

SUSTAINABILITY

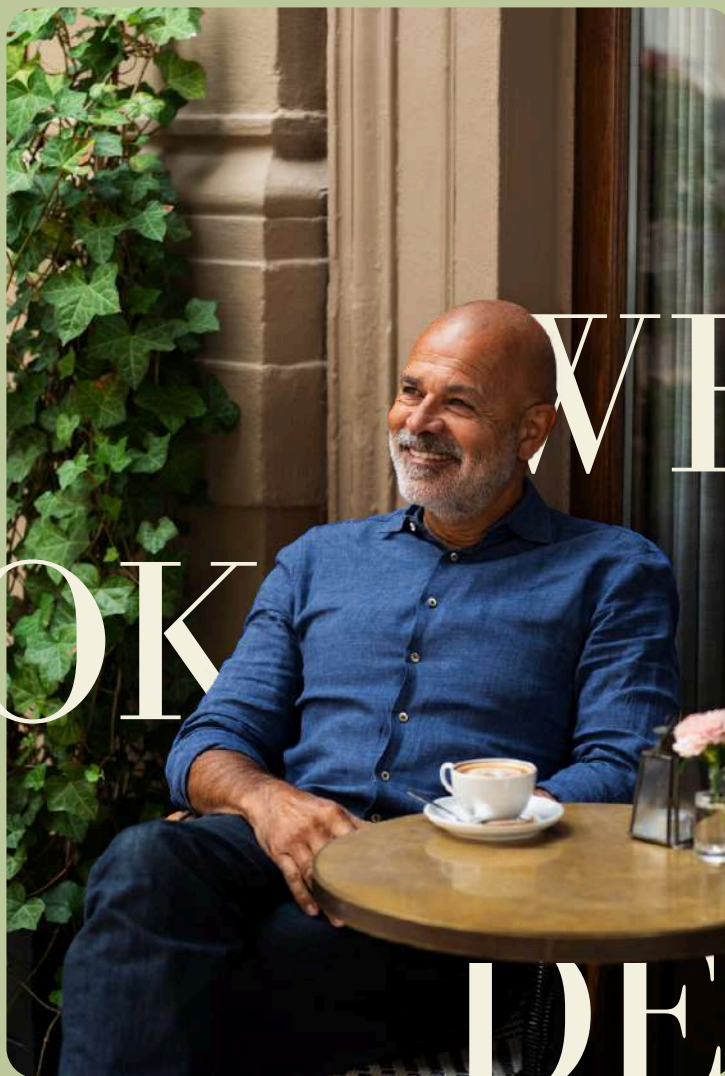
STRATEGY

# THE GREEN ACT

by KOLPIN HOTELS

## PROLOGUE

Over the past few years, The Green Act has grown together with Kolpin Hotels and become a natural part of how we think, work, and develop as a company. It has changed the way we think about our responsibility, but also the way we look at the future of our hotels.



More and more, we are also thinking in terms of regenerative sustainability. Not only about reducing impact, but about how hospitality can contribute positively to the places and people around us.

We are still learning, still improving, and still looking ahead, and I believe that mindset will continue to move us in the right direction together with our employees, guests, partners, and suppliers.

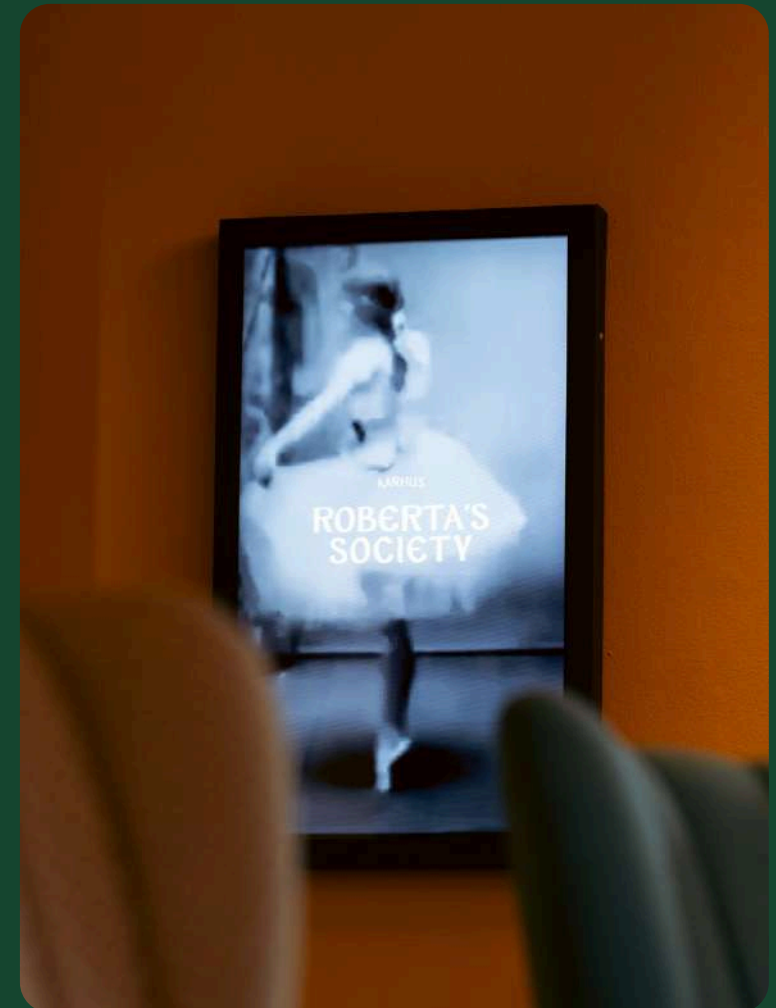
KARIM NIELSEN  
CEO, Kolpin Hotels

LOOK  
WE  
DEEPER.

