

S O F I T E L  
ANGKOR PHOKEETHRA GOLF & SPA RESORT



# *Corporate Social Responsibility*

2025



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## *Education*

*Sala Bai, Ecole Paul Dubrule,  
Bayon Pastry School,  
Spoons Cambodia Organization,  
Youth Dreams*



# Education

## HOSPITALITY SCHOOLS IN CAMBODIA

### *Sofitel Angkor Phokeethra Golf & Spa Resort supports Cambodia Youth*

#### **We are committed in the local community by supporting schools.**

We are a pioneering company with a strong commitment to sustainable development. As part of our long-term vision, we actively collaborate with hospitality schools, working closely to support and empower the next generation of industry professionals. Through this partnership, we aim to equip youth with the skills and opportunities needed to thrive in a more sustainable and responsible hospitality sector.

Every year, we welcome students to train them to luxury hospitality. Throughout our departments, they practice what they learned at school.

Most of our managers, supervisors, team leaders and normal rank and file Heartists are graduated from those schools.



# Education

## HOSPITALITY SCHOOLS IN CAMBODIA



### *Bayon Pastry School*

**In 2014, Bayon Pastry School opened. This school provides vocational training in pastry to underprivileged women.**

The rigorous selection process chooses young women based on their motivation and their family's income level. Pastries are sold at the school's coffee shop and the benefits help finance the school. The training is free and students benefit from free housing, lunch and pocket money for dinner.



### *Sala Bai*

**The goal of the program is to train 150 young underprivileged Cambodians each year, and free of charge, in the main professions of the hospitality industry.**

After 16 years in operation, more than 1,500 students have been trained and found a job in one of the fastest growing economic sector of the country, enabling them to achieve economic independence and improving the living conditions of their families.



### *Ecole Paul Dubrule*

**Their goal is to deliver top quality education for their students to enable them to work with confidence at both local and international levels.**

Learning takes place in a fully developed school with a real-life training hotel and restaurant, and modern infrastructure. Cambodian employees have already taken key managerial and instructional positions, passionately contributing to the success of the school: 90% of our team is Khmer.



# Education

## HOSPITALITY SCHOOLS IN CAMBODIA



### YDFA

**Youth's Dream Fulfillment Association (YDFA)**, under the supervision of Youth's Dream management, located at Kruos Village, Sangkat Svay Dongkum, Siem Reap Province.

YDFA offers free skills training to disadvantaged youth from across the Cambodia.



### SCO

**SPOONS Cambodia Organization enables underprivileged young adults in Cambodia to be self-supporting by providing education, training, and employment opportunities in the hospitality industry and utilizing a comprehensive approach with an emphasis on life skills development.**

They provide the necessary tools for their students to become self-supporting – thereby breaking the cycle of poverty that exists in Cambodia today.



### PSE

**PSE is a registered charity; both apolitical and non- denominational.**

For over twenty years, PSE has been operating in Cambodia to help children escape destitution and provide them the skills required to get a job. It has been recognized by the Cambodian authorities. The charity respects the country's traditions and culture and collaborates closely with Cambodians.



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*Food Supplier*  
*Local, Fresh & Organic*



# Food Supplier

LOCAL, FRESH AND ORGANIC



## *We support local farmers*

**We are committed in the local community by supporting local farmers.**

We want to offer our guests, the best produce. With IBIS Rice, Agrisud, Green Farmer and Eggcellent, we prepare local, fresh and organic food on a daily basis.

### *Eggcellent*

**Eggcellent eggs are farmed in rural Cambodia. The farm is based on a cage-free egg ideal, meaning the chickens get to roam through our spacious barn with a feeling of freedom. This includes playing, flying and dust bathing all day long.**

They believe that this is not only unsanitary, but it is also unethical, Eggcellent follow a different philosophy. At the end of the day, thousands of chickens call our farm home.

### *Agrisud*

**At Agrisud, they do not accept the idea that today, almost one billion and a half individuals are living in poverty and are often experiencing great difficulties to feed themselves daily.**

It is well-known in the South as in the North that poverty is caused especially by economic exclusion, which gradually leads to social exclusion. We are now convinced that one way of resolving this situation is to help those people back into the economy by helping them become entrepreneurs.



