



CORPORATE ENVIRONMENTAL POLICY 2025

SPAIN

SIRENIS
HOTELS & RESORTS

SIRENIS HOTELS & RESORTS is a family hotel chain with hotels in Spain, Punta Cana, Riviera Maya y Colombia.

The BASIC PRINCIPLES of Sirenis Hotels & Resorts are based on three essential pillars:



SOCIAL
RESPONSIBILITY



CLIENT
SATISFACTION



RESPECT FOR
THE ENVIRONMENT

Our commitments to Quality, the Environment and Social Responsibility are defined based on these principles.



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QUALITY

CONTINUOUS IMPROVEMENT OF OUR CLIENTS' SATISFACTION:

1. Establishing direct, close contact with them
2. Measuring the level of satisfaction of our clients in an objective way
3. Taking their complaints and claims into account for our continuous improvement project

GUARANTEEING THE QUALITY OF THE SERVICE:

1. Adapting operations to new needs that are detected
2. Actively listening to clients
3. Collaborating with our suppliers and partners to seek and develop new products
4. Renewing and updating facilities to improve service
5. Undertaking periodic reviews of the Management System

RESPECTING AND COMPLYING WITH LEGAL REQUIREMENTS, AS WELL AS COMMITMENTS IMPOSED BY THE COMPANY ITSELF.



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ENVIRONMENT

RESPECT FOR THE ENVIRONMENT:

1. Reducing the waste generated and facilitating its separation
2. Providing continuous Environmental training to our collaborators
3. Reducing the consumption of natural resources, minimising the impact of operations
4. Commitment to the preservation of the biodiversity of the region
5. Searching and developing circularity projects.



SOCIAL RESPONSIBILITY

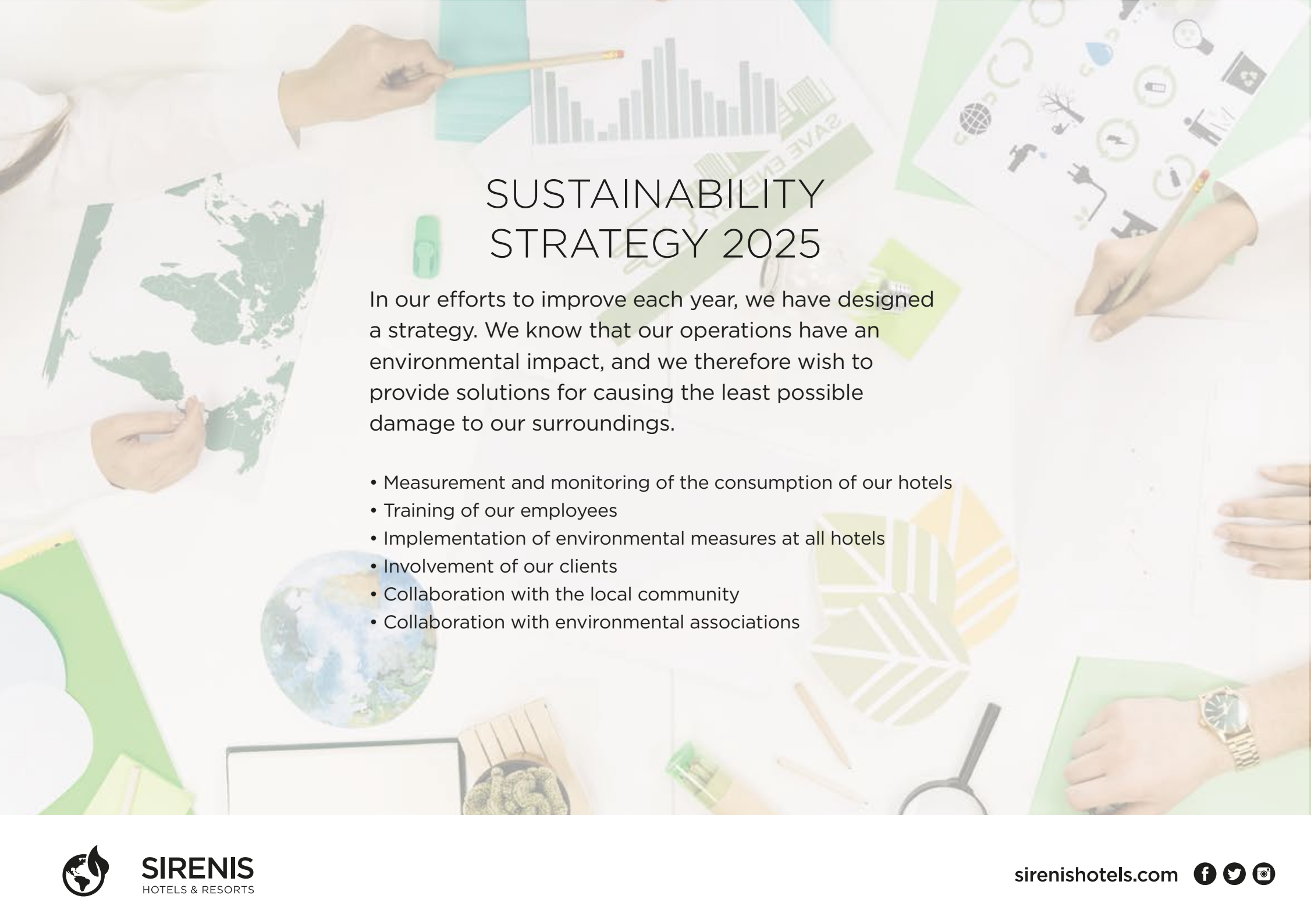
COLLABORATION WITH LOCAL DEVELOPMENT:

1. Applying a purchasing policy that favours local products
2. Presenting local cultures to clients

MAINTAINING CLEAR OPPOSITION TO CHILD LABOUR AND SEXUAL EXPLOITATION.

ENSURING EQUALITY ON OUR TEAMS.





SUSTAINABILITY STRATEGY 2025

In our efforts to improve each year, we have designed a strategy. We know that our operations have an environmental impact, and we therefore wish to provide solutions for causing the least possible damage to our surroundings.

- Measurement and monitoring of the consumption of our hotels
- Training of our employees
- Implementation of environmental measures at all hotels
- Involvement of our clients
- Collaboration with the local community
- Collaboration with environmental associations



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GREEN FITTINGS IN OUR ROOMS

TEMPERATURE REGULATORS

In each room, we have a temperature regulator, so that when the desired temperature is reached, the air conditioning automatically turns off. In most of our hotels, the air conditioning system is programmed to turn off when a window or balcony is open. Otherwise, we inform our guests to avoid unnecessary consumption.

EFFICIENT FITTINGS

New electrical devices have been purchased in order to reduce consumption; all electrical appliances and materials that we replace are therefore as sustainable as possible.

ENERGY SAVING LIGHTING

We are replacing conventional lighting for LED and energy saving light bulbs.

ENVIRONMENTAL INFORMATION

In different areas of the hotels, there are signage and posters with information on good environmental practices, requesting the collaboration of our employees and clients.

AUTOMATED CARD SYSTEM

We only have electricity in the rooms when the magnetic key is entered into the device or by home automation systems in some rooms. In this way, we ensure that energy is not wasted when the client is not using the room.



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GREEN FITTINGS IN OUR BATHROOMS

ENERGY SAVING TIPS

All our bathrooms and toilets have signage with information about ways to save water, to raise awareness among our customers and prevent unnecessary water wastage.

TOWELS

We give clients the option of reusing towels or requesting new ones, information on which can be found in the rooms. If the towel is left on the floor we will know that they want the towels to be changed, while if they are hung up we will know that they wish to reuse them, saving water and energy and chemical use with this simple gesture.

WATER ECONOMISING DEVICES

We have installed water economising devices on the taps in both the rooms and communal areas to reduce the flow of water without affecting the quality of the service.

REDUCTION OF PACKAGING

In order to reduce and generate less waste, soap dispensers have been installed in rooms, creating a significant reduction of waste generated by the client.



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AN ECOLOGICAL TOUCH IN OUR COMMUNAL AREAS

COMMUNAL AREAS

Our patios and communal areas are large, to encourage clients to spend more time in them, thereby preventing unnecessary energy consumption.

DRIP IRRIGATION

Areas which require frequent watering have drip irrigation installations, providing only the water that plants require and preventing water being wasted.

INDIGENOUS SPECIES

Thanks to the structure of certain hotels and their green areas, in the communal areas, the Ibiza wall lizard (*Podarcis pityusensis*) is present. In the gardens of some of our hotels we have installed shelters for the protection of this endemic animal of Ibiza and Formentera.

