


SUSTAINABILITY

SAVE THE FUTURE SAVE THE PLANET



FREIGEIST

 ClimatePartner

FREIGEIST & FRIENDS GMBH & CO. KG
Daimlerstrasse 2 | 37075 Göttingen

WEB
freigeist-friends.com

REPORT

RESPONSIBILITY – OUR RESPONSIBILITY

“For me, the topic of sustainability is a meaningful undertaking. A journey that constantly keeps us busy and on which we continue to develop – for a future suitable for our grandchildren.

With the FREIgeist Hotels and the Relais & Châteaux Hardenberg BurgHotel, we are creating future spaces for sustainable action. By taking responsibility together, being brave and different - with our team, our business partners and also with our guests - for the environment, the people and the company.

For me, sustainability is not an additional offer in the hotel and catering industry as a social linchpin, but rather a matter of course where realistic and feasible. Here too, we remain true to ourselves by looking for creative solutions together as a team and at the same time being honest and authentic where we cannot find alternatives.

The 17 Sustainable Development Goals, the UN SDGs, provide the necessary framework and incentive to participate in the goal of the 2030 Agenda to ensure a life of dignity for all people.

Resource protection, well-being at work and social commitment in the southern Lower Saxony region are important topics in our sustainability efforts to date, which will certainly continue to accompany us on our journey to becoming a sustainable company.”



**Let's start today.
For the planet.
For our grandchildren.**



Yours, Georg Rosentreter,
Managing Partner,
FREIGEIST & FRIENDS GMBH & CO. KG

“For me, the topic of sustainability is a meaningful undertaking. A journey that constantly keeps us busy and on which we continue to develop – for a future suitable for our grandchildren.”

FIND YOUR WAY

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ABOUT FREIGEIST – ABOUT THIS REPORT

The years 2020 to 2022 offered valuable learning and growth opportunities despite the challenges posed by the Covid-19 pandemic. Although the various lockdowns affected our business model, they also allowed us to demonstrate our adaptability. Nevertheless, the various key figures are not representative of these periods. We have therefore decided to focus primarily on the year 2022 in this report. Even though there was a lockdown in the hotel and catering industry at the beginning and at the same time we opened a new project, the FREIgeist Göttingen Nordstadt including the Smart Apartments FREIgeist Homes. This is the largest house in the FREIGEIST & FRIENDS group to date, which is reflected in both the number of employees and our consumption data. All data for FREIgeist Homes is included in this report in the results from FREIgeist Göttingen Nordstadt.

It was possible to determine the number of employees as of September 1, 2023, so we compare the years 2022 and 2023 to show a trend. Unfortunately, it was not possible for us to obtain exact consumption data during the year as of September 1st, 2023. Which is why we only included the year 2022 in the evaluation. To make these numbers a little more tangible, we have put them in relation to the number of overnight stays. Unless otherwise stated, the figures listed refer to the total of all five

hotels in the FREIGEIST & FRIENDS group. In the interest of transparent reporting, our goal is to continually update and develop this report.

The contact person for comments and questions about this report is:

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DESTINATION – OUR VISION AND OUR COMPASS

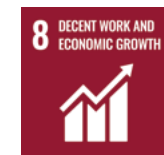
For us at **FREIGEIST & FRIENDS**, **sustainability** is a journey we all are on together. We act transparently, authentically, meaningfully and responsibly. **For us, our planet and for the generations to come.** Our vision: “We do not take more than we give.” Through **shared responsibility**, we create **future space** for ourselves and you, the environment and the company.

Our compass is the **Sustainable Development Goals** (UN SDGs), the 17 goals for sustainable development of the United Nations. As a team, we examined which of the goals we can authentically and realistically stand for and achieve in our companies and achieve, what we are already doing and how we want to develop ourselves, our environment and our business activities in the future. We have rated 7 SDGs as essential for our sustainability journey.

More about this in the Sustainable Pathways section.

OUR SUSTAINABLE DEVELOPMENT GOALS

- Health and well-being
- Quality education
- Gender equality
- Affordable and clean energy
- Sustainable production and consumption
- Climate protection measures
- Decent work and economic growth



Jörg Treichel

Sustainability project coordinator

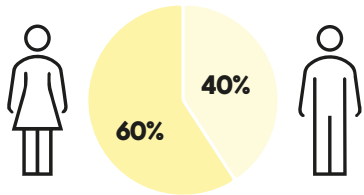
FACTS – FREIGEIST & FRIENDS

Working at the FREIgeist Hotels and the
Hardenberg BurgHotel for 2023*

313



Employees**
(including trainees, excluding temporary
workers and working students)



Proportion of women and men
in the total workforce

52%



The leadership positions are held by
women

47 nations



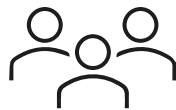
A variety of people with different
nationalities work for FREIGEIST &
FRIENDS - we currently employ people
from 47 different nations

79%



The workforce has a full-time contract.

38 years



A young team – 38 years is the average
age of our workforce (excluding
trainees)

* As of September 1, 2023

**Due to the opening of the FREIgeist
Göttingen Nordstadt, the number of
employees increased by 16.1% compared
to the previous year.



