



2024

SUSTAINABILITY POLICY

CONSTANT LIER



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INTRODUCTION

Sustainability is not a trend. It is a growing movement that encourages society to act responsibly.

At Constant, we are aware of the challenges facing our planet and recognize the responsibility we carry as an organization. In a world that is constantly evolving, we see sustainability as driving our future.

We experience that sustainability is becoming increasingly prominent and important in the event and hospitality industry. Whether it is about energy consumption, catering services or operational tasks of the company; sustainability is an integral part of our vision of business.

This vision has led to the development and implementation of a sustainability policy that not only complies with standards and regulations, but can serve as an inspiration to others in our industry and beyond.

Together, we are building a Constant Future, where sustainability is at the heart of everything we do.

1 OUR SUSTAINABILITY VISION

"Business meetings with sustainability as a compass"

In addition to our mission to provide excellent service to our guests, we find it hugely important to put sustainability at the heart of our business activities.

We believe in a future where business meetings are not only efficient and effective, but also leave a sustainable mark. Our guests can trust that their event will not only be professionally facilitated, but also contribute to a more sustainable future.

In addition, we cherish our role as social actors in the community. With a location in the heart of Lier, we enthusiastically support local initiatives and social projects. Business impact does not have to be solely economic but can (and should) also be socially and ecologically tangible.

Our sustainability efforts are measured, evaluated and continuously improved. In this way, we continue to strive for a future where we add value not only to our customers, but also to our planet and community.

2 SUSTAINABILITY AT CONSTANT

2.1 Sustainable action

Green team: Our human strength for sustainability

At Constant, we are convinced that "sustainability" should not be a mere vacuous concept, but should be put into practice by management and staff.

Therefore, we appointed an environmental officer at Constant who sets, monitors and communicates environmental initiatives to staff and other stakeholders. This ensures that everyone involved at Constant is always aware of what initiatives are in place and how they can contribute as individuals.

To make our employees aware of their impact on the environment, we have put up various signage in staff areas to encourage responsible behavior. One example is Constant's 10 Commandments (see page 5).

As part of our commitment to sustainability, we make it a priority to attend sustainability training at least once a year. This training gives employees the opportunity to increase their knowledge about sustainability and establish new action points that will help us achieve our sustainability goals.

We strive to set concrete goals and regularly evaluate progress, with the ultimate goal of having a positive impact on the environment and our community. To ensure this, "sustainability" is a standing agenda item at our team meetings.

The 10 commandments of Constant

In terms of sustainability

- 1** Print only when needed.
- 2** Drink tap water whenever you can.
- 3** Turn off your computer (and not on standby) when leaving the office.
- 4** Turn on lights only when needed and turn off all lights when you leave.
- 5** Unplug your laptop's charger when the device is fully charged.
- 6** Sort your waste correctly.
- 7** Come to work on foot, by bicycle or public transportation as much as possible.
- 8** Try turning the heating down a degree (or the AC up a degree) once in a while.
- 9** Close the door when the heater or air conditioner is on.
- 10** Don't throw paper away immediately but use it as draft paper to record notes.

Inclusive and responsible: Our commitment to labor rights and equal opportunity

As part of our sustainability policy, we are committed to emphasizing labor rights and equal opportunity. Our commitment to these principles are reflected in the following core values:

1 Equal opportunities for all

We provide at all times a work environment in which the rights of our employees are respected and protected. This includes a strict prohibition on the use of child labor and discrimination based on age, race, gender, religion, disability, socioeconomic status and other grounds.

2 Safe working environment

The safety and well-being of our employees are of paramount importance. We take all necessary measures to ensure a safe working environment in which risks are reduced.

3 An eye for well-being in the workplace

We recognize that it is the well-being of our employees that is essential to a healthy work environment. We implement initiatives aimed at improving the mental health of our employees. This includes supporting good work-life balance and creating an inclusive work culture where employees feel valued and heard.

4 No to exploitation and harassment

We maintain a zero-tolerance policy on corruption in all our activities. We oppose all forms of exploitation and harassment, with special attention to vulnerable groups such as children, youth, women and others. We strive to create a culture of respect where everyone feels safe and respected.

Green Hospitality: Hospitality with an eye for sustainability

Constant is committed to a culture of sustainability that is not only implemented internally, but also communicated to our guests. We believe it is important to make our guests aware of their impact on the environment and encourage them to participate in our sustainability initiatives.

To create awareness among our guests, we conduct an ongoing awareness campaign. This includes providing guests with information that informs them of our environmental initiatives and their positive effects.

In addition, our social media channels are also used to inform and inspire our guests to act sustainably.

As part of our efforts to promote sustainable behavior, we encourage the use of public transportation, biking or carpooling. We do this by providing adequate, accessible information about the environmentally friendly transportation options that can be used to reach Constant.

By working with our guests, we strive to make a positive impact on the environment and our community.

2.2 Conscious with water and energy

Sustainable water management in practice

We consider it extremely important to be conscious of our water consumption and therefore strive to reduce our water consumption and make our water use as efficient as possible. We are implementing various measures to reduce our environmental impact in this area as well.

Among other things, we have installed systems to reduce water consumption when flushing our toilets. In addition, we perform regular checks on leaking faucets and toilets to prevent water loss.

We then also monitor the water flow of showers and faucets to ensure that they operate efficiently and minimize water waste. In addition, we strive to optimize the water consumption of our dishwashers and minimize the use of water during dishwashing.

