



SUSTAINABILITY

MANAGEMENT POLICY AND PLAN



Mercure
HOTEL
SUITES & APARTMENTS



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MERCURE HOTEL SUITES & APARTMENTS TARGETS FOR 2017













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Sustainability Management Plan for 2019 & 2020



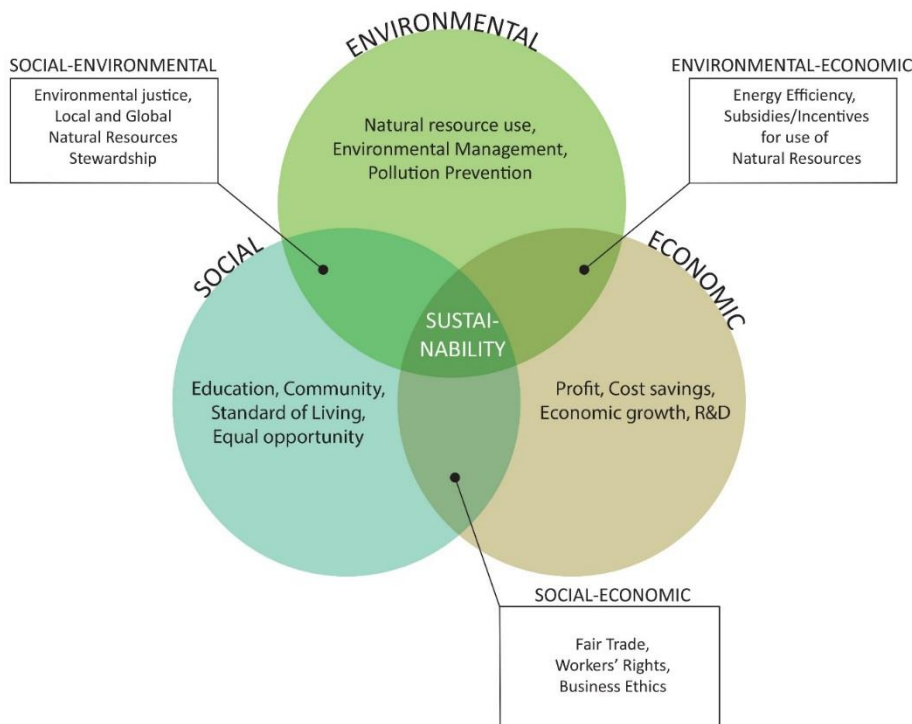
Planet 21 Sustainability Goals- 2019 & 2020

 2% Increase on improvement on Green Globe Score per year	 Average of 40 hours per year need to be spend on training, assisting and supporting our stakeholders
 Reduce carbon foot print per occupied room by 2%	 To conduct the CSR activities for the welfare of society, Environment and Women and Children
 Guest Satisfaction score to be 82% and above	 To use the Garage sale money of the used items and contribute for the charity activities.
 Colleagues satisfaction score to 80% once a year	 Saving in the below areas Electricity 2% Water 2% LPG 3%
 2% of staff to be placed through development programs to be successfully promoted internally	 Reduce purchasing of paper by 2%
 85% of employee trained in Sustainability program and how they can assist	 10% reduction of general waste materials

Green Globe/ ISO 14001 - KEY PERFORMANCE INDICATOR FOR 2018

No:	Green Globe Objectives	Departments	Target	Achieved	Variances in +/- in %	Remarks
1.	2% Increase on the improvement on Green Globe score per year	Quality	80%	82%	+2	There was increase of 2% in the previous
2.	Reduce carbon foot print per occupied room by 4%	Engineering	4%	2%	-2%	Due to renovation work the energy utilization is quite high and number of rooms per energy also high therefore we are not able to achieve
3.	Guest Satisfaction scores to be 80% in Trust You	Front Office	84%	80%	-4	Due to renovation and lobby refurbishment
4.	Colleagues satisfaction scores to 80% once a year	HR	82.67%	NA	NA	2018 is not done due to renovation which will be conducted upon completion of renovation in January 2019.
5.	2% of staff to be placed through development programs to be successfully promoted internally	HR	2.00%	2%	+19.2%^	Promotion : 34 staffs Internal Transfer: 8 staffs Salary Increase: 12 staffs
6.	85% employees are trained in Planet 21 Sustainability Program	Training	85%	95%	+10%	95% is done in 2018
7.	Average of 40 hours per year need to be spent on training, assisting and supporting our stakeholders	Training	41.68hrs	46hrs	+4.37hrs	12,894.61 total training hours per year 280 total staffs 3.84 hours per person
8.	2% Reduction in buffet food Waste per year	F&B Service Kitchen Stewarding	2%	44.03%	+42.03%	Kitchen Buffet food Reduction Achieved the Target in 2018
9.	Saving in below areas : Electricity 10% ; Water 2% ; LPG 2%	Engineering	Electricity:10% Water :2% LPG : 2%	Electricity 4% Water -4% LPG 2%	Electricity -6% ; Water -2% ; LPG 2%	Due to renovation work the energy utilization is quite high and number of rooms per energy also high therefore we are not able to achieve for Energy and Water. LPG is been used in apartments only so it been achieved.
10.	Reduce purchasing of Stationary paper by 2%	Purchase/ Finance	2%	21.17%		Year 2017- 2125 (reams of 500sheets) consumed , year 2018 -1675(reams of 500sheets) consumed
11.	10% improvement in our recycling materials	Kitchen Stewarding	10%	N/A	-13.92%	Due to renovation work in the hotel, occupancy low and recyclable materials items are less when compared to the previous years.
12.	Awards received for CSR and Environmental Activities.	All departments	2 Awards	3 Awards	+1	Middle East Awards for – Winner in Food Hygiene -2018 Star of Waste Management from Dubai Municipality -2018 Glass recycling Award from EEG -2018

