



SUSTAINABLE DEVELOPMENT POLICY

POLICY NUMBER : DD-0001

ADOPTED : MAY 2025

EFFECTIVE DATE: JUNE 2025

CONTEXT

Recognized as a regional leader, Hôtel Tadoussac aims to become the top ecotourism destination in Québec through the comprehensive ecological management of its operations. Ecological management is an integral part of our corporate mission and is a priority for the health, safety, personal development, and well-being of both our guests and employees.

Certified with the 3 Green Keys rating under the Green Key Eco-Rating Program, Hôtel Tadoussac is committed to maintaining this certification and improving its rating. We are also proud members of the Fourchette Bleue and Bienvenue Cyclistes programs.

Hôtel Tadoussac is proud to have invested in and committed to environmental preservation for over fifteen years, with the goal of contributing to the development of a sustainable society. The adoption of this policy enables Hôtel Tadoussac to clearly define its commitment and structure its approach to ensure the long-term consistency of our actions.



DEFINITIONS

Sustainable Development

Development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Sustainable development is based on a long-term vision that considers the inseparable nature of environmental, social, and economic dimensions of development activities.

Environment

All physical, chemical, and biological elements, interacting with geographic, economic, and social factors, that may influence organisms—particularly human well-being, health, and activities—and that, in turn, can be influenced by those activities.

Ecological Management (Ecogestion)

Management that meets present needs without compromising future generations' ability to meet theirs. It is grounded in sustainable development, emphasizing the interconnectedness of environmental, social, and economic aspects in long-term planning and operations.

Local

For Hôtel Tadoussac, a local supplier is defined as one located within a 350-kilometre radius of the organization, in consideration of our remote regional location.

Social Responsibility

An organization's responsibility for the impacts of its decisions and activities on society and the environment, demonstrated through ethical and transparent behavior that contributes to sustainable development, including the health and well-being of society. It takes into account the expectations of stakeholders, complies with current laws, aligns with international standards of conduct, and is integrated throughout the organization and its operations.

Environmental Protection

All measures implemented to preserve the environment from the harmful effects of human activities.

4RVE Principle

A principle for sound waste management that prioritizes, in order: Reduction, Reuse, Recycling, other forms of Recovery, and finally Elimination of residual materials.



GUIDING PRINCIPLES

As part of its sustainable development policy, Hôtel Tadoussac is committed to aligning its actions with the following six guiding principles:

Environmental Respect

Respect the environment by preserving biodiversity, reducing waste, lowering water and energy consumption, and continuing our sustainable development initiatives.

Social Engagement

Support, participate in, and promote community initiatives such as local events, festivals, culture, and education.

Sharing and Transparency

Communicate and share our sustainable development initiatives with our guests, employees, and partners, and ensure transparency in our processes.

Health and Quality of Life

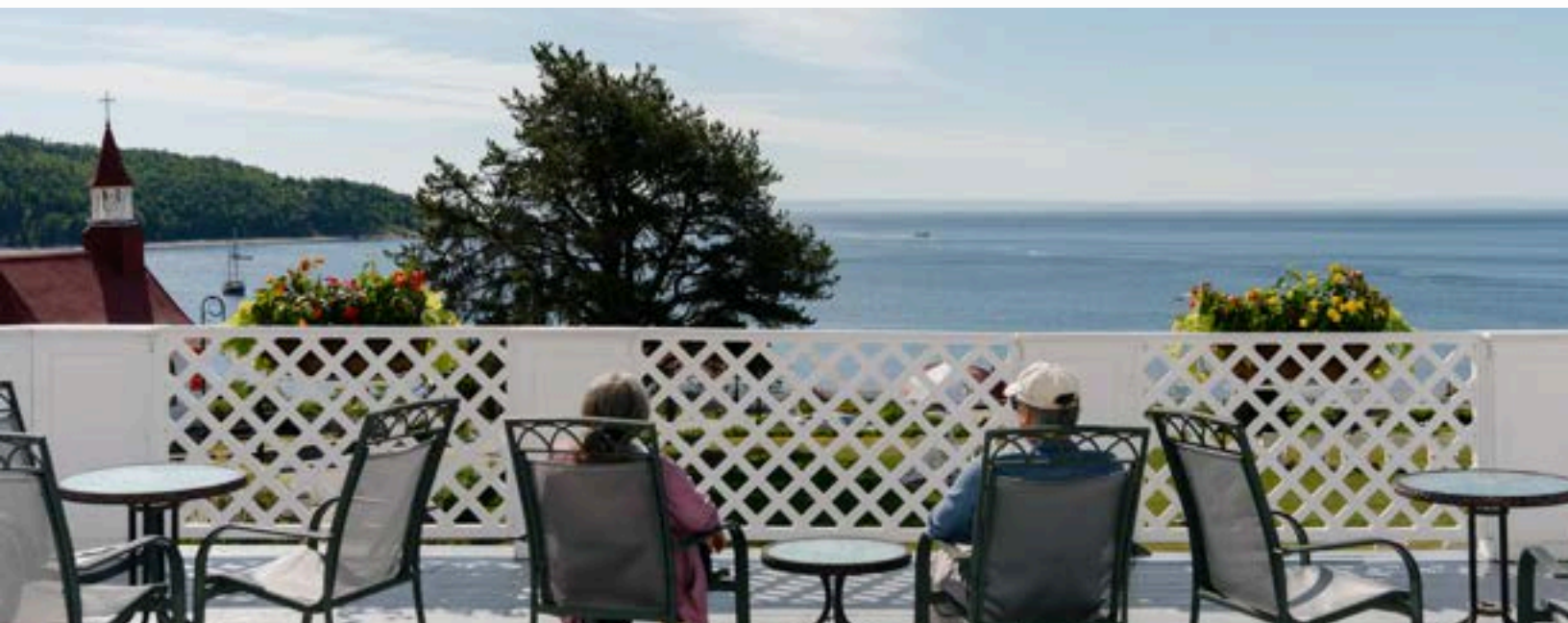
Protect the health of our employees and guests through the use of safe materials and by ensuring hotel accessibility. Improve the quality of life of our staff through internal policies and tailored programs.

