

Report of Sustainability

2024

MeraPrime Gold Hotel

Message from director

With great pleasure, we present our 2024 Sustainability Report, which reflects our hotel's ongoing commitment to environmental preservation and positive community impact. In 2024, we took significant steps toward a more sustainable future, implementing new practices and strengthening our initiatives. Now, we look ahead to 2025 with new goals and initiatives to further advance on this path.

Located in the heart of Lisbon, we continue to reduce our ecological footprint and seek innovative solutions to promote sustainability across all our operations. Through this report, we invite our guests, employees, and partners to learn more about the actions we have undertaken in areas such as energy efficiency, waste reduction, and community engagement.

Every small effort has the power to create a significant impact, and we believe that, collectively, we can contribute to a greener and more prosperous future. All our practices are aligned with the 17 United Nations Sustainable Development Goals (SDGs), which guide our efforts toward a fairer and more balanced planet.

We extend our gratitude to all employees, guests, and partners who are part of this journey. Together, we will continue transforming good practices into a lasting legacy of sustainability for future generations.

Sincerely,

Vasco Pires - Diretor de Hotelaria

01.	MeraPrime Gold Hotel
02.	Enviromental performance
03.	Internal social responsibility
04.	External social responsibility
05.	Economic responsibility

1.Environmental Performance

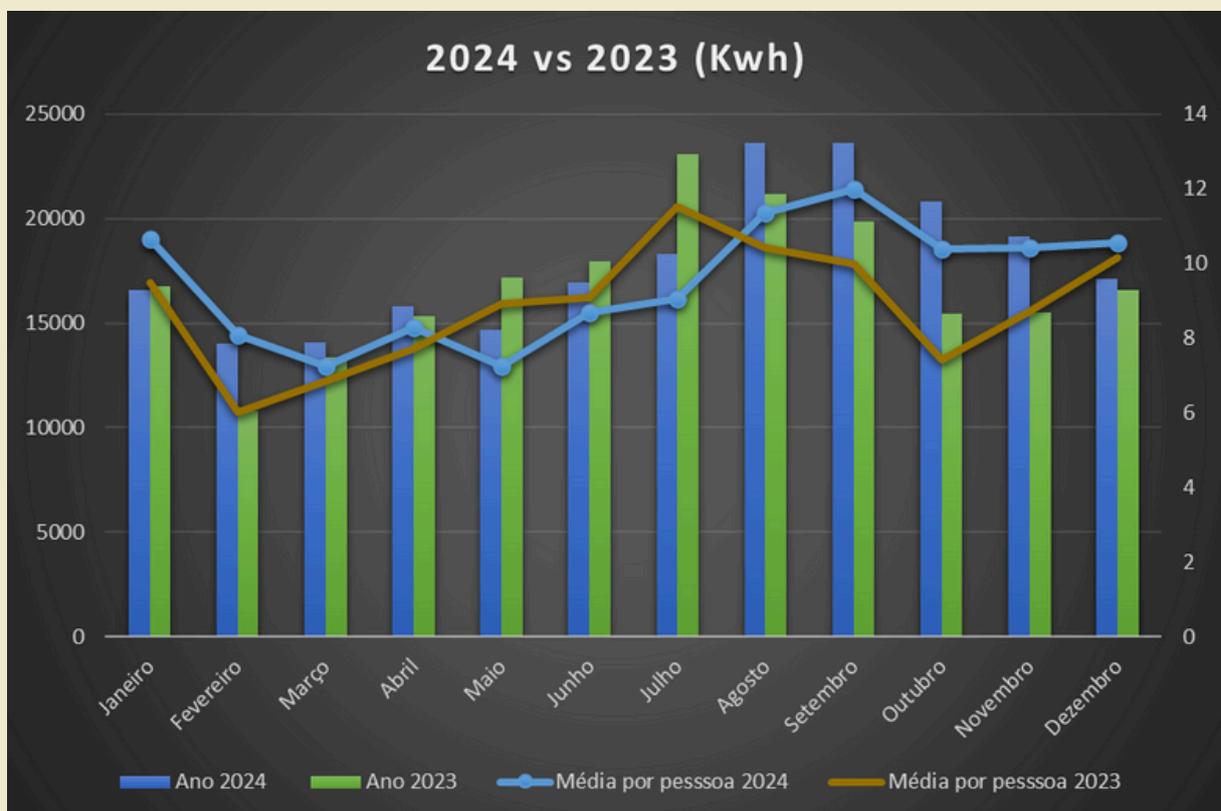


1.1 Eletrical energy

MeraPrime monitors its energy consumption daily to track and improve resource management, with 100% renewable energy supply.

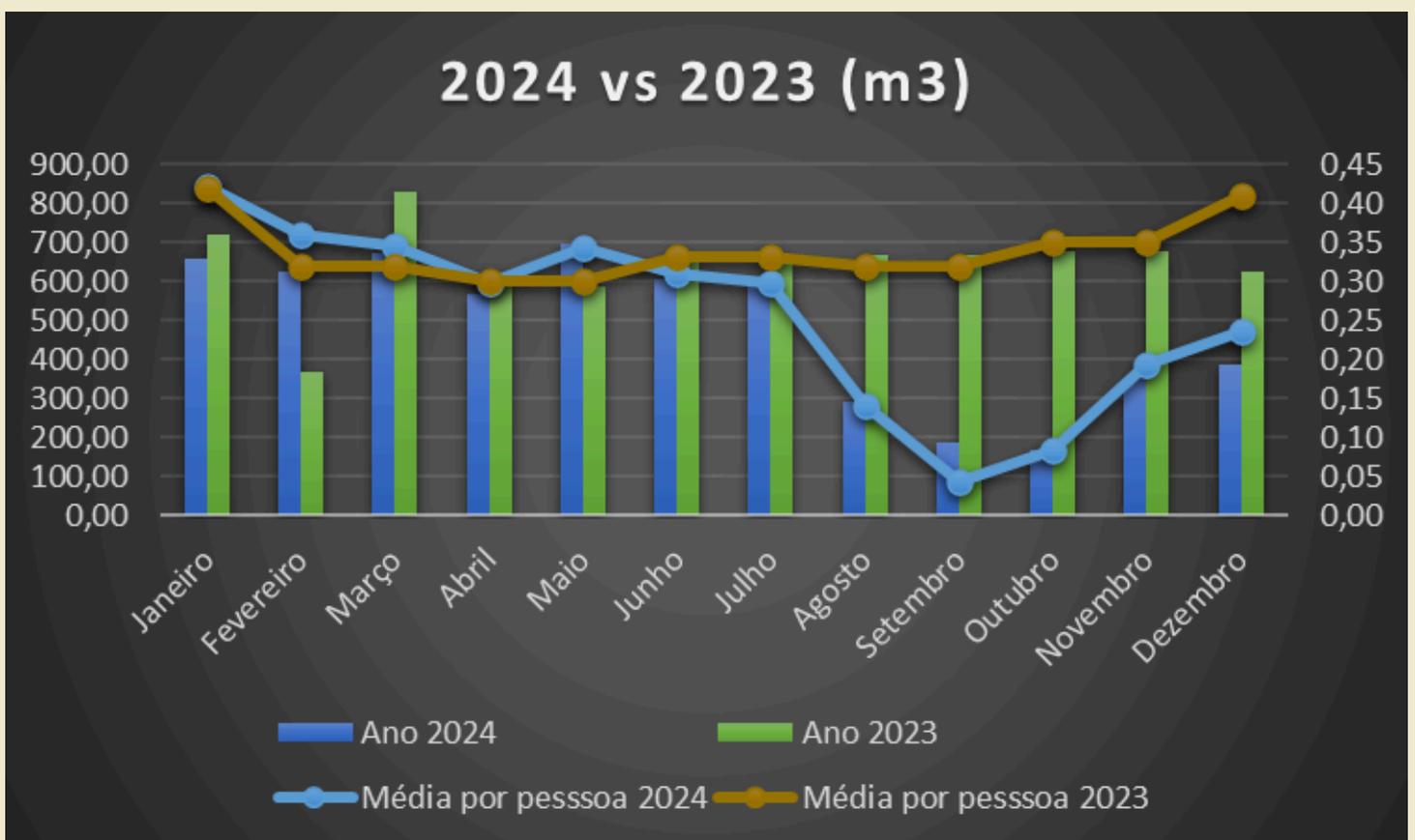
Unfortunately, as of today, it is still not possible to separate the energy consumption of the accommodation from that of the restaurant.