## ABOUT KOLPIN HOTELS

Founded and owned by Alexander Kølpin, Kolpin Hotels is a family-owned company for three generations. It is based on a profound passion for architecture, design, and creating “**high-end & low key**” guest experiences with the feeling of visiting a private residence.

This is signified by the **warm ambiance** and high personal service throughout the hotels of the group - **Hotel Sanders, Helenekilde Badehotel, and Roberta's Society**.



## ABOUT THE GREEN ACT

The **Green Act** is the name for our sustainability journey we are on. The name was chosen as it combines both our **sustainable (Green) journey** and **our theatre roots (Act)**. The Green Act strategy is designed **to guide us** in encouraging a culture of sustainable decision-making while also setting and achieving our goals and actions.

We wish to inspire our employees, guests and partners **to join us** in creating a more sustainable future, and this initiative represents a step toward **crafting experiences** where **environmental awareness** harmoniously exists with **what we deliver to our guests** throughout our hotels.



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## LOCATIONS

### HOTEL SANDERS

**Hotel Sanders** is a boutique hotel located in the heart of Copenhagen, built around **the story of Copenhagen** and its **cultural life**, with its origins in the former Hotel Opera as a place where **guests, artists, dancers, and locals** would **gather after performances** at the **Royal Danish Theatre**.

Today, it continues that spirit as **a meeting point** between different cultures, combining a **high-end yet understated atmosphere**.

The hotel, **founded in 2015**, is designed to feel like **stepping into a theatre**, where the scenography and interior **set the stage** for the guest experience, and where **personal service** and **atmosphere** play a central role.



#### ROOMS

54

#### FEATURES

SANDERS KITCHEN  
COURTYARD  
ROOFTOP TERRACE  
TATA COCKTAIL BAR

#### EMPLOYEES

119

# LOCATIONS

## Helenekilde Badehotel

**Helenekilde Badehotel** is a seaside beach hotel overlooking the Kattegat, just outside **Tisvildeleje north of Copenhagen**. The hotel is designed to feel more like a **private home** than a traditional hotel with an **informal atmosphere**, **quiet luxury**, and a strong connection to its **natural surroundings**.

Originally built in **1896** Helenekilde has even today been **carefully maintained** to preserve its **historic character** while keeping a **relaxed, homely feeling**.



### ROOMS

27

### FEATURES

THE GALLERY  
KILDEN RESTAURANT  
THE GARDEN  
THE TERRACE & SUNDECK

### EMPLOYEES

51



## LOCATIONS

### Roberta's Society

Roberta's Society is a **hostel & hotel** and a **cultural house** located in a former **1930s library** in the heart of **Aarhus**, where **accommodation, dining, and social experiences** come together under one roof. The building has been **carefully preserved**, keeping its **original character** while adding **new energy** through **shared spaces, events, and a strong focus on community**.

Roberta's Society is the newest addition to our collection and **opened in 2025**. It offers a concept with both **private rooms and shared dorms**, alongside spaces **perfect for live music, talks, performances, and spontaneous gatherings**. The atmosphere is **informal and open**, designed for **guests, locals, and visitors in-between**.



#### ROOMS

84

#### FEATURES

CANTINA RESTAURANT  
LOBBY BAR  
ROBERTA'S STAGE  
THE VIEW

#### EMPLOYEES

38



# SCENE *by* SCENE

5 HIGHLIGHTS for 2025



Renewable energy  
in all properties

01

All properties  
with the Green  
Key

02

Employee  
Development

03



## KEY PARTNERSHIPS & PROJECTS

Papirværk  
Faundlt  
InFood

Bylandbruget  
Baggaarden

Legeheltene  
Little Big Help  
Børns Vilkår

Daka  
Refood

04

Procurement

05



# WASTE



As part of the Green Act, we focus on areas where **everyday actions** can make **a real difference**. Waste is one of them. Hotels generate waste constantly, and how well it is separated determines whether the materials can be **recycled** or end up in the landfill.

Correct waste separation is therefore a key part of our sustainability goals. It helps **reduce our CO<sub>2</sub> emissions** while adding to our goal of focusing on **circular sustainability**. In our operations we are focusing on how to **prolong the life cycle of the products** we encounter the most.

## WASTE

114t

of waste produced in  
2025\*

60,5t

of waste recycled

53%

of the waste  
recycled

01

Mapped waste flows: from  
generation → separation →  
disposal across departments

02

Identified key challenges  
and improved internal  
sorting procedures

03

Introduced full waste separation  
systems across all hotels (bins,  
tools, and guidelines)

04

Focused analysis on major  
waste streams, especially  
food waste

\*data does not include residual waste and cardboard waste for Helenekilde Badehotel and retur emballage

# WASTE

## PARTNERS MAKING CIRCULARITY POSSIBLE

- 01 Food waste is collected and converted into biofuel through **Daka ReFood**.
- 02 Coffee grounds are reused for mushroom cultivation with **Bylandbruget Baggaarden** at Hotel Sanders, and returned to our menu.
- 03 Paper waste is collected and recycled into new paper with **Papirværk**.



