

Sustainable Management Plan (SMP)

V Villas Hua Hin

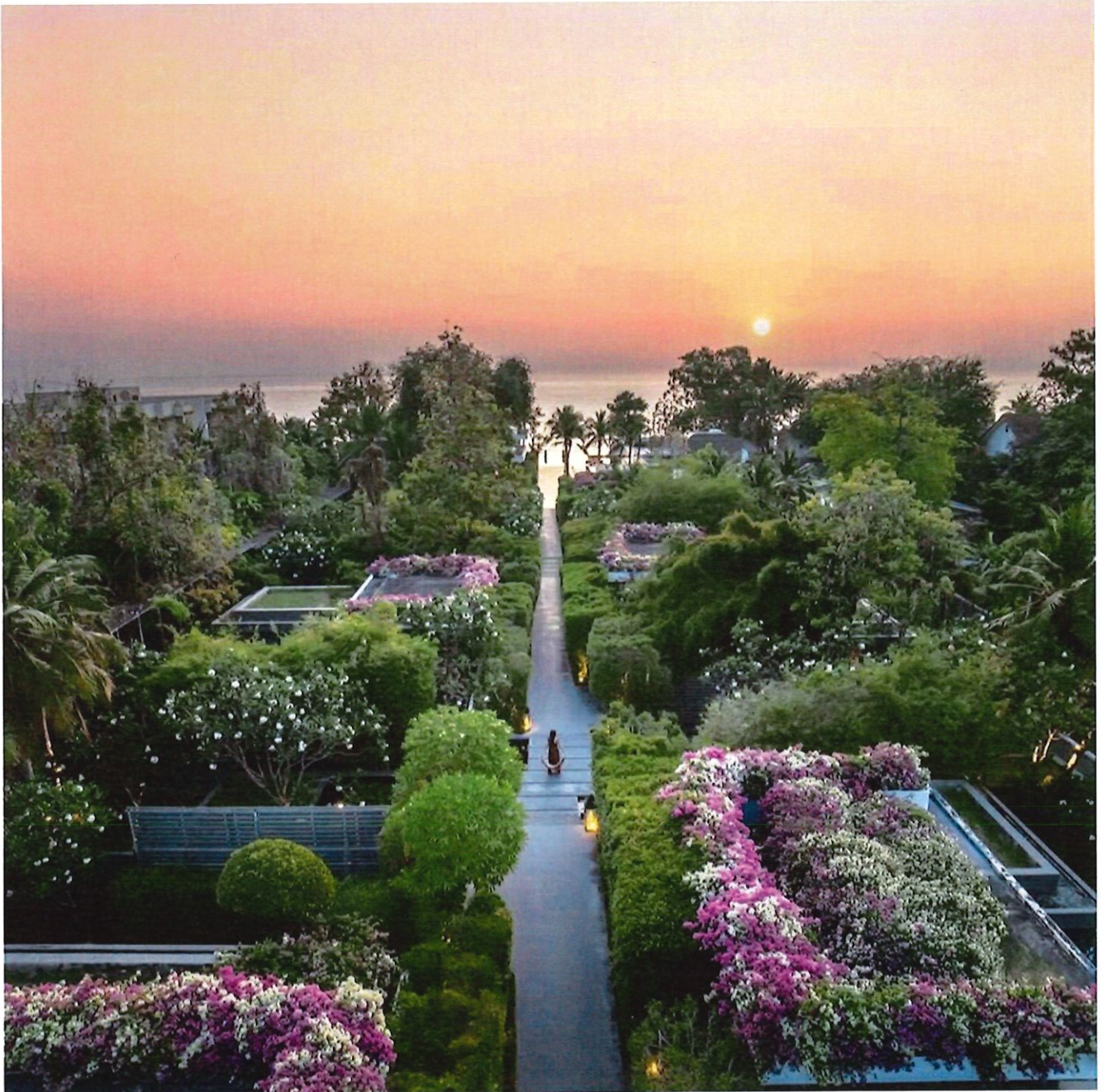


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Statement

V Villas Hua Hin MGallery Hotel Collection is committed to Accorhotels Environmental and Social Priorities part of our ESG strategy to look after our People and save our Planet. We commit to lead the transition to a Net zero world

Both the management and all employees of V Villas Hua Hin MGallery Hotel Collection accept the task of better controlling our business's environmental impact as well as reducing and limiting its risks as much as possible. All employees endeavor to perform their tasks in line with the set procedures and the business's policy. V Villas Hua Hin MGallery Hotel Collection is committed to comply with national environmental laws and requirements, and seek to always find ways to pioneer activities to contribute to a nature Positive World. We endeavor to find solutions to optimize Energy and water consumption as well as reducing food waste, minimize paper consumption and waste production, restricting negative impact in running our business considering the air, water and soil by means of an effective environmental management system as we train our employees to help look after the environment.

