

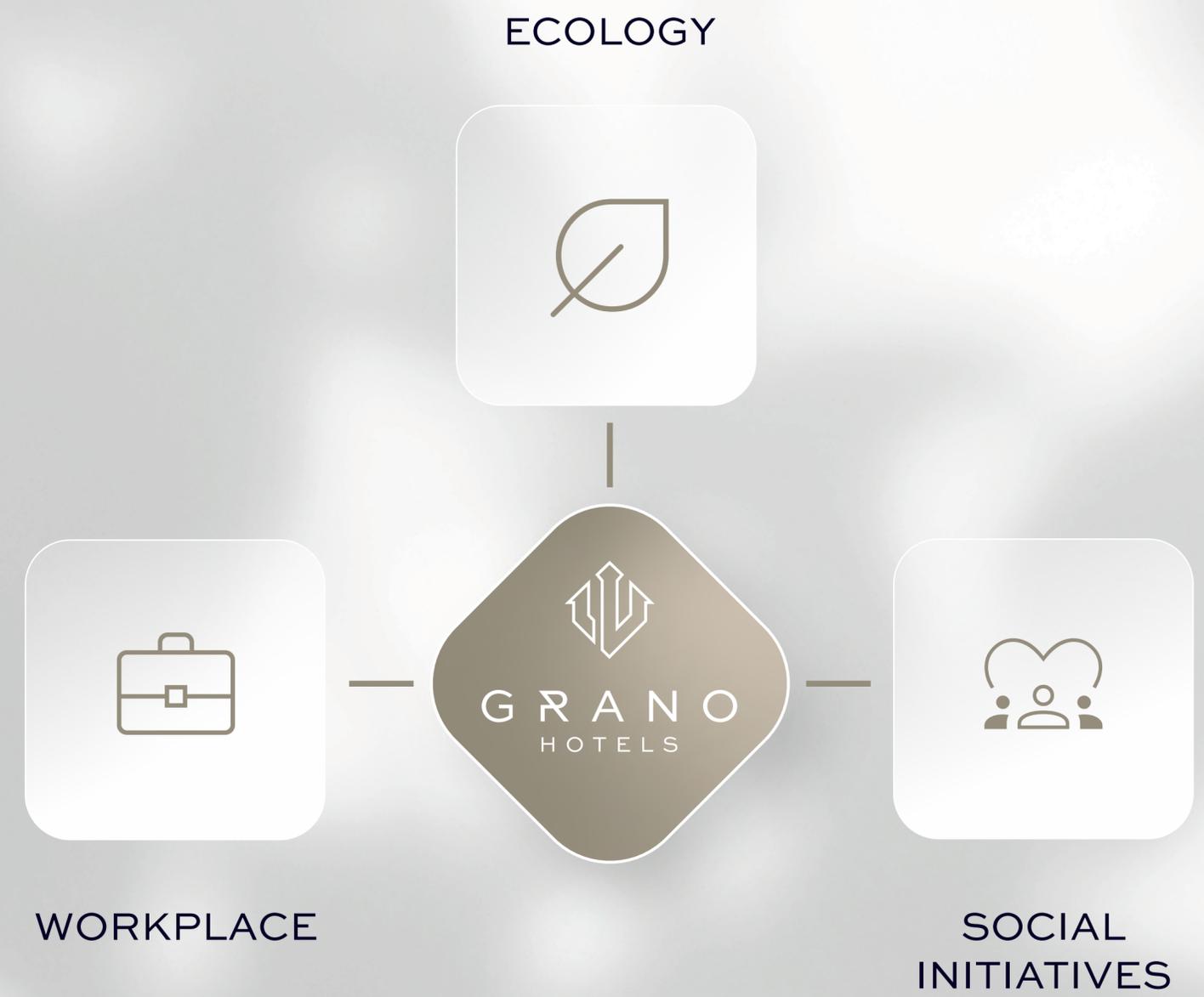


GRANO  
HOTELS

# CSR

GRANO HOTELS  
CORPORATE SOCIAL RESPONSIBILITY

# AREAS OF OPERATION



# ECOLOGY

BMS SYSTEM

LIGHT SENSORS



HEATING  
SCENES

WINDOW CONTACT SENSORS  
AUTOMATICALLY TURNS OFF RADIATORS AND AIR CONDITIONING.

# ECOLOGY

## OTHER SUSTAINABILITY INITIATIVES

- Areas of Activity
- Water treatment station
- Light sensors in warehouses
- Electric vehicle chargers
- Chemical dispenser, consumption optimization
- Cleaning on request
- Towel replacement on request
- Energy-saving shower heads
- Temperature control in bathrooms by housekeeping
- Elimination of paper regulations, currently via QR codes

# ECOLOGY

## OTHER SUSTAINABILITY ASPECTS

- Employee environmental education
- Repairing equipment instead of buying new
- Waste segregation
- Using rags made from recycled bedding instead of paper towels
- Emphasis on "No Waste" cooking
- Coffee grounds used as fertilizer
- Water heat recovery at the pool
- Ventilation heat recovery at the pool
- Heat recovery in the kitchen

# ECOLOGY

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# WORKPLACE

- Healthcare co-funding
- Sports activity co-funding (Multisport)
- Courses and training
- Social events and team-building parties
- First aid training
- Employee meals
- Tolerance and equal treatment regardless of gender, sexual orientation, religion, or ethnic origin

# SOCIAL INITIATIVES

- Number One Cup Tournament
- Donating bedding to animal shelters
- Employee fundraiser for Ukraine
- Charity campaigns – "5 for Promyk" – donating 5 PLN towards pet food for a shelter for every review left about the facility – recurring campaign.
- Supporting WOŚP (Great Orchestra of Christmas Charity)
- Support for Ukraine – employee collection and housing assistance
- Sky Chess Solmarina
- Children's Day Festival at Grano Hotel Solmarina
- Charity dinners at Grano Hotels

# SOCIAL INITIATIVES

- Euro Chamber Music Festival
- Solidarity Marathon (Maraton Solidarności)
- Shakhtar match, accommodation
- Support for Australia during bushfires – virtual koala adoption
- Szlachetna Paczka (Noble Gift)
- Art openings at Bistro Młyn, supporting the local artistic community
- Strefa Wsparcia (Support Zone) Association – "Disconnect - Reconnect" campaign  
Campaign aimed at activating children and providing "off-screen" activities

# SOCIAL INITIATIVES

ZGRANE DUETY

## **ZGRANE DUETY – a preventive campaign for the hotel industry**

An initiative created with the health and prevention of hotel industry employees in mind.

During the meeting, participants took part in short lectures and practical training on breast and testicular self-examination, conducted by specialists from the „Sztuka Życia” (Art of Living) and „Odważni Wygrywają” (The Brave Win) foundations. To ensure the best possible atmosphere and comfort for participants, the event was divided into two zones.

♥ **PINK ROOM – FOR WOMEN**

♥ **BLUE ROOM – FOR MEN**

Participation in the event was free of charge for all representatives of the hotel industry. Additionally, participants could take advantage of consultations regarding barbering, makeup, and skincare, prepared by partners – Lab of Beauty and Maciek Wojtas Makeup.

By organizing "Zgrane Duety", at Grano Group we emphasize that care for people does not end with our guests. It is also real support for colleagues in the industry – because we believe that together we can create an environment where health, education, and prevention are as important as work comfort.