

SUSTAINABILITY REPORT 2018



INTRODUCTION

The Mestral & Llebeig apartments belong to the hotel company Set Hotels S.L created in 1995 by a family group of companies linked to the tourism sector.

Currently the company operates 9 establishments located, all of them on the island of Menorca and with more than 200 workers.

We are a dynamic company and we are in continuous growth.

Our company is committed to quality service, we are committed to taking care of the environment, controlling the impact that our activity can generate in the environment and committed to society and workers.

In the Apartamentos Mestral Llebeig and in general in Set Hotels, we work every day so that our hotels are responsible and respectful with the environment and the community.

Below we will detail some of our commitments and objectives.

ENVIRONMENTAL

- Minimize the use of water: Performing good preventive maintenance by technical services to prevent water leaks, using night irrigation, cleaning and descaling of tank discharges. In April 2018 we changed the water filters for some of reducers. (See results in consumption table).

- Minimize electricity consumption: Through good environmental practices, changing the bulbs to low consumption and LED, deliver only one key per room instead of two (which "obligates" the customer not to leave the card when it leaves the room), have detectors in the doors of the terraces that when they open the door turns off the air, put a limiter in the air conditioning machine that only lets lower-raise the air within the parameters recommended by Royal Decree 1826/2009. (See results in consumption table).

- Minimize gas consumption: we have improved the result compared to other years.

- Minimize the consumption of toner and paper: We propose next year to reduce the number of paper we use. This year we have reduced the number of copies, but due to the change of new printer, we had to spend more toner than the other year. On the other hand, we have spent more folios than the other year because it has added the impression of the registration of hospederías demanded by the civil guard that every day of entrance, it supposes to us between 60-100 daily leaves.

- We recycle the used oil and we control the liters of oil that have been purchased.

Waste management: we try to reduce to the maximum the amount of waste that our activity can produce and manage in a responsible way, we separate the waste in order to be recycled and treated

Our improvements this year to contribute to environmental improvement

Replace the plastic bags of the picnics with cardboard bags, and replace the plastic film with individual paper bags.



Green
BY SET HOTELS

1 MINUTO
para fabricarla
1 MINUTE
to make it

20 MINUTOS
de uso
20 MINUTES
of using

200 AÑOS
para descomponerse
200 YEARS
to decompose it

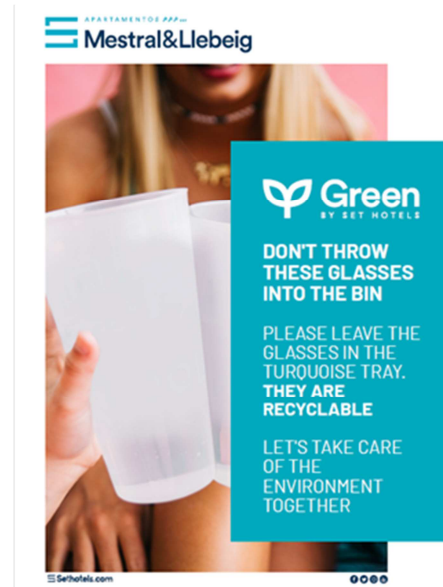
1000 MUERTES
de especies marinas
1000 DEATHS
Marine species

SIN PAJITAS ES MEJOR
BETTER WITHOUT STRAW

Sethotels.com

- Try to reduce the use of straws in bars and restaurants by designing an informative poster about what it costs to manufacture, what it costs to decompose and the deaths of marine species that it causes.

Purchase reusable cups to reduce the use of disposable plastic cups. Creating an informative poster for the clients and facilitating the return of the glasses distributing baskets around the pools and bars so that they can leave them there.



OUR COMMITMENT TO THE COMMUNITY

The plan of commitments of the company carried out from this hotel with the community and workers is:

- Have an urn for donations to the red cross. In 2016, 83.75 € were donated and 32.64 € were donated in 2017
- Collaboration with local cooperatives with the purchase of products from the island promoting their promotion among customers.
- Concern for the work and personal conciliation of our workers, offer insurance to employees, enjoy services in Seth establishments with discounts to staff, organization of paddle tournaments so they can disconnect and interact with their colleagues outside working hours, agreement with companies to offer discounts to our employees, promote equality with a high number of women in management positions.
- We have harassment protocol and hiring the child and a system so that the worker can transmit complaints / suggestions to the center in different ways.
- Collaboration with the school of La Salle offering a reduced price to students and parents (June 16, 2018).

