



**Sustainability
Report**

PRIMUS VALENCIA



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General Contents

Statement from senior executives responsible for decision making

At Hotel Primus Valencia we are pleased to start this new year 2023 with new challenges and opportunities in favor of environmental conservation and sustainability. Aware of the importance we have as a company in conserving our environment, the entire team, led by Carlos De Selva as general director, joins forces to continue moving towards a better planet.

The presentation of our 2023 sustainability report aims to capture the values and commitments of Hotel Primus Valencia in terms of sustainability, at the same time reinforcing our efforts to offer total corporate transparency to our stakeholders. Our commitment to sustainability entails a commitment to the protection of human rights, the health of our professionals and the environment, as well as taking care of relationships with our suppliers, to maintain the alignment of our values and contribute to a positive impact on our society, working with local companies and betting on the professional development of young people and people at risk of exclusion.



Carlos De Selva

Likewise, we take responsibility for the negative impact that our activity entails and through continuous analysis we work every day to reduce our emissions and waste production.

However, in our desire to continue improving day after day, for this year we propose to reduce our volume of waste, specifically by 5% compared to last year's volume, so that our impact on the environment is every lower day.

Headquarters location

Calle Menorca 22 46023
Valencia

Ownership and legal form

Private Company constituted as a Sole
Proprietorship Limited Liability
Company. S.L.U

Markets served

Country	Client	Sector
Spain	Leisure /Business /Events	Accommodation /Restauration
The Netherlands	Groups /Tour operator	Accommodation /Restauration
Italy	Leisure /Events	Accommodation /Restauration
Belgium	Leisure /Tour operator	Accommodation /Restauration
United Kingdom	Leisure	Accommodation /Restauration
France	Leisure	Accommodation /Restauration

Organization Profile

Activities, brands, products and services

Hotel Primus Valencia has been working in the tourism sector for **15 years** with the aim of achieving excellence in business development.

Hotel Primus Valencia is a hotel that offers accommodation, restaurant services, spa and event organization and management in the city of Valencia.

In our company, the activity focuses on serving clients with close treatment, through **detailed knowledge of the needs of our clients, detailed attention to detail and a team focused on the final satisfaction of all those who choose us.**



Organization size

At **Hotel Primus Valencia**, taking into account the classification criteria for the size of the different organizations in Spain, taking into account that we have a number of employees on our staff that amounts to the amount of 64, we are a company of size intermediate, since we have a number of employees between 50 and 250.

In turn, **during 2022 we had an increase in our sales that was reflected by 5%** more than last 2019, which shows that our business continues to grow.

Finally, our activity is based on **offering accommodation and restaurant services, as well as management and organization of events, with spa service and body treatments in exchange for a rate stipulated in advance to all those clients who decide to book at our facilities, so the services we offer focus on a very specific field of activity, which is the tourism sector in all its aspects.**

Information about employees and other workers

The total number of employees per employment contract.

Contract type	Female	Male
Full time	37	20
Part Time	7	0

No significant part of our business activities is carried out by workers who are not employees.

Maternity and paternity leave table

Age	Senior management	Middle management	Staff
25 - 35	0	0	0
35 - 45	0	0	1
> 45	0	0	0

The data presented in this report has been provided by the company's Human Resources department.

Collective negotiation agreements

100%

Percentage of employees covered:
by collective agreements.

Supply chain

At Hotel Primus Valencia we preach values based on the social, local and environmental care of our environment, aligned with those of our suppliers from whom we demand a high level of commitment, so that we care for and ensure social and ethical and transparent environmental policies, generating a prosperous and lasting relationship.

Local suppliers

Our supply chain begins with the supply of local raw materials, coming from small companies in our environment, thus contributing to a positive impact in the local context. We have 24 local suppliers of the 73 that make up our staff, several of which have their own production or are supplied by Merca Valencia, thus contributing to local development.

Waste recycling

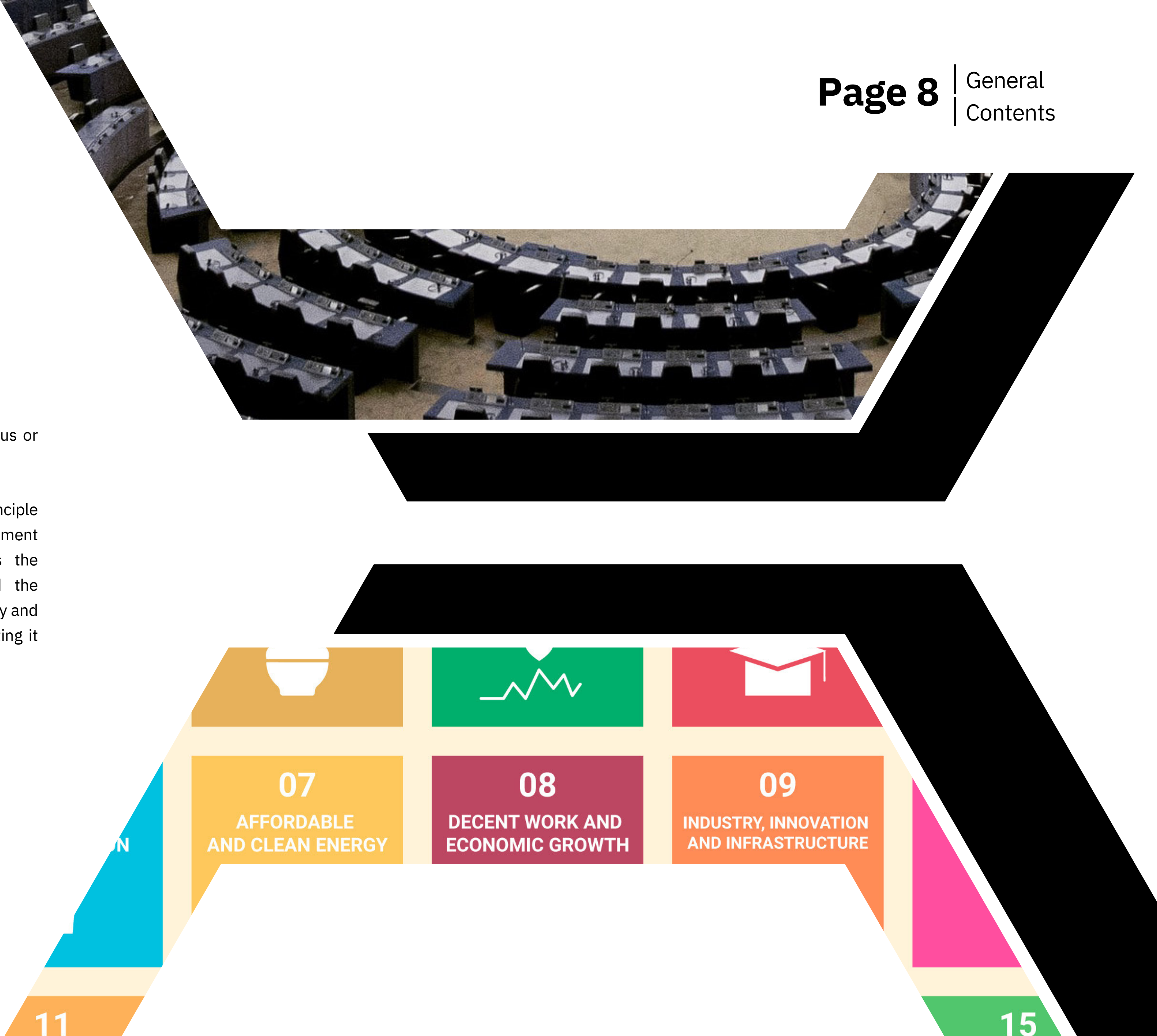
Our establishment has recycling points, so that our internal customers can deposit the products they no longer need, taking care of giving them a new life.



The precautionary principle or approach

The activity of Hotel Primus Valencia does not entail any serious or irreversible damage to either the environment or public health.

In order to protect the environment and, in accordance with Principle 15 of the Rio de Janeiro Declaration on Environment and Development of the United Nations, Hotel Primus Valencia implements the precautionary principle in the planning of operations and the development of its activity, carrying out periodic reviews of energy and water consumption and efficiently managing waste by segregating it for recycling, among others.



External initiatives

At Hotel Primus Valencia we advocate for a society that is equal in resources and opportunities, which is why we work together with associations and companies that help us achieve our goal.

We firmly believe that we are all capable of contributing our grain of sand to this society, which is why from our facilities we collaborate with the association Germanes Servidores de Jesús del Cottolengo del Pare Alegre, offering food through a weekly menu prepared in our kitchens.

Given that in our sector we are constantly changing, we collaborate with Casa Caridad de Valencia by making donations of all those belongings that we change, whether mattresses, blankets, duvets, etc. We know of the important work that this association does in our city and all the support we can give them is little.

Within our teams we work with the Asindown Foundation and the Apic-Acam Foundation with an internship program in our living room department.

Both foundations are a reference in the labor insertion of both people with special abilities, as well as people at risk of social exclusion.



Membership in associations

Currently, the Primus Valencia Hotel belongs to the Visit Valencia (Valencia Tourism) association, which advocates responsible tourism within the city of Valencia, offering tourists a different way of traveling and discovering the city.

Hotel Primus Valencia belongs to Valencia Premium, an association of Valencian companies that makes the best service providers and tourist experiences available to clients to ensure the best services.

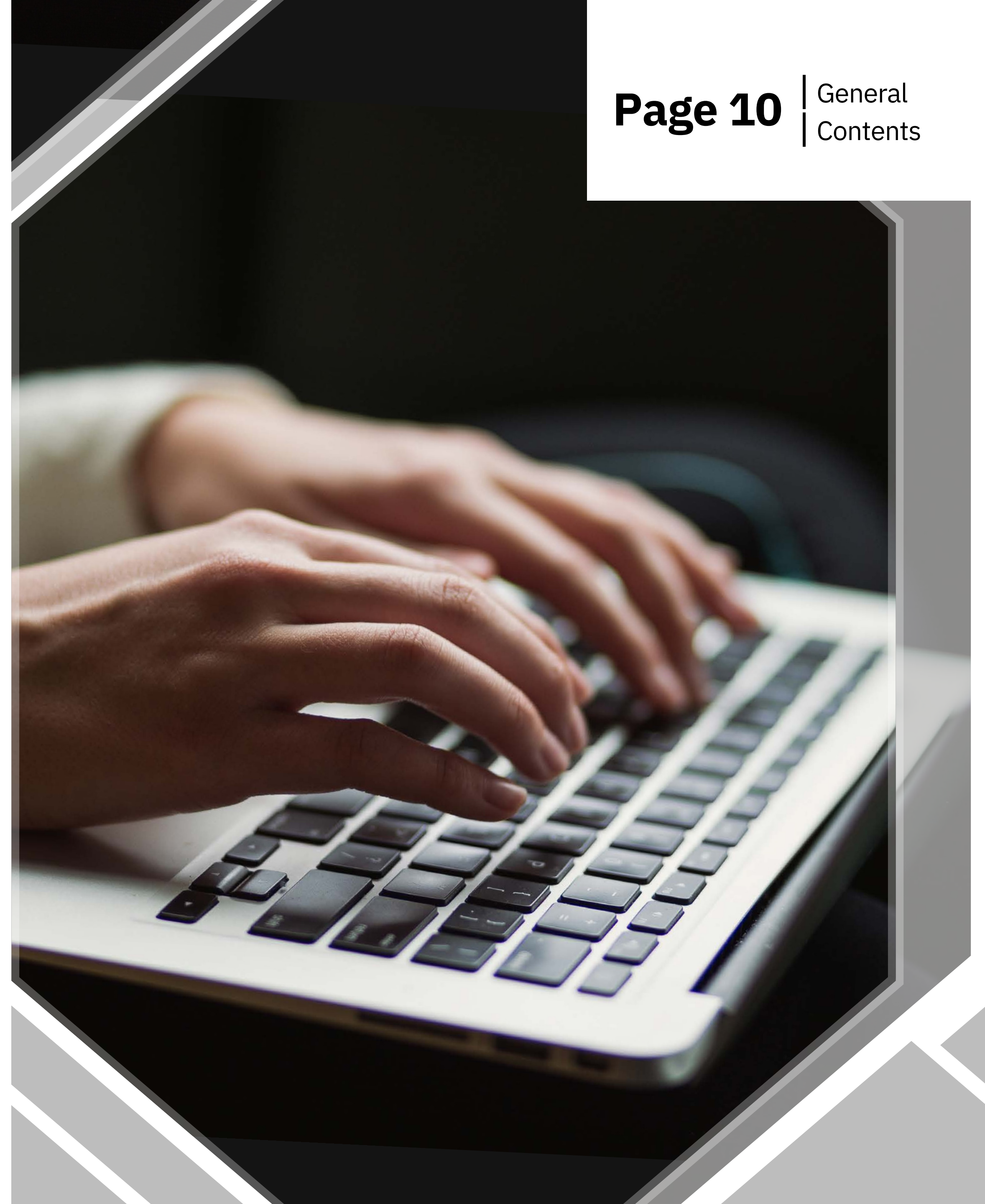
Finally, the Primus Valencia hotel belongs to HOSBEC (Hotel and Tourism Business Association of the Valencian Community), an association that has been characterized by an exclusive work of defending the interests of all its members, and this has allowed it to be configured as one of the main business associations in the country and the most important in the tourism sector of the Valencian Community.