# Food Supplier

LOCAL, FRESH AND ORGANIC



## Green Farmers Association

**Green Farmers is a sustainable farm located in Siem Reap dedicated to producing chemical-free fruits and vegetables. By using natural fertilizers and pesticides, they ensure that their fresh products are grown through environmentally responsible methods that protect the ecosystem.**

Their mission is to take advantage on local resources to promote sustainable agriculture. By supporting local farmers, reducing their reliance on fossil energy and creating sustainable living. They not only deliver fresh products but also contribute to a more self-sustaining community.

អាយប៊ីស រ៉ាយស៍

THE REAL TASTE OF CONSERVATION

# IBIS

RICE

គម្រោងអាយប៊ីស រ៉ាយស៍ គឺជាគម្រោងកសិកម្មដែលផ្តល់នូវផលិតផលកសិកម្មដែលបានដាំដុះឡើងវិញដោយប្រើប្រាស់វិធីសាស្ត្រកសិកម្មដែលមានប្រសិទ្ធភាព និងមានប្រសិទ្ធភាពខ្ពស់ ក្នុងការកាត់បន្ថយការប្រើប្រាស់ថាមពល និងការបំពុលបរិស្ថាន។ គម្រោងនេះបានបង្កើនការចូលរួមរបស់កសិករក្នុងការគ្រប់គ្រងធនធាន និងការគ្រប់គ្រងបរិស្ថាន។

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គំរូកសិកម្ម  
របស់យើង

ការដាំដុះប្រើប្រាស់  
សារធាតុគីមី

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WCS



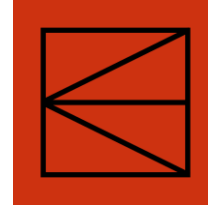
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# *Workshops* *Handcrafts*



# Workshops

HANDICRAFTS



## *We support local Workshops*

**We are committed in the local community by supporting local workshops.**

Silk, lacquer, wood carving, stone carving, jewelry... Siem Reap offers a large choice of locally and handmade products.

Display in our Boutique Shop, we also support their actions by highlighting their projects.

### *Stocker Studio*

**Eric and Thierry Stocker created their workshop in 2008. They master the art of lacquer, an ancient technic lost for decades in Cambodia.**

They train deaf Cambodians to create luxurious handicrafts blending lacquer and other textures.

With their workshop, they deliver job for about 400 people and observe the re-birth of old jobs.

### *Artisans Angkor*

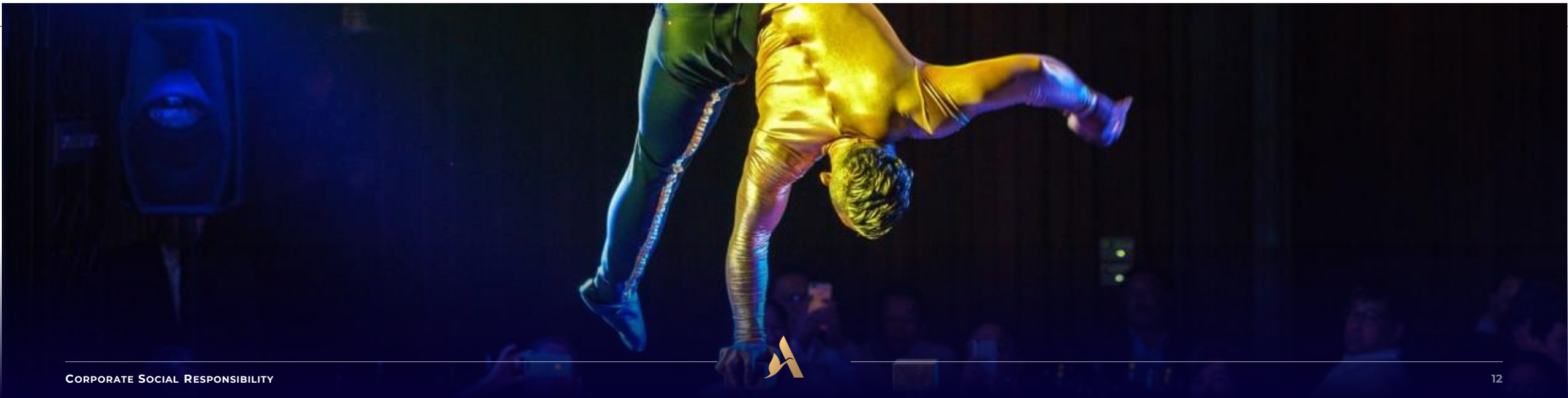
**Artisans Angkor has developed from the ambitious belief that it is possible to revive ancient Cambodian Arts & Crafts while improving the lives of thousands of people living in rural areas.**

They are also committed to the preservation of Cambodia's cultural legacy, and want to empower individuals by helping them secure their future by the means of education and welfare.



