

CM CASTELL DE MAR 2025 SUSTAINABILITY REPORT

CM Hotels is a company fully committed to good practice and the environment in which it operates. The entire team at the CM Castell de Mar hotel is committed to advancing towards sustainability in each of its three dimensions. Several of the objectives set for 2025 are described below.

Nº	2025 OBJECTIVES	PERIOD FOR IMPLEMENTATION	RESULTS	IMPROVEMENT PLAN
1st 2025	Achieve a 23% reduction in water consumption per stay compared to the previous year.	2025	(m3 roomnight) 2022:0,16 m3 2023:0,25 m3 2024 :0,28 m3	Replacement of bathrooms with bathtubs with bathrooms with showers that incorporate more efficient elements (we have already renovated floors 3-12 of the main block).
2nd 2025	Reduce the volume of common waste produced per room by 5% compared to the previous year.	2025	(Kg roomnight) 2022: 0,27 Kg 2023: 0,29 Kg 2024:0,34 Kg	Develop awareness campaigns for customers and employees to encourage proper recycling (brochures, posters, training).
3rd 2025	Reduce plastic waste production by 2% compared to the previous year.	2025	(Kg roomnight) 2022:0,12 Kg 2023:0,11 Kg 2024:0,12 Kg	Improving purchasing management, seeking alternatives to single-use plastics.
4th 2025	Reduce organic waste production by 2% compared to the previous year.	2025	(Kg roomnight) 2022:0,57 Kg 2023:0,51 Kg 2024:0,61 kg	Improving control over losses and purchases.
5th 2025	Increase investment by 2% in workplace inclusion programs for people with cognitive disabilities, thereby contributing to the strengthening of human rights and equity in the workplace, compared to the previous year.	2025	Annual expenditure 2022: 169.319,72€ 2023: 174.646,38€ 2024: 209.869,93€	In 2022, we began working with the Ilunion laundry service and started purchasing products from Estel de Llevant. Both companies employ workers with cognitive disabilities.

Water consumption:

The goal of reducing water consumption per stay by 2% compared to the previous year has not been achieved, standing at **0.28 m³/stay in 2024**, compared to 0.25 m³ in 2023. This increase is partly due to higher occupancy rates and the full operation of the facilities after the pandemic.

It should be noted that the bathrooms on floors 3 to 12 have been renovated, replacing bathtubs with showers with more efficient taps, which will allow for a downward trend in future years. Plans are in place to continue renovating the remaining bathrooms.

Management of non-recyclable waste:

In terms of non-recyclable waste, the indicator per stay has increased from **0.29 kg in 2023 to 0.34 kg/stay** in 2024.

However, awareness campaigns among customers and employees have been intensified, which will serve as a basis for consolidating the progressive reduction in the coming years.

Plastic and organic waste:

- **Plastics:** They increased to **0.12 kg/stay in 2024** (similar to 2022), without achieving the expected reduction.
- **Organics:** Increased from 0.51 kg/stay in 2023 to **0.61 kg/stay in 2024**.

Programmes have been launched to improve purchasing management and waste control, with a special focus on alternative packaging and suppliers offering more sustainable solutions.

We believe that the results of waste management are partly due to the change in the company that manages waste collection. Since last year, the frequency of waste collection has been modified, making waste management more difficult. For our part, we have proposed a modification of the waste room in order to be able to exercise greater control over waste management.

Workplace inclusion:

The most notable aspect of 2024 is social commitment. Investment in workplace inclusion programmes increased from **€174,646 in 2023 to €209,869 in 2024**, representing a significant increase.

The collaboration with **Ilunion and Estel de Llevant** has been consolidated, strengthening the employability of people with cognitive disabilities on the island.

Conclusion:

Despite the challenges that remain in terms of consumption and waste, the hotel has made progress in transforming its facilities towards a more efficient model and has demonstrated a strong social commitment that positions it as a benchmark for labour inclusion in the tourism sector.