Muriel Helmold
Operations Manager Assistant

PEOPLE AND SPIRIT – OUR TEAM AND OUR VALUES

FREIGEIST & FRIENDS sets new tourist impulses in southern Lower Saxony with extraordinary hotels, restaurants and bars. The privately run family business based in Göttingen, Lower Saxony, includes the specially designed FREIgeist establishments and the 5-star Relais & Châteaux Hardenberg BurgHotel.

Some people facts

+16.1% The total workforce of FREIGEIST & FRIENDS GmbH & Co. KG increased by a good 16.1 % in 2023 compared to the previous year. This is mainly due to the opening of our new and largest hotel in Göttingen's "Nordstadt".

52% Diversity & equal opportunities are not empty phrases for us: 52 % of management positions will be held by women, both in 2023 and in the previous year.

47% We also rely on a diverse, multicultural and enriching team. We are proud that employees from 47 different nations work together with us and shape our spirit. What's special: Compared to 2022, this number has almost doubled and increased from 28 to 47 different nationalities.

People are the heart of our FREIgeist Hotels and the Hardenberg BurgHotel and the engine of the Sustainability Journey, whether in front of or behind the scenes – as guests or employees.

We at FREIGEIST & FRIENDS stand for: Home. Enjoyment of life. Guest joy. A fine blend of stubbornness and curiosity as well as security and stability. Family.

**Together we are strong.
Everyone is unique.**

Muriel: "It's like coming home!"

Lina: "A problem? No problem! I find creative solutions and pursue goals in a completely FREIgeist-like way! You can also enjoy a gin and tonic in the HERBARIUM bar!"

Rüdiger: "The opportunity to develop freely is an opportunity that plays a particularly important role in our company. Each house is individual and the social relationships are unique."

Manuela: "With my passion for cooking, I am known for making scrambled eggs and coffee breaks! What I prefer to do? My favorite cheesecake!"



Lina Freund
Business Development Project Management

SPACES – FUTURE SPACES FOR US & YOU

FREIgeist

WALD HOTEL NORTHEIM



WALDWERK

FREIgeist Northeim

A forest hotel for nature lovers and thoughtful people. Because here, right in the Northeim Wieterwald, there is plenty of fresh air and open space. Meet and hold conferences with a view of the forest, grill at the fire ring and try fresh regional and seasonal dishes in the WALDWERK restaurant.

62

Rooms

37

Employees

32.83 KG

CO₂e per night



ClimatePartner
zertifiziertes Unternehmen
climate-id.com/8ZYZH9



How important is the topic of sustainability to you in your job?

“The topic is very important to me, not just in terms of inventory management or the CO₂ footprint. For me, it's more about assuming social responsibility in our region. This not only includes appropriate, contemporary training, but also creating and securing along our regional value chain.”

– Rüdiger Mehlgarten, head chef at the
Restaurant Waldwerk
FREIgeist Northeim





SPACES – FUTURE SPACES FOR US & YOU

FREIgeist

PS.SPEICHER HOTEL EINBECK

GENUSS®
WERKSTATT

FREIgeist Einbeck

THE hotel for tinkerers and idea engineers right next to PS.SPEICHER, the legendary vintage car museum in the historic grain storage. Here, horsepower from the ceiling and beautiful curves on the walls set the visual tone.

63

Rooms

34

Employees

23.22 KG

CO₂e per night



ClimatePartner
zertifiziertes Unternehmen
climate-id.com/2UMYJV

How are social aspects integrated into the operation of the hotel?

“The guests can also see this from our employees. They are happy to be there



for the guests. Because everyone can be who they really are, this is accepted and respected, we work with a lot of commitment and joy. In addition, the company also creates the right financial conditions and benefits, such as a summer party for the employees.”

What impact did the company's sustainable measures have on your actions?

“I can also adopt some things for the “private” sustainability idea, e.g. the water-saving shower head. Of course, this applies in both directions – the company can only benefit from this, especially given the number of employees.”

– Sebastian Woschek, receptionist
FREIgeist Einbeck

SPACES – FUTURE SPACES FOR US & YOU

FREIgeist

WISSEN HOTEL GÖTTINGEN
INNENSTADT



A MEMBER OF
DESIGN HOTELS™

FREIgeist Göttingen Innenstadt

Our FREIgeist Göttingen Innenstadt offers you modern comfort, a relaxed atmosphere and a cool kitchen. Take some time out or let big ideas emerge.

118

Rooms

52

Employees

14.75 KG

CO₂e per night



ClimatePartner
zertifiziertes Unternehmen
climate-id.com/MVZBAI

What are we doing well when it comes to sustainability and what could be done even better?

“We are already exemplary when it comes to sustainability. For example, cleaning the rooms on request and



switching the breakfast buffet to organic products are big steps in the right direction. However, there are points that we can still work on, such as further avoiding waste.”

