




**2025**



# Sustainability Report

## Travelife

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External Report, 7<sup>th</sup> edition



## PREFACE

The values of the Avila Beach Hotel include: "We earn sustainable financial results and re-invest in our product and employees." This means that good financial results must Take place responsibly and in a sustainable manner.

The conviction of the management of the Avila Beach Hotel is sustainability is the prerequisite to staying active. Furthermore, it is getting more difficult each year to distinguish ourselves from the competition. All over the internet the guest can find information and compare the different hotels and resorts. In the past years, there has been a growing focus on the environment and the local culture of the holiday destination. Sustainability in a hotel is a consideration that guests consider when choosing a hotel. A quality mark can be seen as decisive for guests to book a hotel, or it is one of the boundary conditions that need to be fulfilled. This is an extra incentive for the Avila Beach Hotel to actively engage in sustainability and corporate social responsibility.

This document is the 7<sup>th</sup> edition of Avila's sustainability report, the first version was at the beginning of 2013, and the latest one was from 2023. This sustainability policy contains the plans for 2024/2025, which are based on the choices of the Avila Beach Hotel.

This report is written according to Travelife guides and theories. Self-assessment is the main pillar to write and research Avila's sustainability position. Thanks to all employees & stakeholders of Avila for their cooperation in this.



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## 1 INTRODUCTION

This document discusses Avila's sustainability policy. First, it discusses how Avila Beach Hotel maintains certification by Travelife. The various components of sustainability are then discussed: water-saving measures, energy saving, waste reduction, recycling and waste management, materials and products, personnel and training, and culture and community involvement. Some measures require an investment, while others will not only have a positive effect on the environment but also save money for the hotel. The last chapter focuses on communication with guests and employees.

Avila's mission and vision state the following:

### Mission

Providing the best service to our guests, while making them feel at home, thanks to the warmth of our employees. We actively help our community and work hard on keeping the rich history and culture of the Avila Beach Hotel intact. We are committed to our environment and good governance practices; making a difference every day; continually getting better to constantly being the first choice for our guests, stakeholders, and employees.

### Vision

To become an innovative leader in the Curacao hospitality industry with a strong ESG (Environmental, Social, and Governance) proposition and to continually improve our product and service delivery. We work hard every day to become better at what we do.

This plan has been updated with the latest situation in 2025. Every year an updated version will be created and shared with the management and other interested parties. The targets and plans in this document are also part of Avila Hotel's business plan and budget.

The Avila Beach Hotel is determined to keep the Travelife certification. In this sustainability plan the following common topics are discussed:

1. water- and energy savings,
2. waste reduction,
3. recycling- and waste management,
4. materials and products,
5. personnel and education and
6. culture and community involvement.

## 2 WATER- AND ENERGY SAVINGS

Efficient use of water and energy is essential to our environmental strategy and operational sustainability. Through targeted investments and continuous monitoring, we aim to reduce consumption, lower our carbon footprint, and minimize pressure on local resources. This chapter outlines our efforts, achievements, and goals related to reducing water and energy use across our operations.

### RECORDINGS OF ENERGY

Here are the following measurements of Avila's usage of energy consumption. The energy consumption is converted into KWH (kilowatt-hours) per month and week. The measurements can be seen in the dashboard. The following measurements have been put in place. Slight decrease compared to the Jan-Dec 2024 period (~2.7%), suggesting some improved efficiency or seasonal differences.

Jaar	Totaal energieverbruik (kWh)	Totaal gastnachten	Gemiddeld verbruik per gast (kWh/gast)
2023	2,749,716 kWh	207,986	26.44
2024	2,756,599 kWh	205,642	26.81
2025 (jan-jun)	2,682,894 kWh	200,422	26.77

Tabel 1 Records of kWh

The energy consumption has not decreased after several investment, but the reason for that is that the kitchen has been renovated. But the gas consumption has reduced significant by almost 40% reduction since the renovations. kWh 6800,00 has been increased every month, that has resulted in 3% increase of the total energy usage. But the result of this is that we do reduce the greenhouse-gas emissions.