a. PURPOSE



Key Objectives of Planet 21

- The primary purpose of the Planet 21 Sustainability Management Plan is to guide decision making, management, and the daily operations of the business in a sustainable manner.
- To develop the business in a sustainable manner considering the environmental, socio-cultural, quality, and health & safety issues.
- To demonstrate management commitment to comply with the environmental laws and other regulations of the United Arab Emirates for Hotel Operations and for Sustainability.
- To develop a monitoring and audit program to ensure compliance to the Sustainability Management Plan and relevant environmental legislation and the early detection of any significant environmental impacts from the activities of the business.
- To outline mitigation measures in order to minimize the impact of the business activities on the surrounding environment.
- To present mitigation strategies and actions for the control of pollution, waste minimization and resource conservation by effectively practising Reduce, Reuse and Recycle wherever possible.
- To establish a framework for environmental management to ensure the implementation of the identified mitigation measures.
- We follow and Practice the standards of Green Globe and Planet 21 as acceptable sustainable standards to Mercure Hotel Suites & Apartments.

b. SCOPE

The scope of the sustainability management plan covers all activities at Mercure Hotel Suites & Apartments; its integration with all colleagues, customers, business partners, owners, other stakeholders and the environment at large.

The facilities of Hotel and Sustainability plan is based on **Mercure Hotel Suites & Apartments** size and the facilities that are available:

- 681 one bed room suites
- 334 two bed room suites
- 3 restaurants and cafes
- Three pools - main pool, Jacuzzi and kids pool
- Football court, basketball court and two squash courts
- Spa with saunas, steam room and hammam
- Fitness set up with the latest gym equipment
- Retails shops for beauty and fashion
- Ballet studio & indoor walking studio
- Meeting & events rooms
- Kids Club

THE MERCURE HOTEL SUITES & APARTMENTS VISION

ACCORHOTELS Vision:

To be the world's benchmark hospitality player so we can offer our guests, employees and partners a unique experience.

ACCORHOTELS Values:

Guest Passion
Sustainable Performance
Trust
Respect
Innovation
Spirit of Conquest

Mercure Vision:

Midscale branded hotels guarantee quality through standardization, whilst local independent hotels offer diversity.

Yet, in an increasingly globalized world, clients now aspire for diversity without compromising on quality.

Mercure Mission:

Deliver a gratifying locally inspired experience guaranteed by enthusiastic Hoteliers and Mercure's worldwide high level quality commitment.

Mercure Values:

Authenticity
Curiosity
Personal Commitment

PLANET 21 SUSTAINABILITY MANAGEMENT PLAN ENCOMPASSES 4 STRATEGIC FOCUS AREAS AND 2 PRIORITIES:



ETHICAL & CSR CHARTER

=

Code of Conduct

COMPLIANCE

=

Business ethics, labor law, human rights, data privacy, etc.

COMMITMENTS

=

Values, corporate social and environmental responsibility with Planet 21, Solidarity AccorHotels

I. Environmental – Planet 21 Sustainable management plan of Accor Group is actively involved in conserving resources, reducing pollution, conserving biodiversity, ecosystems and landscapes. The recommendations for moving towards carbon neutral buildings. Mercure Hotel suites & Apartments have made the analysis of environmental impact and the measures to mitigate the environmental impact. The property will enable to protect the environment through the conservation of depleting resources and controlling the environment from pollution, reducing their carbon emissions. It takes initiatives, the steps to protect the bio-diversity through Posh Paw for preserving the wildlife species through activities.

II. Socio-cultural – As part of Ethical and CSR charter of Accor group. The team are involved in corporate social responsibility actions for supporting the local communities, employees, guest and other stake holders. There are community development activities like Clean Up, Can Collection etc, fair trade, support local entrepreneurs, and activities to respect local culture. A policy against commercial exploitation, equitable hiring, employee

protection and last but not least, that our business do not jeopardize the provision of basic services, such as water, energy, or sanitation to neighboring communities. Accor's policy against discrimination against any form is been followed.

III. Quality – any activity that can sustain itself economically through creating competitive advantages within the industry with inspired service that not only meets, but exceeds guest expectations; it continues to contribute to the economic well-being of the surrounding community through Planet 21 Practices , buying local products that are eco-friendly like Amenities, Paper and Chemicals etc. A sustainable business should benefit its colleagues, customers, business partners, owners, other stakeholders. The guest satisfaction levels are measured through the online review scores from Booking.com Trip Advisor and has an internal survey from Trust You and through I auditor monitoring of individual standards. IFA is been Signed a contract for the mystery shopper.

IV. Health & Safety – Mercure Hotel Suites & Apartments complies with all health and safety regulations recommended by the Local government, ensures that guest, staff and all the stake holders are well protected. Usage of safety instruments and machinery are ensured with the respective PPE required for the tasks. The training on health and safety are given to all staff and contractors. Mercure Hotel Suites & Apartments made all initiatives for making the work environment safe and secure to all the members. Regular trainings and internal on Health and Safety; HS audits are scheduled to ensure for a Safe environment.