— Melissa Wiegmann, associate host
FREIgeist Göttingen Innenstadt



SPACES – FUTURE SPACES FOR US & YOU

FREIgeist

QUARTIER HOTEL GÖTTINGEN
NORDSTADT



A MEMBER OF
DESIGN HOTELS™

FREIgeist Göttingen Nordstadt

In our hotel in the heart of the Sartorius Quarter, we give you space that inspires you - to feel good and relax, for inspiration and exchange as well as to celebrate - with high standards of materiality and individuality.

123

Rooms

58

Employees

19.29 KG

CO₂e per night



ClimatePartner
zertifiziertes Unternehmen
climate-id.com/A6BSGQ

FREIgeist Homes

Make yourself comfortable with us: in one of our apartments with 18 to 52 m² in Göttingen Nordstadt, which are by no means an off-the-shelf home. You can



expect an individual overall package that will make you want to move in with us permanently.

114

Apartments

What do you think about FREIgeist's commitment to sustainability?

“What I particularly like is that we implement a lot of little things that have a big impact. For example: the almost exclusively paperless work at the reception using digital tools, that our guests find natural cosmetics and free water in the rooms, or organic products on the breakfast buffet.”

– Aurora Sartoretto, receptionist
FREIgeist Göttingen Nordstadt

**EAST
OF
ITALY**



SPACES – FUTURE SPACES FOR US & YOU



Hardenberg BurgHotel

The Relais & Châteaux Hardenberg BurgHotel is located in the middle of the green surroundings and below the historic Hardenberg castle ruins. Here, in close connection with the region and the surrounding nature, 5-star luxury and warm hospitality merge to create a unique experience.

42

Rooms

37

Employees

38.84 KG

CO₂e per night:



ClimatePartner
zertifiziertes Unternehmen
climate-id.com/S5A2LN



What do you think we are already doing right and well in the area of sustainability and what could be done better?

"I think the moving towards regional producers and organic items is good. I would think it would be even better if we developed more ways to ensure that every employee is aware that sustainability is important and that it is understood. This means that everyone pays attention to saving energy, disposing of waste correctly or, in the best case, even avoiding it."

– Malte Gunzert, head chef
Restaurant Novalis
Hardenberg BurgHotel

Novalis
RESTAURANT



SUSTAINABLE PATHWAYS – OUR SUSTAINABLE WAYS

Sustainable business requires creativity and an environmentally conscious infrastructure: We have set ourselves the goal of always questioning and optimizing processes, products, etc. This concerns the sensible use of resources (e.g. energy efficiency; use of materials) as well as regional procurement, but also our treatment of guests and employees and the assumption of social responsibility.

For us at FREIGEIST & FRIENDS, the following seven Sustainable Development Goals are essential. This results in four areas of action for future measures and objectives:

Assigned measures and objectives at FREIGEIST & FRIENDS

[3] Health and welfare [4] Quality education [5] Gender equality

- Corporate Health Management
- Compatibility of family and career
- Flexible working time models
- Inclusion & Accessibility
- Training & team building

[7] Affordable and clean energy [13] Climate protection measures

- Consistently reduce power consumption
- Further expansion of on-site electricity production
- Sustainable mobility concepts (e-fleet, bike leasing, job ticket)
- Biodiversity projects at the locations

[8] Sustainable consumption and production

- Design supply chains sustainably and work together in partnership
- Waste reduction and separation at suppliers
- Promote sustainable consumption: create awareness; own food and beverage concepts

[12] Decent work and economic growth

- Offer/use predominantly organically produced/grown food and beverages
- Agree on return systems for all packaging materials with suppliers and reduce packaging waste
- Reduction of overproduction of food
- Avoiding and reducing the use of chemicals
- Training and raising awareness of employees
- Driving digitalization forward

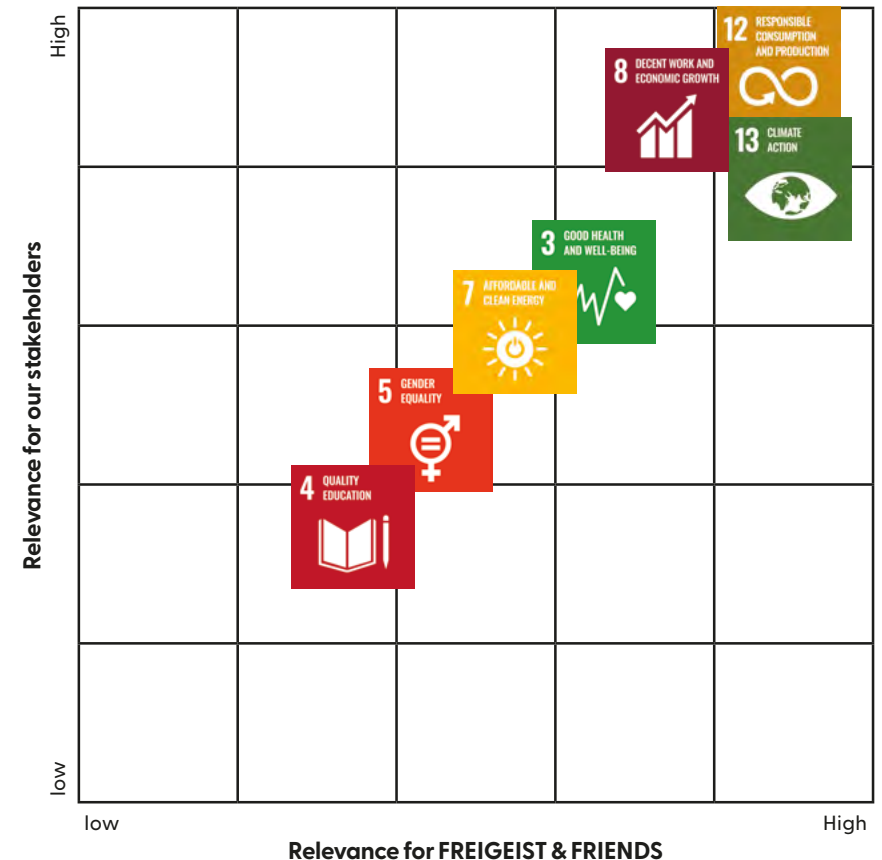
MATERIALITY MATRIX – SUSTAINABILITY GOALS