Material aspects and coverage

Defining the contents of the report and the coverage of the topic

For the writing of its sustainability report, Hotel Primus Valencia has used the GRI (Global Reporting Initiative) standard, detailed below, as its guiding framework; the regulatory requirements of Law 11/2018 and GRI quality principles, by which the information must be reliable, precise, clear, balanced, comparable, verifiable and specific. Its contents have been selected through an assessment process carried out by the Quality and Environment Department, based on the materiality analysis carried out previously. In this way, the representation of the needs and concerns of the organization's interest groups is guaranteed, as well as the inclusion of key issues related to them. Likewise, the analysis of the context of the organization and its own characteristics has also been fundamental when determining the aforementioned points.

Taking into account the concerns of the interest groups, this Report presents and listens to those linked to those groups of interest to Hotel Primus Valencia (professionals, clients, suppliers, environment, society, educational centers and associations) and the way in which the entity relates to each one to identify the aspects that must be updated. Likewise, it is important to stick to the context of the organization. Through an analysis of the impact that Hotel Primus Valencia has on them, an action plan has been built to contribute to the generation of value and reduce the environmental footprint.



The identification of the most important aspects of materiality by the management of the Primus Valencia Hotel helps in decision-making and in understanding the evolution, results and situation of the hotel in terms of environmental, social and corporate impact, in relation to with the fight to combat climate change, respect for human rights and the fight against corruption and bribery, as well as measures to promote equality, quality work and non-discrimination. The material themes identified in 2022 cover the commitment to sustainability from a social, environmental and corporate perspective. Furthermore, it is worth highlighting the importance of honesty and understanding of the reality of this process, since only those issues that concern the organization have been considered in the report. In this way, the scope of the organization has been specified and has been taken into account when selecting those topics included and the perspective from which they have been treated.

The **2022** materiality analysis that we carried out at the **Primus Valencia Hotel** has involved a study by the **general management and the Quality Department** of the current social, environmental and corporate situation, to be at the forefront of concerns most relevant with respect to sustainability, the economy and new regulations.

On the other hand, we have consulted our interest groups, through questionnaires, **both online and in person**, our department heads, our **core staff and our suppliers**, being able to contrast our analyzes with their needs and concerns.



Stakeholder engagement

List of relevant groups

The relevant groups of interest with which we interact are as follows:

- Customers
- Our professionals
- Suppliers
- Environment
- The society
- NGOs and other associations
- Educational centers



Identification and selection of interest groups

What is the selection of interest groups based on?

- **Our clients**

They are what motivate us to continue working in the search for excellence and attention to detail with the comments and suggestions from their stays, both past and present. It is your comments that help us know where we are regarding the quality and service of our facilities.

- **Our professionals**

Our human team is what helps us create a safe and balanced work environment, which drives us to work for the satisfaction of our employees, which in turn affects the satisfaction of our customers.

- **Our providers**

Aligned with our sustainability commitments, they help us achieve our objectives regarding the quality of our services both in accommodation and restaurants, as well as in the maintenance of our facilities.

- **Environment**

By establishing Hotel Primus Valencia, we began a relationship with our natural environment, which we committed to taking care of.

- **The society**

Our objective is to create value in our society and contribute to its advancement.

- **NGOs and other associations**

At the Primus Valencia Hotel we believe that we should all contribute our grain of sand and we do so by collaborating with local non-profit associations in their enormous work to build a fairer and more equal society for all.

- **Educational centers**

The future of our society lies in youth, which is why at Hotel Primus Valencia we want to contribute to their development and professional growth. That is why we have internship programs in various departments of the hotel with students from the University of Valencia and the Altaviana vocational training school.



Stakeholder engagement approach

At Hotel Primus Valencia we believe that continuous dialogue with stakeholders is essential to strengthen relationships and provide a personalized and improved service. **In order to understand the concerns of our interest groups, a questionnaire has been developed in which each of them can contribute their vision and needs through suggestions and comments that help us continue improving our work. day to day.**

On the other hand, in the preparation of this report we have had the participation of our suppliers, who have helped us verify the information corresponding to the operations carried out with them.

Key issues and concerns mentioned

As a consequence of the energy crisis that European society is currently going through, the prices of supplies, services and equipment have increased. Hotel Primus Valencia has not been an exception in this regard, as it has also experienced the consequences derived from the energy issue. Despite the difficulties, Hotel Primus Valencia has sought to offer its clients a service with the highest possible quality, guaranteeing their well-being and comfort and betting on innovation and continuous improvement.

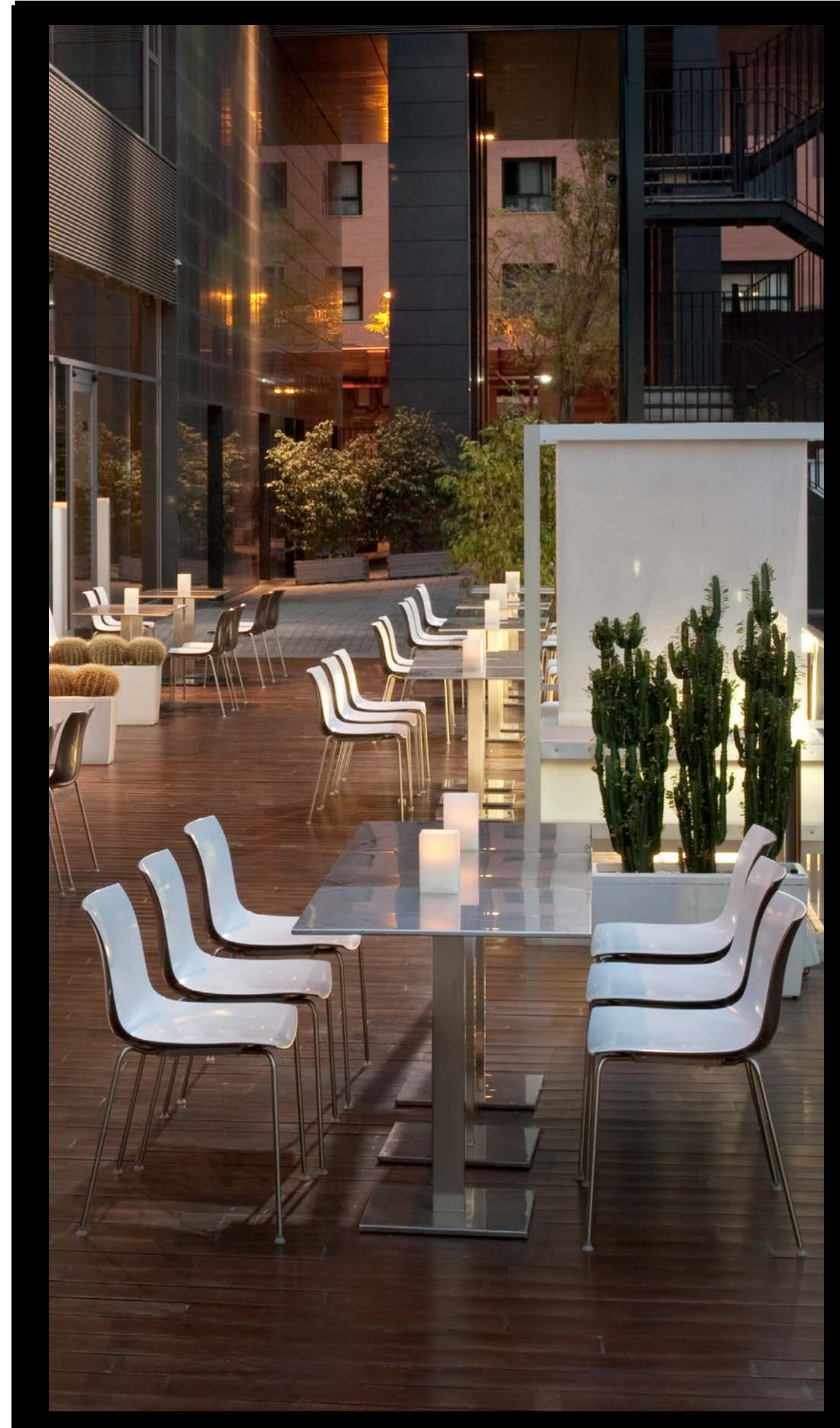
Report profile

Reporting period

The period covered by our report is the calendar year corresponding to 2022.

Reporting cycle

The sustainability report of the Primus Valencia Hotel is available on its website and is presented annually.



Contact point for questions about the report

At Hotel Primus Valencia we care about our clients' doubts about our company or our sustainability reports, for this reason we enable a specific email on our website so that they can consult us with any doubts that may arise: quality@hotelprimusvalencia.com.

Declaration of preparation of the report in accordance with GRI Standards

This report has been prepared taking into account the criteria of the GRI standard, in its mode of use. Through an exhaustive process of assessment and selection of the scope and contents of the report, the indicators to be included in it in relation to the 3 dimensions of the report have been defined; environmental, social and economic.

At Hotel Primus Valencia we do not have an external verification report.



External verification

To ensure alignment with GRI standards regarding the quality principles of information that ensure veracity, comparability and verification, this report is subject to a review by a body independent of the organization, which in our case carries out the Bioscore company.

The verification report carried out by Bioscore refers to compliance with GRI standards with limited security for the 2022 financial year.

We have contacted Bioscore, with the objective of obtaining a roadmap and thus preparing our sustainability report, in accordance with GRI standards and preparing it in an adequate and transparent manner, to later proceed to its verification.

At Hotel Primus Valencia we always have the approval of both the General Management and the property to carry out the sustainability report with the help and advice of an external company.

Government Governance structure

Within the Primus Valencia Hotel, it is both the property and the general management that has the power to decide on social, economic and environmental issues.

Ethics and integrity

Values, principles, standards and norms of conduct

Hotel Primus Valencia is based on the following values:



Diversity

In order to generate an inclusive, different and innovative environment, Hotel Primus Valencia team is made up of people from all over the world, who have different experiences and perspectives on life that bring a broad vision to when doing daily work.



Integrity

Acting with leadership, transparency, ethics and commitment, Hotel Primus Valencia builds a relationship of trust with its clients, employees and suppliers.



Consistency

The commitments that Hotel Primus Valencia adopts with society and the environment are achieved through perseverance and motivation.



Resilience

In the face of adverse situations, Hotel Primus Valencia is capable of adapting quickly, transforming weaknesses into strengths.

Advisory mechanisms and ethical concerns

The management of Hotel Primus Valencia strives at all times to offer a quality service, taking care of the well-being and comfort of both the team and the clients. In this sense, the hotel management and the human resources department work daily to ensure compliance with the values that represent the organization, as well as with ethics in its corporate, social and environmental sense.

Hotel Primus Valencia urges its professionals and clients, aware of any illegal or dishonest action by the organization or similar, to report it via email to **rrhh@hotelprimusvalencia.com**. The inbox is reviewed weekly by the Human Resources manager, who proceeds to the correct treatment of the complaints received.





Environmental Dimension

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CLEAN WATER
AND SANITATION



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AFFORDABLE
AND CLEAN ENERGY



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SUSTAINABLE CITIES
AND COMMUNITIES



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CLIMATE ACTION





Energy consumption within the organization

Due to the climate emergency that we currently face, the adaptation and mitigation of climate change have become one of the main objectives in different economic sectors. And the hotel sector is not far behind, emerging the need to link its growth to sustainable consumption patterns, thus contributing to sustainable development.

At the Primus Valencia Hotel we are aware of this situation and the relevance of energy consumption in hotel activity, not only because it represents a variable and very high cost, but also because the energy savings and reduction of the negative environmental impact are essential. They are becoming aspects of great importance in the relationship with our clients and our environment.