The primary purpose of the Sustainability Management Plan is to guide decision making, management, and the daily operations of the business in a sustainable manner considering the environmental, socio-cultural, quality, and health & safety issues all together. V Villas Hua Hin MGallery Hotel Collection is committed to communicate this plan to our employees, guests and stakeholders associated with our business

Scope

The Scope of the sustainability management plan covers all initiatives and activities at the V Villas Hua Hin MGallery Hotel Collection and its integration with all colleagues, customers, suppliers, business partners, owners and other stakeholders.

Reference

As an International recognized and verified source most of the finding in this SMP are extracted from Green Globe Certification Standards.

Narunon Sophonvises
Resident Manager

Our Goals:

1) Energy & Water Supply Efficiency:

Energy and Water Supply Consumption

Year	Energy Consumption				Average	Water Consumption				Average
	Energy Unit	Energy Cost (Including VAT)	Guest Stay	Kwh/Persons/Year		Kwh/Persons/Night	Water Unit	Water Cost (Including VAT)	Guest Stay	
2023	2,145,151	10,275,316	13,977	153.48	0.4204	76,976	1,237,198	13,977	5.51	0.015
2024	2,111,527	9,075,968	13,768	153.36	0.4201	65,458	1,964,710	13,768	4.75	0.013
2025	2,073,796	8,599,302	14,005	148.07	0.4056	63,383	1,902,544	14,005	4.52	0.012

Remark *** 2023 Water supply cost / 15 Baht/unit
2024, 2025 Water supply cost 28 Baht/unit

2) Waste Production:

No.	Description	QTY	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Total Kilograms
1	Paper box/pcs of paper	KG	62	63	52	85	55	47	52	32	47	78	83	86	742
2	Glass Bottle	KG	25	32	22	0	20	21	26	20	35	0	39	39	279
3	Plastic bottle/gallon	KG	1	8	19	1	15	7	14	3	5	4	1	19	97
4	Aluminum can/bucket	KG	27	26	30	32	20	19	28	28	25	2	1	5	243

Shift some food consumption to a more plant base scheme (20% all menu)

No	Description	QTY	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Total Kilograms
1	Paper box / กระดาษลัง	KG	66	15	115	12	6	12	9	120	125	170	120	120	690.00
2	Piece of Paper / กระดาษพิมพ์	KG	7	25		8	12	8	250		3				313.00
3	Bottle / ขวดแก้ว	KG			204	9	20	18	180	210	180	220	250	210	1,501.00
4	Plastic Clear / ขวดพลาสติกใส	KG			10	4	9	10		9		6	10	6	64.00
5	Plastic Color / ขวดพลาสติกสี	KG			9	7	7		8	8	10	3			52.00
6	Aluminium Can / กระป๋องอลูมิเนียม	KG	6	1	3	5	6	8	2	3	2	2	2	2	42.00
7	Coffee can / กระป๋องเปล่า	KG	5			2	8	12	5	2	3	3	4	3	47.00

No	Description	QTY	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Total Kilograms
1	Paper box / กระดาษลัง	KG	350	280	140	110	48	110	118	237	79	100	114	127	1,813.00
2	Piece of Paper / กระดาษพิมพ์	KG	12		28	16		23	19	33	32	23	27	17	230.00
3	Bottle / ขวดแก้ว	KG	280	250	253	311	302	253	264	506	209	238	269	285	3,420.00
4	Plastic Clear / ขวดพลาสติกใส	KG		10	10	11	7	7	8	11	6	6	5	6	87.00
5	Plastic Color / ขวดพลาสติกสี	KG	18	9	23	7	15		15	40	19	20	8	20	194.00
6	Aluminium Can / กระป๋องอลูมิเนียม	KG			3	2	2	2	4	6	2	1	2	2	26.00
7	Coffee can / กระป๋องเปล่า	KG	3	5	8	4	5	8	2	14	4	8	5	5	71.00

- 3) Contribute to a better Natural positive environment
- 4) Promote Social elevator to put people at the Heart
- 5) Sustainability Awareness of all stakeholders

Our Sustainability Management Plan should be supported by the following Policies and Procedures with other supporting documents as much as possible

- Health, Safety and Environmental Policy
- Waste Management Plan
- Purchasing Policy
- Recruitment Policy

- Code of Business Conduct and Ethics

The SMP should be reviewed every year and updated with latest information and legislation if needed

Sustainability Management Plan Key Areas

I. Environmental

V Villas Hua Hin MGallery Hotel Collection will be actively involved in conserving resources, reducing pollution, conserving biodiversity, ecosystems & landscapes, and local community environmental activities. We need to share space with Nature.