LIGHTING CONTROL

We have lights programmed to turn on and off in the outdoor areas, making the most of natural light.

XERISCAPING

The plants that have been selected for the communal green areas of the hotels are indigenous plants which require only a limited amount of water for maintenance.



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THE ENVIRONMENT IN ALL OUR ACTIONS

CLEANING PRODUCTS

We mostly use concentrated cleaning and eco products, ensuring great results in reducing environmental impact.

ECOLOGICAL CRITERIA

All our suppliers are carefully selected, particularly favouring local suppliers who care about the environment.

LOCAL CULTURE

We want our guests to discover the island and its charms aside from its traditionally established, most commercial elements, and we therefore offer information and scheduled excursions at reception.

MONITORING OF ENERGY CONSUMPTION

We carry out monthly monitoring on the hotel's consumption to optimise it and be able to adopt the most appropriate measures.

SELECTIVE WASTE COLLECTION

Proper separation of waste begins from its creation, therefore we have numerous separated waste bins in all our communal areas, as well as our staff areas, and we monitor the waste generated on a monthly basis.



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THE ENVIRONMENT IN ALL OUR ACTIONS

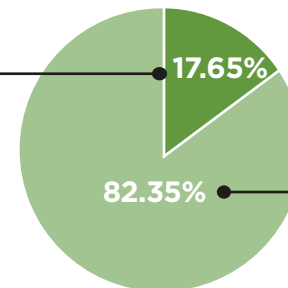
BULK PURCHASING

Following our purchasing protocol, we purchase products with environmentally friendly packaging, with less packaging material for large quantities of product, in order to reduce the carbon footprint of their transport.

LOCAL PRODUCTS

In our all-inclusive buffets, guests can enjoy local products such as cheeses and cold meats in almost all the services, as well as buy local wines to taste during their stay.

Suppliers of locally
produced fresh food



Suppliers of externally
produced fresh food



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OUR CERTIFICATIONS



SIRENIS SEAVIEW COUNTRY CLUB
SIRENIS HOTEL CLUB AURA
THE IBIZA TWIINS
OFICINAS CENTRALES



SIRENIS SEAVIEW COUNTRY CLUB
SIRENIS HOTEL CLUB AURA
THE IBIZA TWIINS



SIRENIS SEAVIEW COUNTRY CLUB
SIRENIS HOTEL CLUB AURA
SIRENIS HOTEL CLUB SIESTA



SIRENIS SEAVIEW COUNTRY CLUB
SIRENIS HOTEL CLUB AURA
THE IBIZA TWIINS



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ENVIRONMENTAL INFORMATION 2025

Measurement and monitoring of consumption of:

- ELECTRICITY
- DIESEL AND GAS
- WATER
- URBAN WASTE



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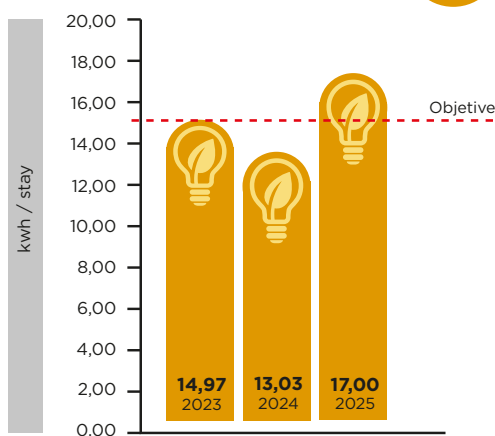