In the graph, we can observe an increase in consumption in certain months, which we believe is related to a 22% rise in meals served at the Allow – License to Snack restaurant.



1.2 Gas

Considered a cleaner and more efficient energy source for emitting fewer pollutants and greenhouse gases, natural gas is a versatile and widely used resource. Here at MeraPrime Gold, our water heating boilers are powered by natural gas, due to its high calorific value and ability to operate continuously — factors that ensure greater energy efficiency. In addition, we use natural gas as fuel for our ovens, stoves, and other kitchen equipment.



As part of our resource-saving strategy, we invest in regular maintenance of our boilers. In August, we made an investment to replace certain boiler components to reduce consumption.

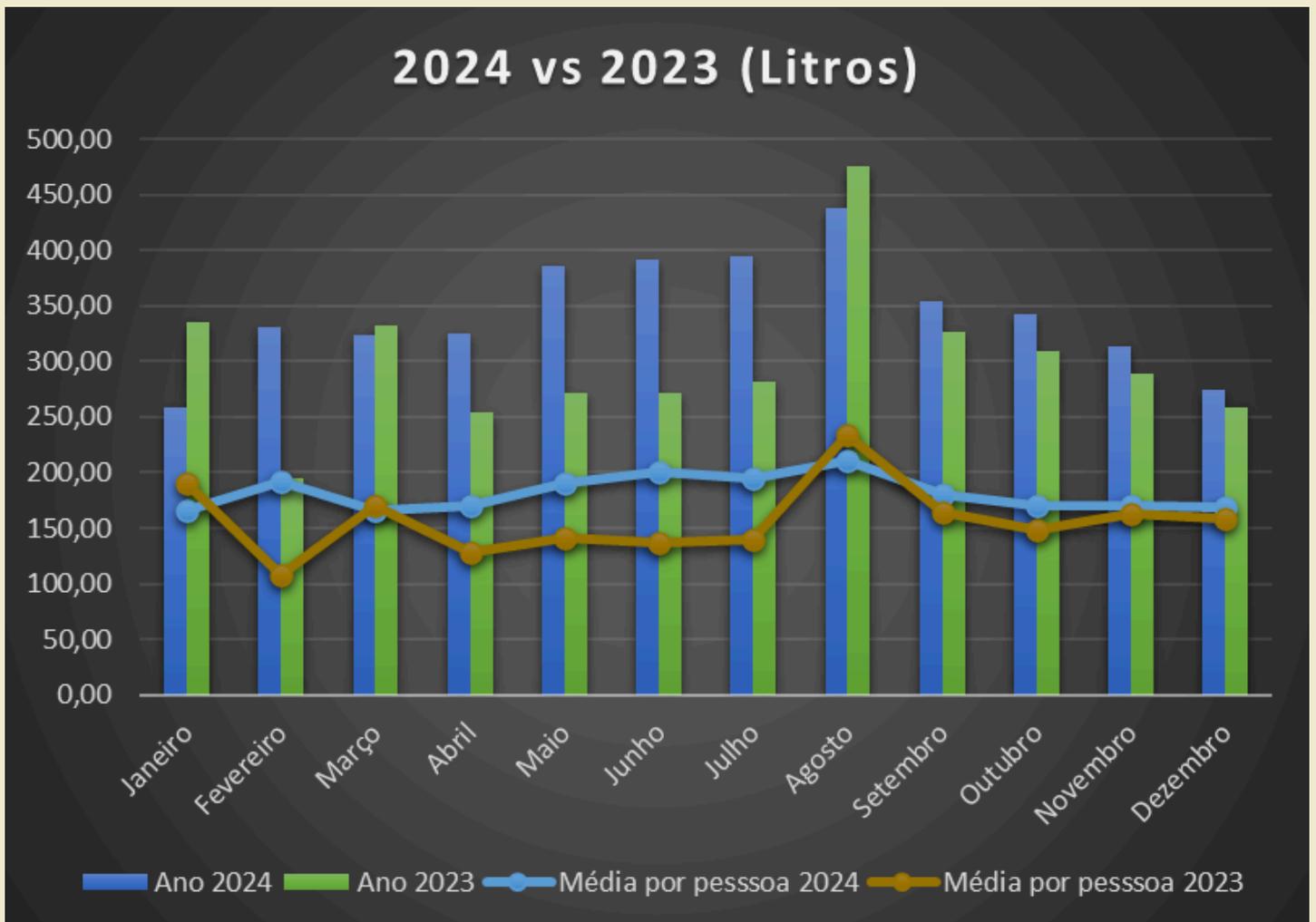
In addition to the boiler, we also perform maintenance on other kitchen equipment to ensure proper operation and prevent waste. We also monitor our daily consumption by reading meters and keeping records.