The reason that the energy consumption hasn't gone down is that the chiller doesn't work properly. An investment was made in a new chiller, brand Swekki. Currently we have three Lenox units and one Swekki. The chiller has been purchased because the previous chiller had a higher energy consumption. The following table shows Avila exact consumption from the different energy sources, high emmissions and single used plastics from the past 2,5 years.

	2023-2024	2024-2025	2024 june t/m 2025 june
<b>Total energy (kWh)</b>	<b>2.749.715,93</b>	<b>2.756.598,94</b>	<b>2.682.893,53</b>
<b>Total water consumption (m³)</b>	<b>20.223,00</b>	<b>29.827,00</b>	<b>33.476,00</b>
<b>Total solid waste (kg)</b>	<b>175.440,00</b>	<b>178.804,45</b>	<b>177.631,45</b>

<b>Total Emissions (kg CO<sub>2</sub>e)</b>	<b>1.664.731,79</b>	<b>1.714.374,99</b>	<b>1.674.391,86</b>
<b>Total Net Emissions (kg CO<sub>2</sub>e)</b>	<b>1.664.731,79</b>	<b>1.714.374,99</b>	<b>1.674.391,86</b>
<b>Actual Guest Nights</b>	<b>103.993,00</b>	<b>102.821,00</b>	<b>100.211,00</b>
<b>Ave. emissions per guest night (kg CO<sub>2</sub>e)</b>	<b>16,01</b>	<b>16,67</b>	<b>16,71</b>
<b>Ave. emissions per m2 GFA (kg CO<sub>2</sub>e)</b>	<b>103,28</b>	<b>17,73</b>	<b>17,31</b>
<b>Scope 1 Emissions (kg CO<sub>2</sub>e)</b>	<b>62.003,06</b>	<b>47.288,03</b>	<b>45.926,29</b>
<b>Scope 2 Emissions (kg CO<sub>2</sub>e)</b>	<b>1.490.063,57</b>	<b>1.555.098,38</b>	<b>1.516.049,10</b>
<b>Scope 3 Emissions (kg CO<sub>2</sub>e)</b>	<b>112.665,15</b>	<b>111.988,58</b>	<b>112.416,48</b>
<b>Environmentally hazardous substances (l)</b>	<b>321,91</b>	<b>194,42</b>	<b>409,63</b>
<b>Environmentally hazardous substances (kg)</b>	<b>4347,48</b>	<b>3.811,00</b>	<b>3.522,00</b>
<b>High emission food purchased (kg)</b>	<b>4.347,48</b>	<b>47.043,00</b>	<b>50.505,00</b>
<b>High emission food purchased (l)</b>	<b>1,00</b>	<b>0</b>	<b>0</b>
<b>Single Use Plastics items purchased</b>	<b>10.265,00</b>	<b>123.141,00</b>	<b>122.946,00</b>

Tabel 2 Total registration of Avila Beach Hotel

The increase in water consumption in 2024 (from 0.40 m<sup>3</sup> to 0.48 m<sup>3</sup> per room night) is primarily due to a technical issue affecting our greywater system. A blocked greywater pipe rendered the system temporarily unusable, which meant that irrigation of the surrounding areas had to be carried out using potable (drinking) water instead of reclaimed greywater. This led to a higher overall consumption of fresh water during the period.

## MEASUREMENTS TO REDUCE ENERGY CONSUMPTION

Avila currently has over 1,246 solar panels. Plans are in place to have the existing solar panels cleaned twice a year. For the high building, a crane will be rented for this purpose.

Temperature monitoring of refrigerators and air-conditioning systems is being implemented. If temperatures are not within the desired range, a more efficient system will be installed to help reduce

energy cost; particularly in areas like the kitchen and F&B departments. Air-conditioning systems have been set to 23°C to maintain optimal comfort and help prevent moisture build-up.

