3 – GOOD HEALTH & WELL-BEING



- Attention is paid to the well-being and health of all employees
- We organise health days in cooperation with BARMER
- Our employees have the opportunity to obtain a JobRad
- Varied and healthy meals in our team bistros

SDG 4 – QUALITY EDUCATION



„A Passion for you“

- In our Althoff Academy we offer a wide range of on-the-job training, face-to-face and online seminars





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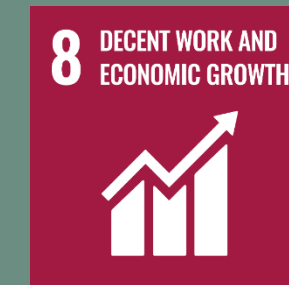
7.2 Our focus SDGs based on the UN Global Compact

SDG 5- GENDER EQUALITY



- 47% of our management positions are female
- We are a family-friendly company

SDG 8 – DECENT WORK & ECONOMIC GROWTH



- Observance of working hours and rest breaks, special protection of minors and pregnant women
- Provision of working materials
- Working in a clean environment
- Collegial interaction
- Working atmosphere characterised by trust and humanity





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SDG 11 – SUSTAINABLE COMMUNITIES



- With each of our hotels, we support a local project: Our Green Stories

SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION



- Local, seasonal, organic and eco-certified food and beverages are preferred and specified on the menus
- Vegetarian and plant-based options are offered in every menu
- Responsible sourcing of all guest amenities





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SDG 17 – PARTNERSHIPS FOR THE GOALS



- We place great importance on a unified interaction with our partners & suppliers who share our values and views.
- We believe in achieving the best success through collaboration and a unified way of thinking and acting.



8. Our heart projects

SOS Kinderdorf Hamburg

The AMERON Hamburg has been a partner of the SOS Children's Village for many years. At the beginning of June 2023, the team supported the HAFENFEST FÜR FAMILIEN. Chef Christopher Gieritz and Junior Sous Chef Niels Wölter spoiled the children with delicious bowls and various vegetable side dishes. The children had great fun and were delighted to receive the bowls. The AMERON Hamburg also participated in the International Negroni Week in mid-October. A donation was collected with every Negroni sold. We are happy to have been a long-standing partner of our ❤️ project again this year and say THANK YOU to everyone for their active support!



8. Our heart projects

Trash Hero – Clean Up Days

According to the motto A Green Promise, we participated in the Season Kick Off of the Lucerne Hotels with 11 team members of the AMERON Lucerne Hotel Flora and set a sign against waste together with Trash Hero World. Around 75 employees of the Lucerne hotels took part. Within 2 hours, we went on tour through Lucerne in 8 teams and collected rubbish. Within 2 hours, over 3,000 cigarette butts were collected in the city. Important to know: 1 cigarette butt pollutes 100 litres of water... Trash Hero has a monthly Clean Up Day and we as a team decided to participate regularly.



8. Our heart projects

BlechWech

We became aware of the "BlechWech" campaign, which has been recycling crown caps since 2018. On the one hand, of course, to protect the environment and act more sustainable, but above all to profit from it. The profits from the collected crown caps are currently being used to support the mother-child clinic in Mogadishu, Somalia, through the SOS Children's Villages and to finance important vaccinations! We think this is a great campaign - especially when you consider how easy it is for us to support and how many crown caps are collected every day through active collecting! A big thank you to all the active collectors of the AMERON Cologne Regent Team.



8. Our heart projects

Eigene Kräuter & Fußball-Unterstützung

Even in a Motorworld you can set green accents: Chef Erik from BACiO della MAMMA gets his Italian fresh herbs from the specially planted herb flowerbed on the BACiO terrace. And with an advertisement in the club newspaper of ESV Freimann eV München, whose club grounds are only a minute away, AMERON München Motorworld not only draws the attention of local residents to BACiO, but also supports the youngest: the E-youth football team of ESV with a much-needed new jersey.