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# *Arts Entertainment*



# Arts

## ENTERTAINMENT



### *We support local Artists*

**We are committed in the local community by supporting local arts.**

Every year, we organize one of our biggest event with the Phare Circus. Along with incredible performance, we also support the work done for this project.

### *Phare Circus*

**Phare, The Cambodian Circus is one of Cambodia's most innovative social enterprise models. Profits generated through ticket, refreshment, merchandise and private performance sales support the free education, professional arts training and social support programs of Phare Ponleu Selpak in Battambang.**

More than just a circus, Phare shows are unlike any in the world: dance, theater, original live music and breathtaking circus arts are used to tell uniquely Cambodian stories from recent history, folklore and modern society.

Phare artists are graduates of Phare Ponleu Selpak, an NGO school and professional arts training center in Battambang, Cambodia.



# *Apsara Dance & Chaiyam dance*

We are deeply committed to supporting the local community by promoting and celebrating local arts. In collaboration with the Children of Orphanage – Siem Reap Group, we proudly feature traditional dancing during guest welcome times, special events, and dinner service, including authentic Apsara dance performances.



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*Environment*  
*Recycling, City Clean Up,*  
*Tree Planting*



# Environment

RECYCLING, CITY CLEAN-UP, TREE PLANTING



## *We support local Workshops*

**We are committed in the local community by preserving the planet and our environment.**

Surroundings of our hotel is important for the overall experience of our guests. Also, we are aware of our impact on the planet and we try to reduce our footprint and show the example.

### *Naga Earth*

**Providing NGOs and environmentally friendly businesses in Cambodia with clean burning Biodiesel and natural soap.**

Naga Earth is collecting used cooking oil from their partners to create biodiesel.

They also manage other projects such as plastic and glass recycling.

### *Eco Soap Bank*

**Eco-Soap Bank is a humanitarian and environmental non-profit organization working to save, sanitize, and supply recycled hotel soap for the developing world. Our work has three objectives:**

- Contribute a highly cost-effective hygiene product to improve health.
- Significantly reduce the waste generated by the hotel industry.
- Provide livelihoods and free education to disadvantaged women with no other reliable source of income.



# *Cleaning Up Activity*

We take pride in participating in city clean-up efforts as part of our commitment to community and environmental responsibility, while also maintaining the cleanliness of the areas surrounding our premises.