Stickers are being designed for the LBA wing, Blues wing, and apartments to remind guests to close the balcony doors when the air-conditioning is in use. LED lighting is being installed throughout the property. Avila is also transitioning to digital TVs, which will be used to inform guests about ways to save energy. For now, energy-saving reminders are provided via stickers and digital signage. Two car charging stations have been installed, and plans are in place to add an electric transport van or car. A vertical plant wall has also been added to improve insulation for the apartments and to enhance green space on the property.

Another major investment is the POWERSTAR system, a high-voltage optimization unit that reduces fluctuations in voltage usage. The installation of additional solar panels has already resulted in a 2.7% reduction in total kWh consumption. Energy-efficient air conditioners have also been installed.

Although energy consumption has not decreased despite these investments, this is mainly due to the recent renovation of the kitchen. However, gas consumption has significantly decreased, by nearly 40% since the renovations. Electricity use has increased by approximately 6,800 kWh per month, which translates to a 3% increase in total energy consumption. Despite this, overall greenhouse gas emissions have been reduced through the lack of use from gas.

## WATER SOURCE

The main source of our water comes from the company Aqualetra. Avila records all her water through daily checks on water meter readings. Our water sourcing complies with the law and current regulations. Avila does not interfere with any natural water flows or restrict access to water in the community. Otherwise, our supplier Aqualetra will inform us of any new measurements. Avila also does regular checks on microbiology and legionella.

## WATER MEASUREMENTS

Here are all the records of water Avila uses on a weekly/monthly basis. Measurement is in cubic meters/gallons or feet. Avila has three meters across the property and the usage can be seen in the invoices.

Avila has measured all her several types of rooms regarding water use. All the showers use 10 liters per minute, basins use 5 liters per minute, toilet flush is max 6,5 liters, 2 liters urinal flush. This is shown in the table below. Measurements have been taken to reduce the kitchen basis to 5 liters per minute.

Location		Date	Water Flow		Max Range
Voyager Lounge					
	Ladies faucet	11-Jul-25	0,75	4,5	5 lit/ min
	Men's faucet	11-Jul-25	0,75	4,5	5 lit/ min
Pool					
	Ladies faucet	11-Jul-25	0,75	4,5	5 lit / min
	Men's faucet	11-Jul-25	0,75	4,5	5 lit / min

<b>Koetshuis</b>	Ladies faucet 1	11-Jul-25	0,7	4,2	5 lit/ min
	Ladies faucet 2	11-Jul-25	0,7	4,2	5 lit/ min
	Men's faucet 1	11-Jul-25	0,7	4,2	5 lit/ min
	Men's faucet 2	11-Jul-25	0,7	4,2	5 lit/ min
<b>LBA</b>	Ladies faucet 1	11-Jul-25	0,75	4,5	5 lit/min
	Ladies faucet 2	11-Jul-25	0,75	4,5	5 lit/min
	Men's faucet 1	11-Jul-25	0,85	5,1	5 lit/min
	Men's faucet 2	11-Jul-25	0,85	5,1	5 lit/min
<b>Blues restaurant</b>	Ladies faucet 1	11-Jul-25	0,75	4,5	5 lit/min
	Men's faucet	11-Jul-25	0,7	4,2	5 lit/min
<b>Blues-wing (rooms)</b>	shower-rain	11-Jul-25	1,5	9	10 lit/min
	Shower-hand	11-jul-25	1,5	9	10 lit/min
	Faucet	11-Jul-25	0,85	5,1	5 lit/min
<b>LBA</b>	shower-rain	11-Jul-25	1,6	9,6	10 lit/min
	Shower-hand	11-jul-25	1,4	8,4	10 lit/min
	Faucet	11-Jul-25	0,75	4,5	5 lit/min
<b>Octa (first room)</b>	shower-rain	11-Jul-25	1,4	8,4	10 lit/min
	Shower-hand	11-jul-25	1,4	8,4	10 lit/min
	Faucet	11-Jul-25	0,75	4,5	5 lit/min
<b>Octa (second room)</b>	shower-rain	11-Jul-25	1,5	9	10 lit/min
	Shower-hand	11-jul-25	1,85	11,1	10 lit/min
	Faucet	11-Jul-25	0,85	5,1	5 lit/min

Tabel 3 Water measurements

Table 2-1 Water measurements rooms

Avila hopes to reduce water consumption even more by motivating our guests to do so through the communication channels to avoid using new towels if not necessary. Avila has also been replacing showerheads with low-flow systems and adjusting the water flow back to the Travelife standards.

