



Zannier Phum Baitang Sustainability Management Plan 2025

The Sustainability Management Plan covers 5 key areas:

- A — Sustainable Management
- B — Social / Economic
- C — Cultural Heritage
- D — Environmental
- E — Monitoring and measurement

A. Sustainable Management

A.1 Implement a Sustainability Management Plan

This is the full Sustainable Management Plan that gives a comprehensive insight into our hotel's long-term policy towards sustainable management of our property covering four key areas: Environment, Socio-cultural, Quality and Health & Safety.

The Sustainable Management Plan has been developed by Zannier Phum Baitang following the Green Globe Certification Standard. All departments worked together to invent and identify sustainability initiatives at the hotels thus creating a bottom-up approach which will simplify the integration of the Sustainability Management Plan in all departments. This is a continual process, and the Sustainability Management Plan is to be used both internally and externally.

A.2 Legal Compliance

Zannier Phum Baitang is licensed according to Cambodian law and in compliance with all relevant international or local legislation and regulations, including health, safety, labor, and environmental aspects, and insurance policies and other guest and staff protection instruments are up to date and in order.

A.3 Employee Training

Due to the relatively small size of the hotels and the different locations which these lie in, the employee training is based on "on the job training". Depending on which department the employee is employed in, they are given instructions pertaining to their duties (Environmental and purchasing policies, waste and energy management, proper recycling, not throwing out food, use of cleaning products etc.).

All new employees are given a thorough introduction to our concept and our commitment to sustainability. In addition, all employees are instructed in the information that we give out to guests regarding our sustainability efforts, in order to be able to answer questions from guests and visitors.

Key employees with responsibility for safety measures are responsible for introducing all employees to response on emergencies. All employees are informed about our efforts in the neighborhood and local community and encouraged to support them.



All recent new initiatives have been thoroughly communicated throughout the organization and the appropriate staff have been trained to ensure maximum implementation.

A.4 Customer Satisfaction

The satisfaction of guests is naturally a priority, and we do our utmost to ensure that the customer has a satisfactory stay. We interact with guests to a great degree, from the general manager to any employee the conversation with our guests is constant, making sure that any of his questions are not left unanswered, going beyond anyone duties to make sure that guests will be left satisfied with the given explanations or needs. Most of our employees remember not only the names of previous guests, but also their specific needs as a matter of excursions, food, and beverage habits, likes and dislikes and sleeping needs.

This constant interaction with guests makes it very simple to register any dissatisfaction or complaints. In case of complaints, it is our policy to do whatever it takes to turn the situation around, regardless of whether we find the complaint reasonable. We want all our guests to leave the house in as satisfied a frame of mind as possible.

A.5 Accuracy of Promotional Materials

All communication at Zannier Hotels goes through the PR & Communication Manager, while The General manager of each Hotel is the person in charge of the environmental accreditations and certification by Green Globe Certification and others. As between these two figures the dialogue is constant, there is no risk of lack of information regarding the sustainability efforts of the hotel group. We are very strict about not overselling our product, and prefer to underplay, rather than the opposite, thereby always surprising in a positive manner.

A.6 Local Zoning, Design and Construction

Our buildings have been there since the opening in 2015, they are constantly maintained, and they are reflecting the local environment, Phum Baitang means Green Village in Khmer and as such it wants to represent the local houses, with a touch of modernity on their inside part. The land where Phum Baitang lies was originally an unused field with no vegetation whatsoever, beside a very tall Coconut Palm, which has been retained and can be seen behind the pool being still at today the highest of hundreds of trees now existing in the property. Today our landscaping is well represented by 42 rice paddies, along with indigenous trees, plants, and shrubs, well distributed in eight hectares of land. We have built three deep wells collecting underground water, that after filtering and purification is used throughout the resort and part of it further purified and added with minerals is served to our guests as table water.