We can find more corporate social responsibility actions in the CSR policy available in the Green Corner.

OUR IMPROVEMENTS IN NUMBERS

ESTANCIAS	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
ESTANCIAS 2008								
ESTANCIAS 2009	8,643	10,928	13,921	16,041	7,305	6,670	63,508	0.00%
ESTANCIAS 2010	9,012	13,304	12,413	16,264	10,661	5,873	67,527	6.33%
ESTANCIAS 2011	8,874	13,377	14,792	16,151	10,549	5,776	69,519	2.95%
ESTANCIAS 2012	10,581	14,049	15,561	16,366	10,705	4,401	71,663	3.08%
ESTANCIAS 2013	11,350	13,572	14,809	15,932	10,587	4,489	70,739	-1.29%
ESTANCIAS 2014	9,834	12,278	12,976	15,550	9,276	5,679	65,593	-7.27%
ESTANCIAS 2015	11,597	13,297	15,236	15,682	11,273	6,009	73,094	11.44%
ESTANCIAS 2016	11,453	14,132	15,913	16,578	10,903	6,591	75,570	3.39%
ESTANCIAS 2017	10,550	13,279	15,487	16,730	9,996	3,638	69,680	-7.79%
ESTANCIAS 2018	10,476	13,157	15,553	16,510	10,192	10,534	76,422	9.68%

CONSUMO ELECTRICO	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
KW/H 2008								
KW/H 2009		46,774	108,963	79,304	67,167	34,442	336,650	0.00%
KW/H 2010	41,864		78,701	74,901	53,417	34,743	283,626	-15.75%
KW/H 2011	38,736	62,789	77,881	85,140	67,799	36,167	368,512	29.93%
KW/H 2012	44,507	72,495	79,566	100,573	66,061	30,534	393,736	6.84%
KW/H 2013	31,087	48,026	58,442	60,977	42,518	33,537	274,587	-30.26%
KW/H 2014	36,643	43,714	51,817	59,678	45,703	43,714	281,269	2.43%
KW/H 2015	37,506	54,886	77,710	76,375	46,119	29,677	322,273	14.58%
KW/H 2016	41,570	49,661	70,258	66,550	57,901	28,636	314,576	-2.39%
KW/H 2017	44,092	23,088	105,433	89,531	35,555	13,043	310,742	-1.22%
KW/H 2018	31,669	37,867	58,423	63,620	42,401	29,672	263,652	-16.19%

CONSUMO ELECTRICO/ESTANCIA	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
KW/H Estancia 2008	0	0	0	0	0	0	0	
KW/H Estancia 2009	0	4.28	7.83	4.94	9.19	5.16	5.3	0.00%
KW/H Estancia 2010	4.65	0	6.34	4.61	5.01	5.92	4.2	-20.76%
KW/H Estancia 2011	4.37	4.69	5.27	5.27	6.43	6.26	5.3	26.21%
KW/H Estancia 2012	4.21	5.16	5.11	6.15	6.17	6.94	5.49	3.65%
KW/H Estancia 2013	2.74	3.54	3.95	3.83	4.02	7.47	3.88	-29.35%
KW/H Estancia 2014	3.73	3.56	3.99	3.84	4.93	7.7	4.29	10.47%
KW/H Estancia 2015	3.23	4.13	5.1	4.87	4.09	4.94	4.41	2.82%
KW/H Estancia 2016	3.63	3.51	4.42	4.01	5.31	4.34	4.16	-5.59%
KW/H Estancia 2017	4.18	1.74	6.81	5.35	3.56	3.59	4.46	7.13%
KW/H Estancia 2018	3.02	2.88	3.76	3.85	4.16	2.82	3.45	-17.12%

