pullman
HOTELS AND RESORTS

KHAO LAK RESORT



ENVIROMENTAL POLICY

Date of reviewed: October 30, 2026
Next Review : February 1 , 2027

OUR ENVIRONMENTAL POLICY

1. Protect and respect the natural environment – air, land and water

2. Minimize the generation of waste – reuse, recycling and responsible waste disposal

3. Maximize energy efficiency and reduce greenhouse gas emissions – production, transportation and support operations

4. Continuously monitor environmental impacts and develop a plan to define reduction targets

5. Commit to using the highest level of pollution control technology whenever possible

6. Respect cultural, geological, historical, archeological and paleontological site

7. Respect neighbors and stakeholders

8. Water Conservation: Reduce consumption and protect local water resources.

9. Sustainable Purchasing.

10. Environmental Awareness and Compliance.

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OUR ENVIRONMENTAL POLICY

1. Protect and respect the natural environment – air, land and water

Caring for the environment is like taking care of our home. We must protect the air, water and soil, respect and preserve the natural environment for this and future generations.

We have a duty to communicate and mitigate any operational problem that may cause pollution and find alternatives to reduce environmental impacts and improve environment

RULE INTO PRACTICE:

Look out for initiatives, together with other employees, government agencies, community, etc., that focus on environmental improvements. Suggest and implement ideas for continuous improvement. Ex: Capture of rain water, Water reuse, Reduction of waste generation, Reduction of energy consumption, etc.

Communicate and mitigate any operational problem that could cause pollution

Keep lights out and computers turned off when not in use

Avoid the unnecessary printing of documents, especially in color.

Do not discharge any type of material or effluent into rainwater drainage systems, rivers, streams or lakes without treatment or authorization.

Ensure the proper treatment of all effluent before discharging

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2. Minimize the generation of waste – reuse, recycling and responsible waste disposal

Identify and quantify the types of waste generated and separate them appropriately. Minimize the generation of hazardous and non-hazardous waste, reuse and recycle materials where feasible and dispose of them according to the most responsible environmental methods available.

RULE INTO PRACTICE:

Whenever possible, try to reuse materials, but always be careful to do so safely and responsibly. Look for initiatives to reduce the generation of internal waste.

Encourage initiatives which add value to waste and contribute to local development. Respect the hierarchy of procedures for waste disposal.

Disposing of the waste generated in area in the appropriate places, according to the color codes for selective collection. This is critical to ensuring the proper final disposal and recycling of uncontaminated waste

3. Maximize energy efficiency and reduce greenhouse gas emissions – production, transportation and support operations.

Continually seek alternatives for fuel and raw materials; promote the efficient use of energy; ensure compliance with the procedures for accepting waste; ensure the proper maintenance of vehicles and equipment.

RULE INTO PRACTICE:

Look for initiatives to improve the energy efficiency of equipment and processes, for example, through participation in the Internal Committees for Energy and Water Conservation.

Identify alternative options for fuel and raw materials in region and suggest the carrying out of feasibility tests.

Use alternative forms of transportation with lower carbon emissions.

Ensure compliance with the procedure for accepting waste for co-processing. Use only the formally approved types of waste and in accordance with the standards of environmental and occupational safety. Store and handle waste in a safe and environmentally responsible manner.

Carry out the periodic maintenance of equipment and vehicles and make the necessary changes to ensure their proper functioning.

Operate equipment and vehicles properly, according to manufacturer's guidelines, monitor emissions in accordance with the local legislation.

4. Continuously monitor environmental impacts and develop a plan to define reduction targets

Identify the environmental impacts of area and unit. Monitor and define targets to address them, seeking continuous improvement.

RULE INTO PRACTICE:

Look for tools that help to manage the impacts of area.

Take preventive measures to avoid the occurrence of environmental damage. Carry out the proper maintenance of equipment.

Find out about the environmental issues and impacts of units activities and try to minimize them jointly with other areas.

Create action plans and implement them for effective mitigation

5. Commit to using the highest level of pollution control technology whenever possible

Ensure the best results in pollution control seeking, where possible, the use of the best available technologies.

RULE INTO PRACTICE:

Report situations of equipment functioning outside of the established standards, and assess the need for replacement.

In case of the substitution of equipment, seek to know the best technologies in the market and assess its viability.

Be on the lookout for new pollution control technologies and propose their implementation.

10. Environmental Awareness and Compliance

Ensure compliance with all applicable environmental laws and regulations and promote environmental awareness through employee training and stakeholder engagement.

RULE INTO PRACTICE:

The hotel promotes environmental awareness and ensures compliance with all applicable environmental laws, regulations, and sustainability standards. Environmental responsibilities are communicated to employees through orientation programs, regular training sessions, and ongoing awareness campaigns. Operational practices are designed to minimize environmental impacts by reducing energy and water consumption, managing waste responsibly, and preventing pollution. Environmental performance is monitored and reviewed regularly, while legal requirements and permits are maintained and updated to ensure full compliance. The hotel encourages employees, guests, and suppliers to participate in environmental initiatives and support the property's sustainability objectives.

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Management Acknowledgement

Name	Title	Signature
Ajay Jayaprakash Sampige	General Manager	
Milan Ljuboja	Hotel Manager	
Jureeporn Inthachai	Director of Talent & Culture	
Arunsak Saetan	Director of Eng & LP	
Paranee Pinkaew	Director of Finance	
Krittamate Arunsart	Director of Sales	
Teerapan Atthawilai	IT Manager	
Runchuan Boonta	Front Office Manager	
Nuthakan Kumnoo	Assistant Front Office Manager	
Warangrat Duanghathai	Assistant Guest Experience Manager	
Rawikan Poolkaew	Executive Housekeeping Manager	
Andreas Hameder	Executive Chef	
Kawisara Khobwet	SPA Manager	
Suratda Hundang	Lifestyle Manager	

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