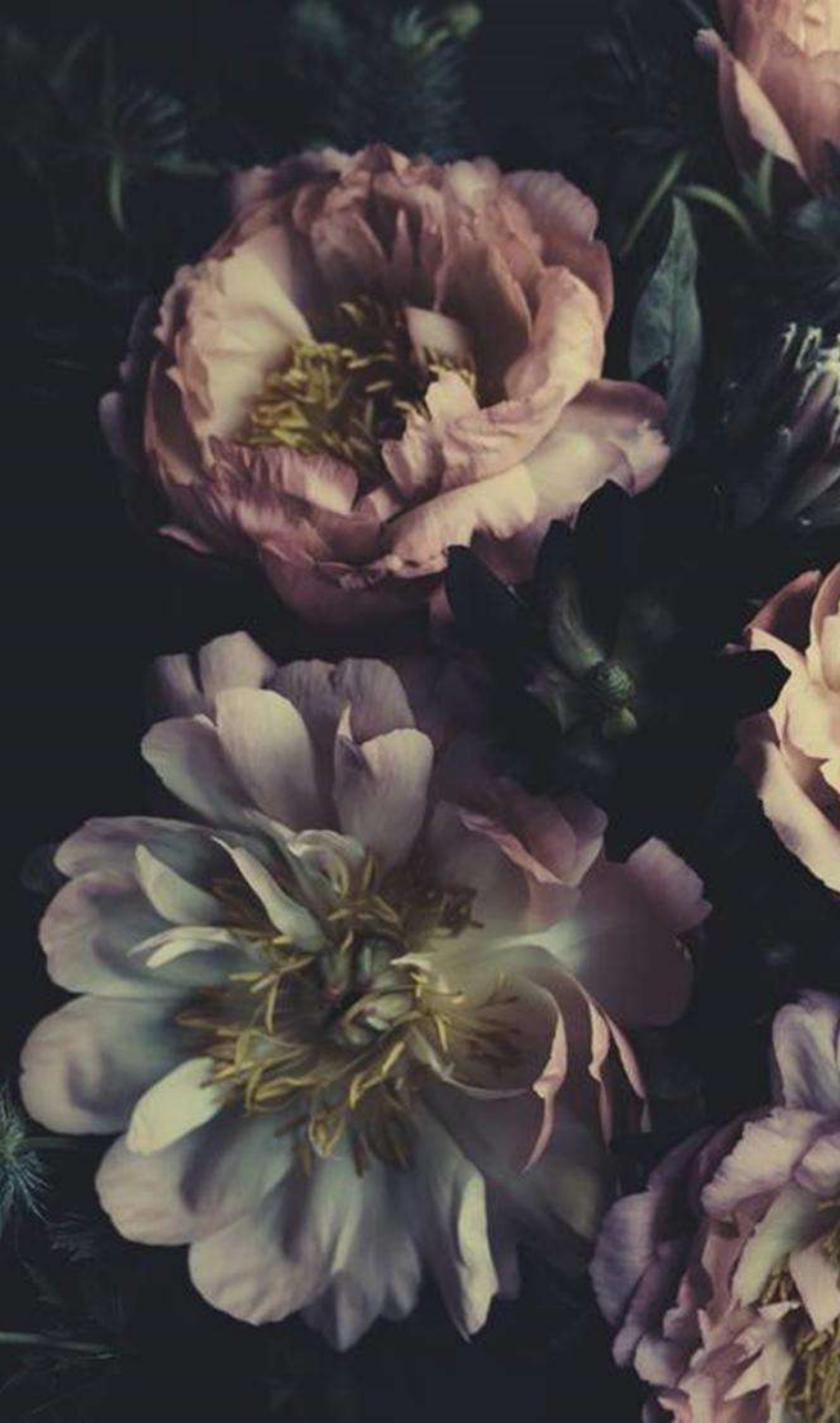


SUNRISE GARDEN SUITES
ENVIRONMENT, PEOPLE & GOVERNANCE
2025

*Sustainable Hospitality in a Protected
Environment*





Leadership Statement



"We operate beside a living ecosystem. This dictates the standards we hold ourselves to."