For this reason, at Hotel Primus Valencia we are committed to the need to implement and carry out an energy policy aligned with savings, optimization of resources, efficiency and continuous improvement of our habits and facilities that minimize the environmental impact, reduce costs, facilitate adaptation to future legislative proposals and provide the best possible experience for our customers.

Next, we proceed to identify the most important energy consumption generated in our facilities (mainly related to air conditioning, electricity, insulation and DHW):

Total fuel consumption from non-renewable sources (including types of fuels used): 2,559,106

2.559.106_M³

Water: 32.465 m³

Power: 130,720 kW

Gas: 89.030 m³



We believe that we should give back a percentage of what nature gives us in our daily work. For this reason, **we have changed all the light bulbs to LED luminescence** in order to increase energy savings and thus reduce consumption for both clients and workers. The hotel's boilers have been replaced with **high-performance boilers** that also provide us with a decrease in energy consumption. Finally, **aerators** have been placed in all the faucets and showers in our hotel.

At the Primus Valencia hotel we are also convinced that greater reuse is the key to achieving a more sustainable planet. That is why we have changed all our individual amenities for bulk amenities to reduce plastic consumption and minimize waste in soaps and lotions. Our new amenities are made with 100% recycled plastic (PCR), are recyclable and are manufactured with methods that preserve resources. Likewise, the hygiene products we use (soap, shampoo, body lotion) are more than 97% biodegradable, renewable materials of plant origin are used and they contain minimal amounts of slowly biodegrading ingredients.

Given the relevance of energy consumption both in the hotel activity and in many others, at Hotel Primus Valencia we seek to implement our energy policy and objectives in terms of savings and reduction of the negative impact outside our organization. The answer to the reason for this search is based on wanting to bring our values and objectives closer to those interest groups associated with our activity and, thus, expand our responsibility with society and the environment.

Therefore, we consider it important that clients, employees, subcontracted companies, suppliers and even civil society, among others, can adopt measures and good practices regarding savings, optimization, efficiency and continuous improvement in the use of resources. .

From this starting point we carry out control of energy consumption outside our facilities, through upstream activity and downstream activities associated with our activity and, thus, be able to calculate our indirect greenhouse gas emissions. Greenhouse (GHG) Scope 3 and increase our commitment to mitigation and adaptation to climate change.

To calculate the energy consumption generated in the facilities of the Primus Valencia Hotel, an exhaustive record of daily, weekly and monthly consumption has been carried out, breaking down the origin of this energy according to whether it comes from renewable or non-renewable sources, and the type of fuel used to obtain it.

It should be noted that the annual energy consumption is not distributed regularly during the 12 months of the year, but rather its highest level is concentrated during the high tourist reception seasons, while a notable decrease is contemplated during the low seasons.

This disparity is visible in the consumption records obtained from the monitored meters we have in the rooms of our hotel since, in common areas such as reception and restaurants, energy consumption is independent of the volume of clients.

Energy consumption outside the organization

Energy intensity

At Hotel Primus Valencia we use energy intensity as a measure that allows us to know the energy requirements for the development of our activity and fulfill our commitment to provide the best customer experience, in addition to helping us contextualize the efficiency of our organization.

Highlighting that energy consumption within our hotel is linked to the type of stay, we establish energy intensity ratios based on the different rooms, classifying them into:

- Rooms
- Reception
- Offices
- Restaurant
- Spa
- Laundry
- Cafeteria

This differentiation is based on the fact that rooms such as rooms will require a varying energy intensity depending on the occupancy of the hotel, being much higher in high seasons and lower in low seasons.

While, on the other hand, rooms such as reception and offices carry out their activity without being influenced by the volume of clients, causing their energy intensity ratio to remain stable during the twelve months of the year.

Once we know the energy requirements of our different rooms based on these energy intensity ratios, the purpose we have at Hotel Primus Valencia is to implement a series of measures to be able to reduce these requirements and comply with our commitments in this regard. energy.

At Hotel Primus Valencia we carry out a study on monthly and annual consumption in order to carry out exhaustive monitoring. In this way, we can detect possible failures or high consumption that help us improve both our facilities and the companies we work with.

In all the facilities of the Primus Valencia Hotel, there is exhaustive control of energy consumption using monitored meters and records by our employees.

To standardize these records, energy intensity measurements are established in kWh/room. These rooms, as mentioned above, are differentiated into rooms, reception, offices, restaurant, etc.

The purpose of these records is to have control, monitoring and traceability of energy consumption, being able to know the rooms that have the greatest requirements and, thus, being able to establish the appropriate savings and efficiency measures.



Some of the measures that we have carried out in previous years thanks to this control (leaving aside the data from 2020 due to the closure due to COVID-19) have been, among others, the change of some of the equipment such as minibars, improvements in the panoramic elevators that seal the hall, to avoid climate losses, motion sensors have been placed on the emergency stairs throughout the hotel.

All the lights in the common areas, lounges and bedrooms have been changed to LED bulbs. As a result, we have managed to reduce the energy requirements of the hotel's total consumption by 5%.

Given the good results, at Hotel Primus Valencia, we continue to carry out these controls and implement new measures.

In calculating the energy intensity of our rooms, at Hotel Primus Valencia we have included the following consumption:

- Non-renewable energy.
- Electrical network.

Within Hotel Primus Valencia we only work with internal energy consumption since we do not export energy to other buildings or sectors.

Reduction of energy consumption

At the Primus Valencia Hotel, with the intention of aligning our values with the Sustainable Development Goals (SDGs) in which our activity has a place, we review all the activities carried out in our facilities over a period of time. day, being aware that energy is present in the vast majority of them.

At that moment we realized both the essentiality of energy for the development of hotel activity (and any other), as well as the great problem posed by its irrational use combined with its origin, mostly non-renewable.

For Hotel Primus Valencia, the reduction of energy consumption represents a challenge and a guiding route for the actions that are and will be carried out in our organization during the coming years, aimed at increasing performance, savings and energy efficiency. , and whose benefits will be both environmental, social and economic, always involving our interest groups.



At Hotel Primus Valencia we have changed the thermostats in our facilities so that they can stop the heating and production pumps when they reach the desired parameters. In this way **we reduce energy consumption and expenditure.**

In line with what was mentioned above, and with the firm commitment at Hotel Primus Valencia **to commit to a reduction in our energy consumption as one of our priorities**, we have implemented an energy policy that aims to guide our consumption towards savings, efficiency, process optimization and continuous improvement in our practices and equipment.

Within this policy, an energy savings and efficiency plan has been implemented, which includes not only consumption control measures, but also incorporates others that we consider can improve our consumption both in form (**contracting of energy from renewable sources**) as well as in quantity.

Of these measures, it is worth highlighting the change of two air conditioners and the installation of two CO2 machines. This gives us a considerable reduction in consumption within the machinery and with the CO2 machine we achieved **a 90% reduction in gas consumption in the hotel's boilers.**

As a result of the effort to achieve our objectives, at Hotel Primus Valencia **we have reduced our consumption by 15%** in relation to the previous records of the year 2022, making notable the good performance on the part of our employees, clients and other parties. interested.



The energy consumption reduction data provided includes the reductions achieved in:

- Electricity, assuming a 15% reduction.
- Heating and cooling, assuming a 15% reduction.

To calculate the reductions in our energy consumption, we have used 2019 as the base year. This year has been chosen since the years after and the year before the preparation of said report are not significant due to being devastated by the COVID-19 pandemic. , in order to visualize the results obtained after the implementation of energy measures and improvements in the organization.

To calculate the reduction in energy consumption carried out in our organization, we have established a procedure by which, based on the consumption records of 2019, the savings are measured both in % and in kWh and differentiating in fuel, electricity, heating and cooling consumption.

This way we have a broader vision of our improvements and achievement of objectives, in addition to being able to establish more ambitious measures and solve any incidents that may occur.

35 KW/h

Reductions in energy consumption are the direct result of initiatives in favor of conservation and efficiency

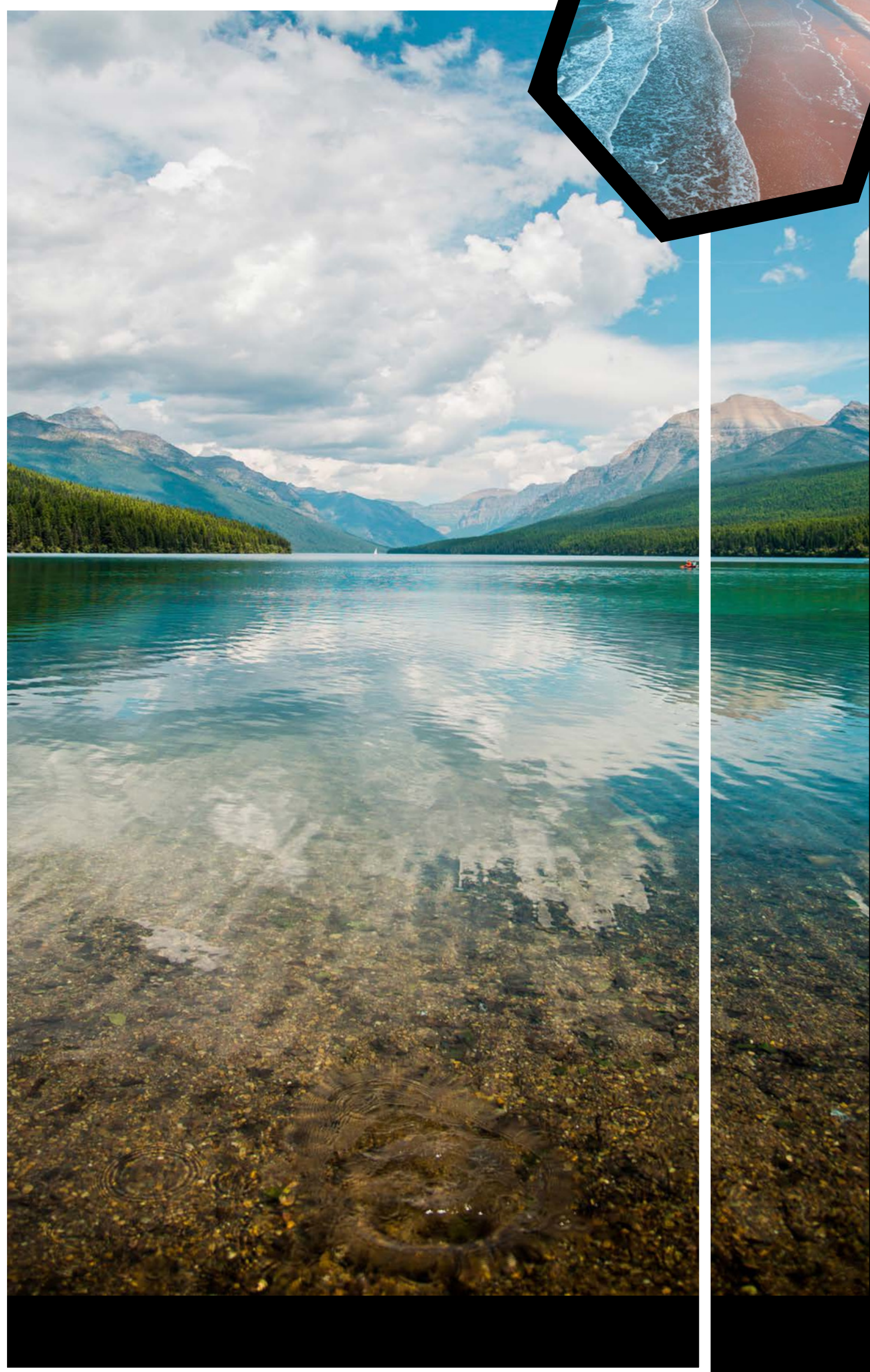


Water and Wastewater

Interaction with water as a shared resource

Water, as a natural resource, has suffered a worrying decrease in its availability, mainly due to the impact that the climate crisis has on such a precious and scarce resource due to the increase in external climate events and its overexploitation. Its relevance is so great that the United Nations Organization included, in the Sustainable Development Goals contained in its 2030 Agenda, Goal 6. Clean water and sanitation, which aims to guarantee the availability of water and its responsible management. and sanitation for all.





It is not necessary to remember that it is a shared natural resource, which can become an issue of great importance in the relations of the hotel and tourism sector with the rest of the agents of society, as it is one of the sectors that most use of this resource, with reports that reflect that a single tourist can consume between 300 and 800 liters of water per day, being a real problem mainly in those areas that suffer water stress.