## REFLECTING ON THE YEAR

Food waste reduced by

20%

at Hotel Sanders  
compared to 2024\*

food waste separated by

100%

of our properties

across all properties

40,843

of pant bottles returned  
and recycled

\*per guest/night



## OUR GOALS MOVING FORWARD

Reduce residual waste  
by

50%

in all properties

Goal for 2026 is to reduce  
food waste by

5%

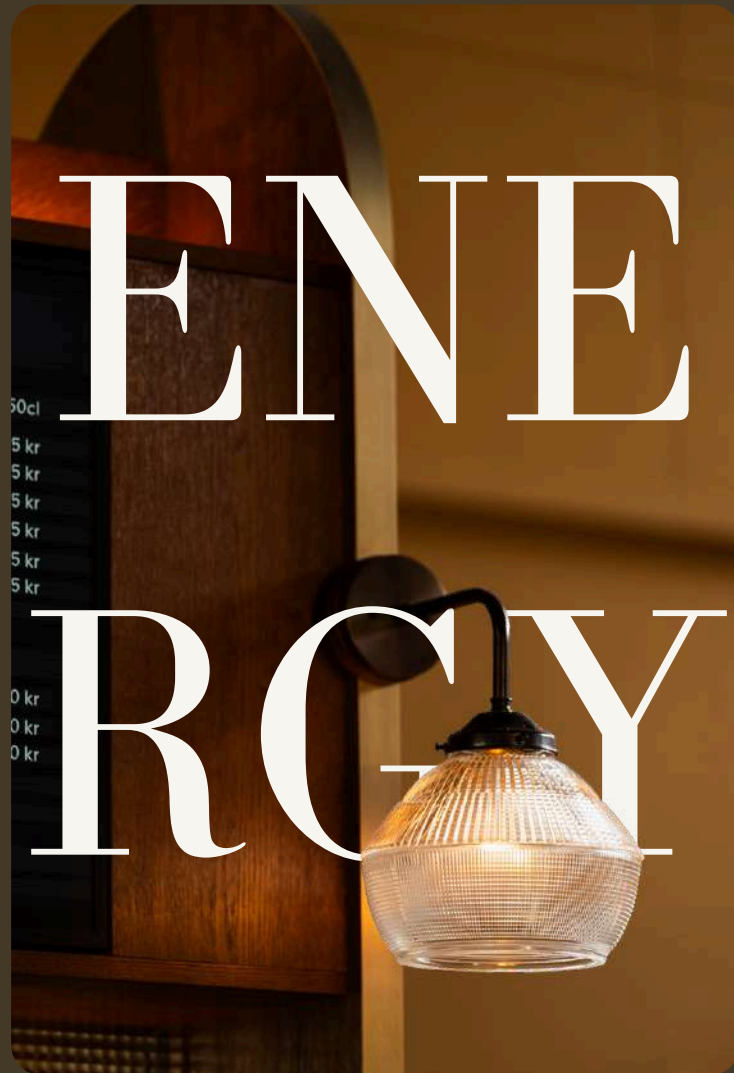
in all properties

Goal for 2026 is to  
reach the

55%

recycling rate in all  
properties

# ENERGY



Energy use is one of the largest sources of our environmental impact as a hotel. **Heating, cooling, lighting, hot water, kitchens, and laundry** all rely on energy every day, often in ways that are not visible to guests but add up quickly.

**How** and **when** we use energy directly affects our CO<sub>2</sub> emissions.



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842.136 kWh

of electricity used in 2025 in all our properties\*

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Hotel Sanders

-1,27%

reduction per guest/night  
from 2024 to 2025

Helenkilde Badehotel

-15%

reduction per guest/night  
from 2024 to 2025

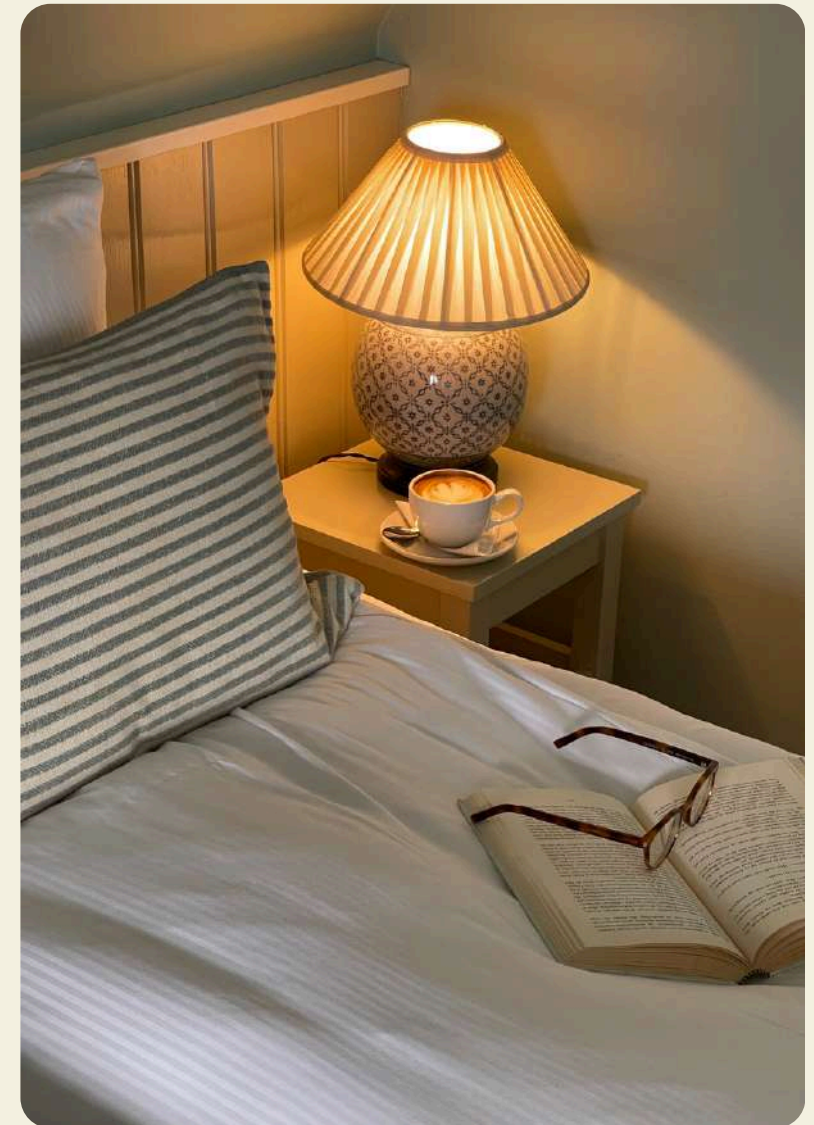
# Green electricity sourcing

Since June 2025, all properties operate on electricity sourced from renewable energy. This transition supports the reduction of Scope 2 emissions and aligns with our commitment to lowering the overall carbon footprint of hotel operations.