CONSUMO AGUA TOTAL	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
Consumo m3 2008							0	
Consumo m3 2009	2,453	4,315	4,728	5,535	2,684	1,814	21,529	0.00%
Consumo m3 2010	3,344	4,176	4,786	5,380	3,805	1,155	22,646	5.19%
Consumo m3 2011	3,992	7,091	6,294	5,593	3,659	3,209	29,838	31.76%
Consumo m3 2012	4,329	7,148	8,574	5,671	3,229	1,051	30,002	0.55%
Consumo m3 2013	2,085	6,097	5,779	5,051	3,244	2,263	24,519	-18.28%
Consumo m3 2014	3,307	5,280	4,198	5,161	3,373	1,934	23,253	-5.16%
Consumo m3 2015	13,900	6,775	6,436	5,885	3,811	2,526	39,333	69.15%
Consumo m3 2016	4,487	5,265	5,957	5,352	3,891	2,184	27,136	-31.01%
Consumo m3 2017	5,330	5,883	5,635	5,316	2,770	981	25,914	-4.50%
Consumo m3 2018	1,902	4,802	5,903	6,525	3,721	3,058	25,911	-0.01%

CONSUMO AGUA TOTAL /ESTANCIA	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
m3/ Estancia 2008	0	0	0	0	0	0	0	
m3/ Estancia 2009	0.28	0.39	0.34	0.35	0.37	0.27	0.34	0.00%
m3/ Estancia 2010	0.37	0.31	0.39	0.33	0.36	0.2	0.34	-1.07%
m3/ Estancia 2011	0.45	0.53	0.43	0.35	0.35	0.56	0.43	27.98%
m3/ Estancia 2012	0.41	0.51	0.55	0.35	0.3	0.24	0.42	-2.46%
m3/ Estancia 2013	0.18	0.45	0.39	0.32	0.31	0.5	0.35	-17.21%
m3/ Estancia 2014	0.34	0.43	0.32	0.33	0.36	0.34	0.35	2.28%
m3/ Estancia 2015	1.2	0.51	0.42	0.38	0.34	0.42	0.54	51.79%
m3/ Estancia 2016	0.39	0.37	0.37	0.32	0.36	0.33	0.36	-33.27%
m3/ Estancia 2017	0.51	0.44	0.36	0.32	0.28	0.27	0.37	3.57%
m3/ Estancia 2018	0.18	0.36	0.38	0.4	0.37	0.29	0.34	-8.83%

CONSUMO ELECTR. LAS DUNAS	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
							0	
							0	0.00%
							0	0.00%
							0	0.00%
KW/H 2012	12,210	14,605	14,840	16,716	12,384	9,482	80,237	0.00%
KW/H 2013	12,536	16,388	17,765	16,970	17,325	11,337	92,321	15.06%
KW/H 2014	14,722	17,563	16,006	16,402	17,724	13,753	96,170	4.17%
KW/H 2015	15,242	19,105	19,075	19,494	15,494	11,442	99,852	3.83%
KW/H 2016	16,377	19,154	19,410	19,644	16,821	14,666	106,072	6.23%
KW/H 2017	17,702	17,483	20,359	17,968	18,823	11,883	104,218	-1.75%
KW/H 2018	16,556	17,667	18,083	21,089	16,599	13,330	103,324	-0.86%

CONS ELEC. LAS DUNAS/ ESTANCIA	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0.00%
	0	0	0	0	0	0	0	0.00%
	0	0	0	0	0	0	0	0.00%
KW/H Estancia 2012	1.15	1.04	0.95	1.02	1.16	2.15	1.12	0.00%
KW/H Estancia 2013	1.1	1.21	1.2	1.07	1.64	2.53	1.31	16.56%
KW/H Estancia 2014	1.5	1.43	1.23	1.05	1.91	2.42	1.47	12.34%
KW/H Estancia 2015	1.31	1.44	1.25	1.24	1.37	1.9	1.37	-6.83%
KW/H Estancia 2016	1.43	1.36	1.22	1.18	1.54	2.23	1.4	2.75%
KW/H Estancia 2017	1.68	1.32	1.31	1.07	1.88	3.27	1.5	6.56%
KW/H Estancia 2018	1.58	1.34	1.16	1.28	1.63	1.27	1.35	-9.60%