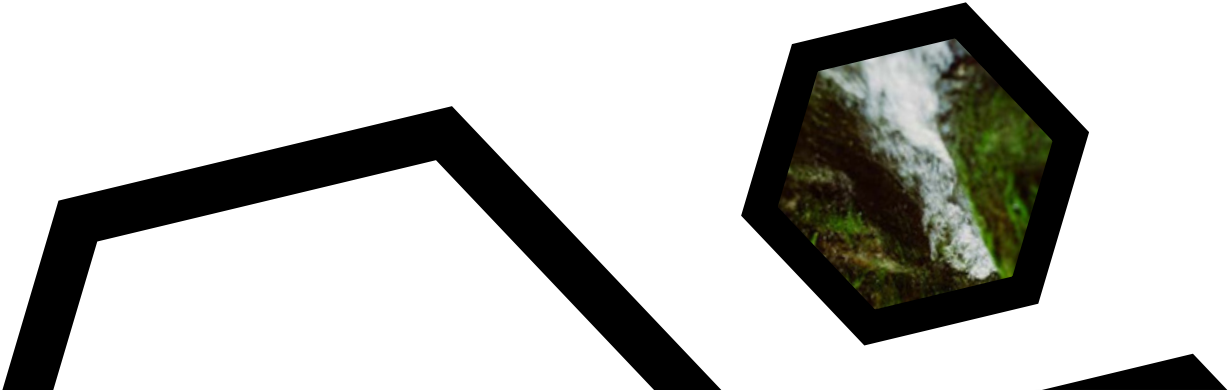
Aware of this situation, the great importance of this resource and our ability to influence both the quality and quality of water through our value chain, at Hotel Primus Valencia we are committed to its efficient and responsible use, with the study of the possible impacts of our activity, and with the protection of the environment and society.

Along these lines, our priorities focus on the implementation of a water resource management plan that evaluates the risks and opportunities in the regions of our activity, and aims to improve the purification and reuse, the safety and quality of water and, of course, the reduction in its consumption.

At Hotel Primus Valencia we work with two cisterns that provide us with water for human consumption, which allows us to control consumption and implement the necessary measures to reduce use without lowering our quality towards both internal and external clients. .

Having established our commitment to the sustainable consumption of a resource as essential as water, at Hotel Primus Valencia we have implemented an improvement in the purification and reuse systems of wastewater and gray water generated in our facilities, and ensure the safety and quality of water for our customers and our environment.

Among the measures in this management plan, legislative compliance regarding water treatment is essential, complying with the values established for the quality of discharged water, in addition to exhaustive monitoring of consumption and control of the operations carried out in our facilities.



As more concrete initiatives implemented in the last year 2021, we can find the optimization of systems such as irrigation in our green areas. But, above all, it is worth highlighting measures taken to disseminate good practices to our clients and other interest groups, remembering that it is a shared resource for which we are all responsible and the need to reduce its consumption.

After the results obtained in 2022, we have come to the conclusion of the need to implement new measures that allow us to opt for more ambitious objectives, which include the placement of aerators in all the hotel's showers. both in rooms and in the pool and spa. The reduction of changing sheets and towels and the use of CO2 machines for cleaning and disinfection that reduces the use of chemical products completely.

The Primus Valencia Hotel also makes use of water resources coming from the municipal network and dedicated mainly to human consumption, watering the green areas and filling the swimming pools. The return of wastewater produced by the organization to the natural environment is carried out through correct treatment, trying to protect the water cycle.

Likewise, committed to the responsible consumption of this resource, measures and actions dedicated to raising awareness and efficiency of its use have been adopted.



The filtration time of the pools has been increased to avoid continuous refilling of water. Thus reducing consumption. So it is not necessary to do it daily.

With the commitment to reducing the use of water in our activity this year, at Hotel Primus Valencia we have included, in our production chain, indicators and processes to track consumption and identify opportunities for improvement.

A control center has been installed for chlorine and PH of the water stored in the cisterns. Likewise, all the water consumed in the establishment is decalcified before entering the cistern, thus reducing the hardness of the water, which provides a more correct use of it. It also reduces possible itching on the skin of users and reduces lime stains on commonly used cutlery and glassware.

Our operational teams at Hotel Primus Valencia have carried out an assessment to identify the impact related to water during the 2021 financial year.

Hotel Primus Valencia's commitment to minimizing water use is shared by our stakeholders. For this reason, we establish an internal dialogue with suppliers and other stakeholders to share control and optimization measures in the production process, making responsible use, avoiding any unnecessary loss of water resources and carrying out awareness-raising speeches among all workers.



Water consumption

At Hotel Primus Valencia we firmly believe that water is a finite resource and that we must therefore use it responsibly by both our workers and our clients. Thus, all our taps and showers have aerators that reduce the flow of water without reducing quality or effectiveness of use. We also use CO₂ machines when cleaning our facilities, which has given us an almost complete reduction in chemicals. Likewise, the change of towels and sheets in our rooms is at the request of our clients and we have a policy of changing sheets during long stays that favors the minimization of washing.

Having established our commitment to the sustainable consumption of a resource as essential as water, at Hotel Primus Valencia we have implemented a water resource management plan whose objectives focus on the reduction and efficiency of its consumption, the improvement of purification and reuse of wastewater and gray water generated in our facilities, and ensuring the safety and quality of the water for our customers and our environment.



Among the measures in this management plan, legislative compliance with regard to water treatment is essential, complying with the values established for the quality of discharged water, in addition to exhaustive monitoring of consumption and control of the operations carried out. carried out in our facilities.

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After the results obtained in the current 2022, we have come to the conclusion of the need to implement new measures that allow us to opt for more ambitious objectives, which include the placement of aerators in all the hotel showers, both in the rooms and in the pool. and spa. The reduction of changing sheets and towels and the use of CO2 machines for cleaning and disinfection that reduces the use of chemical products completely.

32465m³

Total water consumption of all areas.

To record our consumption data, at Hotel Primus Valencia we have a digitalized system that collects information in order to have control, guarantee responsible use and, in addition, be able to identify opportunities for improvement in our activities and operations.



Environmental Compliance

Non-compliance regarding environmental legislation and regulations

Environmental legislation, implemented mainly in recent decades, remains in constant evolution, developing numerous new environmental regulations of different areas and levels of application, which establish the legal provisions for the protection of the environment.

At the international level there are the Sustainable Development Goals (SDGs) of the 2030 Agenda of the United Nations, which set the guidelines for action for all its member countries.

Going through the community regulations for the states belonging to the European Union, we find state, regional and municipal environmental regulations, applicable in different areas.

Any action that involves a breach of environmental legislation and regulations, and causes damage to the environment, is considered an Environmental Crime, for which a sanctioning regime is established with infractions ranging from very serious to minor.



At Hotel Primus Valencia

At Hotel Primus Valencia we are committed to complying with all environmental legislation and regulations applicable to our activity. In this commitment we include the continuous review of current legislation and the possible changes that may occur due to effective application. In this way we ensure compliance with all legal and environmental requirements, identifying them and making them public in our organization.

Committed to compliance with the legislation and regulations applicable to the activity carried out by Hotel Primus Valencia in the places of operation, we carry out internal audits scheduled throughout the year to review compliance with community, state, autonomous and municipal depending on the powers in each matter.

In parallel, a continuous review of the current legislation, its modifications and the new regulations allows us to establish the appropriate measures to prevent non-compliance, being able to implement the new legal requirements quickly and effectively, and correct them if necessary. detecting an incident.

As a result of the mechanisms established in the organization, the Primus Valencia Hotel has not received any sanctions or fines during 2022 for non-compliance with environmental legislation and regulations.



Environmental Assessment of Suppliers

Current business models and organizations are evolving towards management that integrates sustainability into their processes, leading to the promotion of the supply chain towards a more responsible management model that complies with the environmental protection criteria established by the organization.

A good supply chain management process is based on the analysis of the possible risks involved in the outsourcing of a service or supply of a product. These risks can generate negative environmental impacts, including affecting the organization as they are directly related to its activities, products or services due to its relationship with a supplier, which violates the environmental protection criteria established in the contractual relationship.

At Hotel Primus Valencia we seek to guide our supply chain towards sustainable management that minimizes any negative environmental impact it may cause. To achieve this objective, it is vital that our suppliers share the same values and management model as the organization, and commit through their contract to meeting the agreed performance expectations to promote the prevention, reduction and repair of problems. significant negative environmental impacts, including objectives and goals in this matter.

Along the same lines, all measures adopted by the Primus Valencia Hotel to address negative environmental impacts will be communicated to our stakeholders in order to comply with the principle of transparency.

03

Social Dimension

01

NO POVERTY



05

GENDER EQUALITY



08

DECENT WORK AND
ECONOMIC GROWTH



10

REDUCED
INEQUALITIES



New employee hires and staff turnover

For years, tourism has become the sector that contributes the most wealth to the Spanish economy, being, in terms of contribution to GDP and employment, the most important industry in the country. In 2019, it accounted for 14.6% of the national GDP and generated 2.8 million jobs linked to it.

The hotel sector, like many others, has seen its activity reduced by the global crisis caused by the COVID-19 pandemic over the last two years, causing countless closures and, consequently, the loss of thousands of jobs.

With the entry into the new normal in 2022, at Hotel Primus Valencia we have opted for the recovery of employment by analyzing the local and personal situation of each employee, prioritizing the reincorporation of our employees in a situation of ERTE and reduction of working hours, and incorporating new contracts based on the growing demand in the different departments. All in order to increase permanent contracts and offer safe and quality work.

At Hotel Primus Valencia we firmly believe that, if our employees are happy, our clients will be even happier. For this reason, and always within the possibilities of such a changing sector, we offer both our current employees and our future candidates quality salary and working conditions, always respecting the established agreements and advocating for a work-life balance. which makes us be at the forefront of human resources.

We are aware of the sacrifice involved in working in a hotel with our characteristics, but we are proud that our staff turnover is practically zero.





In our efforts to recover the employment lost in the years of the pandemic, prioritizing the reincorporation of our employees, in addition to the hiring of new staff to cover the growing demand of this last year, at Hotel Primus Valencia we carry out management of the human capital aligned with our commitment to offering quality employment, this means that we can increase permanent contracts.

We carry out a periodic analysis of the demand of our establishment and the local situation, which allows us to know the needs and incidents in our human team and to provide solutions effectively.

In parallel, through a continuous dialogue with the heads of the different departments, we measure the satisfaction of our employees, the environment, the workload and other aspects relevant to the proper performance of their functions. the continuity of the team and the incorporation of new workers, which translates into the proper functioning of the organization.

Employee Benefits

for full-time employees that are not provided to part-time or temporary employees

At Hotel Primus Valencia we believe that all our employees deserve the same treatment since for us their satisfaction comes first. This is why we do not make distinctions when granting benefits. All our employees are equal.



Our approach is based on the satisfaction of our internal customers to be able to transfer that satisfaction to our external customers. For our company to move forward on the path of excellence, we need our human team. Without them Hotel Primus Valencia would not be where it is today.

This coming year, we have implemented birthdays off for all company employees. It consists of the fact that in the month of your birthday you can take one more day off so you can celebrate your birthday without having to be at work.