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# Energy audits

Regular energy audits are conducted across properties to identify inefficiencies and opportunities for reduction. These audits form the basis for targeted actions and ongoing improvements in energy performance.



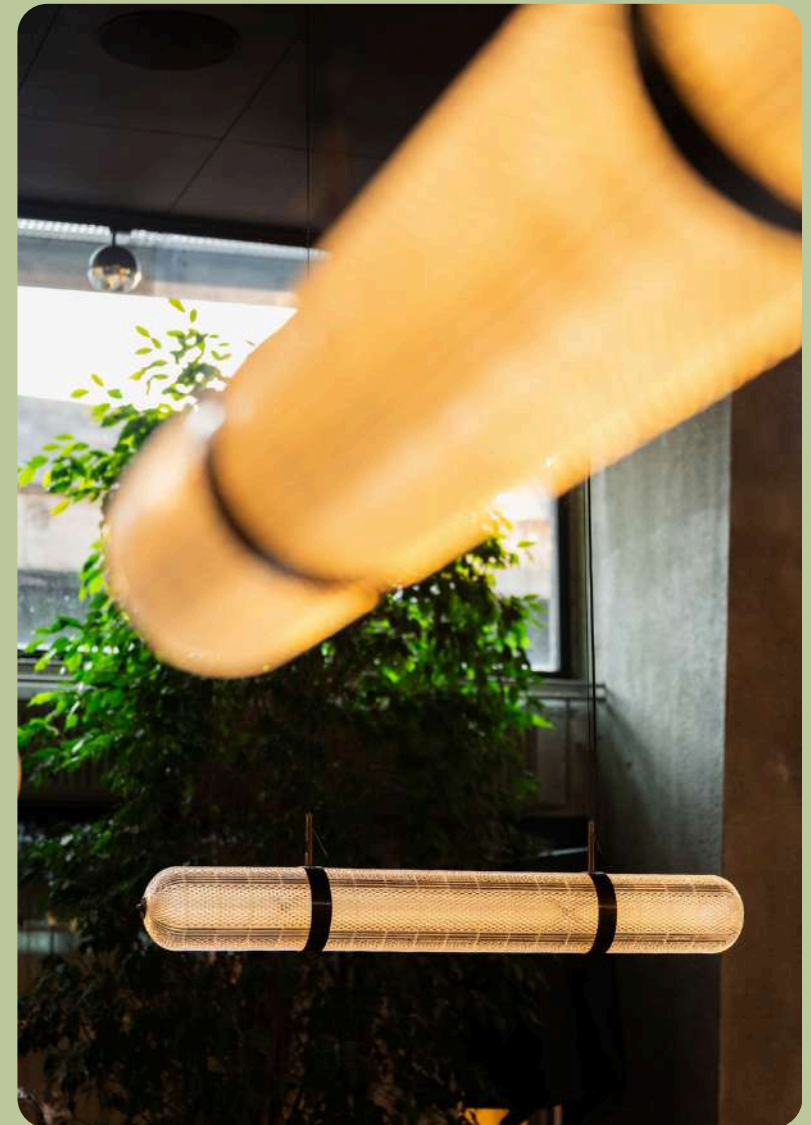
# Energy-efficient lighting

Energy-efficient lighting solutions, including LED technology, have been implemented across guest rooms and public areas. This reduces electricity consumption while maintaining a high-quality guest experience.

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# Smart energy controls

Motion sensors have been installed in selected areas, including at Roberta's and in public restrooms at Sanders, to reduce unnecessary energy use. These measures ensure that lighting is only used when needed, contributing to overall efficiency.



## REFLECTING ON THE YEAR

100%

powered by renewable  
energy across our  
properties since June  
2025

~66t

of CO<sub>2</sub> emissions avoided  
by transitioning to  
renewable electricity\*\*

Electricity per guest/night  
reduced by

5%

compared to 2024\*  
across our properties

*\*data includes Hotel Sanders and Helenekilde Badehotel*

*\*\*calculated based on 2025 electricity consumption and a Danish grid electricity emission factor.*

## OUR GOALS MOVING FORWARD

continue to be

100%

powered by renewable  
energy across our  
properties in 2026

100 %

powered by LED lighting

Electricity per guest/night  
reduction by

70%

in all properties in 2026

# WATER



# WATER

Water is an important resource in our daily operations and a **key focus** area within the Green Act. From guest rooms to kitchens and housekeeping, water use is constant, making responsible management essential.

Reducing water consumption is therefore an important part of our sustainability efforts. We focus on improving efficiency, minimising unnecessary use, and identifying opportunities to optimise water consumption across our operations, while maintaining the quality and comfort expected by our guests.



# 13,280,000

liters of water used in 2025 across all  
of our properties\*

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Helenkilde Badehotel

**-18%** reduction per guest/night  
from 2024 to 2025

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Hotel Sanders

**-10%** reduction per guest/night  
from 2024 to 2025

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*\*data includes Roberta's Society consumption but only from June 2025*



## OUR EFFORTS

Our water saving measures include adjusting water pressure in all the rooms and public areas, both in sinks and showers, in all properties.

Additionally, in 2024 we have introduced Vision Watercare to combat limescale buildup, ensuring optimal performance of our water systems while minimizing waste and prolonging equipment lifespan.

At Helenekilde Badehotel we are planning to introduce the chemical-free environmentally friendly alternative to water softening plants, which preserves the good taste of the water and makes cleaning easier.