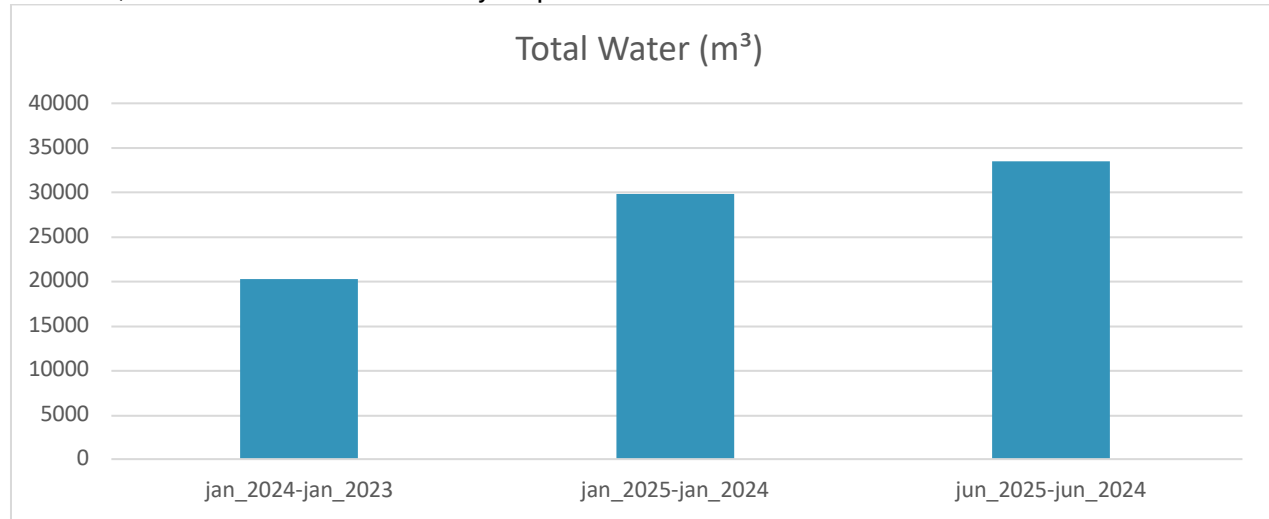
Avila will also reduce the water consumption of the jacuzzi by maintaining the water PH levels. Therefore, the refill will be less likely to happen. At night, the jacuzzi is turned off and covered.



The infinity pool cannot lower its water level (because it is an infinity pool). Therefore, it is not an option for Avila to lower her pool level. However, maintenance checks the pool daily for leaks and chemicals.

## WASTEWATER & WATER CONSUMPTION

In the figure below, our water usage is displayed. Avila has not successfully reduced her water consumption. However, the Avila Beach Hotel has not been able to decrease its usage due to a broken pipe. Unfortunately, this issue falls under the responsibility of the government, and given the current circumstances, it has not yet been resolved. This matter is involved with grey water, for now we use water that is provided from Aqualectra. We send messages every few weeks to follow up on the situation, but we have not received any response so far.



**Figuur 1 Water consumption**

## NEW MEASURES

The irrigation system is going to use moisture sensors. The system is only going to be used at night, to prevent water evaporation. Avila Beach Hotel has set the water flow of Kitchen tap/sink of apartments to a maximum of 5 liters per minute. Putting signs/stickers in place in the kitchen and bathrooms of staff to turn off sinks to reduce water.

In the figure above, our water usage can be seen. Avila has not decreased her water consumption. The measurements have been accurate from 2023 through-out 2025. Because of continued renovations and using water-saving equipment as much as possible, Avila keeps reducing her water consumption in all other areas.

