



Sustainability Management Plan


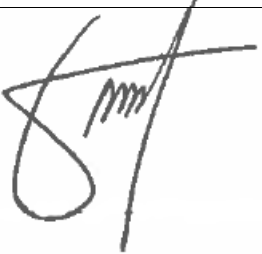
	Name	Designation	Signature	Date
Prepared by	Shamsudheen Thekkepattayil	EHS Director		21.10.2024
Approved by	Firas Sharrouf	General Manager		15.10.2024

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1. SUSTAINABILITY STRATEGY

At Accor, we recognize that hospitality stands at a pivotal junction, serving as a vital catalyst for change. With over 30 years of pioneering sustainable development in our industry, we are committed to shaping a more sustainable future for travel. Our vision is to create a model where we contribute more than we take, partnering closely with hotel owners and teams to integrate sustainability into every aspect of our operations, with a focus on people and nature.

In 2020, we set an ambitious goal to achieve net zero carbon emissions globally. In line with this commitment, ACCOR announced partnership with Green Key and Green Globe, both recognized by Global Sustainable Tourism Council (GSTC) for their robust certification standards. These programs evaluate businesses across four pillars of sustainability: sustainable management, environmental impacts, cultural impacts, and socio-economic impacts, validated by independent third-party audits.

We are especially proud to announce that we are the first Fairmont hotel in the UAE to receive the Green Globe Certification for environmental sustainability, marking a significant milestone in our commitment to a greener future. Together, we can drive meaningful change in the hospitality industry and beyond.

2. INTRODUCTION

At Fairmont Bab Al Bahr, our Sustainability Strategy is built upon four key pillars: Environment, Social-Cultural, Quality, and Health & Safety. Rooted in our unique vision and culture, this Sustainability Policy outlines our short-, medium-, and long-term commitments as we journey towards a sustainable future.

3. PURPOSE

The primary aim of our Sustainability Management Plan is to guide decision-making and daily operations sustainably, addressing environmental, social, cultural, quality, and health & safety issues. Key objectives include:

- Demonstrating our commitment to comply with the environmental laws and regulations of the United Arab Emirates.
- Developing a monitoring and annual audit program to ensure adherence to the Sustainability Management Plan and relevant environmental standards, allowing for the early detection of significant environmental impacts.
- Outlining mitigation measures to minimize the environmental impact of our business activities.
- Presenting strategies for pollution control, waste minimization, and resource conservation through the principles of Reduce, Reuse, and Recycle.
- Establishing a framework for environmental management to ensure the effective implementation of identified mitigation measures.

SCOPE:

This Sustainability Management Plan encompasses all activities at Fairmont Bab Al Bahr, integrating the efforts of colleagues, guests, owners, stakeholders, and the surrounding environment.

COMMITMENT:

We are pursuing our global sustainable transformation, building a model where we contribute more than we take and collaborating closely with our hotel owners and teams to embed sustainability across all our activities, with people and nature at the core.

Sustainability Ambition: *To move the company towards a contributory model, where we give back more than we take in.*

Framework: *This framework is based on two fundamental science-based axes, People and Nature, placed at the heart of the approach, which infuse three operational pillars: Stay, Eat and Explore.*

SUSTAINABILITY POLICY

The objective of this policy is to guide Fairmont Bab Al Bahr in its commitment to environmental sustainability by establishing comprehensive procedures and practices that reduce our environmental impact, promote resource efficiency, and support community well-being. This policy outlines our commitment to sustainability across operations, including energy and water use, waste management, and community engagement.

This policy applies to all employees, contractors, and suppliers associated with Fairmont Bab Al Bahr.

Policy Guidelines:

- **Energy Management:** Reduce energy consumption and increase energy efficiency.
 - Implement energy-saving measures such as LED lighting, HVAC systems, and appliances.
 - Monitor and manage energy usage through regular audits and performance tracking.
 - Encourage colleagues to practice energy conservation techniques (e.g., turning off lights and equipment when not in use).
- **Water Conservation:** Minimize water consumption and enhance water efficiency.
 - Install water-saving fixtures and equipment (e.g., low-flow faucets, shower).
 - Regularly inspect and repair leaks to prevent water wastage.
 - Promote water conservation practices among colleagues and guests (e.g., reusing towels, reducing water use in landscaping).
- **Waste Management:** Reduce waste generation and enhance recycling and diversion efforts.
 - Implement waste sorting and recycling programs for general waste, paper, plastic, carton, hazardous waste, and food waste.
 - Promote the use of reusable and recyclable materials and eliminates single-use plastics.
- **Sustainable Sourcing:** Ensure that procurement practices support sustainability.
 - Source products and materials from suppliers that adhere to environmental and ethical standards.
 - Prioritize the use of sustainable and eco-friendly products, including locally sourced and organic items.
- **Green Building and Maintenance:** Incorporate sustainable building practices and materials in new constructions and renovations. Regularly maintain and upgrade infrastructure to improve energy and water efficiency.
- **Community Engagement and Support:** Engage in local environmental initiatives and support community-based sustainability projects. Provide opportunities for employees to participate in volunteer activities and environmental advocacy.
- **Training and Engagement:** Educate and involve employees in sustainability efforts. Encourage colleagues to propose and implement sustainability initiatives within their departments. Recognize and reward employees for their contributions to sustainability.
- **Communication and Reporting:** Regularly report on sustainability achievements and progress to stakeholders. Communicate sustainability initiatives and goals to employees, guests, and the community.
- **Review and Revision:** Review and update the policy annually to reflect changes in best practices, regulations, and organizational goals.

Firas Sharrouf
General Manager

5. ROLES AND RESPONSIBILITIES:

At Fairmont Bab Al Bahr, we have established our Green Team, a dedicated group of passionate Champions from all departments committed to driving environmental and sustainability initiatives throughout the hotel.

The objective of the green team is to maintain existing programs and identify new programs focusing on reduction in water/ electricity consumption, waste reduction and recycling which would contribute to the overall carbon foot print reduction of our operations

A key aspect of our mission is to encourage all colleagues to actively participate in this initiative. We foster an environment where team members feel empowered to share their ideas, thereby engaging everyone in the pursuit of a growing culture of environmental awareness and sustainable development within our business. Together, we strive to make a positive impact on our environment and promote a sustainable future.

GENERAL MANAGER:

The General Manager is responsible for ensuring that:

- The Sustainability Management Plan is effectively implemented across all business operations within Fairmont Bab Al Bahr.
- Adequate resources, including manpower, financial support, and equipment, are allocated to sustainability initiatives.
- Key objectives and targets are set with strategic KPIs that align with the Sustainability Management Plan.
- The annual performance of objectives and targets is evaluated, with appropriate measures taken for any non-achieved targets.

DIRECTOR OF ENGINEERING:

The Director of Engineering is responsible for:

- Overseeing all activities that could have a potential environmental impact, including engineering/planning (design, procurement, etc.), preventative maintenance, onsite contractor services, and waste management services.
- Ensuring water quality monitoring systems and documented procedures are in place.
- Minimizing, reducing, and documenting all resource wastage.
- Utilizing technology to decrease energy, gas, and water consumption.
- Developing and maintaining procedures for chemical spill clean-ups.
- Evaluating substances and finding alternatives with less harmful environmental impact.
- Implementing initiatives to reduce our carbon footprint.
- Establishing sustainable waste management and recycling programs

within the department.

- Monitoring and recording water and energy consumption using the GAIA 2.0 online portal, evaluating consumption monthly in relation to business activities.
- Ensuring energy-efficient equipment is purchased.

ENVIRONMENTAL, HEALTH & SAFETY DIRECTOR

The Environmental, Health & Safety Director is responsible for:

- Developing and communicating the Sustainability Management Plan.
- Coordinating all aspects of environmental management within Fairmont Bab Al Bahr.
- Establishing environmental objectives and targets.
- Identifying regulatory requirements and evaluating compliance across all departments.
- Organizing green committee meetings.
- Ensuring that required environmental training is developed, implemented, monitored for effectiveness, and continuously improved.
- Establishing environmental campaigns to communicate strengths and weaknesses to colleagues.
- Liaising with Heads of Departments on various CSR activities.

DIRECTOR OF FOOD & BEVERAGE AND EXECUTIVE CHEF

The Director of Food & Beverage and Executive Chef are responsible for:

- Establishing sustainable waste management and recycling programs within the department.
- Ensuring that plastic-free products are utilized in all guest experiences.
- Implementing initiatives to meet environmental objectives and targets.

DIRECTOR OF TALENT & CULTURE / L&D MANAGER

The Director of Talent & Culture and L&D Manager are responsible for:

- Managing and recording relevant training sessions.
- Conducting various CSR activities that engage colleagues.

HEAD OF DEPARTMENTS:

The Heads of Departments at Fairmont Bab Al Bahr play a crucial role in our sustainability efforts. Their responsibilities include:

- **Implementation of Environmental Management Procedures:** Ensuring that all environmental management procedures, precautions, and controls are effectively implemented within their respective departments.

