



Pemako Punakha – Sustainability Policy

Pemako Hotels' sustainability policies are designed to minimize environmental impact, promote social responsibility, and ensure long-term financial stability. At Pemako Punakha, sustainability is not just a responsibility, it is integral to the guest experience. By adopting eco-friendly practices, we aim to conserve resources, reduce waste, and support the local community, all while maintaining exceptional hospitality.

Key Sustainability Pillars

1. Energy Efficiency & Carbon Reduction

- Energy-saving measures such as LED lighting, instant water heating systems, and timers for AHUs and VFDs.
 - Emergency lights and timer-controlled walkway lighting throughout villas and public areas.
 - Associates are encouraged to switch off unused lights, fans, heaters, and ACs.
 - Applicants feature **Re-gen Technology** for energy savings and reduced emissions.
 - Computers are set to auto power-save after 15 minutes of inactivity.
 - **Electric cars** are used for both guests and employees.
 - Smart climate control systems reduce CO2 emissions and operational costs.
 - Operate washers/dryers **only with full loads** and switch off unused laundry equipment.
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2. Water Conservation

- Low-flow fixtures and aerator are installed across guest rooms, public areas, and back-of-house.
- Pool water recycling and regular treatment to enable reuse.



- Guest education during orientation encourages towel and linen reuse.
 - Use smaller washing machines for light loads to save water and energy.
 - Water assessments were conducted to identify leaks and improve efficiency.
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3. Waste Management

- Waste segregation with contracted collection services.
 - Composting organic waste to create natural fertilizer for kitchen gardens.
 - Eliminating single-use plastics:
 - Clothes, beeswax wraps, and silicone bags replace disposables.
 - Bulk purchases in reusable containers.
 - Fixed dispensers in public restrooms and showers.
 - Biodegradable bin bags used throughout.
 - Reuse of paper, envelopes, khadar, and recycled materials.
 - Dustbins provided across the property to minimize bin bag usage.
 - **Reusable glass bottles** for drinking water in rooms and outlets.
 - Use long-lasting glass or stainless-steel containers.
 - Repurpose discarded linens/towels into cleaning cloths, dusters, and underlines.
 - Provide staff with **personal mugs/thermos** to reduce single-use cups and bottles.
 - Choose **eco-friendly cookware**: cast iron, stainless steel, ceramic coated.
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4. Sustainable Guest Amenities & Sourcing

- Locally sourced spa treatments, herbs, and natural remedies.
- Partnerships with **Inra** for allergy-free guest supplies.
- Amenities crafted from bamboo and wood, reducing plastic.
- Snacks and beverages in bottles or cans, not plastic.



5. Healthier Environments & Food Practices

- Partnership with **Diversey** for non-toxic cleaning solutions.
- Organic and locally produced food to meet health-conscious guest expectations.
- A **60-acre property** providing fruits, vegetables, herbs, and spices for in-house dining.
- Seasonal and local produce is sourced from nearby farmers to reduce carbon footprint.

6. Digital Guest Journey

- Contactless check-in and mobile room keys.
- Digital invoices and communication to eliminate paper use.
- Reduced front desk queues for improved guest experience.

7. Community Support & Cultural Engagement

- Local sourcing of products, crafts, and produce.
- Job creation and skill development within the community.
- Cultural programs with local performers to support livelihoods and enrich guest experiences.

Unique Sustainability Experiences

- Eco-tours and guided nature walks.
 - Tree-planting activities and pollinator garden initiatives.
 - Farm-to-table dining experiences showcasing fresh produce.
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