ENERGY CONSERVATION AT MERCURE HOTEL SUITES & APARTMENTS

We have more concern on the energy conservation through the involvement of new technologies and Planet 21 initiates to work towards a greener Dubai. We strive to implement innovated technologies which is the best for our guest, the environment and all our employees. This has a greater impact on saving the energy and conserving it for reducing the carbon emissions

MERCURE HOTEL SUITES & APARTMENTS ENERGY SAVING INITIATIVES 2017 & 2018

- **LED lights** - all the guest room, corridor CFL to LED and administration offices are replaced with LED lights.
- **Motion sensor project** – administration offices area is planned for 2017.
- **Water saver project** for guest rooms along with the renovation.
- **Room Management System (GRMS)** – Mercure Hotel Suites and Apartments intend to install GRMS for all rooms. There are project renovation of rooms and the banquet halls for the 2017/2018.
- **VFD projects** - Mercure Hotel Suites and Apartments intend to install VFD (Variable Frequency Drives) for all machines above 4 KW thus huge saving on electricity energy from the actual power consumption of the motors. This change gives a large power reduction compared to fixed-speed operation for a relatively small reduction in motor speed 2017 project. The main water transfer pumps to run on VFD- 2017/ 2018.
- **Boiler economizer upgrade** - existing economizer system circulation is not enough to build up the preheat temperature, therefore the system will be upgraded with enough circulation to maintain the sufficient temperature. This project will reduce the LPG consumption is planned for 2018.
- **Temp track monitoring system for chillers** - no centralized monitoring system to measure the temperature exactly. Therefore we planned to install Tempt rack system for all chillers & freezers along with the renovation in 2018.
- **Optimization of the heat exchangers to cool down Dewa water and upgrading and enhancing energy efficiency** - 2017.



A. SUSTAINABLE MANAGEMENT

A1. Implement a Sustainable Management Plan- Planet 21:

Mercure Hotel Suites & Apartments shall establish and maintain the Planet 21 internal sustainable practices complying with requirements of Green Globe. There are a number of elements that make up the Planet 21 in action guide for the world wide Practice of Sustainability in Accor Group.

Mercure Hotel Suites & Apartments shall formulate policies and procedures of Planet 21 that:

- a) are appropriate to the nature and scale of the organisation's activities
- b) are aligned with the four key areas of Green Globe environmental, socio-cultural, quality and health & safety issues is also in line Planet 21 which comprises of 4 Strategic Programme
- c) Includes a commitment to continual improvement of the SMP and target for the Green Globe.
- d) includes a commitment to comply as a minimum with the current applicable legislations regulations and other requirement to which the organisation subscribes
- e) provide a framework for setting and reviewing SMP objectives and targets
- f) they are documented, implemented, maintained and communicated to all employees
- g) they are available to all interested and associates parties and
- h) SMP is reviewed periodically to remain relevant and appropriate to the organisations

A2. Legal Compliance:

Mercure Hotel Suites & Apartments is licensed according to the UAE law and in compliance with all relevant international or local legislations and regulations, including health, safety, labor,

environmental aspects, and insurance policies and other guest and colleague protection instruments are up to date and in order.

A3. Employee Training:

Employee hiring, training, annual appraisal and performance review, at Mercure Hotel Suites & Apartments are in line with the Accor Group.

There are various training modules initiated by the Accor Group including the skills, knowledge and attributes that make organizations and individuals successful. Once competencies are identified, people with these competencies trained and developed according. This builds an organization of successful colleagues who are capable of delivering business goals and execute strategies.

While competencies may enable people to achieve success, they alone do not ensure success. We see people who are competent but do not deliver business results or vice versa. In other words, only assessing people against competencies is not enough. We must also measure their achievements against the desired business goals within their roles.

At the same time, competencies provide the link between organizational vision, behaviors, outputs and results and are the foundation for recruitment, selection, performance management, development and succession planning.

Training on sustainability management, health and safety and environmental impact are done through Induction, LMS and periodic sessions are conducted for new employees and the existing employees. The Sustainability goals and management plans are communicated to the employees in the Induction and allocated specific training on sustainability management.

Mercure has implemented ISO 9001 and ISO 14001 and going for the certification process in 2019. The training of ISO awareness and Internal Auditor training is given for the Heartists.

A.4 Customer Satisfaction

Mercure Hotel Suites & Apartments, customer satisfaction is supported by Front Office and Sales & Marketing Department. To operate in a way that focuses on continuous improvement and long term sustainability. It works with all departments and areas of the business to ensure that our guests are always our first priority by having a system in place that allow us to measure how well we are doing, and to respond quickly when we are not getting the desired results.

Besides customer satisfaction we also review and monitor internal quality performance. Some of the tools used for monitoring and reviewing the same are:

IFH mystery shopper audits are planned from 2019, QEMS, Trust You, , F&B guest comment cards, financial audit on cashiering practices, reservations mystery audits and other online Social Media platforms such as trip advisor, booking.com and platforms which enable us to know the guest needs. These are potential areas for reviewing the Guest Satisfaction levels and ensuring the scores levels are monitored on regular basis and the necessary actions are taken.

A.5 Accuracy of Promotional Materials

All communication regarding promotional material Mercure Hotel Suites & Apartment goes through the Sales and Marketing team and is in line with Accor Group principles, local regulations and cultural norms and sustainability practices of Planet 21. Any dissatisfaction from our guests is tracked through the guest feedback forms and online reviews.

A.6 Local Zoning, Design and Construction

DESIGN AND STRUCTURE

Mercure Hotel Suites & Apartments is built with relevant government agencies approval. It accommodates 1015 one and two and bedroom suites and apartments. It's a non-alcoholic hotel going in line with local traditions and family values

- 681 one bed room suites

- 334 two bed room suites
- 3 restaurants and cafes
- Three pools - main pool, Jacuzzi and kids pool
- Football court, basketball court and two squash courts
- Spa with saunas, steam room and hammam
- Fitness set up with the latest gym equipment
- Retails shops for beauty and fashion
- Ballet studio & indoor walking studio
- Meeting & events rooms
- Kids Club

Ongoing maintenance and repairs are performed regularly. The refurbishments and , if any include re-using as much of the original structure as possible and renovation/interior design is always performed with the purpose of being as sustainable, energy-saving and long-lasting as possible, and includes use of environmental friendly materials as per the specification. Every effort is been made to ensure that all appliances that have been purchased for operating the hotel are energy efficient. The water savers has been installed in all the areas as the sustainability plan to reduce the water consumption. The LED lights and motion sensors are replaced where applicable to reduce the energy consumption. The design and materials are reviewed on eco-friendly and on sustainability management.