1.3 Water

Sustainable water use is a global imperative that requires collective action and commitment at all levels of society. We have adopted several responsible practices in an effort to improve water management, but we ended the year with an increase in consumption at our hotel.

For 2025, we will reinforce awareness among guests and staff about the importance of water conservation, aiming to reduce consumption and achieve our targets.

Since water consumption in guest rooms and the restaurant is not measured separately, part of this increase may be linked to the 22% rise in meals served at the Allow – License to Snack restaurant.

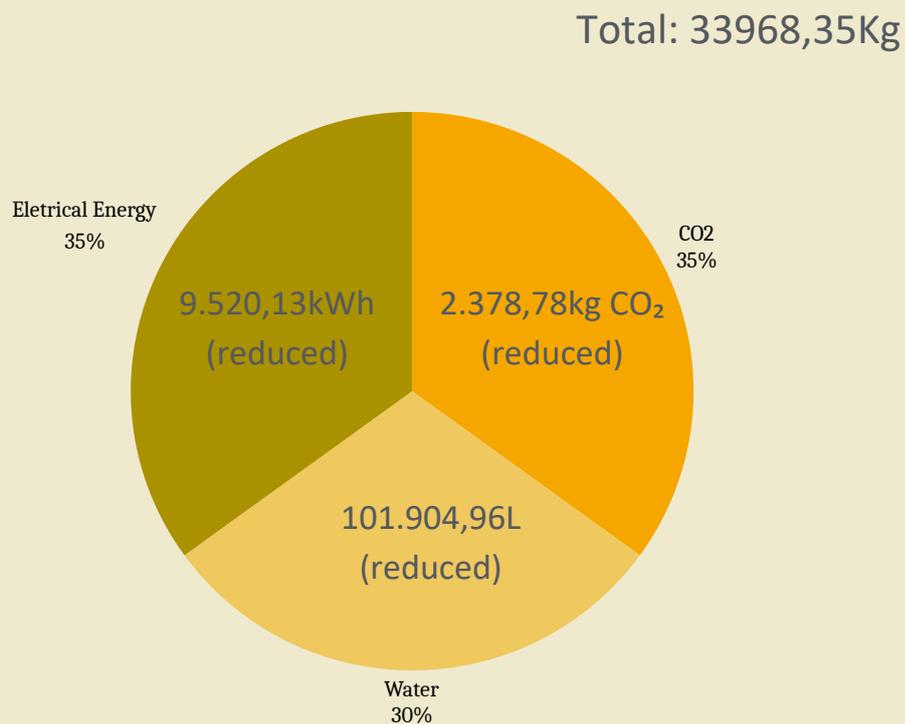


1.3.1 Laundry

By outsourcing the laundering of bed linens and towels, we have adopted a more sustainable practice and reduced our environmental impact. Specialized laundry companies invest in efficient technologies, such as machines that consume less water and energy, and use eco-friendly detergents, minimizing the use of harsh chemicals.