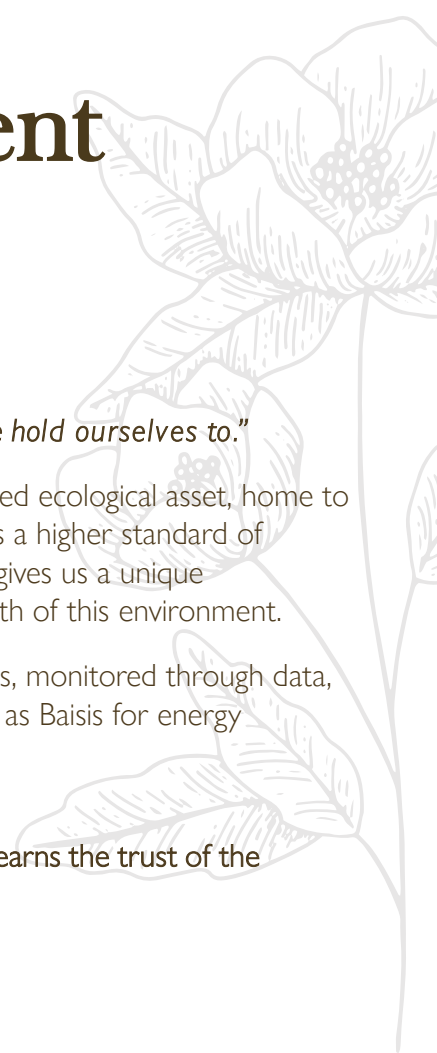
Sunrise Garden Suites sits on the boundary of Gills Reserve — a protected ecological asset, home to native flora, birdlife, and increasingly fragile species. This location demands a higher standard of environmental care than typical urban accommodation providers. It also gives us a unique responsibility: to ensure every aspect of our operation supports the health of this environment.

Sustainability here is not a branding exercise. It is built into our operations, monitored through data, shaped by best practice, and strengthened by external partnerships such as Baisis for energy intelligence and COGO for Net Zero modelling.

Our objective is simple:

Operate a hotel that respects its surroundings, advances its people, and earns the trust of the community.

— General Manager
Sunrise Garden Suites



Who We Are

Sunrise Garden Suites is an accommodation provider delivering quiet, modern stays within the natural and urban interface of Albany. Our sustainability direction is shaped by:

A commitment to the **RRR approach** — Reduce, Reuse, Recycle

A location that places us in daily contact with a sensitive natural reserve

A team-based operating model built on training, safety, and cultural respect



A future-focused approach to energy, water, and carbon data

A responsibility to be transparent and accountable

We view ESG as a long-term operational discipline, not a temporary initiative.



ESG Framework Overview



- Our ESG framework is structured across five pillars, each with clear actions and measurable outcomes:
 - 1. Our People
Capability, development, safety, culture.
 - 2. Environmental Sustainability
Energy, waste, carbon, water, biodiversity, conservation.
 - 3. Authentic Experiences & Community
Connecting guests to responsible travel and the natural environment.
 - 4. Responsible Procurement
Ethical sourcing, waste-minimised products, sustainable supply chains.
 - 5. Ethics & Governance
Transparency, risk management, compliance, strategic reporting.
- 

The background of the slide features a close-up photograph of several pink flowers, possibly peonies, in various stages of bloom. The flowers are set against a dark, almost black, background, which makes the light pink petals stand out. The lighting is soft, highlighting the delicate texture of the petals. The overall mood is elegant and serene.

Our People – Lifelong Learning, Respect & Growth

“A strong sustainability culture begins with well-trained people who feel valued and respected.”

A Workplace Built on Respect



Sunrise Garden Suites maintains a **no-rank policy** — respect flows in all directions, and every role contributes meaningfully to guest experience and environmental care.

We acknowledge the diverse cultures represented within our team and reflect this in communication, training, and daily operations.

“Knowledge multiplies impact. A team that understands the ‘why’ behind sustainability delivers stronger results than one simply following checklists.”