A.7 Experiential or Interpretation Tourism

We inform our guests about the local environment, local culture and cultural heritage through various means; may be electronic signage or something as simple as tent cards. As UAE is predominantly a Muslim country guests are made aware of the local culture, traditional and places of interest. The strength of the local community is shown to the guests during the holy month of Ramadan.

Various expedition packages are available with local tour organizers to visit places of historical interests, museums, heritage village, etc. or to embrace a moment of serenity within the vast desert. Mercure Hotel Suites & Apartments work closely with the local market, and as such it is beneficial to the company and the local community.

Mercure Hotel Suites & Apartments endeavors to deliver imaginative and exhilarating experience in culturally connected environments offering thoughtful and generous service.

A.8 Communications Strategy

We communicate with our guests and visitors to the hotels and the website in a comprehensive manner. Our implementations, plans and strategy for a sustainable operation are clearly defined, as well as our involvement with the local community and other charity work. Our sustainable operations involve our guests, example; we have Environmental cards in all the rooms in order to give our Guests an option to participate for protecting the environment, hence providing them an opportunity to play a direct role in water and energy conservation. Also encouraging the guest for growing plants by giving free tree saplings. Mercure Hotel Suites and Apartments actively participates with the Emirates Environmental Group which is a local organization that strives towards the protection of the environment, sustainable management and social responsibility. There are various community activity such as tree plantation, Can Collection and Toner and Cartilages collections that are done by them. Apart from these we also camps on blood donation, Clean up the World in association with Dubai Municipality. The Guests are given tips on the energy, water reduction practices in the television and LED screens in lobby. The waste segregation practices are displayed for the awareness for the guests.

A.9 Health and Safety

We follow strict environmental, health and safety laws, regulations and procedures to conserve and protect the environment and create a safe workplace where we bring the best out of our colleagues whilst avoiding the risk of injury and accidents.

Employees are appropriately trained to make them aware the health and safety issues while working and guests are made aware of hazards by using appropriate signage and other form of communication like cautions, emergency evacuation routes. Purchase and operating policy for all mechanisms, equipment and facilities is that they be as environmental friendly as possible: low emission and consuming minimum energy and star rated and focusing on Health and Safety parameters. We have an experienced team of engineers and technicians who maintain the facilities so that we have constant check on them being in good working condition. All necessary and mandatory safety requirements for the same are

found in order, such as method statement, risk assessment, and personal protective equipment to have a safe environment.

Local law enforcement agencies frequently visit the premises to ensure all emergency systems are in order, there are also evacuation mock drills and there are safety audits conducted to ensure that hotel risks are reduced. The hotel nurse is available in house with medical license for handling first aid and there are also certified trained first aiders. HACCP audits are conducted to ensure compliance to the Food Safety Management System to ensure food served is safe. New kitchen staff are trained on food safety and safety and procedures. As per DM requirement they will undergo a mandatory basic food hygiene course for safe food handling.

Internal Auditors for Environment and Health and safety:

A team of internal auditors for Environment and Health and Safety are developed. This is in order to have regular audits for environment and Health and Safety and have a continual assessment of the standard. This ensures that the sustainability management plan is well maintained.

Highlights:

- Guests are instructed verbally and by posted signs to take care of wet floor.
- Cautions tapes are put for location with uneven surfaces.
- Swimming pool depth is clearly marked, a trained life guard in rescue and basic first aid are physically present at the pool.
- Safety Warnings are displayed in the board.
- If any events are to be held within the property by external organizers, a clear method statement risk assessment, floor plans, insurance policies, are requested from the organizers, such that a clear gap analysis is conducted, and appropriate preventative measures from our end are also taken.
- All paint is environmental friendly and lead free with very low VOC levels.
- All external contractors need to provide safety permit and equipment for their staff.
- Use of auto dosing system of Chemicals in Housekeeping, Engineering and Kitchen Stewarding.

- Disclaimer and caution signage are available in areas.
- Fire Safety systems are in place and regular testing is been conducted.
- Regular Mock drills are for emergency evacuations are done internally and with DTCM.

REPORTING EMERGENCIES

The Crisis team are trained to respond to emergency situations and our guests is one of the main concerns of Mercure Hotel & Suites & Apartments. Safety cannot be taught or explained enough and the awareness of team members is therefore encouraged.

ACCIDENTS TO TEAM MEMBERS

If a team member is injured he/she should report immediately to his/her Head of Department or Supervisor no matter how trivial. A qualified first aid representative on duty applies proper first aid if necessary.

Hotel Nurse and the Duty Manager and the Talent and Culture representative should also be informed. An accident report form has to be completed by the Hotel Nurse and copied to all relevant Head of Department and associated members. The Health and Safety officer will make the incident investigation.

ACCIDENTS TO GUESTS

Any accident to a guest, no matter how small, must be reported immediately to the Hotel Nurse, Head of Department, Supervisor and Duty Manager.

The guests should never be left unattended and team members should wait for assistance.

An accident report form has to be completed by the Hotel Nurse and Security Manager and sent to all respective departments. Based on the analysis by H&S officer corrective actions will be taken.

FIRST AID

Mercure Hotel Suites & Apartments have first aid boxes located at various locations on property. All serious injuries or illness will be referred to the doctor, clinic or hospital and monitored by Nurse and trained first aiders on regular basis.