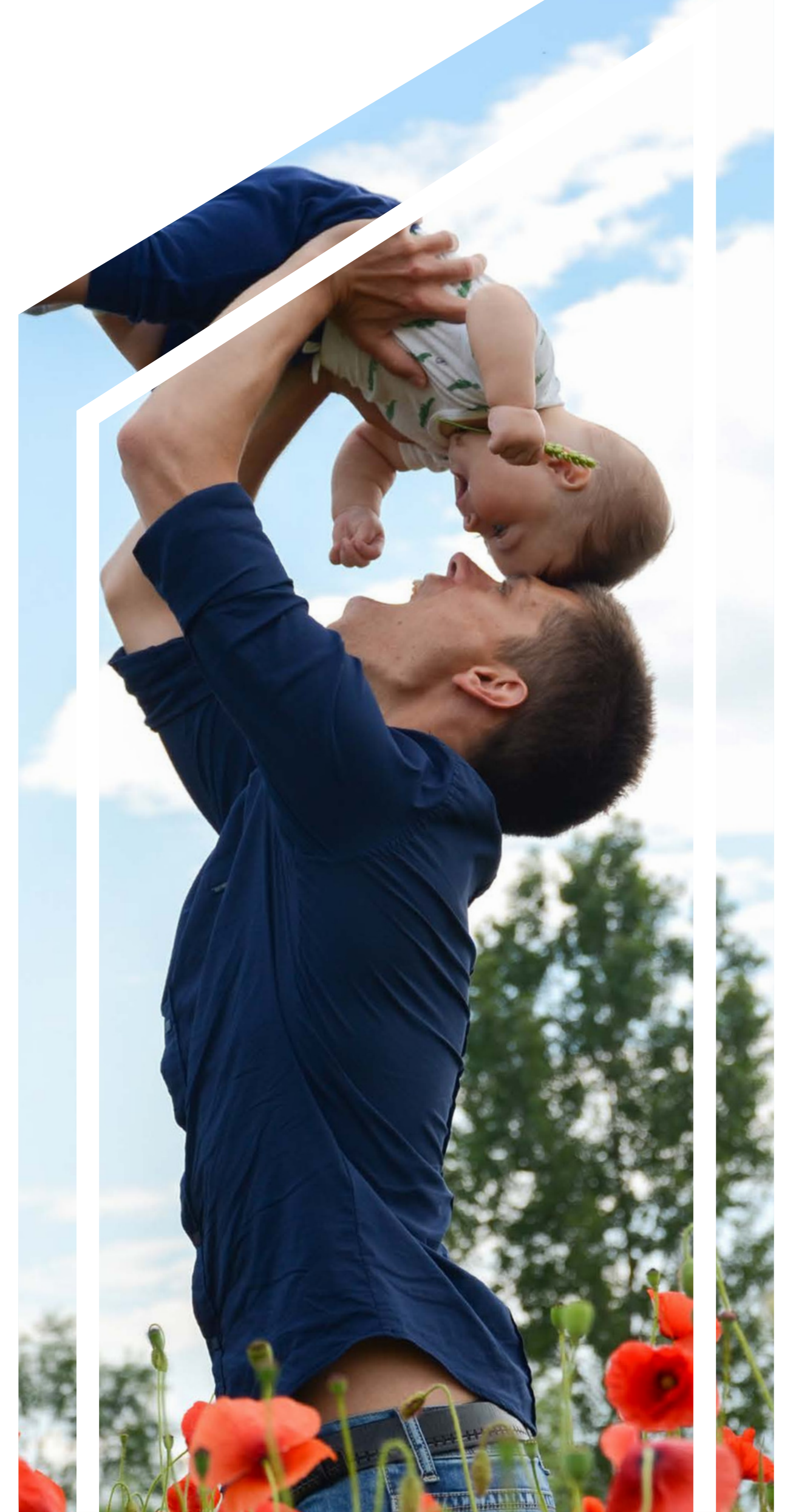
Parental leave

At Hotel Primus Valencia we believe that both parents have the same right to enjoy their parental leave, which is why we do not make any distinction in terms of sex and we grant the parent in question the possibility of combining vacations, cumulative breastfeeding. lada and holidays so that they can enjoy it in its entirety.

In line with compliance with current legislation in the country regarding parental leave, at Hotel Primus Valencia we comply with the right and other facilities to our employees when requesting a reduction in their working hours, with the reduction proportional to their salary, for the care of minors, being able to decide its extension and duration.

After the reform of the workers' statute in 2019, we implemented breastfeeding leave in our organization, which can be enjoyed by both parents and which allows the employee to be absent from their job, without seeing their salary reduced, to breastfeed the child. birth up to nine months, prior notice and justification.

In parallel with legislative and regulatory compliance, at Hotel Primus Valencia we are open to knowing the personal situation of each of our employees and are available to attend to their needs.



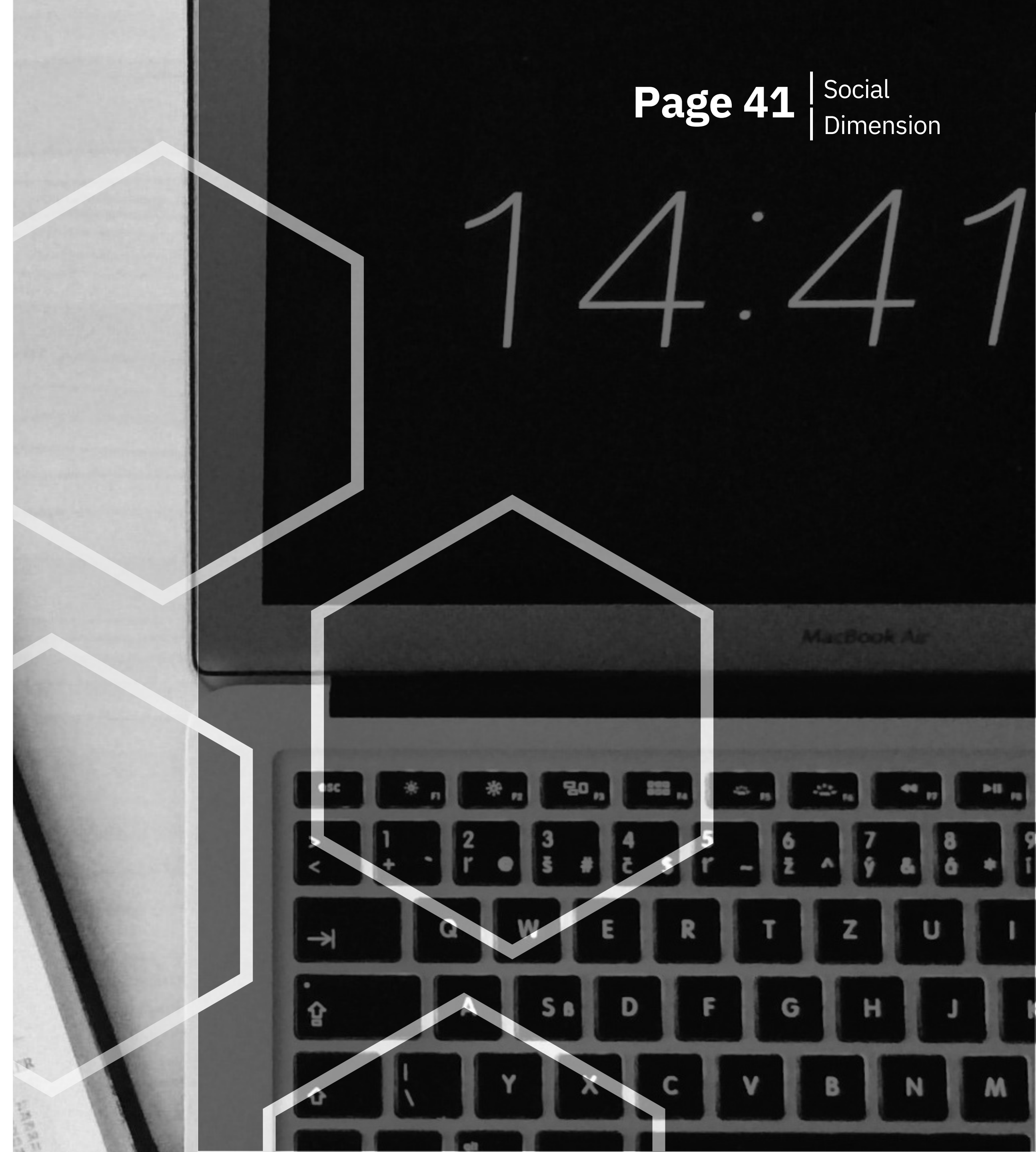
Minimum notice periods for operational changes

In such a changing global market, operational changes within companies or organizations are constant and inevitable to maintain competition in the sector, and most of them directly affect their employees.

In relation to the operational changes carried out at Hotel Primus Valencia, we understand the right of our employees to be informed at all times and within a specific period of time. In this regard, we comply with the minimum deadlines stipulated in the collective agreements applicable to our activity. However, and knowing the need of our employees to know at all times how these changes are developing, we are informed globally at least one week in advance.

At Hotel Primus Valencia we believe that information is the key for our employees to be efficient and effective and that is why we always notify, to the extent possible, of all operational changes.

At Hotel Primus Valencia we consider good communication and an effective strategy to be relevant when making any operational change in our organization.



Management system for occupational health and safety at work

The legislation relating to the prevention of occupational risks sets out how a company must carry out its preventive action, planning it from the beginning of its activity, ordering its measures in a coherent and global set and adapting them to both technical and scientific evolution. as well as new emerging risks, as happened at the beginning of the COVID-19 pandemic.

This entails a series of obligations on the part of the company, with the aim of preventing injuries and/or illnesses caused by the material, environmental and organizational conditions in which it carries out its activity. And, consequently, the protection, health and well-being of employees is promoted. All of this is included in the Prevention Plan, which is mandatory for the company, which is part of the Occupational Health and Safety Management System (SGSST).

At Hotel Primus Valencia we have the health and safety of our employees as one of our priorities, minimizing occupational risks and creating a safe work environment.

For this reason, and ensuring compliance with the applicable legal requirements, both regulatory and contractual, we have an occupational health and safety management system that systematizes our actions in occupational health and safety, optimizes the use of resources materials and humans, and is based on continuous improvement.

At Hotel Primus Valencia we work with an external company that provides us with everything necessary in terms of health and safety at work. We believe that it is important that companies specialized in this can help us. Thus collaborating with the inclusion of local companies.

In order to prevent risks and guarantee adequate health and safety levels at Hotel Primus Valencia, and ensure correct application of current legislation on this matter, we have established an Occupational Risk Prevention Plan included within our Safety and Security System. management of health and safety at work.

This Occupational Risk Prevention Plan, which organizes all our actions in this matter and is based on the continuous improvement of our actions, aims to anticipate, recognize, evaluate and control all the risks that may affect the integrity of our employees in their workplace. In this way we ensure the effective application of our measures and involve our workers in the Plan, improving their conditions and the work environment.

Within this implemented plan, we include concrete actions such as initial training in occupational risk prevention for all our newly hired staff. Initial and periodic (annual) medical examinations for all our employees regardless of contract or duration in order to achieve an adequate work environment and avoid, to the extent possible, work-related accidents that may occur in the facilities and workplaces. job.

All our workers and workplaces are covered by our health and safety system.

Hazard identification, risk assessment and incident investigation

At Hotel Primus Valencia we believe that the safety of our workers is essential in our daily lives. Being aware that health is not everything but that without health there is nothing, we provide our employees with the necessary measures so that incidents, if they occur, are minimal or do not become serious. Within our facilities we have risk assessments for each of our positions and we apply for each of them the necessary measures granted by the external company that is responsible for carrying out, verifying and managing everything related to the issue of health and risks in Our facilities.

At Hotel Primus Valencia we encourage the participation of our professionals in the communication of new dangers and dangerous situations that they warn of. The direct boss being the main communication channel that in turn will transmit what the employee has said to both management and the Human Resources department.

Health services at work

At the Primus Valencia Hotel we have a service to prevent third-party occupational risks.





Worker participation, consultation and communication on health and safety at work

At Hotel Primus Valencia we understand that, for the proper performance of its functions, we have to offer all our employees a safe and healthy work environment, which not only implies compliance with applicable legislation, but also implements our own initiatives that allow us to ensure risk control, the effectiveness of our prevention measures and the detection of deficiencies in facilities and processes.

To this end, we consider it important to implement a preventive and participatory policy that allows our teams to consult and participate on matters that affect their safety and health in the workplace they occupy. In this way we manage to identify different opportunities for improvement and incidents, in addition to achieving efficient management of our occupational risk prevention policy.

The main objective of Hotel Primus Valencia is for its employees to enjoy both personal and work health. This is why healthy eating, clear compliance with occupational risks and a less sedentary life are encouraged.

Each employee of the Primus Valencia Hotel has the power to inform their direct boss of any risk or risk situation that they have detected in their workplace. Likewise, the direct manager will inform both the General Management and the Human Resources Department of what was detected in order to carry out its evaluation and treatment if necessary.

Contribute to the fulfillment of established obligations.

Correctly use safety devices.

Immediately report any situation that, in your opinion, entails a risk to the safety and health of employees.

Properly use machines, tools, dangerous substances, equipment and any work means.

Correctly use the protective means and equipment provided by Hotel Primus Valencia in accordance with its instructions.

Cooperate with Hotel Primus Valencia, in order to guarantee safe working conditions that do not entail risks to the safety and health of workers.

RIGHTS

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Be consulted by those responsible and participate in all issues that affect safety and health at work.

Receive sufficient and appropriate theoretical and practical information from the external prevention service.

Periodic monitoring of health status, based on the risks inherent to the job.

Interrupt your activity, and if necessary, leave the workplace in the face of a serious and imminent risk to your life or health.