Relevance for our stakeholders and FREIGEIST & FRIENDS:

“Sustainability is part of our company! We want to continuously develop together with everyone involved. The materiality

analysis helps us with this. Our first materiality analysis, created through workshops and surveys from stakeholders (employees and guests), provides us with substantive results that provide us with a consistent focus and clear orientation in the sustainability jungle.”

– Jörg Treichel
Sustainability project coordinator
FREIGEIST & FRIENDS



FACTS – FREIGEIST & FRIENDS

Resource consumption of the FREIgeist
Hotels & the Hardenberg BurgHotel 2022

100% 
Green electricity

205.5l 
Water per night

34 
E-charging stations

24 kg CO₂e 
per night

17.2 KWH 
Electricity per night

80,385 
Overnight stays

3.7 KG 
Laundry per night

ENVIRONMENT – ECOLOGY

What are we already doing? We are always looking for environmentally friendly and environmentally conscious alternatives to conventional processes and products as well as measures to reduce our negative environmental impact. **Our credo:** regional. Connected. Steady. Respectful. Curious. Organic.

FOOD: Regional is healthy and good for the environment at the same time. That's why, wherever possible, we prefer to process food that we buy regionally and seasonally and whose suppliers we know by name and face. These include, for example:

- Game from the surrounding forests of Hardenberg, from professional hunter **Florian Saltenberger**, for our houses in Northeim and Nörten-Hardenberg
- Organic vegetables from **Werderhof Göttingen**
- Organic vegetables and organic eggs from **Jörg Penk** from Moringen
- Honey from **Dr. Ulrike Hurling** from the Wieterwald in Northeim
- Herbs from **Arne Dörries** from Bad Gandersheim
- Mustard from **Einbecker Senfmühle**
- **Luisenhall salt** from Göttingen
- Fresh salmon trout from the Edesheim eel smokehouse

The local supplier **Naturkost Elkershausen** provides us with excellent support with deliveries and selection options. All of our hotels have been

organically certified since 2023 and our breakfast offerings predominantly contain organic products.



Our guests can find **fair trade & organic coffee** as well as espresso from **Seeberger** in all our hotels. Coffee machines with sustainable coffee capsules from **MyCoffeeCups** and tea capsules from organic supplier **BISTROTEA** are available in the rooms. Tea drinkers can enjoy the large selection of organic & vegan teas from **SAMOVA** in the restaurants and event areas.

In order to produce as few leftovers as possible when consuming meat, we buy meat for our WALDWERK restaurant at **Gut Fahrenbach**. You only slaughter an animal once all parts of the animal have found a buyer.

Sweets? In cooperation with **Wiebkes Hofcafé**, we create ice cream for all houses according to their own FREIgeist wishes, such as: Rosé sorbet or the VON HALLERS Gin ice cream.

What we don't do? Avoid tuna, salmon, sea bass, etc. We have not yet found a good alternative for our sushi restaurant INTUU. We continue to keep our ears, eyes and palate open and in the meantime enjoy fresh, regional (salmon) trout from the **Leinetaler Aalraucherei** on our menus.

DRINKS: Our individualized FREIgeist products were created in close collaboration with local suppliers or German partners, such as the naturally cloudy FREIgeist apple juice in cooperation with Creydt from Dassel. The apples for production come from orchards in the region.



Our FREIgeist wines, such as the organic FREIgeist red wine cuvée from **Weingut Pfannebecker** in Rheinhessen, the FREIgeist white wine cuvée and FREIgeist sparkling wine from **Becker Landgraf** (FAIR'N GREEN certified) and the FREIgeist rosé as estate wine from **Weingut Walter** in the Mosel valley, were blended in cooperation with our winemaker friends from Germany and were created through years of collaboration and mutual visits on site.



Together with the **Hardenberg Distillery**, we offer our guests regional whiskey and the already nationally known VON HALLERS Gin, which was produced in collaboration with the Botanical Garden in Göttingen. For each bottle sold, the Botanical Garden receives one euro back from the distillery for work and staff.