First aid injury: An injury that can be adequately treated using topical wound cleaning, topical medications, ice, heat, nonprescription medications (at nonprescription strength), temporary splinting during transport, simple splinter removal or blister drainage, tetanus immunization, adhesive bandages or wound closures, non-rigid splints, eye irritation for a foreign body, and/or the use of eye patches or finger guards will be facilitated by the Hotel Nurse or the certified first aider available in the hotel.

A.10 Disaster Management & Emergency Response:

Mercure Hotel Suites & Apartments follow the Disaster and Emergency plan as recommended by the UAE government. The mock drills and emergency response team are well trained to handle the situations. The safety equipment and the alarms are tested on periodic basis for effectiveness. The review and assessment on mock drills are done on periodic basis. There were the Sand Storm training taken from the Dubai Municipality.

B. SOCIAL / ECONOMIC

B.1 Community Development

Mercure Hotel Suites & Apartments commits to using the revenues generated from the recycling initiatives through Garage sale aids to sponsor and assist to support in the local community. Whereby this money will be managed by Talent and Culture Manager. Every quarter the hotel generates funds from recycling of waste items. 90% of this money can be given back to the community to help groups / individuals struggling each month. Thus the money will be placed in a corporate responsibility fund to help an individual or specific charity.

Major Focus of CSR Activities:

1. Over Ramadan look at a charity to offer the revenue too
2. Charity events or funding activities to support the society.
3. Activities for disabled People through Rashid Centre organizations to support them.
4. Activities to support the Dubai Foundation for the Woman and Children
5. Clean Up the world with support of Dubai Municipality.
6. Activities to support the environment through EEG.
7. Supporting food and Vegetable for the animals in Posh paw.
8. Activities supporting Woman and Children Welfare.

CSR Activities:

1. Accor Group's initiative of Planet 21 has Ethical and CSR charter in supporting the CSR activities.
2. Planet 21 has CSR charter is developed the hotels to support the People, Guest, Partners and Communities.
3. CSR calendar for the year is designed and the activities will be executed accordingly.
4. Mercure Hotels Suites and Apartments participates in the CSR activities of Emirates Environmental group by giving the recycle waste such as Cans, glass bottles and toners.
5. Every 6 months the Guest refuse that is collected will be auctioned off to raise additional revenue for fund raising and local support and CSR activities.
6. The activities for the RASHID center and the donations are given to support their activities.
7. There are activities to support Dubai Foundation for Women & Children.
8. Posh Paw activities is trying to support the wildlife through feeding and other support activities.
9. Accor group supports initiatives Plant for Planet, planting the local Ghaff plant through the Environment card programme.
10. Soap for Hope is done through the association with Diversy. They remanufacture the soaps and give to the developing countries.
11. Mercure Hotel Suites & Apartments has a corporate responsibility clothes donation is done to the Red Crescent and Dubai Cares Al – Bait society.
12. Clean Up the World –Clean-up campaign is been done in association with Dubai Municipality.

CSR Activities:



CLOTHES DONATION – 22ND April 2018



BLOOD DONATION- 23RD April 2018



TAXI FOOD DONATION –JUNE 10th 2018



CONSTRUCTION FOOD DONATION –AUGUST 26, 2018



KERALA DONATION - SEPTEMBER 03, 2018



CAN COLLECTION – OCTOBER 27, 2018

CSR Activities:



DIABETES WORLD DAY - NOVEMBER 20TH 2018



BEAT DIABETES WALK - NOVEMBER 23rd 2018



DUBAI POLICE ACADEMY TO SUPPORT LOCAL ACTIVITY – NOVEMBER 28, 2018



Tree Planting - December 18, 2018

EEG- TREE PLANTING - DECEMBER 18, 2018



CLEAN UP CAMPAIGN "BEAT PLASTIC POLLUTION"



ANIMAL FEEDING- DECEMBER 26, 2018

Mercure Hotel Suites & Apartments as part Accor initiatives for Planet 21 and its roles and responsibilities in contributing to the sustainable development of the communities in which it operates. This aims at maximizing the return on community investments and their impact on the local community. Through our community investment program, we have identified unique areas of involvement where we can actively support our local communities and engage in a mutually rewarding way with our Employees, partners, stakeholders and Communities.

- **Healthcare:** Supporting initiatives aimed at enhancing the health and well-being of local communities.
- **Education:** Supporting initiatives focused on vocational training and skills development that improve employability in the tourism and hospitality sector.
- **Cultural Preservation:** Supporting initiatives aimed at preserving local culture, heritage and promoting cultural diversity.
- **Economic Development:** Supporting initiatives aimed at enhancing the ability of small and medium enterprises (“SMEs”) that are strategically linked to business needs to perform more effectively in order to create economic growth.
- **Environmental Protection:** Supporting initiatives that help protect the integrity of the environment. We also want to support initiatives that use innovative products and services to help solve environmental problems.

B.2 Local Employment

Mercure Hotel Suites and Apartment prefers and supports local employment and gives all possible preferences for sourcing workforce in order to support the local community. As part of initiatives it has mentioned as UAE national preferred in specific Job advertisements. As per the hotel’s annual road show calendar, Mercure Hotel Suites and Apartments has planned to participate in all relevant local career road shows and events. As a part of sustainability plan we have approached several Hotel management colleges to support recruitment of locals as employees and interns.