Have specific protection measures for each operation.

Be informed directly.

Worker participation, consultation and communication on health and safety at work

The participation of our employees in matters of safety and health at work is given by the following rights and obligations with the organization in matters of safety, dictated by the Ministry of Labor and Social Economy.

OBLIGATIONS

Training workers on health and safety at work

At Hotel Primus Valencia we are committed to the professional development of all our employees, with training playing a fundamental role. Just as we implement this training in other areas of work activity, we consider it important that it is carried out in the area of health and safety at work, as this will enable us to achieve an increasingly safer and healthier environment for all of them.

It is worth highlighting the importance of this type of training during the pandemic caused by COVID-19, when our employees were able to carry out their work safely, complying with all the established protocols thanks to the courses held periodically, in which information was updated and new safety and prevention measures were implemented.

At Hotel Primus Valencia, we provide initial training to each employee on the occupational hazards that are characteristic to their job and the general aspects of the hotel, so that they know at all times how they should act in the event of a hazard or incident. Similarly, we have a physical record of everything stipulated by law and by the external company, which can be consulted at any time in case of doubt.

We provide all our employees with all the training courses we consider relevant in terms of health and prevention of occupational hazards so that they can perform their job activities in a safe and healthy manner.

Our catalogue of courses includes those specified by current legislation in this area, which are carried out on-line and/or in person at our facilities, and are compulsory for all employees. On the other hand, we have specific courses adapted to each department and job position of each of our employees, and while some of these courses are considered compulsory, others are voluntary and are taken into account in the annual performance evaluation.

Hotel Primus Valencia provides its employees with the necessary training courses on Health and Occupational Risk Prevention, which are free of charge, compulsory and specific for each job position, depending on its characteristics.

Fostering the health of workers

At Hotel Primus Valencia we are aware of the importance of the health of our employees, which is why we are committed to the development of initiatives dedicated to the promotion of healthy habits.

At Primus Valencia we strive to promote a healthy lifestyle among our workers. To do this, we try to offer them the greatest possible facilities, since we know that to generate change, the direct participation of the organization is necessary. We work daily to strengthen and ratify our involvement with the health of our employees through the promotion of different initiatives and projects.

In order to guarantee the well-being of our team, we have a project to expand our staff cafeteria and transform it into a leisure and rest area where our workers can eat and rest within the stipulated guidelines. We have parking for bicycles and scooters in our employee parking lot. In this way, we seek to facilitate the arrival by bicycle and scooter to their jobs, a practice beneficial for the planet and for health.

Likewise, we try to supply both guests and employees with top quality food, local products and organic certification.

If we comply with all the legislation in this regard, at Hotel Primus Valencia we like to go further. We offer our employees the possibility of having comprehensive medical insurance, which includes periodic check-ups, psychological care and oral health care. It should be noted that we also have established communication channels so that employees can send and record their possible complaints and suggestions.

Prevention and mitigation of impacts on the health and safety of workers directly linked through commercial relationships

Within the Primus Valencia Hotel, the housekeeping department is the only one that is outsourced. This external company has its own mutual insurance company and its occupational risk assessment that was given to us at the time of hiring, as well as the risk assessment carried out by Hotel Primus Valencia for the position of housekeeper. so that between the two companies an evaluation could be made according to the position.

Workers covered by an occupational health and safety management system

Due to the functional characteristics of Hotel Primus Valencia and its business model, we are able to guarantee that our entire team is covered by our occupational health and safety management system. We work with an external company that provides us with all the necessary means and guarantees the correct execution and compliance with health and safety protocols.

We are concerned about the well-being of our employees. Ensuring your health and safety is one of our top priorities. This is why we ensure that our management system in this regard, with the help of an external company, covers our entire staff and is effective in its operation.

All employees at Hotel Primus Valencia are covered by our occupational health and safety management system. Likewise, employees of external companies and subcontractors from Hotel Primus Valencia have, in turn, a protection system specific to their company and analogous to ours. At Hotel Primus Valencia we ensure that all our product and service suppliers have operating systems that comply with current legislation, in addition to developing good practices in this matter on a voluntary basis.

Average training hours per year per employee

In recent years, and boosted by the health crisis caused by COVID-19, there has been an increase in competition between organizations within the hotel sector, based on human contact and customer experience, so training and The development of employees in the face of current needs is essential.

For Hotel Primus Valencia, the development of the professional career of all our workers is a priority, since it allows them to give their best and ensures that the client receives the best possible attention and experience, maintaining our standards of quality and competitiveness at the same time. sought level.

In line with the above, the management of the training of our team is based on knowing and understanding the needs of the public to whom we offer our services and, from there, creating a program of courses aimed at professional retraining, reinforcing knowledge and acquire new skills both for specific positions and for the entire organization.

In the same way, employees themselves can suggest to Hotel Primus Valencia, through the channels enabled for this purpose, specific training that they consider relevant for the development of their work activity.

For the Primus Valencia Hotel, training is basic within the performance of our employees. Therefore, it has a budget for internal training and a training program for those employees who request it. Likewise, management approves both internal and external training, encouraging employees to train within their work areas.

At Hotel Primus Valencia, we consider the professional development of our employees the way forward to offer our clients the best possible experience during their stay.

Along these lines, we are committed to our human capital and its training as the most effective strategy to achieve our quality and competitiveness objectives. For this reason, we have established a training program that includes internal and external courses aimed at professional retraining, reinforcing knowledge and acquiring new skills.

Within this program, the responsible team establishes each year a series of updated courses based on the needs detected by those responsible for the different departments and the developments in the regulations applicable to the sector. These can be mandatory or voluntary, taken into account in the performance evaluation carried out each year.



Percentage of employees whose performance and professional development is evaluated regularly

At Hotel Primus Valencia we believe that it is important for our employees to feel valued. This is why we have an incentive system based on the objectives of each department. We believe that continuous improvement is the only way to offer our best service to both internal and external clients.

The objective of an incentive system is for our employees to know the importance of improving their work every day. We believe that we must improve ourselves to be able to reach the level of demand that our clients demand of us.

Percentage of total employees by sex and by job category who have received a periodic evaluation of performance and professional development during the period covered by the report:

Group Age	General Director	Director	Assistant Director	Middle Management	Technician	Technician	Assistant
< 30	0%	0%	0%	33.33%	66.67%	0%	0%
30 -50	2.22%	2.22%	2.22%	24.44%	60.00%	2.22%	6.67%
> 50	0%	0%	0%	100%	0%	0%	0%

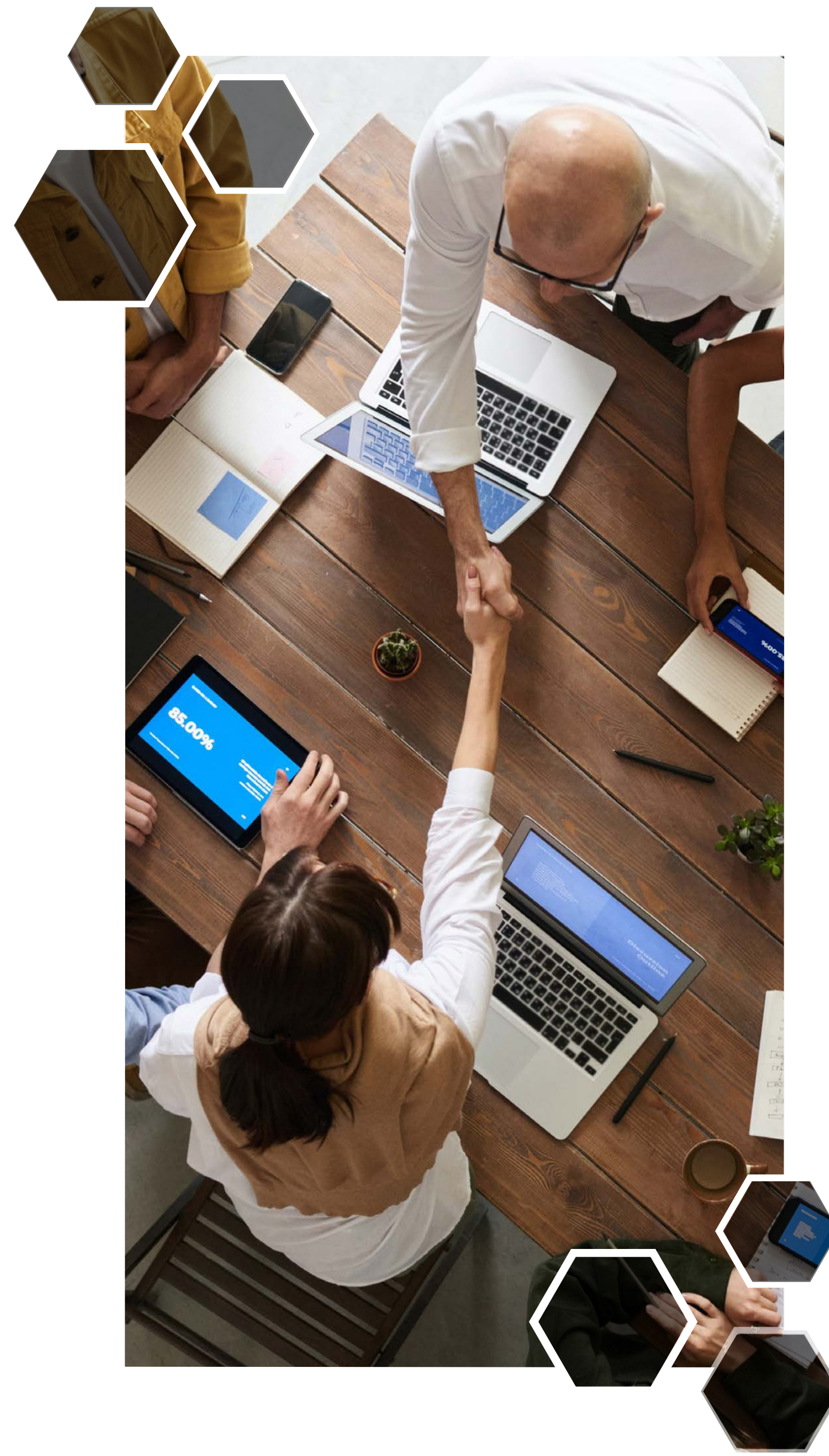


Diversity in governing entities and employees

Given the current scenario of a globalized world, listed companies and companies must value diversity almost as an obligation, being a reflection of society, because beyond their connection with it, increased in a sector such as the hotel industry, they commit to policies of Inclusion has great benefits.

At Hotel Primus Valencia we understand diversity as a concept that goes beyond gender, nationality, sexual orientation, religion or culture, but includes other aspects such as generational diversity, capabilities, thought and talent.

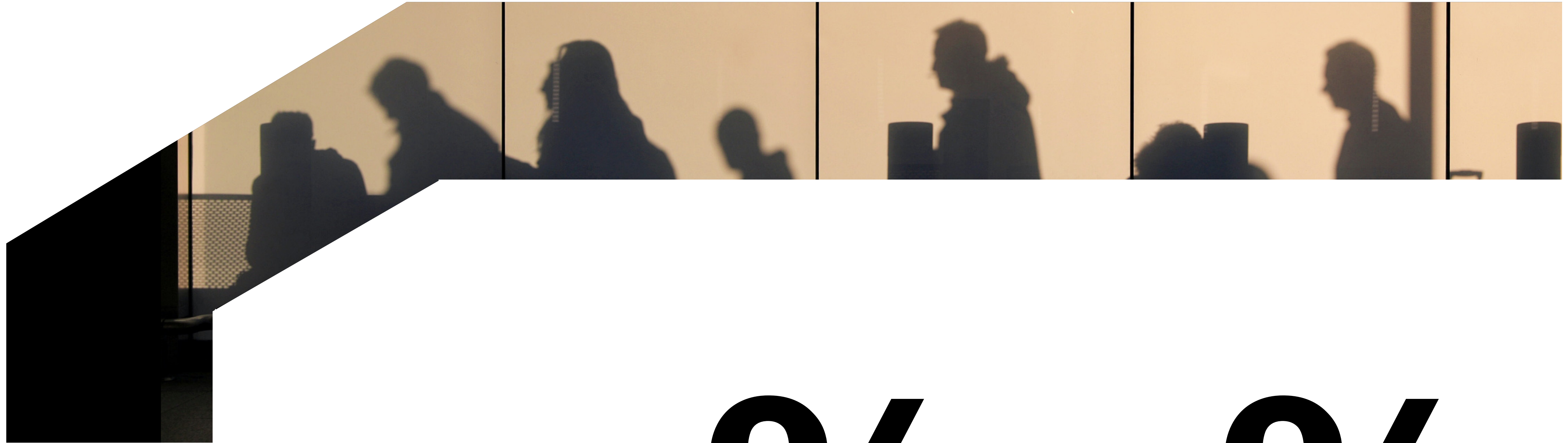
In this way, we consider diversity in our governing bodies as a synonym for good management and good governance, and among our employees as a key factor to create a work team with greater perspective, more innovative, more creative and more productive. capable of understanding the needs of our clients and providing them with a better experience.