Where else can you find our products? In our minibars! Our guests can expect FREIgeist drinks as well as the **Einbecker Pils** or, in the two Göttingen houses, the **Göttingen Bier**.

What are we proud of? With our restaurant WALDWERK and the HERBARIUM Bar, we are part of the Göttingen **FairBio cooperative** - an initiative of organic producers, farmers, retailers and consumers with a passion for the natural food and organic market.

NON-FOOD: The coffee cups to go from **NEFSU** offer design and drinking comfort without compromises. Our ballpoint pens are made from recycled cardboard and are sustainably produced in Germany.

The cozy wool blankets come from the weaving mill **Weberei Richter** in Bocholt, which produces its products according to the strict guidelines of the Global Organic Textile Standard (GOTS) and the specifications of Oeko-Tex Standard Product Class 1.

We offer FairTrade T-shirts and sweaters from **Stanly Stella** in our FREIgeist shops and for our employees. The clothing is produced entirely in Germany and printed regionally in Göttingen with our FREIgeist brand.

In addition to the fact that all of our **hotel linen is made from 100% cotton** and has been awarded the Green Button, we completely avoid using plastic packaging for transport. Employee clothing, tea towels, etc. are not delivered specially wrapped in foil.

To clean our hotel linen and towels, we cooperate with the **Hesse** laundry from nearby Dransfeld.

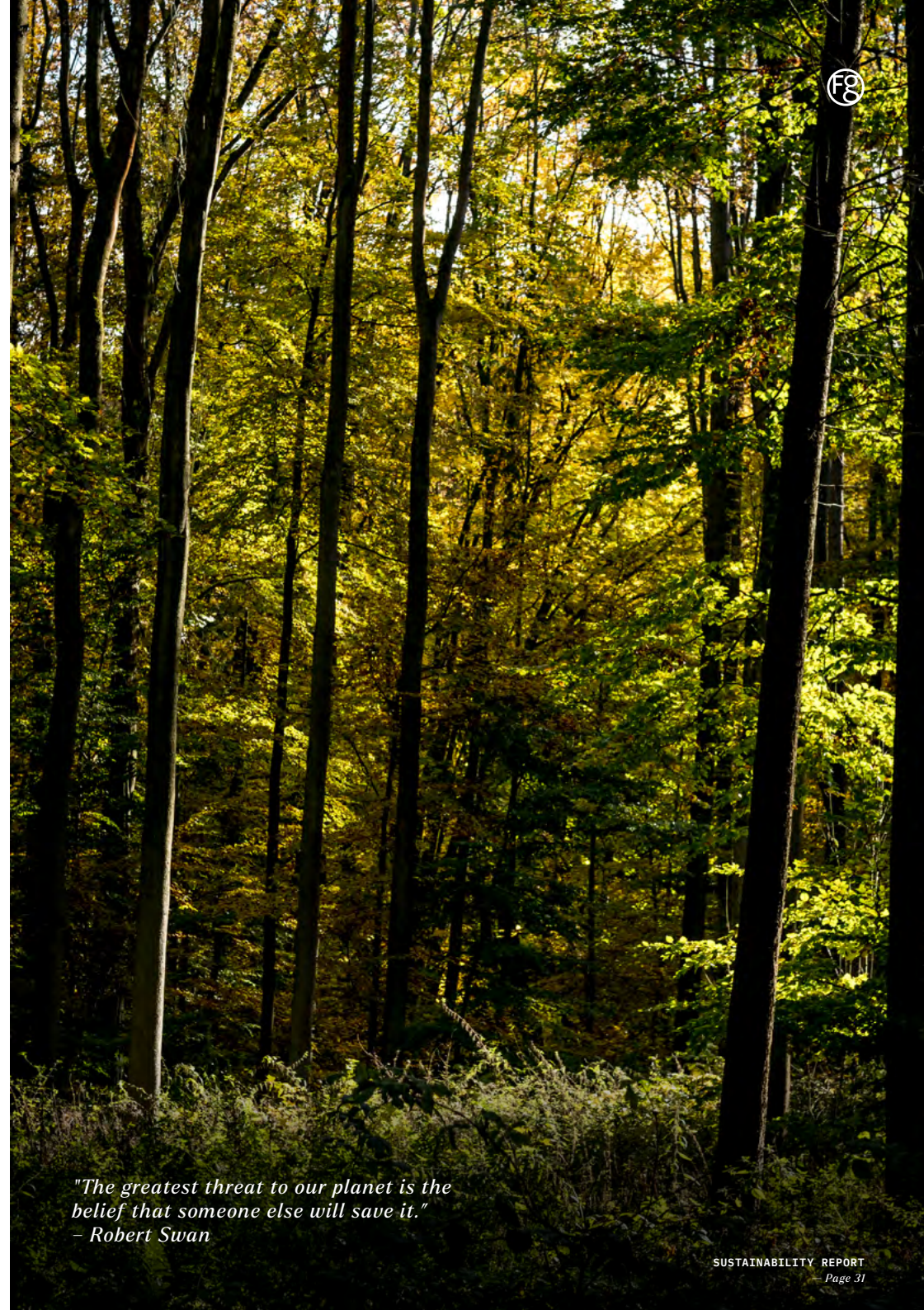
Our **COSMETIC PRODUCTS** in all FREIgeist hotels come from the Swedish natural cosmetics brand **L:A Bruket**, which are Cosmos natural certified. This certification certifies sustainable purchasing, environmentally friendly packaging, natural and sustainably produced ingredients and fair remuneration for suppliers/producers and employees.