Furthermore, the access road to the Hotel from the main road passing through few local houses has been slightly enlarged, maintaining its characteristic of local pressed red soil road, and fully maintained by the Resort only twice a Year, this has greatly increased the value of the surrounding local resident's properties, therefore improving their lifestyle. The material used for both construction and maintenance has been locally sourced, from the limestone to the local teak, to the straw rooves, to the internal decorations that were sourced mainly in Cambodia and in SE Asia. The centenary House used as a prototype in construction was purchased in Kampong Cham, dismantled, and rebuilt on site, and with the sole addition of a small terrace is now in the Resort best position for sunsets and used as the most popular Bar.



We do not have many guests with special needs, as such we do not have dedicated Villas, still we do not have any elevators and the only stairs are the few steps to access the Villas entrance, where in case of need our staff is taking care of the manual lifting. Of course, all buildings are all licensed to be used as a hotel.

A.7 Interpretation

As we are a hotel chain, and have guests of many nationalities, our main language is English. Of course, we attempt to be able to communicate in as many languages as possible — our native Khmer, Italian, French, is spoken in our hotels. Through internal communication all staff is updated about local events and attractions.

A.8 Communications Strategy

We communicate with our hotel guests and visitors through websites and socials in a comprehensive manner. Our plans and strategy for a sustainable operation, as well as our specific implementations are clearly communicated, as is our involvement with the local community and other charity work. Our sustainable operations involve our guests, and we inform and advise them as to food, energy and water saving practices. We will communicate to our guests in house through our Smart TV about our commitment to help the local community, how we manage to recycle part of the wastage, despite the difficulties encountered in Cambodia.

We have been recognized for the period 2018-2020 and 2022-2024 as the winners of the ASEAN Green Hotel Award, and currently running for the Sustainable Hotel of the Year award released by the Ministry of Tourism, along with once again the ASEAN Green Hotel Award for 2022-2024 and ASEAN Sustainable Tourist Award 2022, both awards has been announced at the ASEAN Travel Fair in January 2022 in Sihanoukville, and we have good chances of winning one the two.

A.9 Health and Safety

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 handymen and electricians who maintain the facilities etc., so that we have constant check on them being in good working condition. All necessary and mandatory safety requirements for handymen are in order.

Despite National laws and regulations do not strictly requiring any check, we do conduct regular Daily-Weekly-Monthly-Quarterly and Yearly checks on all equipment's and structures following our schedule. Our Water source is regularly tested by a competent authority both at source and in multiple locations, from Pool to Villas, Kitchens and Ice making machines, always reporting perfect results.

Our kitchen staff is trained in safety and procedures and is refreshed on this constantly while on the job. Same goes for Housekeeping/Stewards and Laundry staff on the correct usage of detergents.



B. SOCIAL / ECONOMIC

B.1 Community Development

As said in a previous chapter, Zannier Phum Baitang supports the local community by helping to clean the local surroundings free from rubbish and wastage, helping a local village with material for the school, in 2023 we launched an initiative Kok Thnot School Charity Project to assist the community, along with guests to do more for the unfortunate villagers, through a small, targeted project for the children in needs of instruction.

We encourage our guests to buy local, in Siem Reap there are various Association of craftsmen where to buy from, along with the local Phare Circus who is helping the unfortunates devolving their profit to the community, and our local tuk-tuk drivers are not paying anything to the Hotel, moreover we ensure the safety of our guests by paying for them an Insurance for their motorbike and travelers, allowing them therefore to make a full profit and receiving in exchange a professional service.

B.2 Local Employment

Zannier Phum Baitang employs mostly local staff, out of more than 140 employees only the General manager, the Regional Spa Manager and F&B Outlets Manager are Expatriates, nevertheless we host Interns from famous Hotelier schools in Europe to practice their studies and share their knowledge with the locals, we are proud to say that our staff turnover is less than 3% per year and that most of our employees have been proudly working for Phum Baitang since the opening in 2015.

