

BANYAN TREE MAYAKOBA SUSTAINABILITY POLICY

EMBRACING THE ENVIRONMENT, EMPOWERING PEOPLE

At Banyan Tree Mayakoba we are aware of the damage that global tourism has already caused, therefore we strive as a business to minimize all negative operational impacts. By doing this, we ensure that we have sustainable tourism destinations and thereby strengthen our business, which also develops a positive workforce.

Our sustainable pillars are conducted in the income statement (business | sociocultural | environmental) to generate sustainable development by helping those around us.

Banyan Tree Mayakoba is a hotel, located in the tourist complex in Playa del Carmen Quintana Roo, Mexico, with 173 villas, 346 bicycles, 4 meeting rooms, 1 event room, 176 swimming pools, 2 gyms, 19 spa treatment rooms, 4 restaurants, 6 bars, 1 kids club, 2 dining rooms for employees, 1 training room, 2 retail gallery offering local handicrafts, 1 business center, 1 jewelry store, 2 palapas for recreational activities, 1 whirlpool area and 1 system of artificial lagoons connected to the Mayakoba complex.

Since our opening in 2009, Banyan Tree Mayakoba has followed a sustainable management system, leading responsibility for the way we operate. promoting the development of human talent, local communities in which the hotel operates through procedures and policies coupled with the resource conservation, the protection of biodiversity, socio-cultural environmental celebrations that impact our guests, employees and third parties, promoting responsible tourism. ([stay for good reference](#))

At Banyan Tree Mayakoba we are committed to continually improving our sustainability performance and the results of our annual benchmarking, and we will comply with all applicable local laws and regulations in accordance with international standards.

The policy is divided into 4 integrated areas that are based on the core philosophy of Banyan Tree, encompassing the universal values of global impact applying the 17 sustainable development goals.

This forms Banyan Tree's view on the role of a company in society and reflects the true approach of corporate citizenship.

1.-OUR OPERATIONS

We carry out the operation in accordance with our ethical conviction and with the installation of systems to minimize negative environmental and social impacts.

This is achieved by:

- Compliance with all international human rights status, policies and labor laws.
- Corporate Code of Conduct strengthens associate awareness, governs conflicts of interest, and prevents sexual harassment.
- We promote diversity and inclusion, hire without discrimination, and recognize freedom of association.
- Our confidential whistleblower policy provides the freedom to report violations without retaliation.
- The assurance of not participating in corruption.
- The promotion of the use of renewable energy resources.

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- The promotion of the use of materials from accredited sustainable sources and with a similar code of conduct.
- “Al Rescate” program food for donation to different community kitchens applying safety and quality protocols applying SDG N.2 looking to end world hunger.
- **2.- OUR COMMUNITY**

We help and assist in the economic and social security of the local communities near our operations:

- Involving local populations and developing relationships based on trust and understanding.
- Supporting, developing and involving projects for economic and environmental sustainability.
- Supporting and encouraging local educational facilities.
- Supporting and helping local health needs, giving special attention to children's health.
- Providing employment and training to local populations within our business.
- Preventing the sexual exploitation of children and young adult.

3.- OUR ENVIRONMENT

Our establishments are generally located in areas of great natural beauty, in these places we promote greater environmental sustainability:

- Adopting the precautionary principle in relation to the natural environment.
- Protecting and conserving ecosystems where operations are located.
- Supporting and considering research projects to improve the natural world.
- Providing environmental education to promote awareness and good behavior.

4.- OUR CULTURAL HERITAGE

We work towards the preservation of the historical heritage present in the places of our operations.

- Involving local communities, collaborators, clients and suppliers to increase knowledge of the areas that reflects the local tradition of history and architecture.
- Establishing codes of conduct for the sustainable conservation of local heritage.
- We facilitate suitable visits to historical heritage sites that are in line with codes of good practice.
- Helping to improve and preserve the status of local heritage sites, as appropriate.

We encourage collaborators, clients and suppliers to present our commitment to sustainability. This policy is connected to the internal sustainable management system. (SGS) ANNEX.



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