Ethics and Equity

Provide humane and appropriate working conditions for our employees, and foster a fair, inclusive, and just work environment.

Quality and Guest Satisfaction

Ensure guest satisfaction and the quality of our services and facilities through a mindset of continuous improvement, development, and innovation.



SCOPE OF APPLICATION

This policy applies to all of the company's activities, particularly in the following departments: food and beverage service (front and kitchen), housekeeping, laundry, maintenance, and front desk operations. The individuals subject to this policy include staff, management, executives, and interns.

These individuals play a key role in the success of our sustainable development efforts and in the implementation of our commitment. Stakeholders associated with this policy also include suppliers, guests, and partners.

Hôtel Tadoussac encourages all concerned parties to read this policy carefully.

ORIENTATIONS

To guide its practices, Hôtel Tadoussac will rely on the following strategic directions:

1 - SOCIAL RESPONSIBILITY

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| <p>1.1 Integrate sustainable development principles into decision-making and operational practices.</p> <p>1.2 Carry out its activities with respect for the environment by implementing preventive measures to reduce pollution.</p> | <p>1.3 Train and regularly raise awareness among staff regarding best practices in sustainable development.</p> <p>1.4 Collaborate and communicate existing and desired responsible practices with employees, suppliers, guests, and all other stakeholders.</p> |
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- 1.5 Comply with national regulations in force.
 - 1.6 Ensure equity, diversity, transparency, and inclusion within the corporate culture.
 - 1.7 Develop the company by integrating best practices in sustainable development.
 - 1.8 Ensure the health and safety of employees by inspecting facilities, reducing the risk of injury, and offering employee benefits.
 - 1.9 Serve and meet the needs of clients and employees from a sustainable development perspective, both within the company and the wider community.
 - 1.10 Encourage staff to apply our environmental policy beyond the workplace.
 - 1.11 Appoint employees responsible for staff training and the annual update of the policy.
 - 1.12 Set and review predefined environmental goals and targets as part of a continuous improvement process.
 - 1.13 Comply with environmental laws and regulations, as well as other legal and industry-specific requirements relevant to the hospitality sector.
 - 1.14 Respect for Human Rights.

2 - SOCIAL AND CULTURAL RESPONSIBILITY

- 2.1 Prioritize local, organic, and/or fair-trade products.
- 2.2 Favor local suppliers and service providers.
- 2.3 Prioritize employee health, quality of life, and healthy workplace habits.
- 2.4 Promote and facilitate access to local culture.
- 2.5 Support local initiatives and events by actively participating in various community activities.

3 - RESPONSIBLE RESOURCE MANAGEMENT

- 3.1 Implement initiatives to conserve resources such as water and energy.
- 3.2 Promote the 4RVE mindset, which encourages, in order: Reduction, Reuse, Recycling, Recovery, and Elimination of materials.
- 3.3 Eliminate all single-use products by 2027.
- 3.4 Establish concrete measures to optimize the reduction, reuse, recovery, and repurposing of products generated through daily operations, while minimizing water and energy consumption.
- 3.5 Minimize the impact of renovations and new construction by: Reusing still-usable materials, donating or selling used materials at low cost to the community, choosing durable and/or recycled-content materials
- 3.6 Reduce waste production by 20% by 2026 through: Expanding composting programs to more departments, strengthening recycling practices
- 3.7 Reduce the use of hazardous and/or toxic materials and opt for eco-friendly and safe alternatives for both staff and guests.
- 3.8 Continue to promote Tadoussac and its low greenhouse gas emission activities.

4 - COMMUNICATION

- 4.1 Disseminate the environmental policy to all staff and guests.
- 4.2 Inform and raise awareness among all employees about the importance of environmental preservation in their daily professional activities, and encourage them to take initiatives to help reduce the company's ecological footprint.



STRUCTURE AND RESPONSIBILITY

The Green Committee at Hôtel Tadoussac is responsible for leading sustainable development initiatives within the establishment. This committee plays a central role in identifying, implementing, and monitoring ecological, social, and responsible actions.

It operates with the active support of general management, which backs its projects and facilitates the allocation of necessary resources—whether human, material, or financial.

The Committee operates according to a three-year action plan, which helps structure and align its actions with the hotel's strategic sustainability objectives. This plan is reviewed annually to ensure its relevance, effectiveness, and continuous improvement.

AUTHORITY

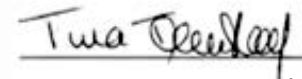
The implementation of this policy falls under the authority of the General Management of Hôtel Tadoussac.

REVIEW

This policy will be reviewed every three years by General Management and the Green Committee to ensure its relevance and effectiveness. For more information regarding the sustainable development policy, please contact Méloé Trottier at mtrottier@hoteltadoussac.ca.

EFFECTIVE DATE

This policy, available on the Hôtel Tadoussac website, was adopted by management in May 2025, and will take effect on June 1st, 2025.



Tina Tremblay
General Manager