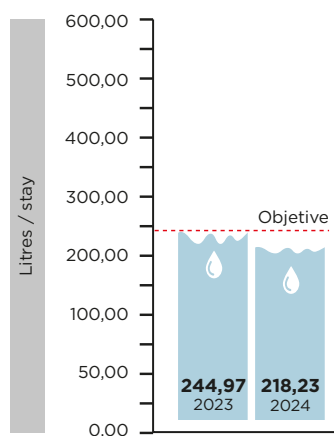
ECOLOGICAL FOOTPRINT

THE IBIZA TWIINS

ELECTRICITY



WATER



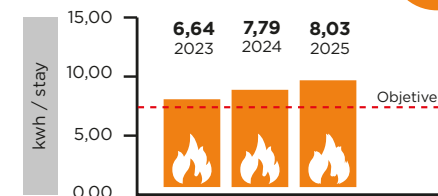
RESULTS

Thanks to these charts, we can observe the evolution of energy and water consumption over recent seasons, as well as the generation of municipal waste at The Ibiza Twiins. Regarding total energy consumption, an increase was recorded during this season, mainly due to a higher electricity consumption ratio. Analyzing each energy source separately, we can see that the electricity consumption ratio increased compared to the previous season, while the gas consumption ratio also showed a slight increase. During the hotel's closure period, improvement works will be carried out on the facilities in order to enhance efficiency and achieve better results in the coming seasons. As shown in the water consumption chart, water usage could not be properly monitored during the 2025 season due to the malfunction of one of the water meters. This meter was replaced at the end of the season, and it is expected that water consumption will be accurately monitored next year. Finally, the waste generation chart shows that the largest waste fraction generated is organic waste, followed by residual waste, paper/cardboard, glass and packaging materials. Efforts will continue to focus on reducing the amount of residual waste generated while increasing the proportion of waste diverted to recycling streams. Organic waste is collected by the local council and used for compost production. Regarding CO₂ emissions, the emissions ratio increased slightly this season compared to the previous year.

GASOIL

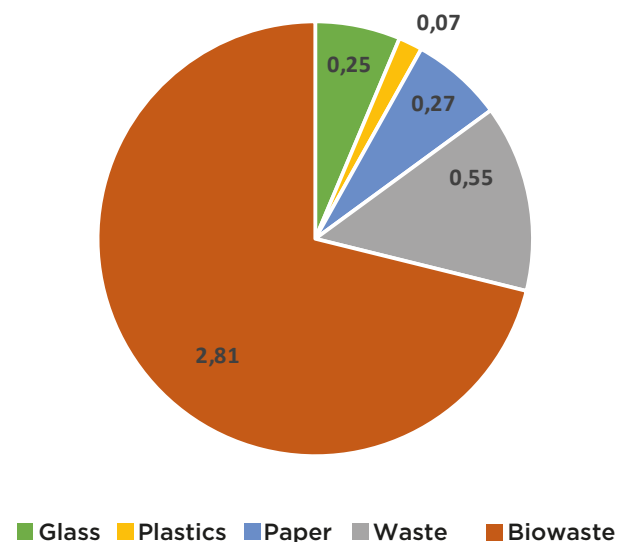
The use of the use of diesel in the facilities. It has not been used since 2017.

GAS



URBAN WASTE

MSW segregation: Kg/stance



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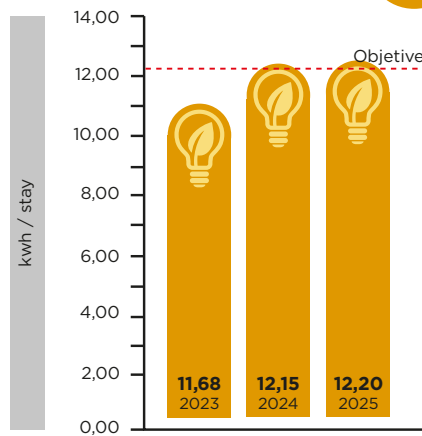