B.3 Fair Trade

The purchasing policy is that Zannier Phum Baitang only works with suppliers who are organic and/or fair trade. The food produced in our two restaurants is for almost its integrity Khmer, mainly based on local vegetables bought at a local organic farm, so are the eggs, and the meat used is mainly also locally sourced, beside the beef imported by a local certified supplier, from Australia, while the fish is also locally sourced either from Sihanoukville or from Tonle Sap Lake nearby, while only few of our shellfish are from Vietnam. We promote locally grown coffee and teas, we grow rice in our paddies, sourcing locally the remaining needs, we promote local breweries and distilleries on their own or in cocktails expressly created.

B.4 Local entrepreneurs

Zannier Phum Baitang supports local entrepreneurs by buying products or services from them when needed. For example, most of the fresh food bought by the hotels is from local farmers and entrepreneurs, we serve a beer from a small local brewery, and few spirits from again a local distillery, moreover the repair of the roof of our villas, needed every year is done by a local expert and his team, same goes for the repairing of the red soil road. We support and suggest local entertainment for our guests such as the Phare Circus.

B.5 Respect local population

Although Zannier Hotels is an increasing chain of hotels, each property is solidly anchored within its local community. Given that a large of the hotel's staff is local, each hotel has a great understanding and respect of local culture and customs.



B.6 Exploitation

We pride ourselves in providing fair salaries to all our staff and devolve fully to the Service charge collected from Guests, unlike others. We encourage our staff to participate in all activities being these working or ludic ones. We are always very attentive to any change in the labor laws implementing immediately any improvement suggested by the Government. We discourage and challenge any activity that may result in exploitation by guests, being that a simple offer of accompanying guest for excursions not organized by the Hotel to prostitution. As such in all these years we never had a single case.

B.7 Equitable hiring

Zannier Hotels promotes diversity and equality at all levels of the business, and no employees or applicants are discriminated against in any way. All positions are filled based on competence. Zannier Hotels adheres to all local and international laws and regulations concerning labor laws and offer conditions and wages superior to the minimum requirements.

Zannier Hotels employs mainly local people and being present in most Continents of many nationalities. We do not have preferences between women or men which are solely employed using their abilities and availability. In Phum Baitang the ration is almost equal with a 60% man versus a 40% of women.

B.8 Employee protection

Salaries and benefits exceed national minimum regulations, and all payments required by law into insurance and social funds are made on behalf of all employees. Working weekdays and working hours do not exceed the legal maximums established by the national labor organization, and salary is paid regularly by the end of the current month.

All employees have the right to 18 days annual paid vacation, and up to 21 days Festive Holidays and free health insurance is provided to all employees, along with 10% service charge and the provident fund. All employees receive training, and career building when relevant and wished for by the employee.

Zannier Hotels group operates with a flat organizational structure with little distance between colleagues in operations and decision makers. We are able to make decisions and changes and implement them throughout the organization without delay.

We do also find it important to take an active part in the society around us, and not only focus on our own situation and viewpoint. We will continue to give our thoughts, time, and effort to improve living conditions for vulnerable groups of people.

B.9 Basic services

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 are a positive influence in the community.



C. CULTURAL HERITAGE

The city of Siem reap and its surroundings are rich in history being Angkor Wat a recognized UNESCO heritage site, as such concierge staff at Zannier Phum Baitang is trained to guide guests towards the cultural sights and events and/or entertainment/restaurants that the guests are most interested in. Khmer culture and idiosyncrasies can be explained and discussed with guests, but mainly in a nice-to-know form, while political talks are highly discouraged.

Historical and archeological artifacts are not sold, traded, or displayed, except as permitted by law.

Business complies with laws, standards and regulations concerning the protection of historical sites and cultural heritage.

D. ENVIRONMENTAL

Purchasing policy states that Zannier Phum Baitang only work with suppliers who are organic and/or fair trade. Suppliers must be officially certified as sustainable in order to qualify. A small remaining percentage is food by suppliers, who are not eco-certified, but local and sustainable, and known to us personally.