CONSUMO AGUA LAS DUNAS	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
							0	
							0	0.00%
							0	0.00%
							0	0.00%
Consumo m3 2012	326	446	552	613	307	231	2,476	0.00%
Consumo m3 2013	266	339	516	447	372	250	2,190	-11.53%
Consumo m3 2014	616	373	539	547	547	698	3,320	51.60%
Consumo m3 2015	1,182	1,317	651	487	332	313	4,281	28.95%
Consumo m3 2016	508	483	506	491	424	326	2,738	-36.05%
Consumo m3 2017	415	404	462	425	404	247	2,356	-13.96%
Consumo m3 2018	715	285	112	228	295	821	2,455	4.23%

CONSUMO AGUA/ESTANCIA LD	Mayo	Junio	Julio	Agosto	Septiembre	Octubre	Total Año	% Dif año Anterior
	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0.00%
	0	0	0	0	0	0	0	0.00%
	0	0	0	0	0	0	0	0.00%
m3/ Estancia 2012	0.03	0.03	0.04	0.04	0.03	0.05	0.03	0.00%
m3/ Estancia 2013	0.02	0.02	0.03	0.03	0.04	0.06	0.03	-10.38%
m3/ Estancia 2014	0.06	0.03	0.04	0.04	0.06	0.12	0.05	63.49%
m3/ Estancia 2015	0.1	0.1	0.04	0.03	0.03	0.05	0.06	15.71%
m3/ Estancia 2016	0.04	0.03	0.03	0.03	0.04	0.05	0.04	-38.14%
m3/ Estancia 2017	0.04	0.03	0.03	0.03	0.04	0.07	0.03	-6.69%
m3/ Estancia 2018	0.07	0.02	0.01	0.01	0.03	0.08	0.03	-4.97%

**-36460 KW/H
DE 2017 A
2018**

**-3032 M2 DE
CONSUMO
DE AGUA DE
2017 A 2018**

GAS PROPANO	
2015	4550 Kg
2016	5170 Kg
2017	4935 Kg
2018	3325 Kg

COMPRA ACEITE	
2015	1690 L
2016	1790 L
2017	1490 L
2018	1340 L

PRODUCTOS ALGENDAR D'EN GOMILA	TOTAL 2017	Total 2017	Fin Julio 2018	Previsión 2018	Diferencia 2017-18
	kgs				
CARNICERIA	444.88				
EMBUTIDOS MENORCA	444.88				
CARNIXUA	115.63	115.63	105.24	210.48	
PASTA SOBRASADA	0.50	329.25			
SOBRASADA "ALGENDAR" KG	252.24				
SOBRASADA CURADA	74.92		203.48	406.96	
SOBRASADA ENVASADA KG	1.59				
QUESOS	1,037.00				
MAHON	19.87				
QUESO TIERNO "ALGENDAR" KG	19.87	19.87	453.53	907.06	
PIEZAS	1,017.13				
CUÑA QUESO OBSEQUIO	645.00	645.00	310.00	620	
QUESO CURADO KG	5.22	5.22	25.08	50.16	
QUESO SEMI "ALGENDAR" KG	314.87	366.91	355.35	710.7	
QUESO SEMI ENVASADO KG	10.65				

QUESO SEMI KG	41.39				
Total Kilos	1,481.87	1,481.87	1,452.68	2905.36	1,423.49

APTS. MESTRAL & LLEBEIG										VARIACIÓN
AÑO	2010	2011	2012	2013	2014	2015	2016	2017	2018	2017-18
TONERS	6	7	8	11	9	5	7	4	10	150.00%
COPIAS	n/a	n/a	n/a	n/a	n/a	2310	1177	7183	5485	-23.64%
FOLIOS	30	40	67	35	30	48	58	50	70	40.00%

As shown in the previous table, what we have bought at the date of July already almost exceeds the total purchased in 2017.