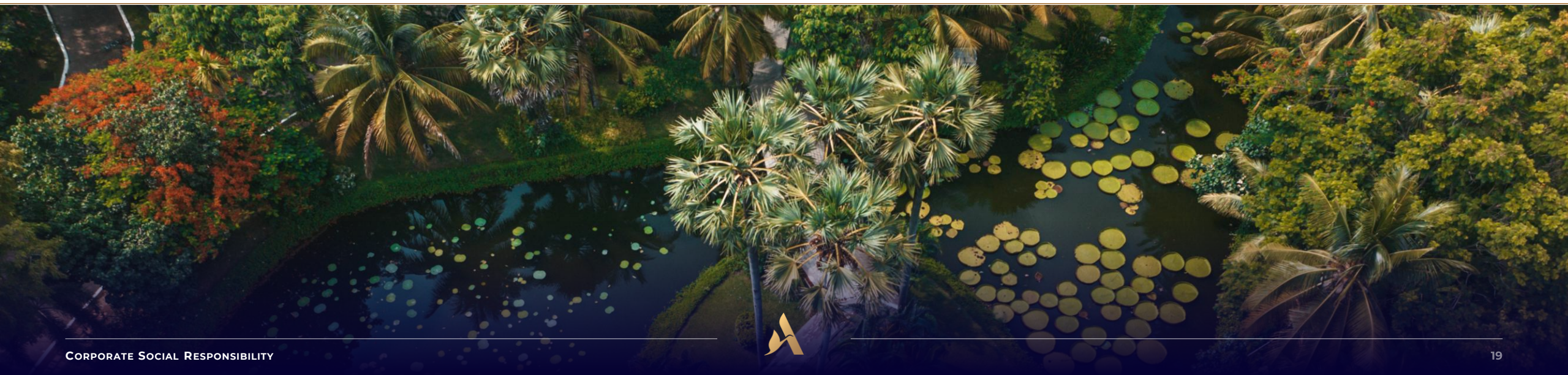
# Tree Planting Campaign – Siem Reap

As part of our Corporate Social Responsibility (CSR) initiatives, we actively participate in tree planting activities to promote environmental sustainability and contribute to a greener future.



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## *Botanical Garden Garden & Sanctuary*



# The Botanical Garden & Sanctuary

Respect to the local environment, Live in harmony with wildlife, Tourism embracing nature

We have embraced a symbiotic relationship between our resort and the environment, inviting nature to take center stage, featuring predominantly throughout the property.

## Green Oasis

**Since the opening 25 years ago, our botanical garden now has over 990 plants of 83 different species living around the property.**

By reading the placards, guests can learn about how nature and the local environment and plant life they are surrounded by relate to the Cambodia's culture and history. The plants ranging from green tea plants to red and yellow lily flowers, as well as pink and white lotus. Due to the size and diversity of our Botanical Garden, we take great pride in developing a unique home and sanctuary for birds, enabling us to redefine sustainable luxury in Cambodia.

## Home of Biodiversity

**Phokeethra Country Club is home to an abundance of biodiversity due to the large fauna species around its 127 hectares.**

Our bird sanctuary provides the perfect habitat for over 75 different species of birds. Visitors are invited to embark on a guided tour across resort's botanical garden and the Golf Course, which is run in a partnership with the Cambodia Bird Guide Association.

## Local Community

**Our development program also supports local community development through the Bamboo Project.**

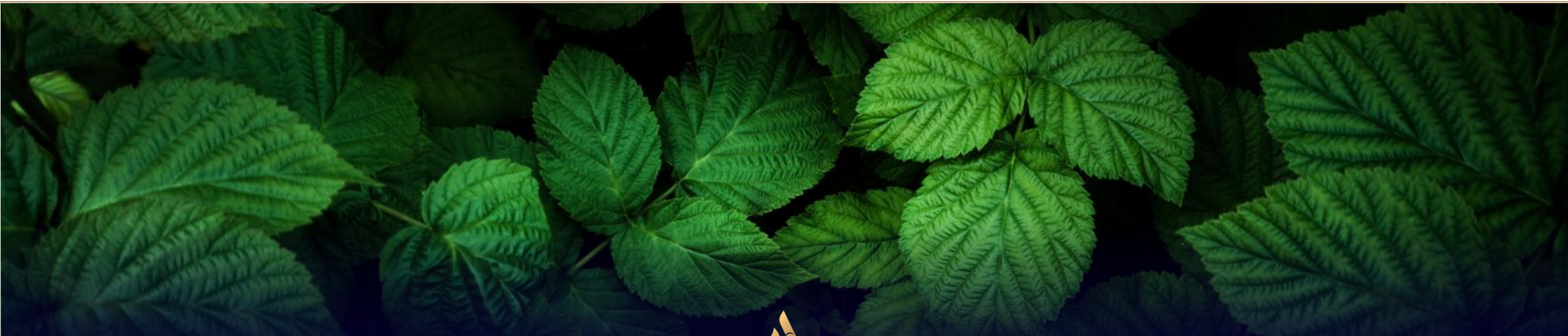
Since 2020, we have been allowing members of the local community to cut under careful regulation, limited bamboo trees along the sanctuaries border in order for them to build houses. We are proud to take great care of our green spaces in the Botanical Garden and the Sanctuary at the resort's Golf course.

We also support the development of local sustainable construction projects, whilst planting many trees of our own, to help offset our carbon footprint as much as possible.