### 3 USAGE OF GAS AND WASTE

The accounting department at Avila monitors and records the organization's waste and gas streams. The data presented below summarizes Avila's waste and gas outputs for the years 2023, 2024, and 2025. This chapter provides an overview of these figures and outlines the key actions and measures taken in response.

#### RECYCLING & WASTE MANAGEMENT

The waste streams stay the same and depending on the events and guest occupancy, this is not similar of gas that has been reduced by 40%. To lower the waste stream, we encourage guests to buy fewer single-use products. The objective is to keep on recycling and create more guest awareness around waste consumption and recycling.

##### Total Solid Waste (kg)

- Jun 2024 – Jun 2025: **177,631 kg**
- Jan – Dec 2024: **178,804 kg**
- Jan – Dec 2023: **175,440 kg**

##### Trend:

Waste volumes have remained relatively stable with a slight decrease in the Jun-Jun 2025 period versus Jan-Dec 2024 (~0.7% decrease). Because of renovations and rebuilding the different departments like the kitchen the waste has been relative the same.

Recycling still improves and goes very well; staff is still trained yearly on these matters.

#### OBJECTIVES

Avila is actively recycling paper, cardboard with Van Rumpt Recycling and aluminum and plastic with Green Phenix and will continue to do so in the future. Recycling stations have been placed in public areas. We also recycle empty cartons in cooperation with van Rumpt. Avila's objective is always to recycle as much as possible and what is feasible for the organization and recycling partners. Avila Beach Hotel has more than doubled the number of recycling stations on the hotel grounds.

#### RECYCLING PARTNERS

Avila has the following recycling waste streams described as follows. It regards the following partners. These are described in the GENERIC-manual that is available to all staff members.

##### Plastic and Aluminum cans are picked up by Green Phenix

Avila has been recycling aluminum and plastic since 2016. Avila has switched to Green Phoenix as a recycling supplier. Green Phenix is a recycling company that collaborates with individuals that are reintegrating into society and gives them a chance to work at the company. All rooms have refillable hair-conditioners and shower gel since the last report.

##### Paper: is being picked up by Rumpt recycling.

Deposit used paper in the red container, situated in the office near the secretary. Reduce paper waste, and read news online as opposed to buying newspapers. Paper is still being printed on both sides and in black and grey. All surveys are being done online and check-in as well. More mobile devices are ordered to decrease the usage of paper. The following group of papers is collected:

- Magazines.
- Newspapers.
- Office paper.
- Cardboard.

##### Frying oil (Wasserij Korsow)

All old frying oil is being picked up by Korsow.

**Printer cartridges (xerox)**

Is being collected by Xerox. Our IT department takes care of this matter (CriTi).

**Food waste (Pig farm & intern)**

Avila collects all food waste and goes towards the pig farm. The buffet food is measured, and signs are put in place to create awareness among guests to reduce the food waste and create more awareness around the buffets. Whenever possible the leftovers from the buffet are put on to the next buffet or staff.

**General waste (Selikor)**

Is being collected by Selikor and separated at the sight of Selikor. Selikor has a well-emplaced sustainability plan and is aware of the issue at hand. In the case of batteries, we call Selikor to pick them up.

**Electronics**

Broken electronics are delivered at Selikor in Malpais. If there is a big enough shipment, a separate contract with Selikor will be issued. Computers and old televisions which no longer meet the standards of the Avila Beach Hotel, but still can be used are raffled under the staff or donated to the schools we support.

**Furniture**

All old furniture and sanitary facilities are either donated to elderly homes, educational hotels or are being sold for a low price to secondhand shops who resell it for low prices.

**Others**

Hangers of the drycleaning are collected as much as possible and returned to Wasserij Korsow (a Curaçao Local Laundry Company).