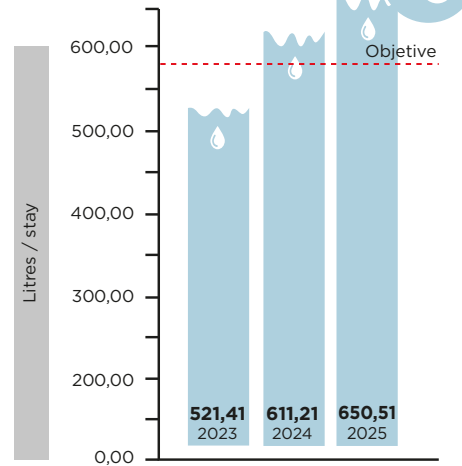
ECOLOGICAL FOOTPRINT

SIRENIS HOTEL CLUB AURA

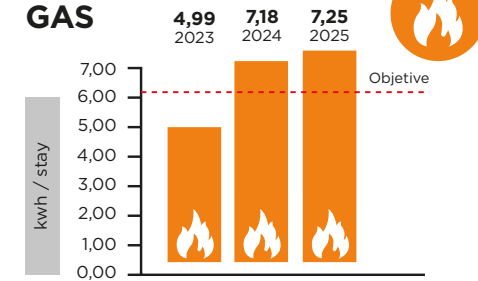
ELECTRICITY



WATER

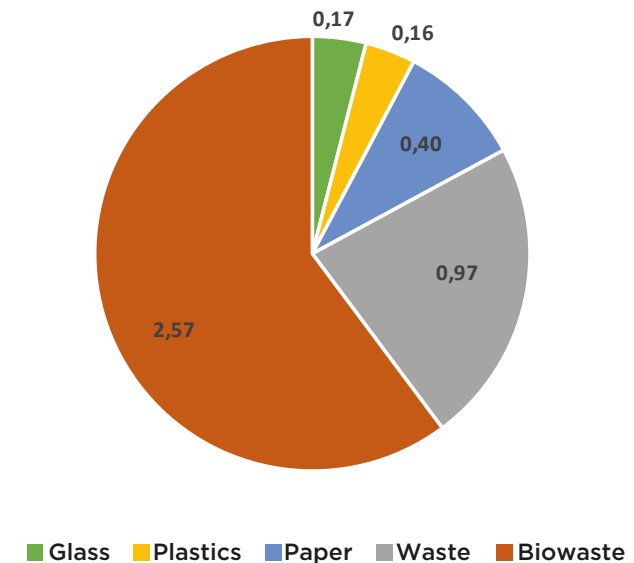


GAS



URBAN WASTE

MSW segregation:
Kg/stance



RESULTS

This section presents the evolution of water, electricity and gas consumption, as well as waste generation, through a series of charts. The hotel's total energy consumption remained at a similar level to that recorded during the previous season. As shown in the water, electricity and gas consumption charts, the ratios achieved this season are broadly in line with those of the previous year. The electricity consumption target was achieved; however, the water and gas consumption targets were not met. The gas consumption ratio exceeded the target mainly because the indoor heated swimming pool remained in operation for a longer period at the request of our guests. As the pool has required heating for an extended period over the last two seasons, the current target will be reviewed and adjusted to better reflect operational realities. With regard to water consumption, the ratio increased slightly compared to the previous season. During the hotel's operating period, daily monitoring of water consumption was carried out to identify potential leaks. In addition, a water audit was conducted to detect possible leakages and identify improvements to the facilities that could contribute to more efficient water use. Efforts to reduce water consumption will continue through measures such as the installation of flow restrictors on taps, leak detection and repair, and awareness campaigns for both employees and guests. Regarding municipal waste, the pie chart highlights the hotel's positive performance in the management of urban-type waste. The largest waste fraction generated is organic waste, followed by residual waste, paper/cardboard, glass and packaging materials. Measures will continue to be implemented to progressively reduce the residual waste fraction and increase recycling rates year after year. The organic waste generated by the hotel is collected by the local council and used for the production of compost and biogas. Regarding CO₂e emissions, although the total kilograms of emissions released into the atmosphere were reduced this season, the emissions ratio per guest stay increased slightly due to a lower number of stays compared to the previous season.



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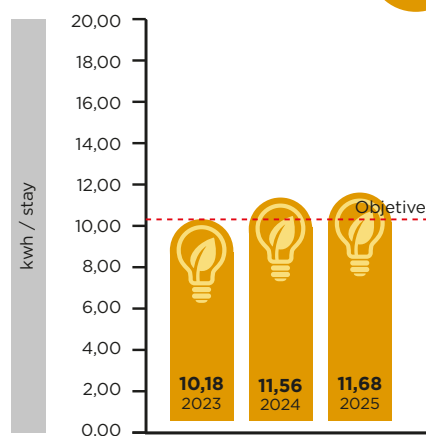