All bathroom products are organic and used in refillable glass bottles. Our products are produced by Sans [ceuticals] <https://sansceuticals.com/>

Our boutique shop only sells local handicrafts and local artisans' productions.

All products purchased by or produced for Zannier Phum Baitang come from organic and/or fair-trade suppliers. All food and drink are organic, including coffee, tea, and all liquor. Also, bathroom products (creams and shampoos), linen, towels and textiles, cleaning products. Our suppliers are many, due to our demands. We cooperate with suppliers in the manner that they help us to serve local and seasonal food, by letting us know what is available before we order. This means that we must be flexible and prepared to change the menu according to availability and season. We know all our suppliers personally.

D.1 ENVIRONMENTAL POLICY

POLICY STATEMENTS:

Zannier Phum Baitang stepped in and play a big role to lower the environmental challenges by changing the way we get around and institute practices that reduce waste, water, energy, and paper recycling.

PURPOSES:

Our goal is to encourage all our employees to understand environmental issues and support our sustainability management plan.

For all departments, management, and staff worked well together to protect and save our planet.

For all employees understand and provide a clear picture to our guests regarding our sustainability efforts.

PROCEDURES:

Zannier Phum Baitang Team, together to make it better by changing the way we interact with the environment to help our climate by:



Reduce, Reuse and Recycle:

- Employees shall avoid using and bring in plastic to the workplace, use biodegradable products whenever possible.
- Inform guests about our 'Informed Choices' initiative gives our guests the choice of how often their bed linen and towels are laundered by laundering only when required to reduce chlorine, detergent, and water.
- Reduce the waste generate, such as food waste, hazardous and electronic waste, glass waste, paper waste, plastic waste, cooking oil etc.
- Employees should follow the waste disposal procedures; waste materials should be disposed of properly in the correct category waste bin provided.
- Always print on both sides of the paper and use digital documentation and communication to minimize paper consumption.
- Employees switch off lights, computers, and other electronic devices when not in use.
- Help us prevent food waste by taking only the amount you will finish.
- Conserve water, turn off the tap when not in use.

Environmentally Preferable Purchasing:

- Supporting and using food produced from local wherever possible and available.
- Opting for items that can be easily recycled or have a longer lifespan.
- Select locally made and NGO produced items for Boutique shop.
- Select cleaning products that are non-toxic and biodegradable as possible.

Employee and Guest Education:

- Inform guests about our environmental support program, our environmental achievement, and our commitment to helping the local community such as charity programs and encouraging guests to support our program.
- Provide guest the information about illegal production which are not allowed to export such as stone, artifacts, and visitor code of conduct "Do & Don't".
- Inform guest about our environmental tour activity available the Countryside tour with E-scooter and cycling.
- All new employees shall get introduction to our concept, environmental supporting program, and our commitment to sustainability.
- The Head of department shall provide training and keep monitoring to all employees pertaining to their duties (Environmental and purchasing policies, waste and energy management, proper recycling, not throwing out food, use of cleaning products etc.).
- All employees shall give training in technical skills and preliminary fire to response to emergencies.
- Shall educate employees about our efforts in the neighborhood and local community and encourage them to support and participate the social activities.

D.2 FOOD MANAGEMENT

Our menus are almost integrity based on local Khmer food with a good availability of dishes vegetarian and vegan options.

We use lemongrass straws we grow in-house and when not available, eco paper straws. Decoration on the tables is a vase of sprouting rice.



All water is home produced and bottled by filtering systems and mineralized by contact.

We have expanded our vegan options on the menus such as Khmer Vegetarian Family Style and Vegetarian Tasting Menu, and in each menu a 20% at least of vegetarian or vegan options, moreover most of our dishes can be turned into vegetarian. Also, we offer a great variety of organically produced wines.

D.3 GARDEN

We make our own organic liquid fertilizer from kitchen waste.

Native plants or low water plants are used in landscaping to minimize water use in outdoor gardens.