Many of these companies rely on renewable energy sources and implement strategies to manage waste and reduce CO₂ emissions. In addition, large-scale laundries have water recovery and reuse systems, treating part of the water used in one wash cycle so it can be reused in subsequent loads.

This measure significantly reduces the pressure on potable water sources.



This approach contributes to reducing the hotel's environmental footprint, helping to obtain green certifications and attracting guests who are concerned about sustainability.

Goals

Goals provide us with direction, motivation, and focus to achieve specific objectives. In addition to helping us manage time and resources, they facilitate progress tracking and the identification of necessary adjustments.



GAS & WATER

Insert signage reminders in the rooms to raise awareness about water waste and educate guests on the use of hot water.

ELECTRICAL ENERGY

Installation of reminders near the electrical panels in the rooms to raise guests' awareness about energy consumption.



SOCIAL ACTIONS

Incorporate and consequently increase employee participation in social projects and volunteer activities in Lisbon.

1.4 Improving environmental performance in waste management

	<ul style="list-style-type: none"> • Significant reduction in plastic usage • Elimination of plastic take-away containers in the restaurant • Recycling of 64kg of coffee capsules • Glass container for selective waste collection
IMPLEMENTED IN 2024	<ul style="list-style-type: none"> • Installation of containers for selective waste separation in public areas and staff zones • Use of paper products with ecological certification
	<ul style="list-style-type: none"> • Appropriate disposal of approximately 12kg of batteries • Recycling of 82kg of paper through the Paper for Food program • Installation of water flow restrictors on hotel faucets • Additional training for the entire staff team
	<ul style="list-style-type: none"> • Implementation of chemical waste containers in the reception bathroom and staff area • Use of cleaning products with an environmental seal
METAS PARA 2025	<ul style="list-style-type: none"> • Partnership with the Tinteiros Project for the proper recycling and reuse of our used printing cartridges, benefiting the Ajuda de Berço Association and the Portuguese League Against AIDS.
	<ul style="list-style-type: none"> • Reduce the Hotel's water and energy consumption.

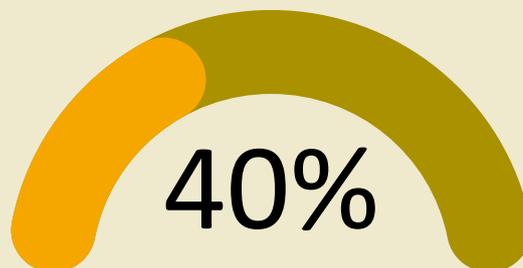
2.0 Responsibility

Internal social



2.1 Internal Social Responsibility

The internal responsibility of a hotel involves practices that ensure the safety, service quality, and well-being of guests and employees. This includes compliance with safety and health standards, ongoing staff training, and the implementation of sustainable initiatives—such as the efficient use of resources and proper waste disposal. These actions reinforce the hotel's image as an institution committed to excellence and respect for both the community and the environment.



40% of our leadership positions are held by women.