Lifelong Learning & Continuous Upskilling

Our approach includes:

Structured development paths across housekeeping, compliance, and supervisory roles for career progression. Cross-training between departments to build operational resilience through performance Evaluations and action plans with our tailored GOLD excellence standards.

Wellbeing & Safe Work Systems “ Safety is everyone Business”

Our safety framework includes:

Full hazard registers and incident reporting

Emergency procedure training with monthly safety focus

Mental and physical wellbeing support through leadership check-ins

Safe housekeeping procedures aimed at reducing repeat strain injuries

Real-Time Energy Intelligence

Our partnership with Baisis provides smart panel data, giving us:

Real-time energy usage visibility

Identification of abnormal consumption patterns

Appliance-level inefficiency mapping

Peak load management

Ability to project cost and energy savings

This forms the foundation for long-term emission reduction

Carbon Footprint Tracking

Through COGO, we:

Establish our annual carbon baseline

Track emissions linked to electricity, waste, procurement, and water

Model Net Zero targets and reduction pathways

Build year-on-year comparisons for transparency

Energy & Carbon Management

Mixed Model Go-Green Programme

Guests are encouraged to:

Decline daily servicing

Request fresh linen every 3 days

Request towel replacement only as needed

Track consumption accruable from partners information

This reduces:

Laundry water consumption

Heating energy

Use of cleaning chemicals

Wear and tear on linens

Water Efficiency – Go Green Housekeeping

“Every unwashed towel saves water, electricity, chemicals, and time — a small choice with large-scale impact.”

Reduce, Reuse & Recycle

Reduce

Lower purchasing volume

Limited single-use items

Smarter inventory controls

Digital document adoption across operations

Reuse

Refillable amenity systems

Durable housekeeping tools

Reusable storage containers

Recycle

Segregated recycling channels

Staff training on correct sorting

Supplier partnerships for recycling streams

Waste Minimisation — RRR Strategy



Authentic Experiences & Community Engagement



“Responsible travel enhances guest experience, protects place, and strengthens community ties.”

Authentic Experiences & Community Engagement



- Low-Impact Guest Experience
- We encourage guests to:
- Participate in Go Green
- Respect reserve boundaries
- Reduce waste footprint
- Report unsafe or environmental hazards via QR

Connecting with Nature

We promote quiet, low-impact engagement with the reserve, supporting:

Mental wellbeing


Nature appreciation

Environmental awareness

“A stay next to a reserve is not simply accommodation — it is an opportunity to slow down, observe, and respect a living ecosystem.”

Responsible Procurement — Sustainable Supply Chains



- Supplier Standards
 - We prioritise suppliers that:
 - Minimise packaging & less plastic
 - Offer refillable or bulk products
 - Demonstrate ethical labour practices
 - Provide transparency on environmental impact with eco friendly products
 - Offer long-life, durable goods with eco friendly products
- 

Consumables & Amenities

We select:

High-efficiency cleaning products

Environmentally responsible consumables

Bulk amenities that reduce plastic

Low-waste packaging options

“Sustainability continues beyond our front door, “A responsible supplier is a quiet partner — helping us reduce impact behind the scenes, every day.”




Ethics & Governance — Transparent, Accountable, Compliant



Governance is the backbone of credible sustainability. What not measured cant be managed.

Governance Framework



- Governance Framework
 - We commit to:
 - Annual ESG reporting
 - Transparent disclosure on achievements and gaps
 - Yearly review of risks and mitigation
 - Compliance with safety and environmental regulations
 - Data-driven decision-making
- 

External Collaboration

We maintain working relationships with:

Local council departments

Conservation stakeholders

Sustainability technology partners

Waste and recycling providers

“Sustainability continues beyond our front door, “A responsible supplier is a quiet partner — helping us reduce impact behind the scenes, every day.”

Sunrise Garden Suites is committed to sustainable hospitality anchored in environmental protection, people development, community engagement, strong governance, and measurable performance. Our location beside Gills Reserve amplifies our responsibility — and strengthens our purpose. As we continue to develop our systems, invest in our people, and collaborate with our partners, we will publish our progress openly and refine our targets to reflect the needs of our environment and community. This is our commitment today, and our standard moving forward.