In cooperation with the Coral Restoration Foundation Curaçao (<https://coralrestorationcuracao.org/>) Avila Beach Hotel placed 6 coral trees on the house reef of the hotel in March 2019. Hanging elkhorn and staghorn corals are growing on these trees that are planted on the reef over time. Guests who are certified divers can help to maintain the underwater coral trees. The coral reefs are maintained monthly.

## 4 GOALS AND TARGETS

To strengthen our commitment to sustainability and climate action, Avila has defined measurable goals across all major environmental impact areas. These targets focus on reducing electricity, gas, and water consumption; minimizing waste generation; and cutting greenhouse gas emissions—including those related to food procurement.

A specific goal has also been set to **reduce our total CO<sub>2</sub>e emissions**, aligning with international climate targets and our own pathway toward a lower-carbon operation. In addition, we have introduced reduction targets for single-use plastics, recognizing their environmental footprint and long-term impact. All goals for 2026 and 2027 are based on historical performance and are intended to drive continuous improvement in our environmental management practices.

### LOOKING BACK ON PREVIOUS GOALS GHG EMISSIONS

Avila Beach Hotel has set **explicit goals to reduce energy consumption**, which directly impacts Scope 1 and Scope 2 emissions. Examples:

- **Electricity**
  - **2023 Goal:** Less than 49.8 kWh/room night (actual: 50 kWh – missed)
  - **2024 Goal:** Less than 48 kWh/room night (actual: 45 kWh – met)
  - **2025 Goal:** Less than 45 kWh/room night
- **Gas**
  - **2023 Goal:** <0.75 liter/room night (actual: 0.75 – met)
  - **2024 Goal:** <0.75 liter (actual: 0.64 – met)
  - **2025 Goal:** <0.64 liter
- **Water**
  - Although primarily water-saving, water-related energy usage (e.g. heating water) contributes to indirect emissions.
  - **2025 Goal:** <0.40 m<sup>3</sup>/room night

These goals demonstrate a **clear commitment to reducing energy-related GHG emissions**, satisfying the GHG reduction goal requirement. Avila Beach Hotel also set and tracked **waste reduction targets**, which are separate from energy/GHG emissions:

- **Waste (Selikor)**
  - **2023 Goal:** <1.68 kg per guest (actual: 1.71 kg – missed)
  - **2024 Goal:** <1.68 kg (actual: 1.73 kg – missed)
  - **2025 Goal:** <1.68 kg per guest (again based on 2022 benchmark)

Even though the target hasn't yet been met, the **consistent tracking and setting of this goal confirms sustainability planning and intention** beyond just emissions.

## NEW GOALS TOT REDUCE EMISSIONS AND SINGLE USED PLASTICS

This table sets the new goals that Avila Beach Hotel is looking for. As part of our ongoing commitment to reducing our environmental impact and promoting responsible hospitality, we have established clear and measurable sustainability goals for 2026 and 2027.

These targets build upon the progress made in previous years and reflect our ambition to continuously improve across key environmental areas such as energy and water consumption, waste reduction, and responsible sourcing. Additionally, in response to growing global concern about plastic pollution, we have introduced a new goal aimed at significantly reducing our use of single-use plastic items. These goals not only support our environmental strategy but also align with broader climate objectives, including the reduction of greenhouse gas emissions and resource conservation.

Theme	2026 Goal	2027 Goal	Explanation
Gas	< <b>0.60 liters (0.02 kWh)</b> per room night	< <b>0.55 liters (0.02 kWh)</b> per room night	Based on 2024 achievement of 0.64 liters; continued optimization expected.
Electricity	< <b>44 kWh</b> per room night	< <b>43 kWh</b> per room night	Continuous improvement in energy efficiency (e.g. lighting, air conditioning).
Water	< <b>0.40 m³</b> per room night	< <b>0.38 m³</b> per room night	Assuming restoration of the greywater system.
Waste (Selikor)	< <b>1.65 kg</b> of waste per guest	< <b>1.60 kg</b> of waste per guest	Based on ongoing efforts in waste separation and reduction.
High-emission food (kg)	10% reduction compared to 2024	Additional 5% reduction compared to 2026	Reducing meat and dairy, encouraging more plant-based alternatives.
Single-use plastics	< <b>92,000 items</b> per year (25% reduction from 2024)	< <b>70,000 items</b> per year (approx. 45% reduction from 2024)	Replacing disposables with reusable or compostable alternatives.
Emissions total	Reduce total emissions to <b>1,600,000 kg CO<sub>2</sub>e (4.5% reduction)</b> compared to the most recent value (1,674,391.86 kg CO <sub>2</sub> e)	Further reduce to <b>1,550,000 kg CO<sub>2</sub>e</b> Total reduction of <b>~7.5%</b> compared to 2024–2025	Looking for more alternatives, better registration of all several emissions.