II. Social-cultural

V Villas Hua Hin MGallery Hotel Collection will be involved in corporate social responsibility actions, community development, local employment, fair trade, support local entrepreneurs, respect local communities, implement a policy against commercial exploitation, equitable hiring, employee and child protection.

III. Quality

Any activity that can sustain itself economically through creating competitive advantages within the industry with inspired service that not only meets, but exceeds guest expectations; it continues to contribute to the economic well-being of the surrounding community through local ownership, employment, buying local products, etc. A sustainable business should benefit its colleagues, customers, business partners, owners, other stakeholders.

IV. Health & Safety

V Villas Hua Hin MGallery Hotel Collection complies with all established and local health and safety regulations, and ensures that both guest and colleagues are safe and secure in the environment they work and visit. V Villas Hua Hin MGallery Hotel Collection employ a safety officer on a full time basis to make sure that we comply with all relevant legislation.

Implement a Sustainable Management Plan:

V Villas Hua Hin MGallery Hotel Collection hotel shall establish and maintain the SMP complying with requirements included in this section. There are number of elements that make up the SMP as shown below:

Legal Compliance

V Villas Hua Hin MGallery Hotel Collection is licensed according to national law and in compliance with all relevant international or local legislation and regulations, including health, safety, labor, environmental aspects, and insurance policies.

Employee Learning

We carefully recruit the best employees to work at V Villas Hua Hin MGallery Hotel Collection, we train and stimulate our fellow employees and ourselves so that the service we give will be performed with courtesy and an ever-increasing degree of intelligence, care and pride, but without waste or extravagance. Our full time dedicated L&D Manager has specifically created and curated training program to raise awareness of our employees. The first of our 5 Golden pillar is our employees and they are key to deliver our ESG message to our guests. They need to fully understand and endorse our philosophy through training and awareness when it comes to ESG

Service Quality & Customer Satisfaction

At V Villas Hua Hin MGallery Hotel Collection: **“We put our heart in everything we do”**, this is our Golden Role.

We take great proud of what we do. Our second golden pillar is our guest satisfaction and we always strive to exceed guests expectations. Customer satisfaction depends on the united efforts of many, we are most successful when we work together cooperatively with everyone, and respect the contribution and importance of our fellow workers. We win as a team!

We have our internal system to evaluate our performance and ensure that we exceed the expectations of our colleagues, guests and shareholders, this system allows managers to observe employees and provide constructive feedback whenever needed.

Guest feedback is highly valuable for us and it helps us to improve every day, therefore, we have online “Guest Satisfaction Survey” that our guests receive upon their departure, it consists of some questions

about how the stay was and what we can do to make them even happier. We shall ask them about our sustainability in our business, their perceive feeling about it and how we can improve.

We also have partnership with third parties to provide us with guest feedback, openly or by conducting mystery audit to help us in improving and developing our services.

Accuracy of Promotional Materials

All communication regarding promotional material at V Villas Hua Hin MGallery Hotel Collection goes through the Sales, PR and Marketing team and is in line with Accorhotels guiding principles, local regulations and cultural norms. Any dissatisfaction from our guests is tracked through the guest feedback form and many other channels. All our marketing collateral either Offline or Online is created by our team to make sure that we control our branding, visibility and that our message is align with our business goals and is constant.

Local Zoning, Design and Construction

Whether for social events, national and international meetings, V Villas Hua Hin MGallery Hotel Collection offers convenient location in the city of Hua Hin district.

With 28 private pool villas, V Villas Hua Hin MGallery Hotel Collection offers intuitive service that anticipates every need. Your guests are free to make the most of their stay – whether for a week-long conference or one perfect gateway night.

Renowned for our attentive service, V Villas Hua Hin MGallery Hotel Collection is ideal for small- to medium-sized conferences, hosting maximum 30 guests in V meeting room. Cosmopolitan and luxurious, V Villas Hua Hin MGallery Hotel Collection features flexible function spaces. Just minutes from the Hua Hin city's and shopping mall, it's the perfect venue for your next board meeting, product launch or private party. Ongoing preventive maintenance and repairs are performed regularly with the purpose of being as sustainable, energy efficient and long lasting as possible, and includes use of environmental friendly materials. Every effort is been made to ensure that all appliances that have been purchased for operating the hotel are energy efficient.