For the Primus Valencia Hotel, diversity is not only a competitive advantage or a key value as an organization, but it reflects our commitment to a fairer society and a guarantee that all our employees have the same opportunities for growth.

Within Hotel Primus Valencia our human team is based on their experience, professionalism and suitability for each of the jobs. We understand that the most important thing is that our workers are qualified for the position to be performed regardless of their gender, sex, religion or social category. We are a company that works by and for people of different types and that is reflected in our human team.

Aware of the importance of composing a diverse team both in senior management and in our employees, no longer as a good practice but as a necessity, at Hotel Primus Valencia we are committed to a management that guarantees an inclusive and rigorous selection process, which has inclusion programs for vulnerable groups and promotes pay and gender equality, complying with equality regulations and the Principle of Pay Transparency.



The policies and actions included in our management and related to processes such as selection, training and internal promotion, are based on non-discriminatory criteria and do not take into account aspects such as race, nationality, social origin, age, gender, marital status, sexual orientation, ideology or any other personal, physical or social condition; and yes, professional skills and competencies.

This is reinforced by our equality policies and code of conduct, which formalizes the commitment of our organization and employees against discrimination in any of its forms.

1%

Percentage of people in the organization's governing bodies for each of the following diversity categories: sex; age group: under 30 years old, between 30 and 50 years old, over 50 years old; other diversity indicators, where applicable (such as minority groups or vulnerable groups).

1%

Percentage of employees by job category for each of the following diversity categories: gender; age group: under 30 years old, between 30 and 50 years old, over 50 years old; other diversity indicators, where appropriate (such as minority groups or vulnerable groups).

Local Communities

Operations with local community participation, impact assessments and development programmes

Tourism has always been considered an activity with a high social component due to its inclusion and impact on the daily life of destinations. Taking into account the relevance of the local community in the hotel and tourism sector, it is evident that a sustainable tourism model must involve all parties involved in the activity, maintaining a commitment to local identity, sharing responsibilities. and making decisions together. Because, not only is the environment what makes a destination unique, but its society, its culture and its traditions are part of the visitor's experience.

This social impact generated by tourism in the local receiving community is given by the interactions between visitors, destinations and their population without the need for direct contact, simple coexistence being sufficient. For this reason, the hotel sector has to be part of the socioeconomic development of these communities, working together with society.

At Hotel Primus Valencia we are aware of the impact of tourist activity on the local community where we operate, committing ourselves to the preservation of cultural and social identity, and establishing a dialogue with the different social agents for making relevant decisions. Thus, we can avoid generating a negative impact on the community and enhance the impact of our organization on society and its development.

Our main objective is to be able to help those who need it most and for this we have internship programs for women at risk of social exclusion, we collaborate with the AsinDown association and we are collaborators with the Cotelengo of Valencia offering weekly food menus .





From our commitment to the local community where Hotel Primus Valencia operates, we seek to establish communication channels with the different social agents that allow us to make joint decisions regarding our activity. In this way we ensure that our impact on society is positive and generates beneficial socioeconomic development for both parties.

Along these lines, we train our employees in social issues with the aim of informing and raising awareness about those issues of special relevance and sensitivity for the local environment. In addition to sending this information to our clients so that they are respectful during their stay.

During 2022 we have signed associations and agreements with local organizations to contribute to social inclusion and development by promoting development and participation programs, both directly in our organization and through our value chain.

Companies do not live isolated from the environment, they are included in a society with which they coexist and share culture. From Hotel Primus Valencia this link is reinforced to improve the lives of both together. For this reason, actions are carried out to collect food menus with the Cotelengo of Valencia. Collection of discontinued belongings such as mattresses, duvets, non-perishable food with Casa Caridad de Valencia, internship program with Asindown and with APIP-ACAM.

These actions help the coexistence between the citizens of the town where the Primus Valencia Hotel operates improve their relationships, value their rights and create a more advanced and egalitarian society.



New suppliers that have passed selection filters according to social criteria

Environmental, social and corporate governance (ESG) criteria are a set of rules to follow when making decisions in an organization. More in depth, environmental criteria are those that relate the company's activity and its impact, direct and indirect, on the environment; The social criteria deal with the relationship of the company with society, being very broad and varied; while good governance criteria include the way in which an organization is managed and its legislative and regulatory compliance, both external and internal.

It is common for companies to look for suppliers that align with their same values, applying selection criteria in order to choose those that offer the best conditions for their products or services and promote a business model in accordance with the organization.

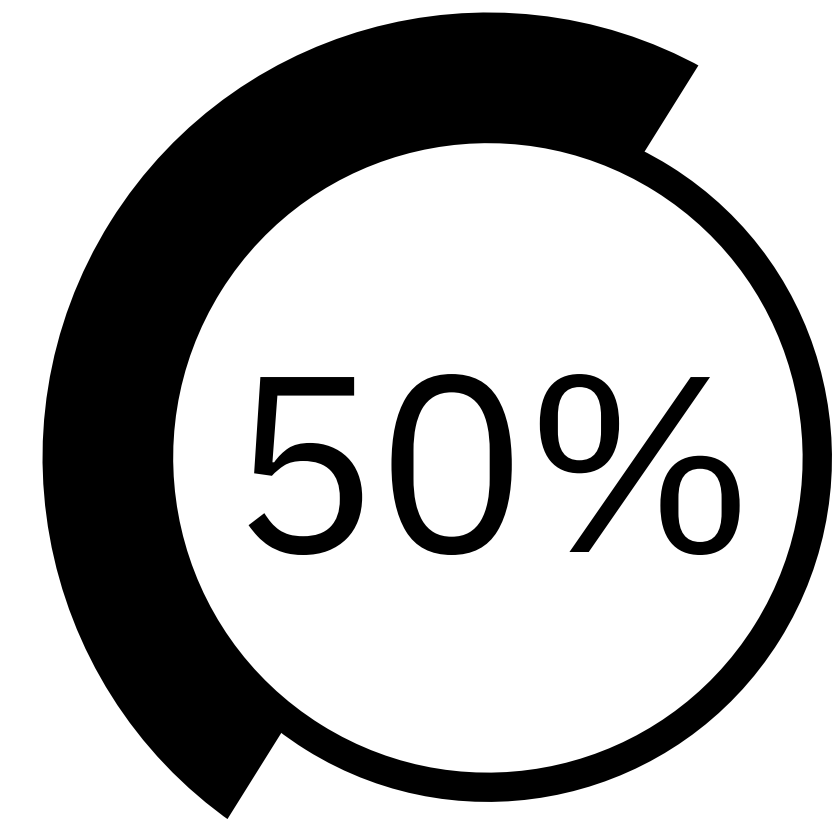
At Hotel Primus Valencia we base the selection of new suppliers on ESG criteria, through a rigorous and transparent process, with the aim of finding those who share with our organization unique values and business vision focused on achieving efficient management. sustainable. For this process we carry out a search, qualification and approval of suppliers, in addition to a negotiation and bidding for the goods and services that we need for the correct development of our hotel activity.

At the Primus Valencia Hotel when choosing our suppliers we take into account three basic criteria. Price, the quality of the product and its proximity, always trying to prioritize local suppliers in this last point. We are associated with two purchasing centers, Quantum and Agora, which allow us to launch more competitive prices. Being an independent hotel, we have the freedom to include in our organization local suppliers of certain products such as fruits and vegetables, as well as meats and fish.

Being a priority for the Primus Valencia Hotel to achieve high levels of sustainability, quality and profitability, carrying out a rigorous and transparent selection process for new suppliers, where we give relevance to the fact of sharing our same values and business vision, it is It has become a common practice since 2021 in the organization.

All our suppliers have a health record that makes them suitable to supply us. Likewise, this record tells us that all our suppliers have undergone a favorable inspection in sanitary authorization, batch inspection and microbiological analysis established in the current sanitary standard and the sanitary authorization of additives for national and foreign trade.

Likewise, we find that among our usual suppliers they are certified in different ISOs such as 9001-14001-45001-22716. Which gives us transparency when working and confidence that we are aligned on the same values.



Percentage of new suppliers evaluated and selected according to social criteria.



Economic Dimension

08

DECENT WORK AND
ECONOMIC GROWTH



09

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12

RESPONSIBLE
CONSUMPTION AND
PRODUCTION



16

PEACE, JUSTICE AND
STRONG INSTITUTIONS



Direct economic value generated and distributed

The economic performance of an organization is essential to understand its management and the foundations of its sustainability, but it not only includes data on its financial situation, but also encompasses its participation in the sustainability of the economic system in which it is inserted and the generation of significant externalities that affect its stakeholders.

Data on the creation and distribution of economic value provide basic information about how the organization creates wealth for its stakeholders. Specifically, the Economic Value Generated and Distributed provides a profile of the organization that is useful to itself when normalizing other performance figures.

At Hotel Primus Valencia, aware of the great contribution of tourism to the economic and social development of destinations, we are committed to adequately complementing the distribution of the value generated to our interest groups with solidarity actions to support the most affected sectors of society.

At Hotel Primus Valencia we understand that tourism is key to the development of a society and that is why we try to ensure that both our actions and the actions of our clients contribute to said development in all the areas in which we work.

Tourism activity, and therefore hotels, generates significant economic income for institutions, companies and host communities, being a key factor for sustainable development and growth.

At the Primus Valencia Hotel, we collect and manage information on the creation and distribution of our economic value generated through exhaustive control of income, operational costs, salaries and benefits of our employees, payments to capital suppliers, payments to the government, and investments in the community receiving our activity.

Along these lines, relying on scheduled audits to control the accounting information and the Economic Value Generated and Distributed once the financial year has closed, we make the appropriate declarations to the Ministry of Finance and Social Security. While, in parallel, we obtain the economic profile of th Hotel Primus Valencia and the added value that our activity brings, both to the local economy of our destination and to our value chain.

The fiscal accounts and operations of HOTEL PRIMUS VALENCIA, S.L.U. They are reviewed at the end of the financial years, in order to verify the information and avoid any error or fiscal void, thanks to our accounting advisors and financial auditors, carrying out the corresponding declarations to the Ministry of Finance and Social Security.



- **The direct economic value** generated from our net sales and financial investments, represent an income of €8,639,579.56 in the period corresponding to 2022.

- **The retained economic value**, being the difference between the economic value generated and the economic value distributed by HOTEL PRIMUS VALENCIA, S.L.U., and which represents a value of €2,450,124.69.

- **The economic value distributed** is broken down as follows:

§ Operating expenses or operating costs, which amount to €4,488,711.70.

§ Salaries and benefits of our employees, worth €1,700,743.17.

§ Payments to capital providers, €0.0.

§ Payments to governments, being €0.00 in Spain.

§ Investments in the communities receiving our activity, which reach €0.00.

The economic effects and other risks as well as opportunities for the organization's activities that result from climate change

Tourism, and the activities arising from it, is both responsible for and vulnerable to climate change, which not only represents a challenge for the sector, but is a current problem and on the order of the day in institutions globally. .