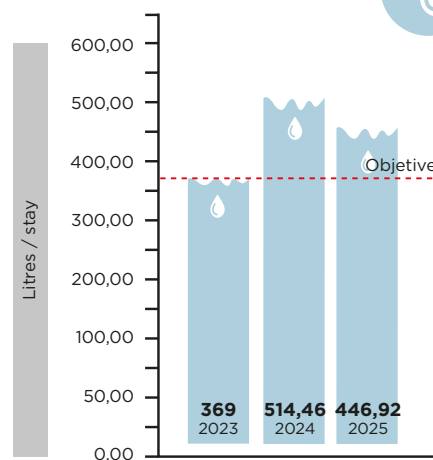
ECOLOGICAL FOOTPRINT

SIRENIS SEAVIEW COUNTRY CLUB

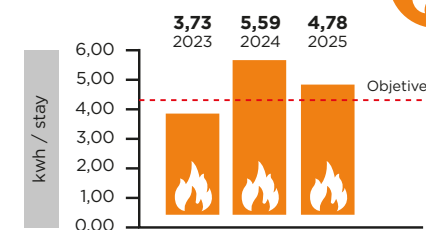
ELECTRICITY



WATER

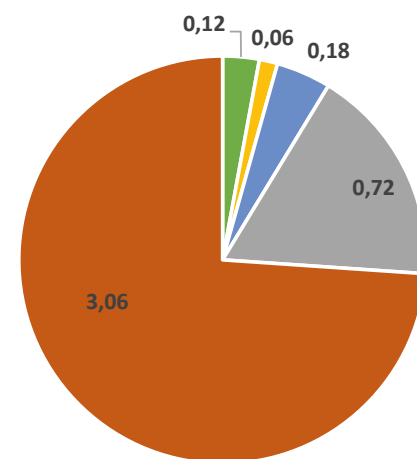


GAS



URBAN WASTE

MSW segregation:
Kg/stance



RESULTS

The charts on this page illustrate the evolution of energy and water consumption over recent seasons, as well as the generation of municipal solid waste at Hotel Sirenis Seaview Country Club.

This hotel has successfully reduced its total energy consumption ratio compared to the previous season, maintaining electricity consumption at a similar level while achieving a reduction in gas consumption. Work is being carried out throughout the year to resolve issues detected in the proper operation of the installed photovoltaic panels. With regard to gas consumption, a 4% reduction has been achieved, bringing the hotel closer to its target for this type of energy consumption. Regarding water consumption, as shown in the chart, the hotel has reduced its water consumption ratio compared to the previous season. This improvement is mainly due to the implementation of various water-saving measures and the repair of several leaks. As in the case of **Hotel Sirenis Club Aura**, daily monitoring of water consumption has been carried out to detect leaks, and a water audit has also been conducted to identify opportunities for improvement within the facilities and detect potential leakages.

Finally, concerning municipal waste generation, the pie chart shows that the largest waste fraction generated is organic waste, followed by residual waste, paper/cardboard, glass, and packaging materials. Organic waste is collected by the local council and used for the production of compost and biogas. Thanks to the reduction in energy consumption, water usage, and waste generation, the hotel has succeeded in reducing its CO₂ emissions ratio this season compared to the previous year.



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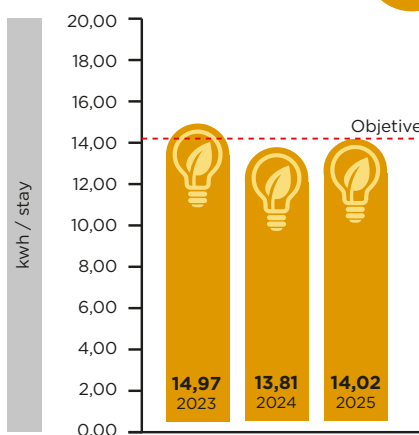




