

STAYUPON

HOSPITALITY GROUP

ANNUAL SUSTAINABILITY REPORT 2024



01



END POVERTY

**CORPORATE
VOLUNTEERING**

35 team
members

Two volunteering actions at the
Food Bank Against Hunger

**DONATION OF GOODS
HOSPES PROGRAM**

24 units

Donation of furniture to
social solidarity institutions

**DONATION OF GOODS
FOR ANIMALS**

70 KG

Food and other goods collection
campaign for domestic animals at
risk due to wildfires

**DONATION OF CLOTHING
AND FOOTWEAR**

40 units

Donation to a social solidarity
institution (Alcochete)

HONESTY SHOP

140 units

Internal shop for sharing lost & found
guest items and donations among
colleagues

**INSTITUTIONAL
DONATION**

505 €

Purchase of gifts for Christmas
giveaways to guests, Project Joyeux,
and Santa Casa da Misericórdia de
Alcochete

**PAPER FOR
FOOD CAMPAIGN**

474 KG

Paper donated to the Banco
Alimentar Contra a Fome (Food Bank
Against Hunger), with proceeds
converted into food for needy families

EMPLOYEE MEALS

3.080 units

Provision of soup, fruit, and breakfast
leftovers in all staff canteens



06



CLEAN WATER
& SANITATION



BIOWASTE SEPARATION TRAINING

15 team
members

Training provided by
Alcochete City Hall at Praia
do Sal and Upon Vila units

WATER AND ENERGY SAVING SIGNAGE

1%

Placement of signage in staff
areas to raise awareness/motivate
resource-saving



07



AFFORDABLE & CLEAN ENERGY

AC REGULATION THROUGH AI

400€

Upon Vila - test - implementation of a solution that regulates AC use in apartments through AI

WATER AND ENERGY SAVING SIGNAGE

1%

Placement of signage in staff areas to raise awareness/motivate resource-saving



08



DECENT WORK & ECONOMIC GROWTH

GYM PARTNERSHIP

10 team members

Gym partnership for employees with special conditions at Alcochete units

UNIFORMS

22 team members

Order of new uniforms for management teams, reception, housekeeping teams, and assistant directors

WOMEN'S DAY

43 team members

Personal appreciation and socializing moment

MEN'S DAY

37 team members

Personal appreciation and socializing moment

EMPLOYEE OF THE MONTH EVENT

36 team members

Event held in all units recognizing the best-performing employee

HONESTY SHOP

140 units

Creation of a Honesty Shop at Praia do Sal and Upon Vila for donation and sharing of goods among employees

AWARDS

130 team members

Distribution of balance bonus rewards

CHRISTMAS PARTY

120 team members

Christmas party offered to employees, including prizes, hotel exchange vouchers, gifts for employees' children, and entertainment

INCLUSIVE INTERNSHIPS

03 team members

Partnerships with APP 21 for internships for young people with cognitive disabilities



13



CLIMATE ACTION

WASTE SEPARATION IN APARTMENTS/KITCHENS

+30k_{KG}

Placement of yellow trash bags for packaging separation in Upon Lisbon and Praia do Sal apartments, and waste separation in pantries and staff areas in all units

ELETRÃO PARTNERSHIP

297_{KG}

Batteries, equipment, and light bulbs sent for recycling

BIORECOVERY PARTNERSHIP

60_{units}

Collection of toner cartridges and ink cartridges for recycling

SAL SALINAS DO SAMOUCO PARTNERSHIP

1k_{KG}

Purchase of salt from Salinas do Samouco for treating the outdoor pool at Praia do Sal

SAL SALINAS DO SAMOUCO PARTNERSHIP

300_€

Renewal of sponsorship for the Mirandese donkey foal

POPULAR BAKERY PARTNERSHIP

+19k_€

Supply of fresh bread and homemade cake from a local bakery in Alcochete for breakfast at Upon Vila and Praia do Sal; Supply of homemade cookies for the Goodbye gift box given to guests at checkout across the group

PORTUGUESE HONEY PARTNERSHIP

779_€

Local supplier of honey and honeycombs for breakfast service

HOTELS FOR TREES PARTNERSHIP

+2k_{units}

Each time a guest refuses daily cleaning by hanging the campaign tag on their apartment door, a tree is planted. The number of trees planted is tracked daily on our website and the partner's website.

WATER AND ENERGY SAVING SIGNAGE

1%

Placement of signage in staff areas to raise awareness/motivate resource-saving



COFFEE CAPSULE
RECYCLING

468_{KG}

Coffee capsules sent for recycling

GROUP'S HERDADE
ORDERS

+6k_€

Orders of products from Herdade:
fruit and wines

BIOGENOA
PARTNERSHIP

24_{KG}

Collection and forwarding of cork
stoppers for recycling

IMPLEMENTATION
OF GUEST
SUPPORT TOOL

20%

Geenie App - paper
consumption reduction

PAPER-FREE FRONT OFFICE -
CASH CLOSING PROCEDURES

30%

Reduction of paper consumption

SAL SALINAS DO
SAMOUCO PARTNERSHIP

288,5_€

Offer of an entry ticket for
guests to visit the Salinas