Equal employment opportunity policy

- Business conducts and ethics policy
- Recruit and select colleagues policy
- UAE Federal Law no 8, for 1980

B.3 Fair Trade

Mercure Hotel Suites & Apartments ensure the use of right methods to select suppliers and procure goods and service at the right quality, price, time, source and delivery while protecting the company. The main focus is on the suppliers with eco-friendly products and promote on the green purchase. Purchasing is done only through local suppliers and preference given on the basis of the needs and requirements of the hotel. The Green procurement policy will design the requirements of Purchase of the hotel through the local vendors, eco- products used Amenities and Chemicals, FSC certified for paper and wood. Low or Zero VOC for the paints. Fair trade coffee and other products are used.

B.4 Local Entrepreneurs

Mercure Hotel Suites & Apartments as a part of Accor group where in our aims to experience the local produce and local culture through the. Mercure Hotel Suites & Apartments do not engage with local entrepreneurs dealing with historical artifacts moreover it is not permitted by law.

It is worthwhile to state that, at Mercure Hotel Suites & Apartments we do engage in organizing events and activities that portray the local culture, especially during Ramadan, Eid and UAE National Day.

B.5 Respect Local Population

As stated earlier UAE is predominantly a Muslim country and as such guests and employees are made aware of the local culture. Information of the same is provided through multimedia or through books and magazines and also to the guest service directory. Local culture awareness presentation is done during employee Induction

and also presented in the Employee Handbook. Local cultural information booklet is also available at the concierge desk. Rules and regulations following local culture are also placed in swimming pool and recreation area.

B.6 Exploitation

Mercure Hotel Suites & Apartments strictly complies with the UAE Federal Law no 8, for 1980 section 2 on the Regulation of Child labor. Mercure Hotel Suites & Apartments has Child exploitation policy and Watch programme, the hotel does not encourage any type of exploitation in regards to the labor, sexual abuse or harassment and child trafficking within the hotel premises as a part of the Sustainability Management Plan. Accor's watch initiative enables the employees to know the escalation process training when they notice any type of Child exploitation. Appropriate policies are in place against the employment of children, sexual harassment, and exploitation. Mercure Hotel Suites & Apartments has included Watch Programme, child exploitation awareness as part of the internal training conveyed to all employees through customized training material and videos. Mercure Hotel Suites & Apartments are willing to liaise with all relevant organizations to support and protect children from sexual abuse and trafficking. Child exploitation awareness campaigns have been included in the CSR calendar. We will support the Dubai Foundation for Women and Children through conducting educations programs and funding activities to support them.

B.7 Equitable Hiring

Mercure Hotel Suites & Apartments promote diversity and equality on all levels of the business, and no employees or applicants are discriminated against in any way. All positions are filled on the basis of competence. Our hotel adheres to all local laws and regulations concerning labor laws, and offer conditions and wages superior to the minimum requirements.

Hotel employs people of many nationalities – currently we have 23 different nationalities in the group. Women candidates are encouraged to apply across all levels of the business. Out of 30 management positions in Mercure Hotel Suites & Apartments, 4 are covered by women; Talent and Culture Manager, Learning and Development Manager, Quality and Hygiene Manager and Housekeeping Manager. UAE has strict labor law related issues, which we adhere to in full. 12% of Female management teams are represented at Mercure Hotel Suites and apartments.

B.8 Employee Protection

Salaries and benefits meet national regulations, and all payments required by law into insurance and holiday funds are made on behalf of all employees. Overtime is paid for hours worked beyond the established work in accordance with UAE labor law. Week hours and working hours do not exceed the legal maximum established by the labor law, but being a hospitality industry at times a need might arise to work additional hours, colleagues are accordingly remunerated as per the policies outlined. The employees are given career development plans and cross training exposure to preferred areas to motivate the moral of the employees.

B.9 Basic Services

The activities of the business have not impacted or jeopardized resources or services in the local area or neighbouring communities in any negative manner. The activities of the business generate a number of secure jobs and reflect positive influence in the community.

B.10 Local Livelihoods

Mercure Hotel Suites & Apartments has designated runoff from buildings and parking lot. As it's the building structures are designed according to legal compliance and appropriate mitigation. The building structure is in Tecom area and follows the regulations in line with DTCM and Dubai Municipality norms.

B.11 Bribery & Corruption

Mercure Hotel Suites & Apartments strictly prohibit all forms of bribery taken directly or indirectly. It prohibits its employees from soliciting, arranging or accepting bribes intended for the employees benefit or that of the employee's family, friend associates or acquaintances. The management reviews on fair practices based on the selection of vendors and materials that are eco-friendly and support the vendors with best environmental practices. Not gifts can be accepted from any supplier or third party partner. Mercure Hotel Suites & Apartments adhere strictly on anti-bribery and corruption and no forms of bribes or gifts are encouraged. As per Mercure Hotel Suites & Apartments policy charitable contributions and sponsorships are not used as a subterfuge for bribery.

C. CULTURAL HERITAGE

C1.Code of Behaviour

C2.Historical Artifacts

C3.Protection of Sites

C4.Incorporation of Culture

The company policy code of conduct includes established guideline on the code of behavior concerning the protection of local cultures and the guests are provided with relevant information of local culture, customs and tourisms of UAE.

The employees at Mercure Hotel Suites & Apartments are trained to guide guests towards the cultural sights and events and/or entertainment/restaurants that the guests are most interested in. Local UAE culture and idiosyncrasies can be explained and discussed with guests, but mainly the culture is significantly different from anywhere else in the western/developed part of the world, from where we have a substantial amount of guests coming from. Guests can read through the basic do's and don'ts in their complimentary tourist guide 'Discover Dubai'. The hotel also provides pick and drops for selected locations to promote tourists.

Historical and archeological artifacts are not sold, traded, or displayed. Business complies with laws, standards and regulations concerning the protection of historical sites and cultural heritage.