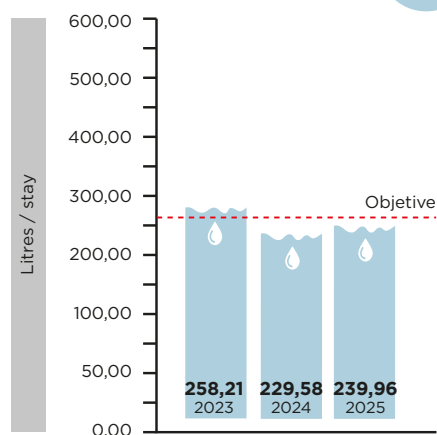
ECOLOGICAL FOOTPRINT

SIRENIS HOTEL CLUB SIESTA

ELECTRICITY



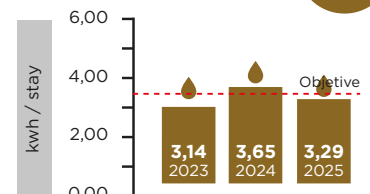
WATER



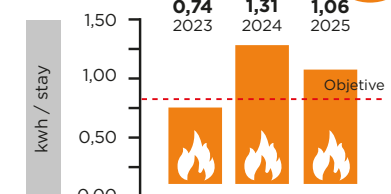
RESULTS

The charts presented on this page illustrate the evolution of energy and water consumption over recent seasons, as well as the generation of municipal waste at Sirenis Club Siesta. In the case of this hotel, the total energy consumption ratio was reduced by 2.2%. When analyzing each energy source separately, we can observe a slight increase in the electricity consumption ratio, mainly due to a decrease in the number of guest stays. Nevertheless, electricity consumption remained below the target set for the hotel. On the other hand, the diesel consumption ratio was reduced by almost 10%, placing it below the target established for this property. Likewise, the gas consumption ratio was reduced by 19%, bringing it closer to the target set for this type of energy. Regarding water consumption, the charts show that the hotel successfully maintained consumption levels below the established target. During the next season, monthly monitoring of consumption data will continue in order to track performance and enable prompt action whenever deviations are detected. The municipal waste chart shows that the largest waste fraction generated at the hotel is organic waste, followed by residual waste, paper/cardboard, glass and packaging materials. Efforts will continue to focus on reducing the amount of residual waste generated while increasing the proportion of waste directed to recycling streams. Organic waste is collected by the local council and used for the production of compost and biogas. As for greenhouse gas emissions associated with the hotel, this season both total CO₂e emissions and the emissions ratio per guest stay were successfully reduced.

GASOIL

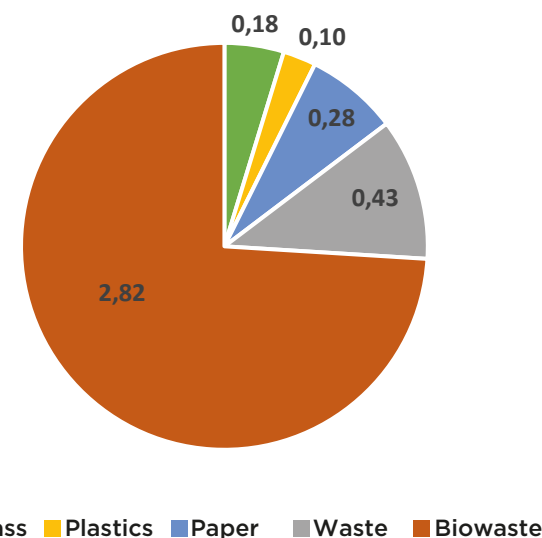


GAS



URBAN WASTE

Segregación RSU:
Kg/stay



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ENVIRONMENTAL NEWS



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ENVIRONMENTAL PROJECTS

GLOBAL TOURISM AND PLASTICS INITIATIVE



Sirenis Hotels & Resorts has joined the Global Initiative on Tourism and Plastics, as part of our hotel chain's commitment to environmental initiatives aimed at reducing unnecessary single-use plastic pollution in our hotels. We are adopting reuse models and using reusable, recyclable, and compostable packaging and items.



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ENVIRONMENTAL PROJECTS

LIZARD REFUGE (*Podarcis pityusensis*)



In our hotels in Sant Josep, **Hotel Seaview Country Club and Hotel Club Aura**, and in our hotel in Santa Eulària, **Hotel Club Siesta**, we have collaborated on a project called **"Protegim ses Sargantanes"** by **Ibiza and Formentera Preservation**. The goal of this project is to raise awareness about the problem and protect this reptile from introduced predators, primarily from imported trees on the island, the horseshoe snake, and the ladder snake.

The project involves **the installation of various lizard shelters in the landscaped areas of our hotels**. The purpose of these shelters is to provide the Sargantanas with a space where they can find refuge, for hibernation and reproduction, thus being protected from the threat of snakes. Alongside the installed shelters, informative signage has been placed, highlighting the risk of extinction of this endemic species of Ibiza and Formentera, so our guests are aware of the situation.



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SOCIAL PERFORMANCE 2025



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SOCIO-OCCUPATIONAL CONDITIONS



At the company, we firmly believe in individuals and in enhancing the company's values in the long-term with regard to local culture, families and the environment.

For these reasons, we offer numerous benefits for our employees in our socio-occupational conditions plan:

- Continuous training: for the whole time that they are with us, employees receive training on numerous areas, including food hygiene and the environment.
- Discounts on accommodation: by belonging to the Sirenis family, special prices at our complexes can be enjoyed.
- Internal promotion: before beginning an external selection process, the possibility of covering the vacancy with internal personnel is studied.