## REFLECTING ON THE YEAR



Optimisation of  
water pressure and  
flow rates



Properties achieved a  
reduction in water  
usage per guest/night.



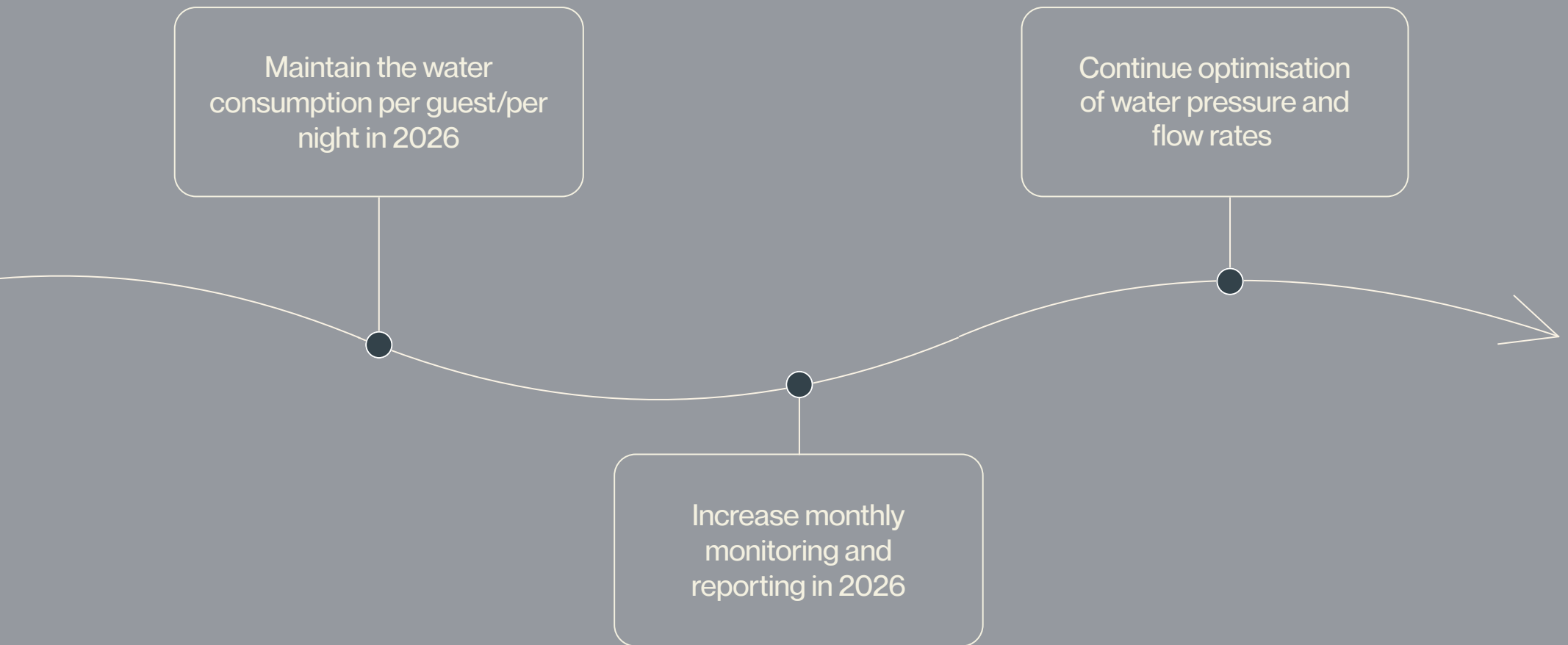
Seeing measurable  
benefits from water  
treatment technologies  
introduced in 2024

## OUR GOALS MOVING FORWARD

Maintain the water  
consumption per guest/per  
night in 2026

Continue optimisation  
of water pressure and  
flow rates

Increase monthly  
monitoring and  
reporting in 2026



## IN-ROOM



A high-quality guest experience also depends on the products and amenities provided in our rooms. We aim to ensure that our in-room selection reflects both comfort and quality, while also considering its environmental and social impact.

Where possible, **we work to make more responsible choices in materials, sourcing, and suppliers, and to reduce unnecessary waste** without compromising the guest experience. This is an ongoing process where we continuously review and improve our in-room offering in line with our long-term strategy.



# IN-ROOM



high- quality  
furniture

in-room  
amenities

MIMI K



Mini bar

Aeroguest







## OUR PHILOSOPHY

Our in-room experience has always featured a **high quality furniture** and **attention to detail** where every piece of furniture and finish is selected not only for its aesthetic quality, but for its **longevity, material integrity,** and **reduced environmental footprint.**

This philosophy is also followed by our bathroom amenities. The products inside are **clean** and **natural** , made in collaboration with the **local danish brand** exclusively for Kolpin Hotels. By making the switch to **refillable glass bottles**, we have significantly reduce the amount of plastic waste generated by all three properties.