L:A Bruket donates a portion of sales to sustainable causes, including protecting the European jungle and cleaning up the oceans.

At the Hardenberg BurgHotel, our guests will find high-quality cosmetics from **Molton Brown** in their rooms as well as products from the French brand **SOTHYS** in our Hardenberg BurgSpa.



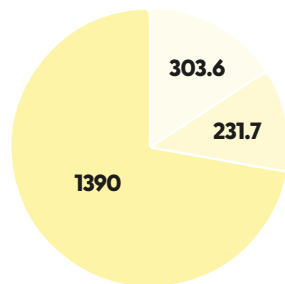
RESOURCE AND CLIMATE PROTECTION: With ClimatePartner we have calculated our entire CO₂ footprint and initiated appropriate measures to reduce our emissions (e.g. LED lighting, stand-by circuits, aerators in the rooms, kitchens and public toilets, waste reduction, etc.) as well as through **climate protection projects** such as: **wind energy in the northeast of Brazil** and efficient cooking stoves in **Maharashtra/India**.



"The greatest threat to our planet is the belief that someone else will save it."
— Robert Swan

The calculation of our Company Carbon Footprint for 2022 shows that Scope 1 and Scope 2 emissions for FREIGEIST & FRIENDS account for just over a quarter of total emissions. The remaining three quarters of the emissions come from Scope 3 and thus the upstream and downstream trades, which we can only influence to a limited extent. Nevertheless, we are aware of our responsibility here and want to continually reduce our impact.

**Company Carbon Footprint
FREIGEIST & FRIENDS 2022 CO₂e IN T**



Scope 1 Scope 2 Scope 3

Scope 1 emissions are direct emissions from sources that are directly responsible/controlled by the company, e.g. through the combustion of fuels in plants, the vehicle fleet, etc. Scope 2 emissions are indirect emissions from externally generated energy, e.g. purchased electricity, district heating, etc.

Through successive investments in modern building technology, we strive to continuously reduce electricity consumption per overnight stay and are already seeing significant progress in reducing this.

In comparison our water consumption is high. That's why we are now real water saving experts. By investing in **efficient shower heads**, we save 6320m³ of water in our 5 houses every year.

All locations are supplied with **100% green electricity**. By maintaining a general basic temperature of 21 degrees in the houses and only heating the rooms when they are occupied, we save on heat energy.

Room cleaning in the FREIGEIST Hotels is carried out automatically for stays of more than three nights. Intermediate cleaning is possible at the explicit request of our guests.

We rely on gentle cleaning products from **Dr. Schnell**. Micro-cleaner devices that use hot steam and little use of chemical cleaners also support our sustainable approach to cleaning.

Separating waste and avoiding it as much as possible are the be-all and end-all in our houses. We coordinate waste disposal through **ReFood**. Food and leftovers, frying fats, vegetable fats and fat separator contents are disposed of safely and hygienically. ReFood replaces the food waste containers at a flexible disposal rhythm and uses the organic residues for bioenergy. For most of our advertising materials, we use sustainably produced printed products made from recycled paper and rely on resource-saving and fair origins for everyday and consumable products (e.g. room cards, laundry bags). We purchase our office supplies from memo AG – a mail order company for ecological, socially responsible and high-quality products.

Thanks to our new city hotel FREIGEIST Göttingen Nordstadt, the majority of our employees are able to get to work from the surrounding area by public transport, by bike or on foot. The average kilometers driven by employees to work by car per overnight stay were reduced from **10.21 km in 2021 to 6.61 km in 2022**.

Since summer 2023, we have been supporting our employees in "pedaling" with our **bike leasing program** through BLS Bikeleasing-Service GmbH & Co. KG. We hope to cycle many kilometers – keeping an eye on our environment and our health.

In the spirit of e-mobility, we have already embarked on a journey and, in collaboration with EAM, installed a total of 34 charging stations – divided among all hotels. These are integrated into the existing parking space concept in such a way that they can be expanded to an unlimited number of charging points at any time without much effort. This is how the energy transition is gaining momentum.

Where are we heading?

- Optimization of technical systems in Northeim and in the Hardenberg BurgHotel
- Reducing our water consumption by 20% by 2025 compared to 2022
- Introduction of a reusable system for to-go packaging
- Return of packaging
- Expansion of further training offerings in terms of sustainability



"For us, sustainability is not an add-on, but rather inclusive and is of course part of the overall atmosphere that we offer our guests. EAM is our energy supplier with whom we have a long-standing and trusting collaboration. That's why we're pleased that the regional supplier's green electricity is now also flowing at our e-charging stations."