- **Promoting Reduce, Reuse, and Recycle Practices:** Encouraging colleagues to adopt practices that minimize waste through reduction, reuse, and recycling wherever possible.
- **Training and Development:** Ensuring that all team members attend the necessary environmental training sessions to enhance their awareness and capabilities in sustainability practices.
- **Participation in CSR Activities:** Actively participating in or championing various corporate social responsibility (CSR) initiatives that align with our commitment to sustainability.
- **Assessment of Environmental Impacts:** Evaluating the environmental impacts associated with the introduction of new products or services to ensure they align with our sustainability goals.

ALL COLLEAGUES/CONTRACTORS

- Reduce, Reuse and Recycle, wherever possible
- Understand, implement and manage Key KPI's, Targets and Initiatives
- Co-operating with their managers to achieve an effective environmental management system in the workplace
- Reporting all environmental concerns to the Management or Sustainability team.

A. SUSTAINABILITY MANAGEMENT PLAN encompasses 4 Key Areas

Environmental – We are dedicated to actively conserving resources, reducing pollution, and preserving biodiversity, ecosystems, and landscapes. Our initiatives include engaging in local environmental activities that promote sustainability and protect our natural surroundings.

Socio-cultural – Our commitment to corporate social responsibility drives us to invest in community development, promote local employment, and support fair trade practices. We prioritize respecting local communities and implementing policies against commercial exploitation. Our hiring practices are equitable, and we ensure that our operations do not jeopardize access to basic services such as water, energy, and sanitation for neighbouring communities.

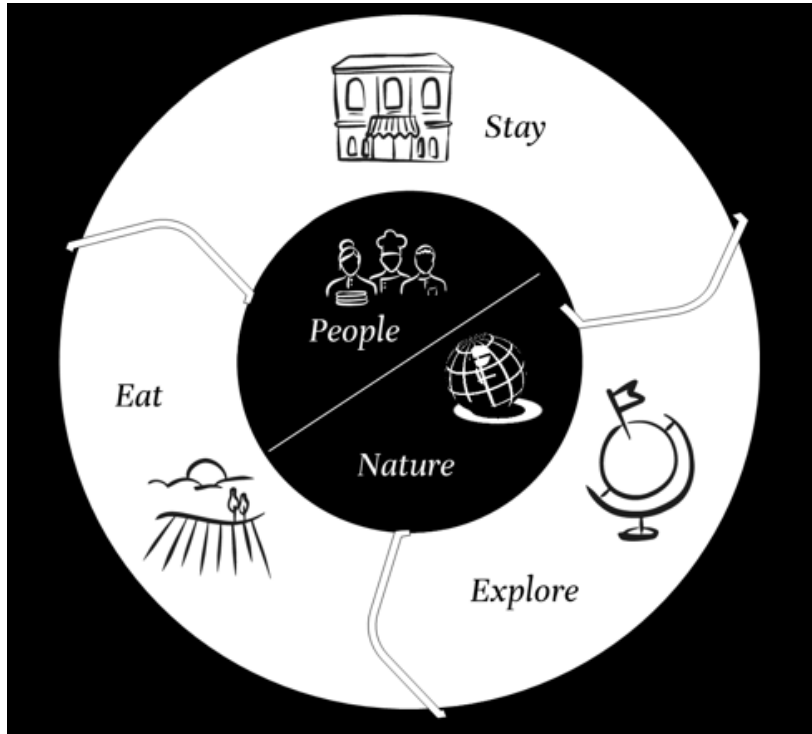
Quality – We strive to create economic sustainability by delivering inspired service that exceeds guest expectations and fosters competitive advantages within the industry. Our commitment to quality not only enhances the guest experience but also contributes to the economic well-being of the surrounding community through local ownership, employment opportunities, and sourcing local products.

Health & Safety – Fairmont Bab Al Bahr is committed to compliance with all established health and safety regulations. We prioritize the safety and security of both our guests and colleagues, ensuring a safe environment for everyone who works or visits our hotel.

Through these four key areas, we are building a sustainable future that benefits our guests, colleagues, and the communities in which we operate.