Nacionalidade dos funcionários

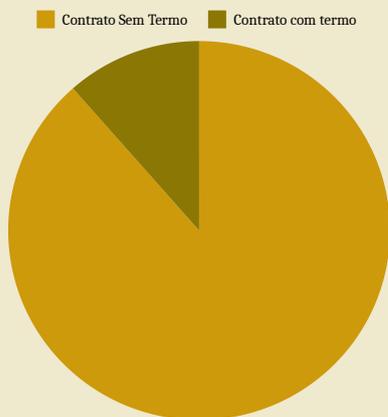
Cultural diversity can enrich the approach to sustainability



Staff

100% Internal Staff
0% Staff Outsourcing

77% staff: Permanent contracts
23%: Fixed-term contracts



Genders:

2023:



41%



59%

2024:



48%



52%

2.1.1 Actions under development

In a context where social responsibility is becoming an increasingly growing priority, initiatives that promote social impact have proven to be ever more relevant. They can transform organizational dynamics—not only by enhancing the work environment but also by demonstrating a commitment to the development and well-being of employees. By investing in social impact projects, continuous training programs, and internal sustainability practices, companies can simultaneously strengthen their brand image and engage their teams, creating a deeper bond and a culture of shared purpose among all stakeholders.

Benefits

Meals provided at the hotel – In addition to the daily meal allowance

Awards

Employee of the Month award in each department, in addition to the annual award based on performance.

Training

Training courses provided for the entire staff.

2.2 Responsibility External social



1

Partnership with the Porta Aberta program (aimed at providing employability support to people in vulnerable situations)

2

Donation of mattresses, towels, sheets, and crockery in good condition

3

Partnership with the “Paper for Food” initiative, which involves exchanging used paper for food that is donated to institutions

4

Container for collecting toys and clothes, where employees can leave items for donation, in addition to campaigns on specific dates

5

Active volunteer participation in social programs throughout the year

6

Promotion of local restaurants, bars, tourism companies, and events

2.3 Actions implemented in 2024

FEBRUARY

We made a donation to the Nariz Vermelho Foundation in support of children with cancer



MARCH

We planted and sponsored a tree in partnership with the Semente Sorridente Association



APRIL

Organization and cleaning of the warehouse at the CRESCER association



JUNE



Blood donation by the MeraPrime Staff team

NOVEMBER

Team volunteering at the C.A.S.A association in preparing meals for the homeless and people in social vulnerability