Mercure Hotel Suites & Apartments places great emphasis on being a part of the local environment in regards to cultural and social activities, as well as incorporating use of local food and competencies from local businesses. We take great pride and spend a lot of time and energy explaining our collaboration with local suppliers and businesses to interested parties.

Mercure Hotel Suites & Apartments represent the local cultural and heritage by offering dates and Arabic coffee to all guests arriving at the hotel.

D. CONSERVATION OF RESOURCES, REDUCTION OF RESOURCES AND CONSERVATION OF BIODIVERSITY

In line with Mercure Hotel Suites & Apartments Sustainability Development plan, the use of Environmentally Preferable Purchasing (EPP) helps Mercure Hotel Suites & Apartments “buy green,” and in doing so, uses the buying power to stimulate market demand for green products and services. However, this statement should not be key deciding factor in making a commercial buying decision. Mercure Hotel Suites & Apartments offers green meeting package as well, as a part of our sustainability initiative.

- **Biodiversity:** As part of Accor group policies, Mercure Hotel Suites & Apartments environment commitment we are not purchasing, using or promoting any products originating from unsustainable practices or serving food from endangered species prescribed by ICUN Red list. Endangered species or items stemming from unsustainable practices are not used or consumed as per company’s purchasing policy. Mercure Hotel Suites & Apartments will support the biodiversity through EWS-WWF in participating in their activities.
- Mercure Hotel Suites & apartments prohibits the use of invasive alien species in the landscaping or the available potted plants. Native plants and low water plants are used to minimize water in the indoor and outdoor garden.
- Mercure Hotel Suites & apartments has actively been a participating in Posh Paw activities.
- Preserving the environment is one of our core values and we will extend our continuous efforts to raise awareness and encouraging not only our employees, but also our guests to be more conscious about the environmental sustainability. In order to reduce the typical for the MENA region and the hospitality industry carbon footprint we have partnered with environmental organizations to guide us to our goal.



CONSERVATION OF RESOURCES, REDUCTION OF RESOURCES

Black and gray waste water is managed by the city in a non-polluting way, and does not affect public health. This is mandatory and unavoidable by UAE law. Major of the areas are provided with the LED lights and water savers to conserve the majors resources like energy and water and outdoor lighting is controlled by a timer.

We minimize our output of printed matter, and prefer to communicate through our website (which is CO2 neutral). Our suppliers often bring their products in crates and cases, which are reused and taken back. Every attempt is made to increase the awareness of the suppliers to avoid using crates and cases where ever possible.

Refrigerator and freezer temperatures are measured and monitored on a constant basis by the culinary staff of food. Energy usage is specified and recorded. Motion sensors are established in some of the areas, feasibility to cover more area is considered. All rooms need room key in order to turn on lights – whereby all electric appliances are turned off when guest is not in room. The BMS controlled helps in maintaining the ambient temperature in all locations.

Energy efficient equipment is purchased wherever available, and only used when needed. Bed linen, duvets and towels that are used for hotel use but still usable, the old ones are donated to charity. No disposable cutlery or other eating utensils are used in the hotel.

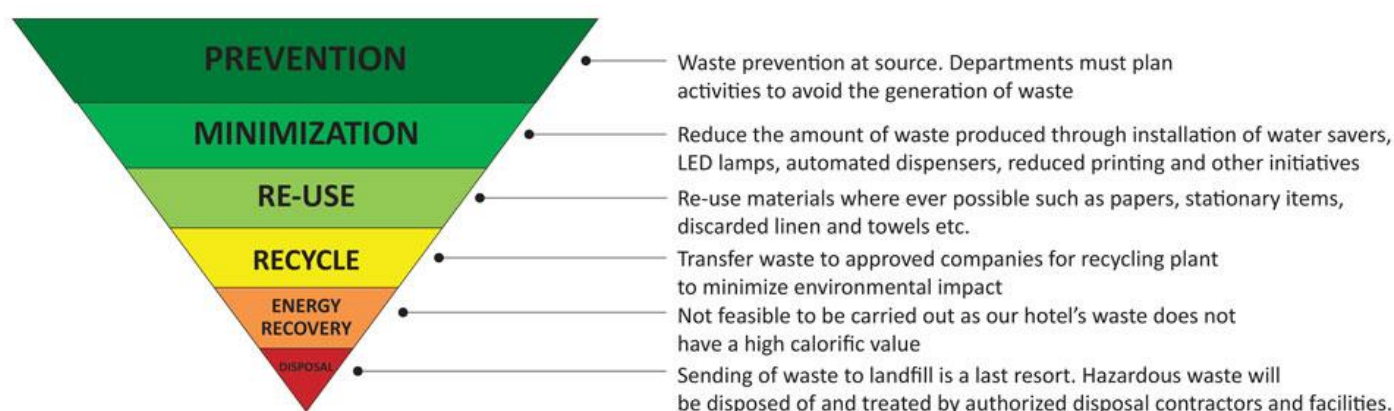
Active system in place to detect and repair leaking toilets, faucets and showerheads in guest rooms, and is run in co-ordination with housekeeping department and engineering department. Active system in place to detect and repair all machinery and equipment on a regular monthly basis, and is run by engineering department.

Native plants or low water plants used in landscaping are used to minimize water in the outdoor garden to use minimum water.

Mercure Hotel Suites & Apartments recycles waste and are looking for more improvement. We have asked for specific glass, cardboard and paper recycle bins, and encourage guests to help us with our recycling. In the first level we try to reduce the waste generation, secondly preference for reusing the items and lastly donated to the charity organizations. Using reusable crate for vegetables and bakery products to minimize waste generation. We attempt to produce as little waste as possible, and nothing is thrown out, that can be used again.