Tabel 4 Target and goals 2026 & 2026

## CLOSING STATEMENT

We recognize that meaningful sustainability requires consistent effort, innovation, and accountability. The goals outlined for 2026 and 2027 are not only ambitious but also actionable, guided by data-driven insights and lessons learned from previous years. We will continue to monitor our progress closely, adapt where necessary, and remain transparent in our reporting. By embedding sustainability deeper

into our daily operations, we aim to contribute positively to the environment, inspire responsible behavior among guests and staff, and lead by example within the hospitality industry.

## 5 MATERIALS AND PRODUCTS

For the purchase of materials and products, we always try to consider the environmental impact. If possible, my first choice will be to buy locally. This reduces pollution of transportation and stimulates the local economy. We always try to look for suppliers that have a sustainable policy. All our suppliers are informed about our environmental commitment, and we motivate them to operate environmentally conscious.

Rituals have been fully incorporated and placed in all public areas and rooms. The company is known for their elaborate sustainability mission. See their website; <https://www.rituals.com/en-nl/clean-conscious-caring.html>. Refillable bottles are used which reduces the consumption of room amenities. The hotel has also placed coral reef-friendly sun lotion on the beach and a reef friendly sun lotion package is gifted to repeating guests.

We encourage guests to buy reusable bottles for drinking water during their stay. Laundry is outsourced to Wasserij Korsow. Laundry Korsow has a comprehensive plan for their staff to work in a pleasant environment. Furthermore, they recycle their water and use 100% biodegradable detergent and biodiesel (biodegradable FUEL).

Housekeeping staff uses Ecolab products. Ecolab provides sustainable products that are safe for the environment. They also provide the Avila staff with training to use their products correctly. The kitchen staff also uses Ecolab products, which is the same supplier of Housekeeping cleaning products.

In the hotel rooms and in the Food & Beverage outlets we use the brand Puro Coffee. Puro Coffee has the Fairtrade label, which guarantees that small coffee suppliers get a fair price for their coffee beans. Puro helps the World Land Trust organization to protect endangered pieces of rainforest in Latin America. For each cup of Puro Coffee, a financial contribution is ceded to Latin American rainforests and managed sustainably.

Pest control is performed by Professional Pest Control. They only use products that are approved by the EPA. They also have a Corporate Social Responsibility policy that is shown on their website.

By focusing on regional gastronomy in restaurants and banqueting and creating healthier menus, the hotel supports local farmers who cultivate sustainable fruit and vegetables. Regional food and circularity within the food chain are gaining popularity worldwide among international tourists and local guests. Consumers increasingly want to know where their food comes from, preferably locally. Low food miles also contribute to less waste and a better environment. Avila has also put local products on the menu and where they are from.

F&B is also getting recycled coasters for serving drinks, also the renovation of the restaurant and kitchen has increased the quality. Avila has gotten cutlery for staff and reusable bottles for the lunch breaks to eliminate the use of reusable plastics.

## 6 PERSONNEL AND EDUCATION

More than 90% of our staff is local. The trainers within the organization are also local and all departments have local mentors. These mentors are trained to share their knowledge and skills with trainees and new employees within their department.