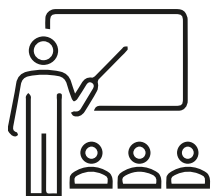
– Isabelle Rosentreter, host,
Hardenberg BurgHotel

FACTS – FREIGEIST & FRIENDS

Responsible working environment and
social commitment of the FREIgeist Hotels
& the Hardenberg BurgHotel 2022 | 2023*

58

Trainees



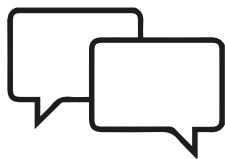
9

FREIgeist Academy events
were held in 2023



1X

Language course is scheduled
per week



35

35 online training courses have
already been attended in 2023.



* As of September 1, 2023



SOCIAL – SOCIAL AND SOCIETY

What are we already doing? Responsible working environment: We see ourselves as a community of values based on partnership, in which employees, employers, business partners and guests can feel equally valued and safe.

Our credo: Community. Tolerant. Appreciative. Faithful. Real. Respectful. Safe. Passionate. Humorous. Individuality, creativity and thinking outside the box are part of our FRELgeist spirit and therefore we also stand for lived responsibility. At the same time, we are always open to feedback and new ideas.

Together with Simmeth Training and our internal FRELgeist Academy, we strengthen existing potential and resources and create new perspectives – for our trainees as well as for our experienced specialists. A total of 52 one-hour training courses were offered in 2022 and 35 in 2023 via the digital training provider Simmeth-Training.

In addition, the internal FRELgeist Academy was launched in 2022. Learning from and with each other is the motto here: Our experts pass on their knowledge in the form of wine training, cocktail courses or service training or we visit regional suppliers to find out more about the respective products and have a direct exchange get. The FRELgeist Academy has been an integral part of our continuing education offering since 2023 and has already taken place nine times this year.

As part of the **Fair JobHotel e.V.** we rely on uniform standards and fair working conditions for our employees.

Occupational safety and health protection are important topics that we give space to through our ASA (occupational safety committee) and the collaboration with the PIMA Health Group. Only with healthy people on board can the journey towards a livable and sustainable future begin.

For us, a responsible working environment also means investing in high-quality training and committed to the talents and free spirits of tomorrow. In 2023 we are particularly proud of the high training rate. We currently have 58 trainees in the professions of hotel specialist, restaurant and event

*"Sustainability is a journey
– and we are already on the way!"*

catering specialist and chef.

In addition, we enable our international workforce to take part in various language courses (Ukrainian - German-Basic and German - English), offer an option for company pension provision, staff catering and various benefits.

What we don't do? Flexible working hours and mobile working cannot be implemented in the majority of our departments and positions. However, where realistic and feasible, scope is created to support the compatibility of private and professional life.

Society: One goal of our Sustainability Journey is to stimulate sustainability thinking in the region and in the tourism industry in general through our actions and thus stimulate competition towards more sustainability.

We have been supporting Fair Bio e. G. since 2022 – an initiative by organic producers, farmers, traders and consumers to give fair and organic products and their producers more visibility in the regional market.

Our social commitment includes supporting:

- the **Göttinger Literaturherbst** GmbH, in the form of a hotel cultural sponsorship of the **Kunsthau Göttingen** with the exhibition focus on contemporary art as well as a membership of the Förderkreis Kunsthau Göttingen e. v.
- Temporary cooperation as a hotel cultural sponsorship with the **Bad Gandersheim State Garden Show** and the city of Göttingen for the

Kultursommer including the **KWP Festival** and

- Donations amounting to €28,586.05 to **AKTION DEUTSCHLAND HILFT** "Support the Ukraine"

In addition, since spring 2023, we have been supporting the region's food banks with food donations from the **Naturkost-Elkershausen** range worth €9,600.00 annually.

– Viktor Neufeld, managing director
Tafel Göttingen:

"Recently we were no longer able to register new customers because the food donations were no longer enough for the almost 1,500 people we support. That's why it's so fantastic to see how Mr. Heldberg and Mr. Rosentreter are committed to our customers and at the same time doing something good for our planet."

Where are we heading?

- Establishment and expansion of company health management
- Regular employee surveys plus deriving appropriate measures
- Furthermore: strengthening a positive working atmosphere

GOVERNANCE – BUSINESS & CORPORATE MANAGEMENT

What are we already doing? We want to offer all FREIgeist hotels and the Hardenberg BurgHotel a secure future and are therefore committed to protecting and promoting this with our corporate strategy. We act as role models and fulfill our responsibility by thinking, acting and being sustainable.

Our credo: A FREIgeist spirit. Realistic. Authentic. Makeable.

Sustainability requires expertise and long-term commitment, which is why we have had our sustainability manager Jörg since 2022 as well as a sustainability and strategy team consisting of employees from different companies and departments.

As a member of DEHOGA, the lobby group and ambassador of the hospitality industry, we always deal with current industry topics, requirements and recommendations.

Digitalization is a central topic in our understanding of sustainability. Green hosting, online voucher shop, our digital guest directory Straiv and the hotelkit tool for our internal communication have been examples of our start into the digital future for several years – for more paperless work.