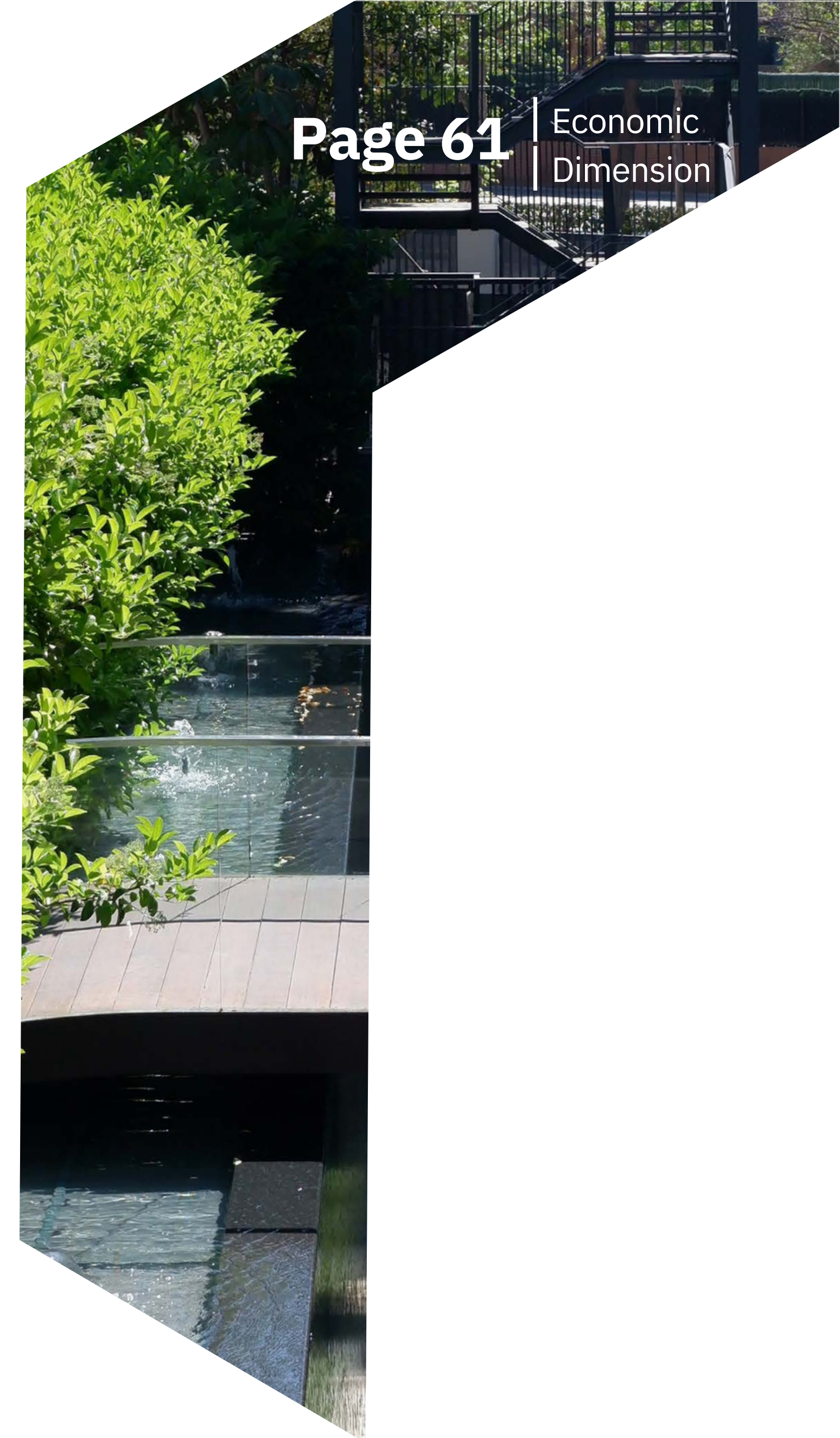
Climate change affects environments, mainly in coastal areas and islands, posing a risk to the development of local communities and tourism activity, affecting not only the economic sphere, among many others of relevance, but also legislation and regulations. which requires continuous adaptation and implementation.

The search for global and sustainable long-term alternatives is and will be a priority, consolidating itself as an opportunity in the development of fields such as sustainability, biosafety and investment in mitigation and adaptation to climate change, transforming the current model into a more responsible and aware one.



At Hotel Primus Valencia we consider climate action as a strategic and good governance value for our organization, advancing a sustainability strategy that includes actions and initiatives for the mitigation and adaptation of climate change in the sector. The fight against climate change, following the route marked by the Sustainable Development Goals (SDG) of the 2030 Agenda (UN), is a fundamental pillar for the preservation of our destinations and the well-being of its local community and, therefore, also ours.

Within Hotel Primus Valencia we have significantly noticed a change in the paradigm of the use of our facilities that is associated with the increase in temperatures for some time now. Within the problem, this is an opportunity for development and savings in our daily life, since the flow of clients who have booked us has increased in the months that are normally colder and we have delayed the use of heating, noticing considerable energy savings.



At Hotel Primus Valencia we are convinced that our actions must increasingly be focused on a cordial relationship with the planet and that we must change our way of acting towards a more responsible one.

Assuming, for Hotel Primus Valencia, the fight against climate change is one of the main lines of action and one of the main challenges to face, the main risks and opportunities that the organization could face due to the effects of climate change have been identified. this problem.

In this sense, risks are classified into: physical risks, which include those derived from the direct effects of climate; transition risks, related to the continued regulations of activities that contribute to climate change; and risks of other types, which include others considered by the organization.

This work of identification, supervision and control allows us to analyze the consequences that climate change has on Hotel Primus Valencia and its activity, which affect its value chain and the local community, being able to implement the appropriate measures and actions with the objective of stopping these consequences and betting on the opportunities that arise, acting on mitigation and adaptation to climate change.

Market presence

**Ratio of the standard
entry-level wage by sex
to the local minimum wage**

Following our commitment to equality,
at Hotel Primus Valencia we base salary
ratio on the abilities and the job position
to be performed.

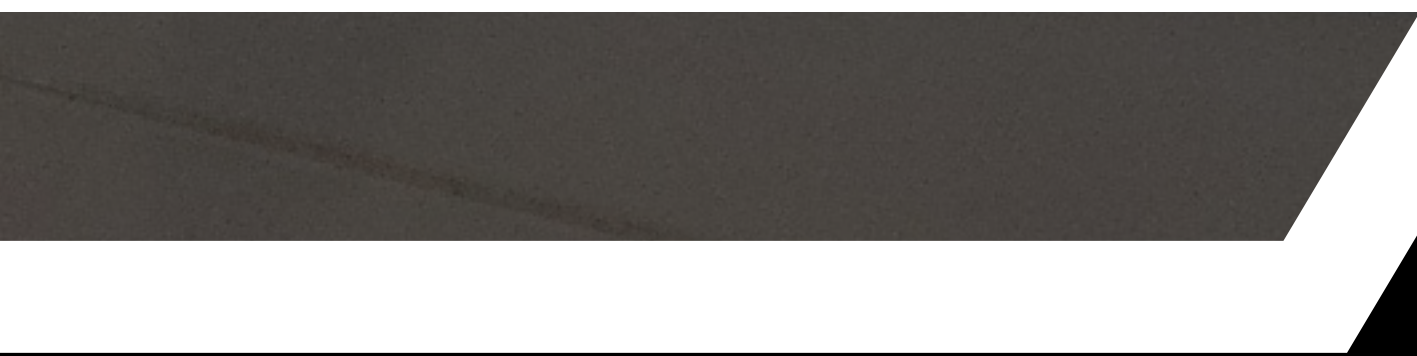
Participation of interest groups and management of tax concerns

Taxation being the set of rules, laws, regulations and procedures at the state level that govern and manage the tax system, the way in which the organization carries out its practices in this matter directly affects its interest groups, which includes its relationship with the tax authorities and the competent administration.

Following the values and principles of our organization, based on transparency, honesty, ethics and integrity, at Hotel Primus Valencia we have a Fiscal Strategy aligned with our values and that meets its regulatory compliance objectives and responsible fiscal management in the region of operation, prevention and reduction of fiscal risks, cooperative relations with the competent administrations, and consideration of the influence of our practices on our interest groups.

By complying with the Tax Strategy, we comply with the regulations and responsibly manage our taxation, improving relationships with our stakeholders in tax matters, which includes our relationship with the tax and fiscal administrations competent in those jurisdictions where the Hotel Primus Valencia operates.



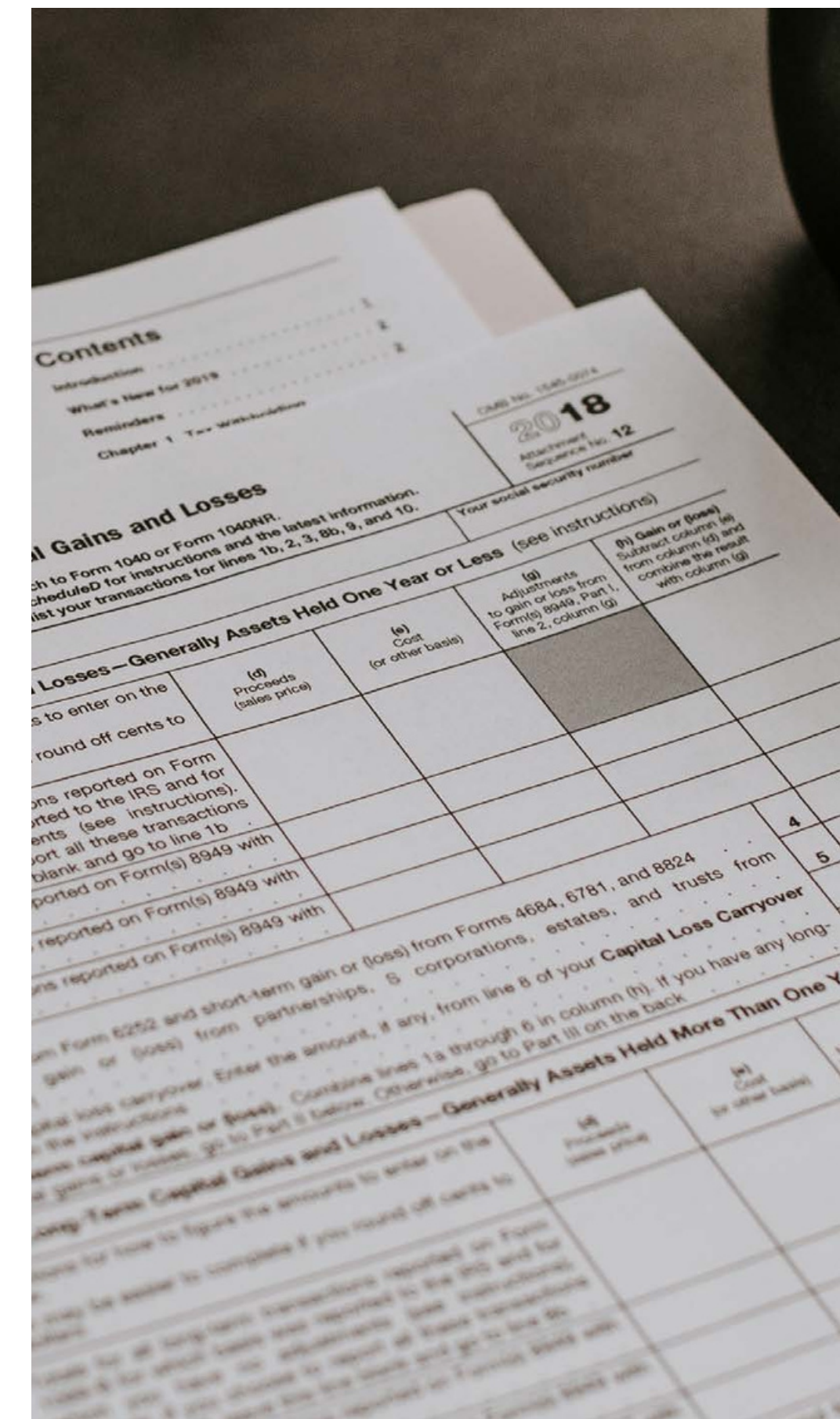






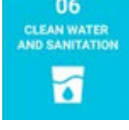

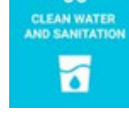










Along these lines, we have a monitoring and control mechanism with which we monitor and follow this strategy in order to identify the fiscal risks related to the activity and operational processes of the organization, especially those that involve a greater amount of investment. sion and operation, through periodic audits and always complying with the relevant legislation that is continually updated. This approach assumes an adequate relationship with the tax authorities, which allows for effective fiscal management of Hotel Primus Valencia.






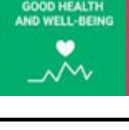











At Hotel Primus Valencia we promote cooperative relationships with tax authorities and different interest groups, based on the principles of transparency, honesty, ethics and integrity.

Through our Fiscal Strategy we comply with and defend the obligation to respect the public policies implemented by the competent authorities and their continuous updating.

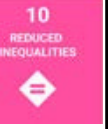


In the continuous dialogue that we maintain with our identified interest groups in tax matters, we consider and collect all their opinions and concerns in order to maintain a sustainable and beneficial relationship for both parties, always complying with current legislation, through of the different communication channels enabled for this.



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THANK YOU

**Sustainability
Report**

PRIMUS
VALENCIA