WASTE MANAGEMENT AT MERCURE HOTEL SUITES & APARTMENTS

As far as is reasonably practicable, waste management and waste minimization will be practiced through the following waste hierarchy approach:



Waste Hierarchy

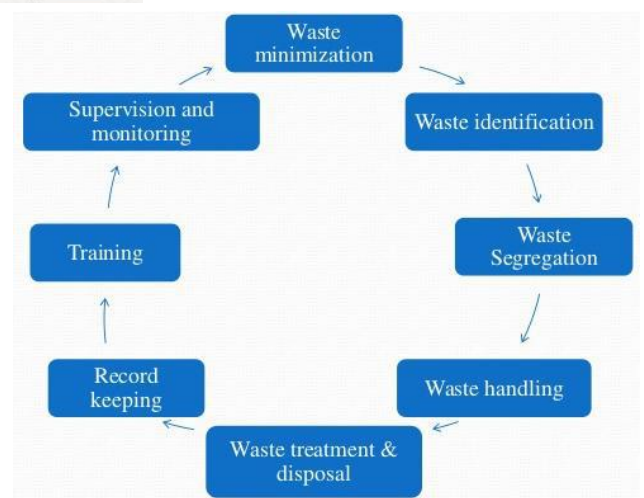
Waste Segregation

Waste streaming is a highly effective way of reducing waste. The segregation of waste plays a role in reducing, reusing and recycling the waste.

- All kitchens, restaurant, café and banquet areas are provided with color coded bins are for proper segregation of waste in the specified areas
- Guest rooms waste bins: The guest rooms are placed with two bins one in the bed room and the other one in the bathroom in order to segregate the waste
- Housekeeping staff: - In the floor level the segregation of the waste are done for general waste and can and plastic bottles.
- The garbage shoot is operational and the waste segregation of landfill is thrown in the garbage shoot. The recycle items needs to be segregated on the floor and brought separately to the garbage room.
- Guest room's waste collection: Two separate bags are used to collect general waste and the cans and plastic bottles from all the guest rooms to increase the recycle waste and measure for proper segregation
- All hazardous wastes like battery and bulbs are been separated and stored in designated area and monitored by engineering and IT department. The waste is disposed to the approved suppliers
- All new joiners are fully briefed about the benefits of segregation, procedures for collection waste and also aware of the Hotel's environmental policies
- All recycled and non-recycled waste have to be sorted, collected and stored at separate segregated areas in the garbage room



Color bins for public areas



Waste Management Cycle

Mercure Hotel Suites & Apartments recycles waste and are looking for more improvement. We have specific glass, cardboard and paper recycle bins, and encourage guests to help us with our recycling.

We attempt to produce as little waste as possible, and nothing is thrown out, that can be used again.

A food-saving program will be established wherein we will come up with strategies to reduce food wastage. Since such a program might interfere with the operation of the culinary department, the establishment of the same will be done in consultation with the F & B department. Other initiatives could be to decompose the food waste by installing food waste composting machine and using the product as manure for the trees within the property.

No bin day is introduced for our employees to reduce the food waste. The menu designing is planned where very little food waste remains are found. The waste bin is not kept on the NO bin day. It is advised the employees to consume only the food they require and to prevent the food wastage.



All employee laundry is washed in-house with environmental friendly detergents. All back-office computer and electronic equipment is shut down when work-day is over. Meeting room's lights and equipment's are shut down when not in use. All appliances are set at the most efficient level, to save energy, money and appliances. Our concrete aim is to reduce our use of water, electricity and waste in the course of the next year, some of the targets and initiatives to achieve the same are:

- To raise awareness of the environment within the guest rooms by way of environmental information on the room television and room information brochures.
- In partnership with the EEG, collect recycle waste to ensure that zero waste goes to Dubai landfill site.
- Measure emphasis on sustainability development for continual improvement.
- Implement for energy saving projects.

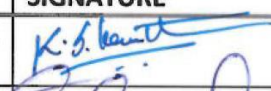
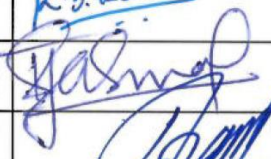

We are very aware that sustainability is an ongoing journey; therefore the Sustainability Management Plan will be reviewed annually. Our Sustainability Management Plan is supported by the following policies and procedures along with other supporting documents:

c. REFERENCES

Green Globe Certification Standard & Guide to Certification and Planet 21 Practices on Sustainability

d. DEFINITIONS, TERMS & ABBREVIATIONS

SMP	Sustainability Management Plan
Sustainable development	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs
Environment	Surroundings in which an organization operates, including air, water, land and natural resources, flora, fauna, humans, and their interrelation
Environmental Aspect	Element of an organization's activities or products or services that can interact with the environment
Environmental Impact	Any change to the environment whether adverse or beneficial, wholly or partially resulting from organizations environmental aspects.
P & P	Policies and Procedures
UAE	United Arab Emirates
EWS-WWF	Emirates Wildlife Society in associated with Worldwide Fund for Nature

DESCRIPTION	NAME/TITLE	SIGNATURE	DATE
PREPARED BY	KAVITHA KANICHETTY SAI- Quality and Hygiene Manager		9-1-2019
REVIEWED BY	TEJPAL SINGH- Director of Engineering		9-1-2019
APPROVED BY	NASEER THODI- General Manager		9-1-2019

AMENDMENT RECORD

REV. NO.	REV. DATE	DESCRIPTION OF AMENDMENT	EFFECTIVE DATE
1	21 Dec 2016	2017 Goals for SMP included, Pictures of activities and initiatives of 2016 is included.	21-Dec - 2016
2	June 2017	Management Change to Accor Group	18-6-2017
3.	Jan 2019	Inclusions of ISO 9001/14001 and Top management change.	9-1-2019