COMPARATIVO COMPRA FRUTA Y VERDURA DE MENORCA KM 0 por años

	2016	2017	Agromenorca	Fres i Bó	total
			31-jul-18	31-jul-18	31-jul-18
HAGA	4569	3935	1526.98	238.55	1765.53
HST	6148	7554	2196.29	1132.45	3328.74
IP	6152	4510	2280.84	550.9	2831.74
HPA	5365	8103	2573.06	891.5	3464.56
LD	5140	5862	2777.8	1114.4	3892.2
HPC	3806	3694	1111.82	153.6	1265.42
HPM	2979	3743	1432.33	377.65	1809.98
H55			3297	577.7	3874.7
totales	34159	37401	17196.12	5036.75	22232.87
		3242			

SA COOPERATIVA DEL CAMP		30/08/2018
	LD	TOTAL
Salchicha	109	109
Chorizo criollo	25	25
chistorra	97	97
butifarra	16	16
estof ternera		0
estof cordero		0
cuixot		0

queso		0
		247

We do not have a history before 2018 because we have started buying meat

	2014		2015		2016		2017	
	Hombres	Mujeres	Hombres	Mujeres	Hombres	Mujeres	Hombres	Mujeres
HAG	9	14	11	17	13	14	10	12
HPM	26	18	26	19	22	17	28	24
HPA	16	20	19	19	18	18	24	18
HST	24	23	26	25	27	28	30	23
Mestral	15	17	20	16	21	17	20	18
HPC	19	20	18	22	24	24	16	25
Central	2	3	2	4	2	4	4	4
HIP			25	26	25	23	26	24
TOTAL	111	115	147	148	152	145	158	148

from Menorca as of July 2018.

(All 2018 values are valued until September). We do not have a history before 2018 because we have started buying meat from Menorca as of July 2018.

(All 2018 values are valued until September).

We do not have a history before 2018 because we have started buying meat from Menorca as of July 2018.

(All 2018 values are valued until September).

	2014		2015		2016		2017	
	Hombres	Mujeres	Hombres	Mujeres	Hombres	Mujeres	Hombres	Mujeres
HAG	1	1	1	1	1	2	1	2
HPM	3	2	3	2	3	3	2	4
HPA	2	3	2	3	2	3	3	3
HST	3	3	3	3	3	3	3	3
Mestral	4	2	4	2	3	2	3	1

HPC	2	4	2	4	2	4	2	4
HIP			4	3	4	3	4	3
	15	15	19	18	18	20	18	20

Trabajadores en Mestral Llebeig por nacionalidades

	2014			2015			2016			2017		
	hombres	mujeres	total	hombres	mujeres	total	hombres	mujeres	total	hombres	mujeres	total
España	11	12	23	16	13	29	16	14	30	16	12	28
Italia	1		1						0			0
Ecuador	1	1	2	1	1	2	2		2	2	1	3
Peru	1	3	4	1	1	2	1	2	3		3	3
rep dominicana									0		1	1
nicaragua								1	1		1	1
Rumania	1		1	1		1			0			0
Colombia		1	1						0			0
Inglaterra					1	1			0			0
mauritania							1		1			0
marruecos									0	1		1
Belgica				1		1	1		1	1		1

Residuos peligrosos

RESIDUOS PELIGROSOS APARTAMENTOS MESTRAL-LLEBEIG											
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	
Envases vacíos contam (KG)(sin ecoembes)	108	66	68	114	152	122	138	SIN DATOS	240 + 33	0	
Aerosoles peligrosos (sin ecoembes) (KG)	2	0	2	1	17	6	0	0	0	0	
Tubos Fluorescentes (KG)	5	6	5	8	4	10	8	12	6.5	sin datos	
Pilas salinas (KG/UNID)	5.00	6	9	4	4	9	2	60 unid	1,5 kg	sin datos	
RAES (kg)						9	60	500	200	75 kg (CFC) + 100 Kg (RAES)	
Soluciones ácidas (kg)			2	5	2		11	sin datos	15	15	

Seguimiento de residuos Urbanos

MESTRAL LLEBEIG			
AÑO	2015	2016	2017
ESTANCIAS	73558	75912	69680

	TOTALES	P/ ESTANCIA	TOTALES	P/ ESTANCIA	TOTALES	P/ ESTANCIA
VIDRIO	2179	0.0296	2217	0.0292	8717	0.1251
PAPEL Y CARTÓN	1891	0.0257	2253	0.0297	3824	0.0549
ENVASES LIGEROS	1047	0.0142	711	0.0094	5200	0.0746