## GUEST JOURNEY

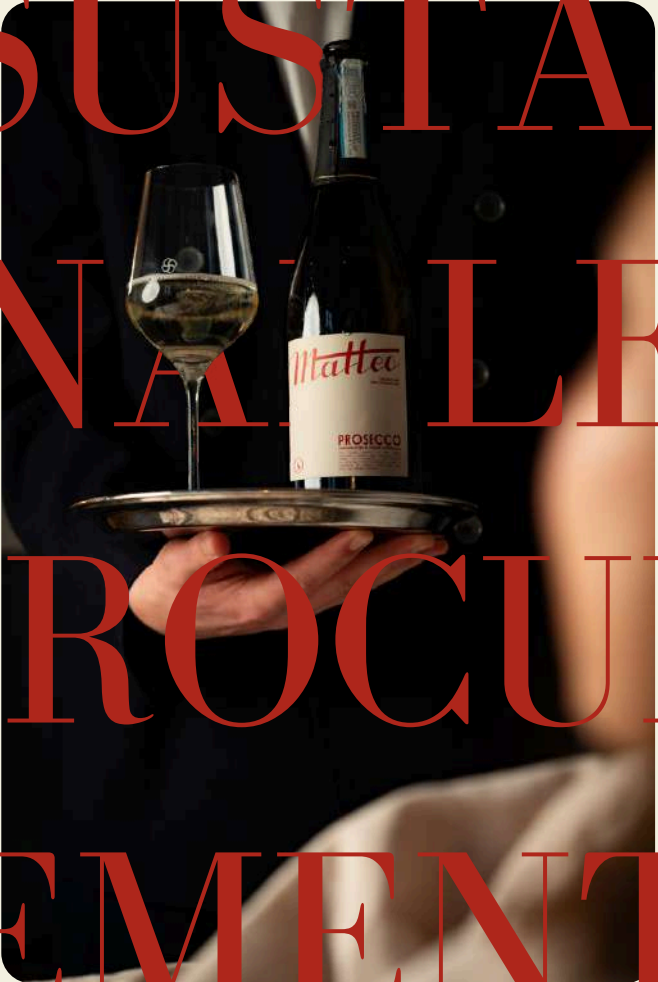
**Guest communication** has also been fully digitalised through **AeroGuest**, eliminating the need for pre-arrival printed registration cards and reducing paper consumption while offering a smoother, more seamless arrival experience.

We have also continued our efforts **to reduce paper consumption** throughout the guest journey. At Hotel Sanders and Roberta's Society, in-room printed materials have been almost entirely phased out, with information now primarily available through digital channels.

At present, we continue to use sustainably produced wooden key cards. Looking ahead, we are preparing to introduce digital key technology across our properties.

## SUSTAINABLE PROCUREMENT

# SUSTAINABLE PROCUREMENT

A photograph of a waiter in a dark suit holding a silver tray. On the tray is a bottle of Matthei Prosecco and a flute glass filled with sparkling wine. The image is partially obscured by the large red text 'SUSTAINABLE PROCUREMENT'.

Sustainable procurement and structure has been our priority since the establishment of The Green Act. We wanted to hold ourselves **accountable** and do the changes we, as a company, can do.

This meant reviewing **how** we source, **who** we work with, and **how decisions are made behind the scenes**.

This approach allows sustainability to be reflected in our **everyday** decisions, not just in our intentions.

## OUR FOCUS

Organic kitchen procurement

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Supplier analysis and code of conduct

---

Choosing the same suppliers across all our properties wherever possible

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Smarter delivery placements and logistics

---

Stock management







## OUR GOALS MOVING FORWARD

Increase the share of **organic procurement** across kitchen operations, with a stronger focus on seasonal and locally sourced products where possible

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**Strengthen collaboration** with suppliers on topics such as packaging reduction, reusable solutions, and more sustainable product alternatives

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Improve internal **tracking and transparency** related to procurement and supplier sustainability efforts across the hotel group

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Put stronger focus on **regenerative products** - going beyond sustainability to actively improve the planet



SUPPLIERS

# SUP PLIE RS

As part of the Green Act, we recognise that our impact extends **beyond our own operations** and is closely connected to the **suppliers we work with**. Their choices and practices play an important role in our overall environmental and social footprint.

We aim to collaborate with suppliers who share our values on **ethics, transparency, and responsibility**, and who are committed to improving their own sustainability performance. By integrating these considerations into our supplier relationships, we work towards a **more responsible and resilient value chain over time**.



# SUPPLIERS

Faundit

Bylandbruget  
Baggaarden



Daka Refood

Papirværk



Østergaard  
Frugt og  
Most



Aeroguest

Stockifi



Fiskerikajen

Friis Holm



Sweeply



## CO2 EMISSIONS

# CO2 EMIS SIONS

We measure our CO<sub>2</sub> emissions to understand the impact our hotels have on the environment and to make **better decisions** in our daily operations. Knowing where emissions come from helps us focus our efforts where they matter most.

This is also a step towards a more regenerative approach to sustainability. To us, that means not only reducing our negative impact, but gradually finding ways to **contribute positively to the places we operate** whether by using fewer resources, making more responsible choices, or supporting local environments and communities over time.

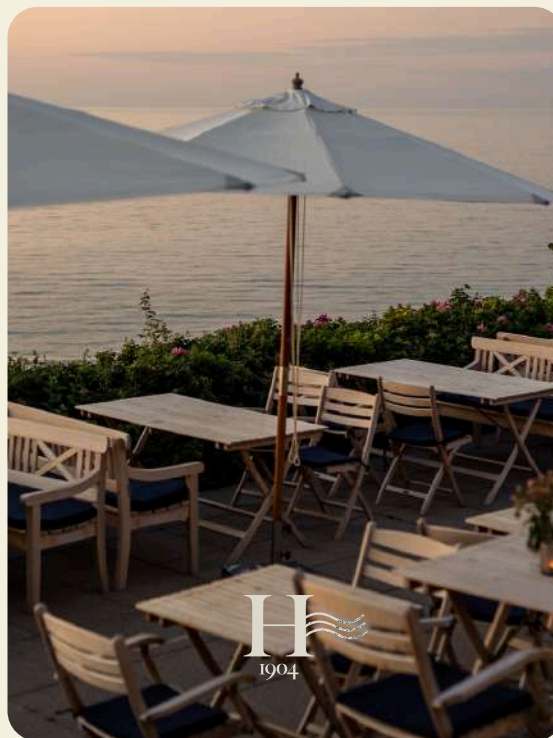
We share our progress openly to stay accountable and ensure we keep moving in the right direction.