In keeping with the FREIgeist spirit, we are always looking for potential

for improvement. Quality assurance through internal and external audits as well as initial surveys, e.g. B. from employees and stakeholders provide us with indicators to initiate appropriate measures for our further sustainability journey.

Where are we heading?

- Development of Code of Conduct Code of conduct for all employees
- Continuous stakeholder surveys (defined process) and derivation of measures
- Creation of procurement guidelines

PARTNER – OUR COMPANIONS

Appropriate appreciation and acting on an equal footing are also part of our philosophy when working with our partners, because only together can change towards greater sustainability be achieved.

We are proud and grateful for our network that shares our values and accompanies and supports us on our sustainability journey.

Our credo: regional. Steady. Organic. FAIR. Diverse. Value-oriented. Strong together.



Voices of our companions:

“Organic products are becoming more and more established in the middle of society. They have become indispensable, especially in the grocery store. They still lead a shadowy existence in the hotel and catering

industry. We are all the more pleased that the FREIgeist Hotels have set out to give regional organic food a place in their kitchens. In doing so, they take on a real pioneering role and have an impact on the entire region. We at Naturkost Elkershausen are pleased to have another strong player in our network with whom we can further develop our region for the benefit of everyone.”

– Jonathan Mesecke, Managing Director of **Naturkost Elkershausen**

“A fruitful collaboration lasting more than 15 years connects our Penk organic farm with the FREIgeist Hotels and the Hardenberg BurgHotel. Together we have achieved a lot: regular deliveries of eggs, vegetables, potatoes, chicken and many other special features; Participation model in the purchase of our large mobile chicken coop; Company visits by the kitchen staff to our organic farm as well as our employee training courses on the topic of 'organic in the catering industry'.

What do these examples have to do with sustainability? A great deal! Our long-standing collaboration, our joint projects, the purchase of our organically certified food and the interaction with each other as equals serves all three sustainability segments: ecological, social and economic! This entirety and also the step towards the company's own eco-certification show me that FREIgeist Hotels are serious about the issue of sustainability. Facts are created here! And that's good! Kind regards, Jörgen Penk”

– Jörgen Penk, Manager of **Biolandbetrieb Penk**

SUCCESS – OUR SUCCESS

We have already reached a few milestones on our sustainability journey so far:

Our credo: Authentic. Safe. Confident. Responsible.



We are a **ClimatePartner** certified company. The Climate Partner-certified label ensures that companies implement climate protection holistically - from measuring the carbon footprint to reduction targets, implementation measures, supporting climate protection projects and transparent communication.

Where it says organic, it's also organic; This is what the organic seal (DE-ÖKO-039) stands for, with which all hotels have been certified by the Society for Resource Protection mbH (GfRS) since 2023.

In 2022, FREIgeist & Friends were also issued the seal of approval for assured sustainability by the **German Institute for Sustainability and Economics** in Münster. An internationally recognized certificate for companies that work energy-, cost- and material-efficiently, maintain a good working atmosphere in the team and promote the use of regional and renewable or recyclable raw materials.

Furthermore, our Northeim location has been awarded the GreenSign Level 4 seal, which strengthens our commitment to sustainable hotel management.



When it comes to reporting, we have already started and created our first report in the form of the German Sustainability Code:



FUTURE – OUR PLANS TO COME

We wouldn't be us if we weren't thinking about tomorrow today and working on the further development and optimization of our processes, products and overall strategy for our future spaces.

Our credo: Ready for change. Curious. Suitable for grandchildren.

Our general goals for a sustainable future of FREIGEIST & FRIENDS are:

- Reduce electricity consumption by 30 % by 2030*
- Use more self-produced electricity
- Intensify sustainable mobility (e-fleet etc.)
- Reduce water consumption by 20 % by 2025*
- Promote biodiversity at locations
- Establish/expand company health management
- Regularly train employees on sustainability topics
- Further development of the concept for further training and further education of employees
- Expand and holistically change the purchase of fish from sustainable sources (MSC & ASC seals).

* compared to 2022

TOGETHER – OUR JOURNEY

We plan our future ourselves. Therefore, everyone is invited to make a contribution to the bigger picture.

Our credo: Strong together. Loyal. Close. Safe. Curious.

We would be happy if you too are interested in sustainability, future space and suitability for grandchildren. We are perfectly imperfect, so feel free to give us feedback; in direct exchange or via our social media channels, what surprises you about sustainability, what questions are still open, what you like/dislike.

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IMPRINT & SOURCES

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FREIGEIST & FRIENDS GMBH & CO. KG
is represented by:

Managing Director Georg Rosentreter
Registration court:

Amtsgericht Göttingen
Commercial register registration
number: HRA 200 200 PhG Hotel
Immobilien Verwaltungs GmbH HRB
200 463

Managing partner: Georg Rosentreter
Sales tax identification number in
accordance with Section 27a of the
Sales Tax Act: DE257268336

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Design & layout

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Photo credits

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Date: December 2023



FREIGEIST

SUSTAINABILITY REPORT 2022/23

For the planet. For our grandchildren.

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