Interpretation

We inform our guests about the local environment, local culture and cultural heritage through various means; may it be electronic via our TV systems and also verbally from our colleagues. Community lectures are carried out to educate community about sustainability.

Communications Strategy

All colleagues will receive training on environmental challenges and how to be part of the solution. Awareness training is being conducted for new employees as part of their induction program, employees receive more training in their respective areas in the hotel as well as the housing, in how to use energy and water efficiently and how to reduce the waste.

We communicate with our guests and visitors to the hotel and the website in a comprehensive manner. Our implementations, plans and strategy for a sustainable operation are clearly defined, as well as our involvement with the local community and other charity work. Our sustainable operations involve our guests, employees, suppliers and stakeholders. As we used to support local organization for example support Hua Hin hospital during covid-19, support blind children school at Cha-Am district, support local product to sell in V Gallery and ETC.

Health and Safety

Our Goal: work safely at all times; think about hazard prevention in all that we do; minimize accidents so that we, as Employees, can feel comfortable and confident at all times in our work environment and be proud of our commitment to safety.

The management of V Villas Hua Hin MGallery Hotel Collection has developed a comprehensive Accident and Injury Prevention Program, the goal of this program is to minimize the frequency of and severity of accidents involving employee members and to comply with the local laws and regulations that relate to our hotel. The program has been designed to eliminate physical hazards from the work environment and to train employee members in safe work practices. A full time safety officer is employed and carry regular routine visit and audit around the building to spot any defect in material. Officer also perform regular training and has regular meeting with Resident Manager to report on findings.

Accident prevention is a vital element of any successful organization, we recognize that accidents does not only cause physical and mental pain to employee members, but are also costly in terms of lost

productivity and profit. Efficient accident prevention can be directly related to increased profitability for our business, which is something that benefits all of us.

While the final responsibility for the safety program lies with the managers and supervisors, the program cannot succeed without the full cooperation of all employee members. Everyone must be one hundred percent safety conscious in everything he or she does while on the job. We are confident that with a sincere and concentrated effort from everyone, our safety goals can be achieved.

As per the national law, we follow strict security, environmental, health and safety laws, regulations and procedures to conserve and protect the environment and create a workplace where we bring the best out of our colleagues whilst avoiding the risk of injury.

Colleagues are appropriately trained with recorded attendance to make them aware the health and safety issues while working and guests are made aware of hazards by using appropriate signage and other form of communication.

V Villas Hua Hin MGallery Hotel Collection's colleagues in all departments have been trained on basic First Aid & Life Support.

Purchase and operating policy for all mechanisms, equipment and facilities is that they be as environmentally friendly as possible: low emission and consuming minimum energy. We have an experienced team of engineers and technicians who maintain the facilities etc., so that we have constant check on them being in good working condition. Preventive maintenance is key.

All necessary and mandatory safety requirements for the same are in order, such as Risk Assessment and Personal Protective Equipment.

Local Law enforcement agencies frequently visit the premises to ensure all emergency systems are in order, besides, there are audits conducted such as HACCP audits to ensure compliance to the Food Safety Management System. New kitchen employee is trained on safety and procedures, and must undergo a mandatory basic food hygiene course in food handling.

Social/Economic

At V Villas Hua Hin MGallery Hotel Collection, we are committed to make life of people and Nature better!

We have built our ESG Committee, a group of passionate from all departments who will be driving all environmental and green activities. Our chairperson is our Assistant Talent and Culture Manager followed by our Resident Manager.

ESG Committee are responsible for:

- The first assignment was obtaining the Green Globe Certification.
- Spread the awareness about the environmental challenges, the issues that our planet is facing and the importance of being part of the solution.
- To come up with creative green ideas in all areas to save energy & water and to reduce the waste. - Driving internal and external green & CSR activities.
- To be part of the local environmental communities and non-profit organizations.
- Participate in all environmental activities when organized by local organizations.
- Ensure having consistent and proper communication between all colleagues about all environmental activities.
- Give back to our community by participating in charity and donation events.



At V Villas Hua Hin MGallery Hotel Collection, we are taking major steps to increase the awareness between our colleagues and make them behave and act every day while thinking about our environment and its challenges, and how we can be part of the solution.

Our ESG Committee is taking vital initiatives in all departments to ensure we are using all resources of energy in efficient way, reduce water consumption as well as reducing the waste.

ESG Committee Initiatives:

- Replacing plastic take away boxes with paper box (F&B Department)
- Eliminating single-used plastic in guest area (F&B, Housekeeping Department)
- Researching sustainability options with our coffee vendors (F&B Department)
- Stopping plastic water bottles
- The use of glass water bottles as opposed to plastic water bottles in hotel internal meetings (Banquet Department)

Local Employment

Supporting and developing our employee members with Accorhotels Academe programs, V Villas Hua Hin MGallery Hotel Collection proactively supports the recruitment and development of Thai nationals within Thailand at various managerial level positions across its operational and support function, with a view that such Thai nationals may, will be supported, mentored and guided to grow and move into leadership positions across the company.