Another important aspect of our water policy is the treatment of wastewater before it is discharged. We have implemented systems to purify and treat wastewater before it is disposed of, reducing the negative impact on the environment and contributing to the protection of local water resources.

By implementing these measures and increasing our awareness, we strive to reduce our water footprint and make a positive contribution to conserving this precious resource.

Efficient with energy for a greener future

Our goal is to keep our energy consumption and carbon footprint as low as possible. In our efforts to use energy responsibly, we implement various measures to minimize our impact to the climate.

To save energy, we have installed advanced systems to control heating, ventilation and air conditioning. These systems are designed to be energy efficient and are regularly monitored and maintained to ensure optimal performance.

We also use energy-efficient lighting in our (meeting) rooms such as LED lights that use significantly less energy than traditional lighting.

To manage our energy consumption, we have established procedures that provide staff with guidelines on the use of energy and the standard temperature for heating and cooling. We believe it is important to maximize energy consumption without sacrificing comfort and functionality.

Furthermore, whenever possible, we choose ecolabeled machines and equipment that meet strict energy efficiency criteria and environmental standards.

Finally, we invested in energy-saving infrastructure measures, such as double-window windows, which help reduce heat loss in winter and heat transfer in summer.

By implementing these measures, we aim to minimize our environmental footprint, thus contributing to a more sustainable future.

2.3 Culinary creativity with sustainable ingredients

In our catering policy, we want to integrate sustainable choices that are not only good for our guests, but also for the environment.

Therefore, whenever possible, we select drinks and foods with eco-labels, fair trade certification, organic labels and products that are locally produced. The latter in particular is something we carry very highly at Constant.

In addition, we offer several vegetarian options and can provide a full vegetarian lunch or dinner if desired. Furthermore, we use seasonal products, which are not only fresher and tastier, but also require less transportation miles and therefore have a lower carbon footprint.

Another important aspect of our catering policy is the prevention of food waste. Surplus food is incorporated into other dishes whenever possible or distributed to owners and staff. In addition, food is only supplied for the exact number of guests signed in, limiting surpluses.

At Constant, we believe that small changes in our food choices can make a big difference. That's why we remain committed to sustainable and ethical catering.

2.4 The road to sustainable mobility

Given Constant's convenient location, we want to promote mobility that is friendly to both the environment and our guests. Therefore, we have launched several initiatives to encourage sustainable travel to Constant.

With a location that is easily accessible by train and/or bus, we encourage our guests to use public transportation. We do this by highlighting these transportation options on our website and in our communications.

In addition, Lier is the center of many bicycle junctions. Guests living or staying in the area have the opportunity to get to Constant in this environmentally friendly way. In addition, we offer free use of showers so that people who come by bike can refresh themselves comfortably after their ride.

We actively encourage our guests to consider sustainable travel through targeted communications through our proposals, in our emails, on our website and on our social media channels.

By implementing these initiatives, we encourage our guests to make conscious choices when traveling to Constant.

2.5 Efficient waste management

At Constant, we are committed to effective waste management. We have established several initiatives to properly sort and reduce waste.

Our waste management programs include separate waste collection, allowing us to recycle our waste.

To ensure that all waste streams are properly sorted, sorting rules are made accessible to staff at waste stations.

We embrace the principles of circular economy to guide our commitment to sustainability. Instead of a linear approach, we strive for a system based on minimizing waste and maximizing value creation from resources.

This commitment is reflected in our commitment to reusing, repairing and recycling products and materials. Accordingly, we make it a point to purchase as few products in disposable packaging as possible.

2.6 Naturally connected to local communities and biodiversity

Our commitment to local communities and sustainable tourism

At Constant, we are deeply rooted in our local community and strive to make a positive impact on our environment.

We believe in the importance of supporting the community in which we operate. Through partnerships with the City of Lier, we strive to stimulate, support and strengthen the local economy. In doing so, we focus on initiatives that contribute to prosperity, education and cultural diversity.

As part of our commitment to sustainability, we recognize the importance of protecting and preserving our cultural heritage. We are actively involved in the planning and management of sustainable tourism in our region. By working with stakeholders and local authorities, we strive for a balanced and responsible approach to tourism that respects both the needs of visitors and the interests of the local community.

By strengthening our commitment to the local community and sustainable tourism, we aim to create a resilient and sustainable future in which both our facility and the City of Lier can occupy its full potential.

The protection of biodiversity on and around our premises

We know that biodiversity is invaluable for maintaining healthy ecosystems and the well-being of our planet. Therefore, we are committed to respecting and protecting the natural environment on and around the company's premises. Our commitment to protecting biodiversity is reflected in various aspects of our operations.

Implementing environmentally responsible practices such as reducing the use of pesticides ensures that we protect the biodiversity on our premises to the greatest extent possible.

However, our efforts go beyond that. We always choose local plants and shrubs, thereby shortening our supply chain and encouraging local biodiversity.



3 OUR COMMITMENT TO SUSTAINABILITY

With our sustainability policy, we anchor our commitment to acting sustainably and creating a better future for the planet and community.

By collaborating, innovating and taking responsibility for our actions, we strive to have a positive impact on the environment and society.

Our journey to sustainability is continuously evolving and requires ongoing commitment and involvement from all stakeholders.

Together, we can make a difference. Let's join forces, share our passion for sustainability and together build a world that is resilient, prosperous and sustainable for generations to come!

