

2022 EVANS HOTELS

Corporate Social Responsibility Report

WE CARE

People • Community • Environment





A Letter From our **LEADERSHIP TEAM**

Being an active member of the community and a good corporate citizen has been part of Evans Hotels' values since the founding of the Bahia Resort Hotel in 1953. Our family-run business is rooted in the belief that our hotels are both "of the community" and "for the community." This philosophy is reflected in our relationships with our workforce and our guests, as well as the support we provide to the community and our care for the environment.

In order to build and nurture a sustainable organization for the future, our WE CARE corporate social responsibility program focuses on three key areas: our people, our community, and our environment. In this document, we are proud to share our seventh annual report on our efforts and accomplishments in each of these three sectors.



Through the efforts embodied in the WE CARE initiative, Evans Hotels helps ensure that San Diego shines—the oceans, beaches, bays, and parks are clean; our people and communities are healthy and thriving; and there is a wide variety of events and attractions for visitors and residents alike to enjoy.

We are proud of the accomplishments our team has achieved thus far, and look forward to growing our WE CARE program even further in years to come. Together, we can build a cleaner and happier future for our people, our community, and our planet.

Robert H. Gleason

President & Chief Executive Officer

Grace Evans Cherashore

Executive Chairwoman

PEOPLE

Evans Hotels is committed to supporting and enhancing employee well-being through a variety of programs that support and nurture its team professionally and personally. Through these programs, Evans Hotels is able to build a healthy, well-trained workforce that has a strong positive connection to the organization and helps to enhance the guest experience.



1,286 individuals
employed



\$48.7 million
paid to our employees



\$10.8 million
paid in employee benefits



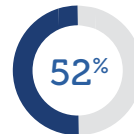
36 learning & development opportunities



183 flu shots
given to employees



45%
women
in management



52%
racial/ethnic diversity
in management



51 employees
have become U.S. Citizens through
the New American Workforce Program



76 employees
assisted with their path
to U.S. Citizenship

48 employees
have achieved **30+** years of service
(**32** currently active employees)

120 employees
have **20+** years of service

12 years
average tenure of all employees
with over one year of service



22,736 miles
logged in walking challenges



44 free on-site health & wellness activities
throughout the year



245 biometric screenings
completed



111 internal transfers & promotions
to retain employees

COMMUNITY

Evans Hotels has a long history of supporting local community organizations that enrich the lives of residents and guests. Through WE CARE, we are dedicated to strengthening our community through donating time, goods, services and cash to causes that ensure San Diego shines for our workforce, their families, and our neighbors.



1.1+ million
guests served



\$390,000+
value of cash and in-kind
donations to community
organizations



\$17+ million
paid to local vendors
and purveyors



\$6.8 million
rent paid to
City of San Diego



42 non-profit boards
served by company
management

\$2.1 million
property taxes paid



151 community
organizations
supported



\$9.2 million
hotel taxes and
assessments paid

\$4.3 million
sales tax collected



ENVIRONMENT

Improving and sustaining the local environment through careful stewardship of natural resources is a key focus at Evans Hotels. The company is dedicated to making the oceans, beaches, bays, and parks healthier and more beautiful through local cleanup efforts, waste diversion, water conservation, and energy efficiency as well as carbon emissions reduction.



40 tons
of food waste composted
(100% of collected food
waste generated)



199 lbs.
of waste removed from
beaches during clean-ups



5,147 gallons
of used cooking oil
converted to biodiesel



**Ocean Friendly
Restaurants**
all restaurants
are certified by the
Surfrider Foundation



7,020 lbs.
of e-waste recycled



689,584 gallons
of water saved through
laundry recycling efforts



100% of paper products
made from recycled materials
(napkins, paper towels, toilet paper,
printer paper, face tissue, take-out
containers, and cups)



100% of guest rooms
use energy efficient
light bulbs



64% of total waste
diverted from landfills



51 employees
subsidies offered to our
employees



102 employees
donated 306 hours
to beach clean-ups



15 consecutive years
certified at the highest level
in CA's Green Lodging Program



The Good Traveler Program

Offsetting the environmental impact of travel is now easy, affordable and meaningful.