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# *Rewilding Program* *restore the wildlife*



# Habitat Restoration Project

At Phokeethra Country Club

Biodiversity within the land of Phokeethra Country Club has been restored. The final goal is the purposeful rehabilitation of an area to recreate a functioning ecosystem, that is habitat restoration. The processes is divided into three phrases.

## *Assessment*

**Understanding the ecosystem and the organism operating in it is fundamental to interact with the ecosystem correctly, especially when planning reintroduction and relocation of wildlife.**

This operation is done carrying out surveys with different methodologies and technologies, such as Field surveys, Camera Traps, Habitat assessment and mapping of the area, Turtles survey, Bird survey, Plant/tree survey. The information and media collected in this phase are also useful to produce advertising and educational material...

## *Pioneer release projects*

**To release animals that will remain permanently in the area increasing the biodiversity and promoting the habitat restoration.**

The release of wild animals can be carried out following two main methodologies: commonly called “hard release” and “soft release”. Hard release means that the animal is transported in the new location and released into the habitat without further actions. The soft release instead includes a period of acclimation of the animal, soft release pen or enclosure often used in this phase. The release projects are varied and depend on the species.

## *Education & training*

**To raise awareness on the environmental issues and educate on the respect of biodiversity and to appreciate the beauty of the natural world.**

We arrange activities that both adults and children can be involved with, such as birdwatching and tree planting. Activities can be done in public events involving customers, local officials and celebrities, putting under the spotlight the good work being done with nature.

Phokeethra Country Club is going to preserve Cambodian biodiversity which in turn will generate good publicity for the business.



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# *Energy Consumption*



# Energy

## WATER, ELECTRICITY, WASTE

### *Enhancing Water Management*

**We are committed to water conservation saving techniques.**

The waste waters are treated in large tanks. Then, the water is pumped into our lagoon of 800m<sup>3</sup> and is used for watering our gardens.

In guestrooms, sinks are equipped with aerators in order to reduce water consumption and energy.

### *Reducing Electricity Consumption*

**On a daily basis, we manage lighting according to the time of the day, and we make sure not to waste any energy.**

We are using led light bulbs for approximately 95% of the entire hotel lighting.

The wasted heat coming from air conditioning is absorbed by our heat exchanger which then heats water.

### *Waste Management*

**We have successfully implemented a comprehensive waste management system guided by the GAIA 2.0 tracking baseline, focusing on sustainable practices across energy, food, and general waste sectors.**

Waste is segregated into clearly marked bins, separating food waste, plastics, papers, and scraps into dry and wet garbage categories.

Hazardous and electronic waste are meticulously separated and sold exclusively to certified recycling and upcycling company Asia Data Destruction (ADD),



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## *Room Amenities Moved away from Single-use*



# Sustainable Packaging

## For Bathroom Amenities

We have moved away from single use plastic and are using sustainable company makes them from Bamboo and FSC certified packaging.

### *Bath amenities*

#### **REFILLABLE DISPENSER**

We no longer use a single-use plastic packaging. Instead, we have installed durable dispenser that allowed us to refill.



### *Dry amenities*

#### **GREATER QUALITY CONSISTENCY & GREATER DISTRIBUTION AND COST EFFICIENCY**

With the support of the Global Procurement team, we present to you a zero-plastic amenities collection carefully chosen for ALL luxury & upscale brands.

Hotels are now able to enjoy greater quality consistency, as well as greater distribution and cost efficiency through our appointed global supplier Ming Fai Enterprise International.



RAFFLES \ ORIENT EXPRESS \ BANYAN TREE \ DELANO \ SOFITEL LEGEND \ FAIRMONT \ SLS \ SO \ SOFITEL \ THE HOUSE OF ORIGINALS  
RIXOS \ ONEFINESTAY \ MANTIS \ MGALLERY \ 21C \ ART SERIES \ MONDRIAN \ PULLMAN \ SWISSÔTEL \ ANGSANA  
25HOURS \ HYDE \ MÖVENPICK \ GRAND MERCURE \ PEPPERS \ THE SEBEL \ MANTRA \ NOVOTEL \ MERCURE \ ADAGIO  
MAMA SHELTER \ TRIBE \ BREAKFREE \ IBIS \ IBIS STYLES \ IBIS BUDGET \ JO&JOE \ HOTELF1