## CO2 EMISSIONS



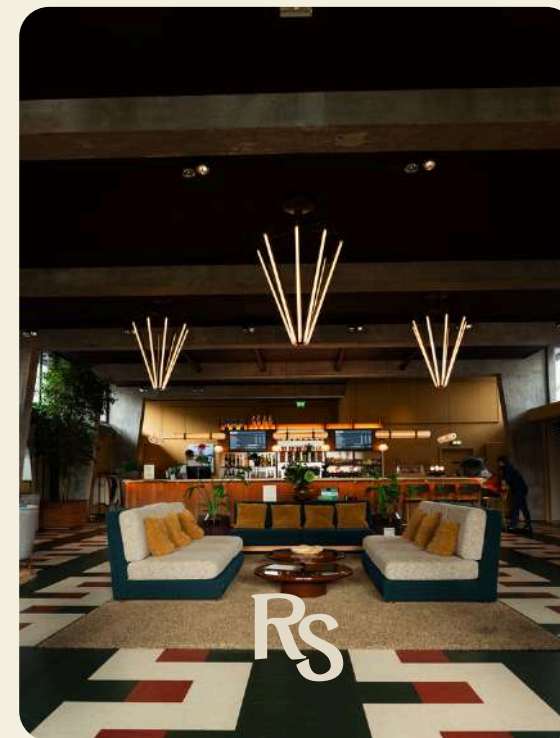
KG CO2 PER GUEST

30,79 kg CO2e



KG CO2 PER GUEST

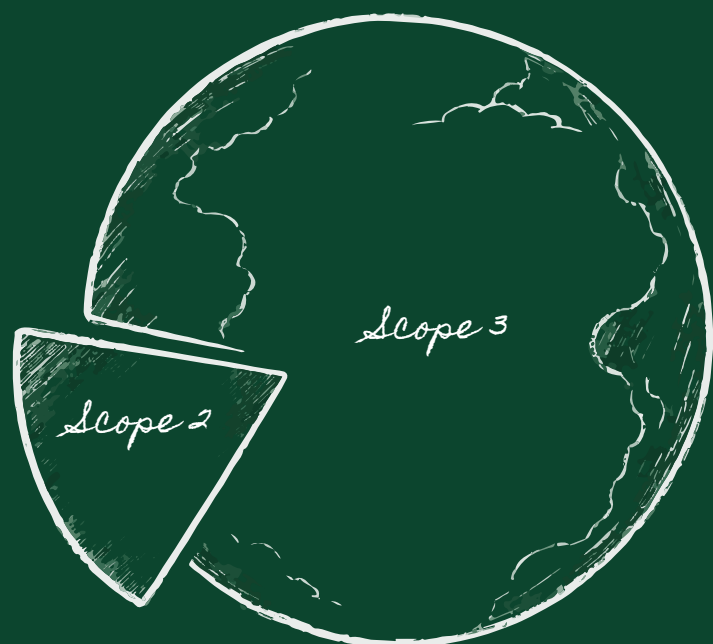
20,92 kg CO2e



KG CO2 PER GUEST

6,03 kg CO2e

The chart shows how our CO<sub>2</sub> emissions are distributed across different scopes.



**Scope 2**  
covers the energy we use in our hotels, such as electricity and heating.

**Scope 3**  
makes up the largest part of our footprint and includes indirect emissions from our value chain, such as purchased goods, services, and other external activities.

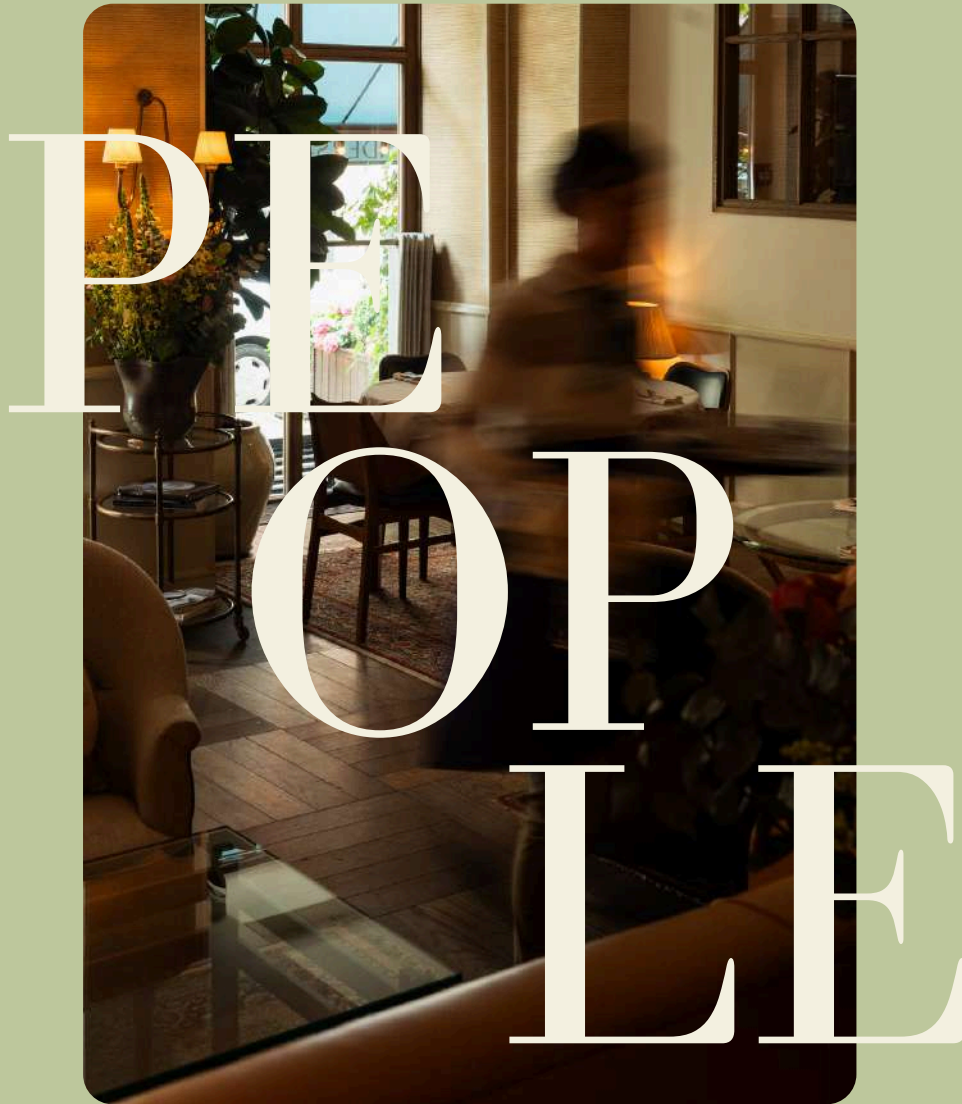
While improving energy use in our own operations remains important, it's evident that a large part of our footprint is tied to our supply chain. Addressing this will require ongoing collaboration with suppliers and partners, as well as more conscious choices in how we run our business.