Also, in our paddies we do not use pesticide, same goes for our organic vegetable garden, which we fertilize with the compost made by the dung produced by our two in house buffaloes and cuttings from trees and garden.

D.4 GUEST RECOMMENDATIONS

We supply bikes inside the resort for free use by the guests, encouraging them to walk too, buggies are supplied only upon request.

We encourage guests to use our tuk tuk appointed providers as ensured, trustworthy, and English speakers.

We have made available for touring the city a few electrical scooters and cycling at a small fee charge.

We recommend guests to buy and use only local products, whenever possible.

E. MONITORING AND MEASUREMENT

To ensure environmental protection, and to provide support to the communities in which these initiatives are established whereby the community and facility will be monitoring and measure on a daily basic and monthly by our green team in each department and the verification record will be summarized and reported to the General Manager as part of the month for review during the P&L Meeting.

E.1 SUSTAINIBILITY ACHIEVEMENTS OF 2024

- We completed the second project of our Kok Thnot School School charity project program with total amount of USD2,300.00 spent for the new volleyball pitch, two new football goal plus net, installed six new solar light on stainless steel poles.
- Expanded 300-meter canal to prevent flooding, restore water flow, and reduce pollution with USD30,576.00 spent.
- We offering guests a countryside tour experience with Yamaha Electric Scooters or bicycles, thereby reducing greenhouse gas emissions by saving 270 liters of diesel fuel over 54 tours.
- We have upgraded to long-handle faucets to help prevent the transmission of bacteria in the kitchen.
- We have removed salmon from all menus and have chosen tuna and prawns instead to reduce our environmental impact.
- A total of 481 Kg of food waste has been recycled into 1,640L of fish and vegetable fertilizer for our house garden.



- A total of 23,169 Kg of food waste has been recycled for staff to collect for their animals.
- We produced 5,330kg of our own compost for our house garden.
- We produced 1,400 Kg of rice and 3,027.20 Kg of vegetables in our house using our compost and organic fertilizer made from food waste.
- A total of 4,582.50 kg of recyclable items, including aluminum, cartons, paper, metals, used cooking oil, and electronics, have been allowed employees to collected and sold to a recycling collector.
- We conserve paper with our paperless check-in and check-out process, up to 6415 pcs, or 29.12 kg.
- Green program cards have helped us conserve water and reduce chemical usage for guest room linen cleaning, achieving up to 5,484, which is 56% of occupied rooms in 2024.
- Energy consumption per guest was reduced by 0.51 kW in 2024 compared to 2023.
- Water consumption per guest was reduced by 0.02 m3 in 2024 compared to 2023.
- Waste consumption per guest was reduced by 1.93 Kg in 2024 compared to 2023.
- In 2024, 2,089 portions accounted for 6.3% of our vegetarian food consumption.
- A total of 411 guest towels, weighing 357.57 kg, were recycled for our staff's use.
- A total of 624 pieces of guest waste, or 354.54 kg of unclaimed items, were recycled for our staff.
- A total of 75 kg of plastic waste was voluntarily collected by our staff.

E.2 SUSTAINIBILITY ACTION PLAN 2025

- We aim to reduce our consumption and production as follow:
- Energy consumption per guest night: target to reduce by 5% in 2025 compared to 2024.
- Water consumption per guest nights: target to reduce by 5% in 2025 compared to 2024.
- Waste production per guest night: target to reduce by 5% in 2025 compared to 2024.

We commit ourselves to constantly improve ourselves when it comes to taking more sustainable measures in running our business. This we do by partnering up with specialists in the various fields and areas of sustainability instead of simply settling with suppliers of products and services. This way we can continue our growth and expand our knowledge on how to make a stay at Zannier Hotels the most sustainable stay possible.

A handwritten signature in blue ink, appearing to read 'Giulio D'Alberto', is enclosed within a blue circular scribble.

Giulio D'Alberto
General Manager
Environmental officer for Zannier Phum Baitang

Date: 27th January 2025