The General Staff Meeting is held four times a year. During the General Staff Meeting, all personnel is informed about the company, ongoing projects, and general matters that are important for all staff. In this meeting, the Employee of the Quarter, anniversaries, and other staff successes are announced as well. Also, the speak app is introduced to communicate with staff and keep track of updates where the company is involved daily. The HR department has a yearly training schedule.

The Avila Beach Hotel offers internships to both local and international students. This gives young people the chance to experience working in the hospitality industry and learn on the job.

The hotel also gives people with limitations a chance to work in the hotel. Avila also encourages her staff to join volunteer events like the KLM marathon & Cura doet.

### **Avila Beach Hotel Our Commitment to People, Nature, and Community**

Avila Beach hotel respects Human Rights. We ensure fair treatment and equal opportunities for all employees, free from discrimination. We offer:

- Fair wages in line with Curaçao's labor laws.
- Safe, clean, and respectful working conditions.
- Freedom of expression and union participation.
- Access to education and tax training.

All guidelines are available in multiple languages through the SpeakApp platform, ensuring clear communication for all staff.

Regarding Child Safeguarding Avila enforces a strict child protection policy. All employees are trained to identify and respond to signs of abuse. We:

- Collaborate closely with local authorities (e.g., Politour).
- Do not organize activities involving direct contact between guests and local children.
- Offer a trusted babysitting service upon request.
- Vet suppliers to ensure compliance with child labor laws.

### **Biodiversity and Environmental Protection**

Avila is actively committed to preserving the natural environment in and around Curaçao. Our initiatives include:

- Providing reef-safe sunscreen to guests.
- Supporting Reef Renewal Curaçao and distributing the Coral Heroes educational booklet to children.
- Installing over 1,200 solar panels and switching to energy-efficient equipment.
- Implementing waste separation with partners like Green Phenix and Van Rumpt Recycling.
- Reducing water and energy consumption through smart technologies and sensors.



## 7 CULTURAL AND COMMUNITY INVOLVEMENT

The Avila Beach Hotel has celebrated its 75<sup>th</sup> anniversary in 2024 and is therefore an important part of the culture of Curacao. In all the rooms, the local culture is seen by using Curacao art and pictures. Furthermore, throughout the whole hotel, you can find the art of local artists Ellen Spijkstra and Brigitte Wawoe & Jean of Arts.

Located on the Octagon Plaza is the Octagon Museum. Simon Bolivar, the Venezuelan 'Libertador', spent some time there before rushing men to put an end to the Spanish colonial rules in South America. The museum is honored by the Curacao monuments and the Avila Beach Hotel. The museum is open for visitors several mornings during the week.

Avila is also giving education towards local students, students from the Netherlands.

The Avila Beach Hotel supports local schools with charity: Schotborgh School, Kolegio Don Sarto, Brion school and kolegio Don Sarto.

Avila Beach Hotel also supports the organization Greenkidz. Avila offers 2 times a year classes for children to visit the hotel. Children get the chance to visit the hospitality industry and get a course about coral reefs called coral heroes.

Through our websites, we encourage our guests (<https://www.packforapurpose.org>) to bring educational items to Curaçao for schoolchildren of the Oranje School, Schotborgh School, Kolegio Don Sarto, Brion school and kolegio Don Sarto. Especially groups bring these items but also individual travelers.

Since 2019 Avila started to donate \$1 per room night from all direct bookings to One Tree Planted ([onetreepanted.org](https://onetreepanted.org)), a non-profit organization in the US. Through their network of on-the-ground reforestation partners, they fund tree plantings in North America, South America, Asia, and Africa.

By doing this we give back to nature for our and future generations. Avila has been promoted to Seedling Level Partner! As a Seedling Level Partner.

Avila now has access to Eden's Premium Photo Library as well as our new business partner level emblem to use on our website and social media.

Coral Restoration Foundation Curaçao (CRFC) signed a partnership agreement with the Avila Beach Hotel to repopulate the house reef in front of the hotel. The project will last another several years and include a 6 tree "pop-up" nursery to grow the corals to later out-plant them on the reef. These reefs are still being maintained and Avila is a proud partner of this organization.