Fair Trade

V Villas Hua Hin MGallery Hotel Collection is committed to deal with authorized suppliers and official distributors who offer supplies with the highest quality in the market.

Our priority is to select the suppliers who provide eco-friendly products and ensure they have certifications.

Local Entrepreneurs

Our purchasing policy is to order as much as possible from our local community and/or support local businesses in purchasing their products



Respect Local Culture

Hua Hin is the capital city and most populous city of the Kingdom of Thailand. It is Thailand's fastest growing city, the nation's population living in Hua Hin or its surrounding suburbs, and it is also the economic center of the country. Culture Awareness training is provided through the orientation for new employees.

Exploitation

V Villas Hua Hin MGallery Hotel Collection is in strict compliance to the Thailand Labor Law and its relations. Hence, appropriate policies are in place against the employment of children, discrimination, sexual harassment, and exploitation. The element of exploitation is supported by:

- Equal Employment Opportunity & Diversity
- Ethical Behavior Policy
- Code of Business Conduct and Ethics supported by ACCOR global charter

Equitable Hiring

V Villas Hua Hin MGallery Hotel Collection promotes diversity and equality on all levels of the business, and no employees or applicants are discriminated against in any way. All positions are filled on the basis of competence.

Our hotel adheres to all local laws and regulations concerning labor laws, and offer conditions and wages superior to the minimum requirements.

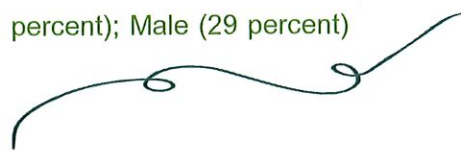
V Villas Hua Hin MGallery Hotel Collection employs people of many nationalities – currently we have 7 different nationalities. Women candidates are encouraged to apply across all levels of the business.

Gender equality

V Villas Hua Hin MGallery Hotel Collection commits to gender equality as a real practice and influences all of the procedures and processes implemented to ensure equal opportunity and prevent discrimination.

Gender equality in the company: Female (53 percent); Male (47 percent)

Gender equality in executive leadership: Female (71 percent); Male (29 percent)



Employee Protection



Salaries and benefits meet national regulations, and all payments required by law into Social Security Fund and Personal Income Tax are made on behalf of all employees. Overtime is paid for hours worked according to Thailand labor law. Week hours and working hours do not exceed the legal maximum established by the labor law, but being a hospitality industry at times a need might arise to work additional hours, colleagues are accordingly remunerated as per the policies outlined.

A whistle blower unanimous hotline is also available for all to report any abuse, harassment or corruption.

Basic Services Environment

The activities of the business have not impacted or jeopardized resources or services in the local area or neighboring communities in any negative manner. The activities of the business generate a number of secure jobs and reflects positive influence in the community

Culture Heritage

The employee at V Villas Hua Hin MGallery Hotel Collection is trained to guide guests towards the cultural sights and events and/or entertainment/ restaurants that the guests are most interested in. Local Thai culture can be explained and discussed with guests, mainly in a nice-to-know form, guest can read through the basic do's and don'ts in their complementary tourist guide or can easily discuss it with our concierge team

Historical and archeological artifacts are not sold, traded, or displayed. Business complies with laws, standards and regulations concerning the protection of historical sites and cultural heritage.

V Villas Hua Hin MGallery Hotel Collection places great emphasis on being a part of the local environment in regards to cultural and social activities, as well as incorporating use of local food and competencies from local businesses.

Environmental

- Setting up of recycled trash bins at hotel (Purchasing Department)
- Reviewing to change single flush toilet system to be dual flush
- Installing AV charging at carpark to reduce carbon emission (Engineering Department)

Management Acknowledgement

Name	Title	Signature
Narunon Sophonvises	Resident Manager	
Nattachai Kinchokawat	Assistant Manager	
Jantiman Thitiwes	Asst. People & Culture Manager	
Natthawut Prasertsri	Chief Engineer	
Noppadol Doungpoomek	Food & Beverage Manager	
Chitsanupong Sangkiew	Executive Chef	
Chidapa Sowanakul	Butler Manager	
Kreethaphol Thaweethai	Finance Manager	
Ratchaneewan In-orn	Spa Manager	
Pornthip Yaisungnern	Assistant Front Office Manager	