

Aleenta Retreat Chiang Mai

Sustainability Commitments

Environmental Sustainability Commitments

- Aleenta Retreat Chiang Mai will reduce energy consumption by 10% before the end of 2025.
- Aleenta Retreat Chiang Mai is committed to reduce carbon emissions by 50% by the year 2030 working towards a carbon neutral hotel.
- Aleenta Retreat Chiang Mai will reduce landfill waste by 50% by 2030 through recycling, composting, and minimizing single-use plastics.
- Aleenta Retreat Chiang Mai pledges to reduce our water consumption by 20% over the next five years through efficiency measures and rainwater harvesting.
- Aleenta Retreat Chiang Mai will conserve and restore 1 KM. of natural habitats by 2026 to protect local biodiversity.
- Aleenta Retreat Chiang Mai commits to improving energy efficiency in our operations by 20% by 2025 through upgrades and renewable energy investments.
- By the end of 2026, Aleenta Retreat Chiang Mai aims to reduce the purchase of red meat by 5%. Aleenta Retreat Chiang Mai

Protecting and supporting biodiversity

- Aleenta Retreat Chiang Mai is committed to protecting biodiversity, and each year hotel will hold a fundraising event to support the Choeng Doi Suthep Wildlife Conservation Development and Extension.
- Aleenta Retreat Chiang Mai will always seek to operate our business in a way that minimizes harm to the environment.

- Aleenta Retreat Chiang Mai will donate \$1 per night from every guest's stay to the Pure Blue Foundation, an environmental and social foundation under the Akaryn Hotel Group.
- Aleenta Retreat Chiang Mai will promote environmental conservation activities within the community through the Pure Blue Foundation every year, at least one activity per year.
- Aleenta Retreat Chiang Mai is committed to treating animals with respect and ensuring they are not subjected to cruelty, abuse, or neglect. It does not support animal cruelty or the use of animals for labor. The hotel provides education to employees on responsible pet ownership, human treatment of animals, and the importance of conservation efforts.

Treating your staff fairly

- Treating your staff fairly, Aleenta Retreat Chiang Mai cares about human rights and is committed to upholding and protecting these in all aspects of our business.
- Aleenta Retreat Chiang Mai is committed to treating all our staff fairly and respecting all labor and human rights laws.
- Aleenta Retreat Chiang Mai will provide comprehensive benefits packages, including health insurance, annual health check-ups, meal allowances, uniforms, provided funds, retirement plans, and paid leave, that meet the needs of all employees.
- Aleenta Retreat Chiang Mai will encourage diversity in hiring and promotion, and create inclusive workplace cultures where all voices are heard and valued.
- Aleenta Retreat Chiang Mai will establish channels for employees to express concerns, provide feedback, and suggest improvements without fear of retaliation e.g. suggestion-box, and 360-degree review.
- Aleenta Retreat Chiang Mai will provide clear pathways for career advancement and ensure that all employees have equal access to promotion opportunities by KPI evaluation review, PDP and PIP, and training target of 10 hrs./month/person.
- Aleenta Retreat Chiang Mai will encourage employees to take their allotted vacation and sick days without guilt or pressure.

- Aleenta Retreat Chiang Mai will implement reward and recognition programs that fairly acknowledge outstanding performance e.g. employee of the month, employee of the year, and rewarding yourself program for all AHG employees.
- Aleenta Retreat Chiang Mai will establish accountability measures for leadership to ensure they model fair treatment and address any unfair practices promptly.

Protecting and respecting human rights

- Aleenta Retreat Chiang Mai is committed to protecting and respecting human rights.
- Aleenta Retreat Chiang Mai respects human rights and will not tolerate any form of exploitation, harassment, abuse, or discrimination based on a person's nationality, gender, ethnicity, or beliefs.
- Aleenta Retreat Chiang Mai will implement training for employees and leaders on human rights issues, including discrimination, harassment, and ethical practices.
- Aleenta Retreat Chiang Mai respects human rights and will not tolerate any form of exploitation, harassment, abuse, or discrimination against any persons, for any reason.
- Aleenta Retreat Chiang Mai will ensure that suppliers and partners adhere to human rights standards, avoiding complicity in human rights abuses.

Being a responsible member of your community

- Aleenta Retreat Chiang Mai is committed to being responsible members of our community.
- Aleenta Retreat Chiang Mai is committed to ensuring our operations do not have any negative impacts on our community and is continually seeking ways to make sure local residents benefit from our presence.
- Aleenta Retreat Chiang Mai will engage in and support cultural events and activities that celebrate diversity in your community.
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- Aleenta Retreat Chiang Mai will patronize local businesses and farmers' markets to strengthen the local economy and reduce your carbon footprint.
- Aleenta Retreat Chiang Mai will organize or participate in neighborhood groups that focus on shared interests, safety, or community improvement.
- Aleenta Retreat Chiang Mai will encourage employees and suppliers to adopt anti-corruption policies, conduct due diligence, and implement compliance programs. Promote transparency in corporate governance and business operations to prevent corrupt practices.

Safeguarding children

- Aleenta Retreat Chiang Mai is committed to safeguarding children and will always report any suspected instances of child exploitation or abuse.
- Aleenta Retreat Chiang Mai does not tolerate the abuse or exploitation of children. We will always report any suspected child exploitation or abuse to the authorities.
- Aleenta Retreat Chiang Mai will foster a culture where everyone feels responsible for safeguarding children and understands their role in protecting them & training all employees to recognize the various forms of abuse, including physical, emotional, sexual abuse, neglect, and exploitation.

If you encounter an emergency, call 191. If you find or know of any evidence of illegal child labor, abuse, or physical assault, call 191 or 1506. If you witness someone abandoning or abusing animals, call 02-653-4444.


Thomas Singenberger
Resort Manager