

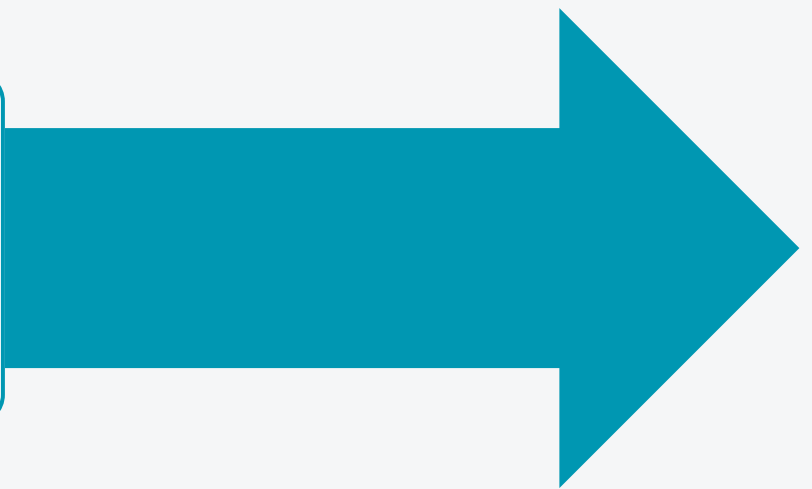
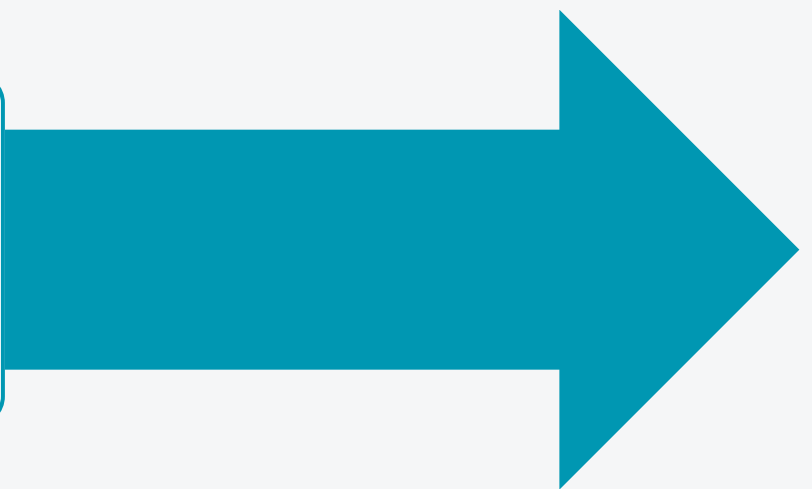
# WORK CARD 7

## ESG RISK ANALYSIS FOR THE COMPANY, PART 2

### Development of remedial actions:

Each group will propose a specific strategy or action that could minimize or eliminate selected risks.

These activities may include, but are not limited to: investments in green technologies, training programs for employees, and the introduction of transparent management procedures.



List of ESG factors that may affect the company, in this case the Zielone Wzgórze hotel was chosen:

### 1. Environment:

- **Climate change:** Risk of extreme weather conditions that may affect the attractiveness of a tourist region.
- **Waste management:** The need for sustainable management of waste generated by the hotel.
- **Energy use:** Striving for efficient energy use and using renewable energy sources.

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### 2. Social:

- **Employment diversity:** Ensuring diversity in the employee team.
- **Local community:** Dialogue with the local community, taking into account the expectations and concerns of residents.
- **Education and training:** Employee training programs in corporate social responsibility.

### 3. Governance:

- **Transparency and reporting:** The need for transparent reporting of non-financial information, including ESG-related activities.
- **Risk Management:** Implementing effective ESG risk management strategies.
- **Biodiversity:** Protection of local biodiversity and ecosystems.

### 4. Organizational culture:

- **Employee engagement:** Employee support and involvement in sustainability initiatives.
- **Social activity:** Participation in social projects, investments in local communities.
- **Stakeholder partnerships:** Collaboration with local business partners, non-governmental organizations and institutions.

### 5. Investments and finance:

- **Sustainable financing:** Seeking and using financially sustainable investments.
- **Shareholder value:** Long-term plans that generate shareholder value through sustainability.
- **Investor relations:** Transparency and communication with investors regarding ESG-related activities.

### 6. Reliability and ethics:

- **Ethical business practices:** Introducing ethical business standards and practices in all areas of business.
- **Social responsibility:** Socially responsible activities, such as investments in local communities and environmental protection projects.

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### 7. Technologies and innovations:

- **Sustainable technologies:** Investments in green technologies, e.g. efficient energy systems.
- **Innovations in the area of services:** Searching for innovative, sustainable solutions in the area of providing hotel services.
- **Cybersecurity:** Ensuring data protection and digital security for guests and employees.

### 8. Suppliers and supply chain:

- **Supplier responsibility:** Work with suppliers who comply with sustainability standards.
- **Supply chain monitoring:** Regularly assessing and monitoring supplier activities for compliance with ESG values.

This list is a starting point for identifying and managing ESG risk at the Zielone Wzgórze hotel.