

Adriatic Luxury Hotels

Environmental and Social Action Plan	Implementation Period
ALH will establish a central “Environmental, Health & Safety, and Fire & Life Safety Unit” (EHLFS-Unit) to ensure that consistent high standards will be applied universally within a continuously expanding ALH. This unit will ensure that ALH at all times has the necessary internal expertise to achieve compliance with both local rules and regulations, World Bank guidelines, and internationally recognized fire and life safety standards at all its operations, whether owned or under management contract. The implementation of the Life and Fire Safety standards for ALH hotels will be covered in master plans to be prepared for each hotel.	The Fire and Life Safety part of the unit to be established within three months of entering into a loan agreement with the IFC, and the unit to be fully established within three months thereafter. Expertise for the 2006/7 rehabilitation program to be based on external consultants.
The EHLFS-Unit will ensure that all buildings, whether owned or managed, complying with the local fire and life safety standard, and will be upgraded to comply with one of the established major European standards (e.g. German, British, or French) based on the rotating rehabilitation programs, starting with the Excelsior and Kompas hotels. The EHLFS-Unit will make a determination which of the major European standards is best suited for ALH, and this standard will be used throughout the group, unless a specific hotel is located where one of the other major standards is mandatory (e.g. UK hotels). New hotels in the ALH group are to be upgraded immediately, unless deficiencies are limited and can be covered by other safety means until corrected.	The life and fire safety upgrades include an evaluation and rehabilitation of the older section of the Excelsior Hotel during the winter of 2006-7, and the Kompas Hotel during the winter of 2007-8. A master plan will be prepared ahead of any rehabilitation, and the implementation in accordance with the master plan needs to be verified after the rehabilitation project.
The EHLFS-Unit will prepare and implement continuous improvement programs including water and energy savings, expanding the waste reduction, and recycling initiatives.	First corporate action plan on these areas to be ready within one year of entering into a loan agreement with the IFC, and to be revised on a yearly basis.
Minor accidents, typically related to tripping hazards or utensil operations in kitchen operations do appear at a rate that could be improved. Initiatives to reduce the frequency of minor accidents will be developed by the EHLFS-Unit.	First corporate action plan on these areas to be ready within one year of entering into a loan agreement with the IFC, and to be revised on a yearly basis.