We are in the process of strengthening our data collection and improving the overall quality and coverage of our reporting. **This data should be seen as a starting point rather than a fully precise baseline.**

Going forward, we will continue to refine our approach and build a more accurate understanding of our impact over time.



## PEOPLE



People are **at the core of everything we do**, from our employees and guests to the local communities around us. The experience we create is shaped by the people behind it, and we recognise that a responsible business must consider the wellbeing of everyone it touches.

We aim to create a workplace where employees feel **valued, supported, and able to develop**, while ensuring that **our guests feel genuinely cared** for during their stay.

Improving how we work with and support people remains an ongoing part of our sustainability approach.



## PEOPLE



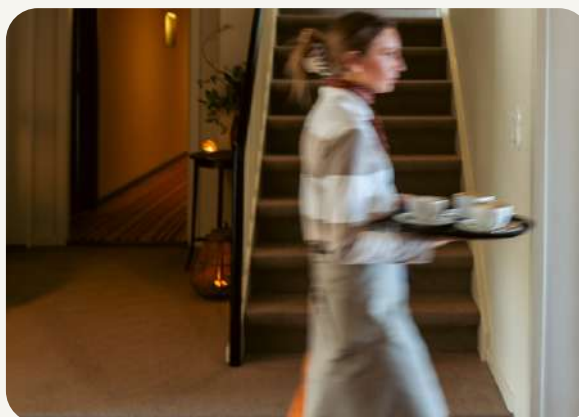
4,6

average number of sick days  
per employee



29

number of different  
nationalities in our company



1.5  
years

average employee tenure



## OUR EFFORTS

As a centrally led organisation, we invest in building a **shared culture** across all properties, rooted in **respect, transparency, and continuous development**. We actively listen to employee feedback through eNPS and recognition initiatives like **Employee of the Month**.

We prioritise strong onboarding through our “**Curtain Up**” programme and support ongoing alignment with our **internal culture framework, The Script**. To foster connection and well-being, we host **social events** and initiatives such as a company **running club**.

**Leadership development** is another cornerstone of our approach. We invest in ongoing leadership seminars and facilitate **culture sessions** with an **external organisational psychologist** for our management teams. These initiatives focus on **self-awareness, team dynamics, and responsible leadership**, recognising that strong leadership is essential to building sustainable organisations.

## OUR GOALS MOVING FORWARD

01

Strengthening employee experience across all properties

02

Developing Backstage to improve connection, transparency, and shared culture

03

Expanding employee development through education, learning opportunities, and industry inspiration trips



05

Enhancing digital onboarding with key information on culture, processes, and sustainability efforts

04

Reviewing organisational structure and yearly setup to better support operations and long-term growth

06

Conducting employee satisfaction surveys to gain insights into eNPS and overall engagement

## GOVERNANCE

# GOVERNANCE



Good governance is an important part of how we run Kolpin Hotels. It shapes the way we **make decisions, work with our partners**, and take responsibility for our impact on people and our society.

By being open about our governance practices, we show **how we manage risks, set priorities, and hold ourselves accountable** in our day-to-day operations. By sharing how we work with governance, we want to give a clearer picture of what matters to us and how we prioritize transparency, fairness, and long-term thinking in our operations.

# GOVERNANCE

Supplier  
Code of  
Conduct

Green Key

HORESTA  
Employer  
Agreement

Employee  
Handbook

Purchasing  
List

UN Global  
Compact

Whistleblower  
Policy

Backstage -  
internal  
communication  
platform





## REFLECTING ON THE YEAR

Over the past period, we have taken a closer and more **honest** look at how we operate internally, and worked to strengthen the governance structures that guide our **everyday decisions**.

We have focused internally on creating greater clarity and openness across the organisation. Through the HORESTA Employer Agreement, Whistleblower Policy, Employee Handbook, and our internal communication platform, we have worked to make expectations more transparent and to ensure that employees feel informed, supported, and able to speak up.

We are also very proud of our partnerships with Legeheltene (Børneulykkesfonden) and LittleBigHelp, which we see as an important and growing part of our CSR efforts. Moving forward, we will continue to build on these initiatives and further strengthen our social responsibility work across the organisation.

# EPILOGUE

Sustainability remains an ongoing process, with opportunities to improve our data, strengthen our approach and better understand our impact. The progress made throughout 2025 has created a stronger foundation for integrating sustainability into our operations and decision-making, through collaboration across departments, properties and teams, as well as the daily efforts of employees throughout the organisation.

Going forward, we will continue embedding sustainability into our everyday practices, partnerships and long-term planning. In 2026, the focus will be on turning ambitions into measurable actions, improving transparency and strengthening collaboration across our three homes.

While the journey continues, 2025 showed the importance of shared responsibility and consistent action.

epilogue

SUSTAINABILITY

STRATEGY

# THE GREEN ACT

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