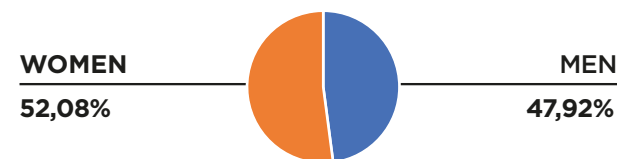
SOCIAL INTEGRATION



At Sirenis we believe in equality, and therefore do not discriminate due to sex or nationality. We have personnel from the following countries:

Bulgaria - Cuba - R.Dominicana
Eslovaquia - España - Filipinas
Hungría - Italia - Marruecos
México - Polonia - Reino Unido
Rumania - Senegal - Uruguay

WORKERS: WOMEN VS MEN 2025



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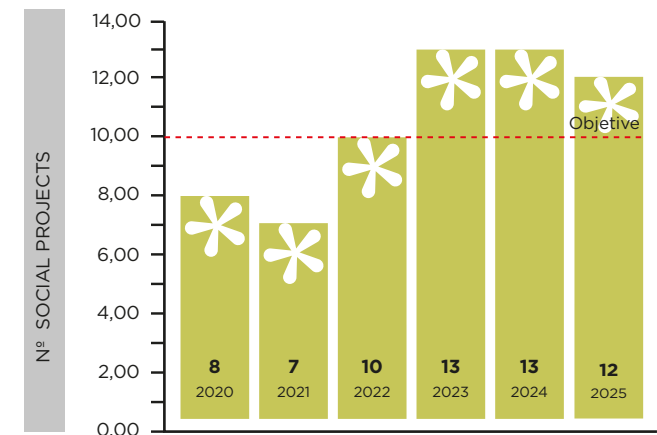
SOCIAL PROJECTS

LOCAL COMMUNITY

Sirenis Hotels & Resorts has carried out several collaborative actions with various institutions and associations on the island, which shows that the hotel chain's commitment to the local community goes beyond a mere commitment on paper.

The following is a summary of the initiatives carried out during the 2025 season:

- Collaboration with the ASPANADIF association, providing complimentary access to Sirenis Vital Spa for 12 users and 4 supervisors.
- Collaboration with Better Life, an association dedicated to supporting and assisting in the fight against cancer, by donating 1 Day Pass voucher for 2 adults and 2 children to Sirenis Club Aura. These vouchers were used in charity raffles during the “Contra el cáncer nos mojamos todos” gala.
- Collaboration with Better Life, an association dedicated to supporting and assisting in the fight against cancer, by donating 1 Day Pass voucher for 2 adults and 2 children to Sirenis Seaview Country Club. These vouchers were used in charity raffles during the “Contra el cáncer nos mojamos todos” gala.
- Donation of 76 kg of shoes from Seaview Country Club and Sirenis Club Aura to Reciclajes Textiles Solidarios, a non-profit social integration company promoted by Cáritas Ibiza.
- Visit to the facilities of Sirenis Club Siesta and lunch at the buffet by a group of students from the Can Pep Xico agricultural workshop, as part of the employment integration programme of Cáritas Ibiza.
- Collaboration between Hotel Sirenis Seaview Country Club and APNEEF, providing its facilities and accommodation to carry out activities for young people with special needs as part of the “Ocio y Respiro” programme.
- Donation of various food products by our hotel The Ibiza Twins to Cáritas Diocesana.
- Donation box in support of the Asperger Ibiza association (AIF) at the reception of Hotel Sirenis Club Siesta.
- Donation box to raise funds for Cáritas Diocesana at the reception of Hotel Sirenis Club Siesta.
- Donation boxes at the reception of Hotel Sirenis Club Aura in support of Cruz Roja.
- During the month of December, Baby Pelón dolls were sold at Vital Spa to help fund charitable projects supporting the fight against cancer.
- Two Day Pass vouchers for 2 adults and 2 children from our hotel Sirenis Club Aura were donated to the IBIZA IN association, dedicated to promoting the inclusion of people with functional diversity. These vouchers were used in a charity raffle during the Cala de Bou festivities.



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We have just presented all our goals, commitments, and projects. Now, we encourage you, as a supplier, guest, customer, or employee, to help us achieve our sustainability goals. You can find more information on how to collaborate with us on the TV or web app of our hotels.

THANK YOU
VERY MUCH

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