When you purchase a carbon footprint offset from The Good Traveler, 100% of those funds go to the offset providers. Each Good Traveler carbon-offset of \$6 reduces emissions equivalent to 1,000 miles of flying or 400 miles of driving or as much as 5 nights in your hotel room. Purchasing a verified carbon-offset helps fund a variety of offset projects.

Since its inception in 2015, The Good Traveler has produced 110,000 metric tons of carbon-offset reductions. That's equivalent to over 688 million air miles, 28,650 trips around the earth, or 2.8 million trees.

For additional information, visit:
TheGoodTraveler.org



California Green Lodging Program

The California Green Lodging Program acknowledges and certifies environmentally conscious hotels that demonstrate water and energy conservation, waste minimization, recycling, environmentally friendly purchasing, program sustainability, and pollution prevention. The program is committed to demonstrating the highest standards of integrity and environmental ethics for the State of California, as well as encourages state and local government travelers to seek out and give preference to these certified "green" hotels.

These practices enable us to:

- Divert 64% of total waste from our landfills
- Collect 5,147 gallons of used cooking oil to be converted to biodiesel
- Recycle 7,020 pounds of e-waste
- Collect and divert 40 tons of food waste to be composted.
This constitutes 100% of the food waste generated.



California Equal Pay Pledge

The California Equal Pay Pledge is a partnership between the Office of the First Partner, the California Commission on the Status of Women and Girls, and the California Labor and Workforce Development Agency to turn the strongest equal pay laws in the nation into the smallest pay gap in the nation.

Evans Hotels is proud to sign the Pledge and join more than 100 major corporate commitments, reaching hundreds of thousands of employees across the state.





THE LODGE TORREY PINES®

CATAMARAN
RESORT HOTEL
and Spa

BAHIA
RESORT HOTEL

About Evans Hotels

San Diego natives and entrepreneurs William D. and Anne L. Evans founded Evans Hotels in 1953 and the company has been an important part of the region ever since. Its portfolio includes two properties on Mission Bay, Catamaran Resort Hotel and Spa and Bahia Resort Hotel, and one AAA Five Diamond property in the prominent seaside community of La Jolla, The Lodge at Torrey Pines. The company, headquartered in San Diego, remains family-owned and committed to the community. For additional information, visit [EvansHotels.com](https://www.EvansHotels.com).

About this Report

This is Evans Hotels' seventh corporate social responsibility WE CARE report. Data included in this report covers the period of January 1 through December 31, 2022. Additional data from prior years is included where specified. The report was published in spring 2023. We intend to provide a report or update on our corporate responsibilities annually.

Looking Forward

At Evans Hotels, we are proud of the accomplishments outlined in our seventh annual corporate social responsibility report and recognize there is still work to be done. The initiation of WE CARE signifies our deep commitment to the area and also gives us the opportunity to continue improving, helping, and refining what it means to be an active member of the community and a good corporate citizen.

We are dedicated to nurturing our staff professionally and personally, supporting local non-profit organizations, and reducing our environmental impact. We look forward to a bright future as we continue to show how deeply WE CARE about our people, community, and environment for many years to come.

For more information about our corporate social responsibility program efforts, please visit our website at EvansHotels.com/Corporate-Social-Responsibility.

Evans Hotels has demonstrated its commitment to donating, conserving, and volunteering to a variety of causes and non-profit organizations for 70 years. Evans Hotels debuted WE CARE to reaffirm its core social responsibility values and key areas of focus: **Wellness** and health, **Education**, **Children** and youth, **Arts** and culture, **Responsible** conservation, and **Environmental** stewardship.

WE CARE

People • Community • Environment