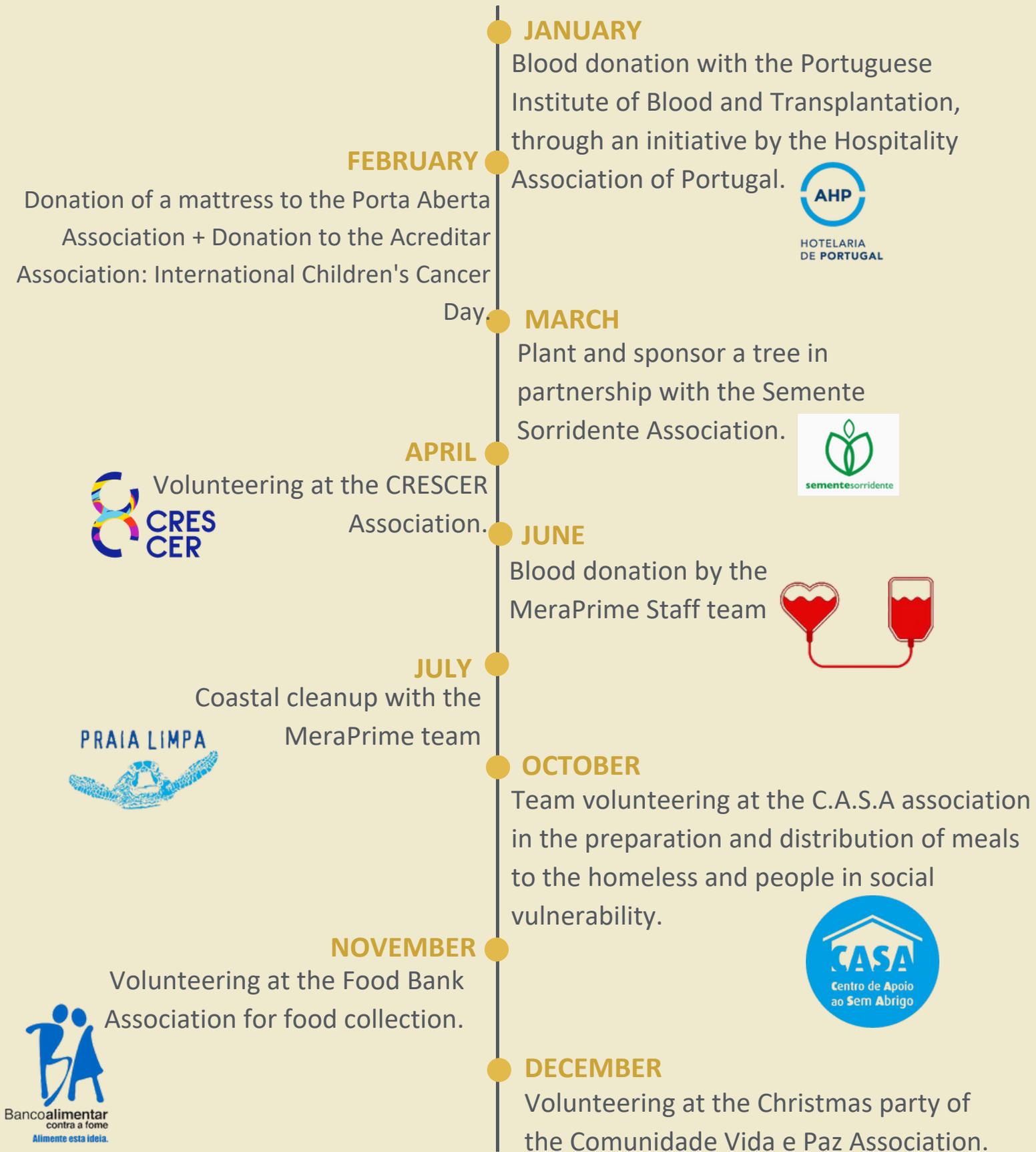


DECEMBER

We made a donation to the Food Bank Against Hunger Association



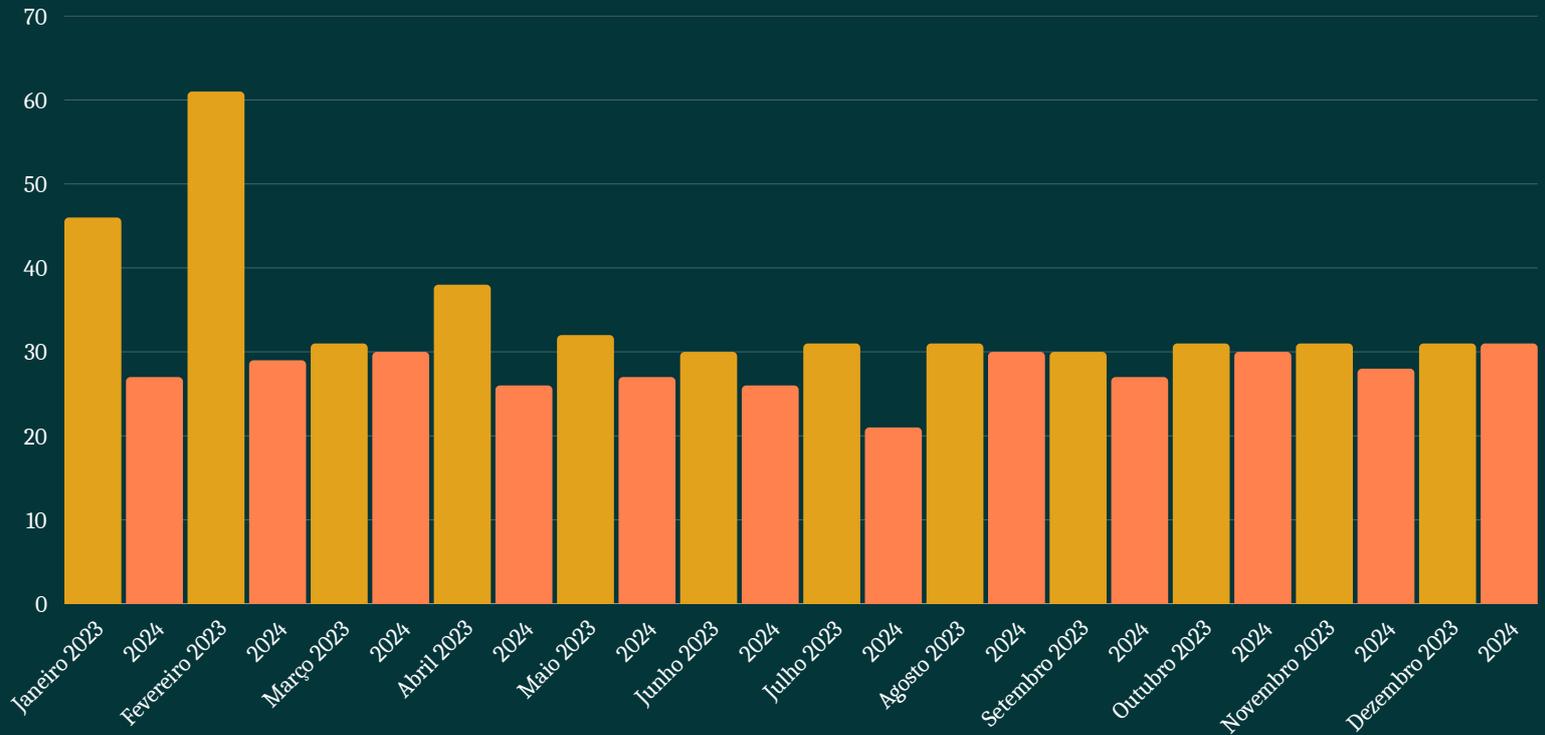
2.4 Specific actions scheduled for 2025



Together against food waste

332

magic box were collected in 2024



In 2024, we made significant improvements in food recovery and waste management. We trained our employees to better manage resources and reduce food waste. Compared to 2023, we observed a reduction of 91 meals saved through the ToGoodToGo platform.

2.3 Local Purchases

Since the opening of MeraPrime Gold Hotel, we have had the privilege of valuing and carefully selecting local suppliers and producers. Our top priority is to ensure that most of the products come from the region, always with the utmost attention to their quality and safety. Our head chef is dedicated to this management, ensuring an authentic and excellent experience for our guests.

3.0 Economic Responsibility



In 2024, we observed a significant growth of 22% in the meals served by our restaurant Allow, which justifies the increase in consumption, as shown in the previous charts. However, we have adopted an active approach to mitigate this increase through significant measures, particularly focused on the energy efficiency of our hotel.

In addition to the implementation of LED lighting systems and motion sensors, which contributed to a drastic reduction in electricity consumption, we installed devices that optimize water usage in all faucets and showers. These actions not only reduce our carbon footprint but also generate considerable savings in operational costs.

Promoting local economy is also a policy we highly value. We prioritize hiring local talent, encourage the continuous development of our team, and always strive to support local businesses by recommending and utilizing services from our neighborhood, such as taxis and restaurants, with the goal of fostering economic prosperity within our community.

Beyond words

MeraPrime Gold's concrete commitment to sustainability and responsibility

At MeraPrime Gold, we recognize the deep responsibility we have to operate in a sustainable and ethical manner. Our commitment is constant in promoting the well-being of local communities and preserving the environment. This awareness guides each of our actions, from selecting suppliers to waste management. We believe that by adopting responsible practices, we are not only benefiting current generations but also building a more prosperous and healthy future for those to come.

Contact

R. Áurea 60, 1100-063
Lisboa, Portugal

 www.meraprimehotels.com

 reservas@meraprimehotels.com

 [@meraprimehotels](https://www.facebook.com/meraprimehotels)