A.1. IMPLEMENT A SUSTAINABILITY MANAGEMENT PLAN:

Fairmont Bab Al Bahr shall establish and maintain the sustainability management plan complying with requirements included in this section. There are a number of elements that make up the SMP as shown below:



PEOPLE

- Sustainability Training
- Diversity, Equity & Inclusion
- Social Elevator
- Solidarity

STAY

- Net-Zero Emissions
- Water Preservation
- Eliminate single-use plastic
- Waste Reduction / Circular Economy

EAT

- Reduce Food Waste
- Responsible Sourcing
- Shift Food Consumption

EXPLORE

- Local Communities
- Cultural Heritage
- Biodiversity

A.2. LEGAL COMPLIANCE

Fairmont Bab Al Bahr operates under UAE law with tourism license number CN-2240880, ensuring full compliance with all relevant local and international legislation and regulations. This includes adherence to health, safety, labor, environmental standards, and up-to-date insurance policies to protect both our guests and staff.

A.3. EMPLOYEE LEARNING

We are committed to hiring, training, and appraising employees in alignment with corporate competencies and models. All personnel undergo periodic training focused on environmental, socio-cultural, health, and safety practices. We strive to recruit the best talent for Fairmont Bab Al Bahr and provide ongoing training to ensure that our service is delivered with courtesy, intelligence, care, and pride—while minimizing waste and extravagance.

A.4. SERVICE QUALITY & GUEST SATISFACTION

At Fairmont, our guiding principle is to “turn our Guests’ moments into special memories.” Every guest is treated as a VIP, and we aim to provide consistently excellent service. We value guest feedback, utilizing an online “Guest Satisfaction Survey” to gather insights on their stay and how we can enhance their experience. Additionally, we monitor guest inputs through various channels, including reputation performance scores, LQA audits, guest comment cards, and third-party platforms like TripAdvisor and Google, ensuring that all feedback is recorded and addressed with appropriate corrective actions.

A.5. ACCURACY OF PROMOTIONAL MATERIALS

All promotional communications at Fairmont Bab Al Bahr are managed by the Sales and Marketing team to ensure alignment with ACCOR guiding principles, local regulations, and cultural norms. Guest dissatisfaction is tracked through feedback forms and various channels, allowing us to continually refine our messaging and offerings.

A.6. LOCAL ZONING, DESIGN AND CONSTRUCTION

Our hotel was built with respect for traditional rights and local legislation. Fairmont Bab Al Bahr is a five-star beach resort featuring 366 rooms across 108,961 square meters, situated in a mixed residential and commercial area. We ensure accessibility to all facilities for individuals with special needs, following local standards. Our building features double-glazed windows to

optimize energy consumption for heating, cooling, and lighting. Regular maintenance emphasizes sustainability and the use of environmentally friendly materials, and all appliances are selected for their energy efficiency.

A.7. INTERPRETATION

We educate our guests about the local environment, culture, and heritage through various channels, including electronic information via our TV systems and direct communication from our staff.

A.8. COMMUNICATIONS STRATEGY

All employees receive training on environmental challenges and how they can contribute to solutions. New joiners undergo awareness training during their induction, with ongoing training focused on energy and water efficiency and waste reduction in their respective areas. We communicate our sustainability initiatives through TV messages, informational cards, and our website. Our sustainability plans and community involvement are transparently shared via the Website, engaging guests, employees, suppliers, and stakeholders in our mission for sustainable operations.

A.9. HEALTH AND SAFETY

At Fairmont Bab Al Bahr, we prioritize the health and safety of our guests, visitors, colleagues, and the local community. Our hotel adheres to both local and international health and safety standards, with an approved Health & Safety management system in place since 2011, following the Abu Dhabi Occupational Health & Safety System Framework (ADOSH-SF). We undergo annual third-party health and safety audits to ensure compliance with legislation, and a comprehensive audit by the Department of Culture and Tourism every three years to renew our approval certificate.

All colleagues participate in annual health and safety awareness training, ensuring they are informed about potential hazards in their work environment. We also use appropriate signage and communication methods to keep guests aware of safety measures. Our risk management program identifies hazards and controls unavoidable risks to minimize the potential for injury and illness, fostering a safe environment and promoting safe work practices.

For any contracted work by external organizers, we require method statements, risk assessments, copies of licenses, insurance policies, and relevant competency records to ensure safety and compliance. Additionally, we have trained emergency first-aid responders, including colleagues certified in CPR and defibrillation from each department, ready to assist in medical emergencies. Our lifeguards at the pool and beach are certified by the Quality Conformity Council (QCC) in line with local authority requirements.

We are committed to environmentally friendly practices in our purchase and operating policies for all equipment and facilities, prioritizing low-emission and

energy-efficient solutions. Our skilled team of engineers and technicians regularly maintains our facilities to ensure they remain in excellent working condition. Local law enforcement agencies frequently inspect our premises to verify that all emergency systems are functional, and we conduct HACCP audits to ensure compliance with food safety management standards. New kitchen staff receive essential food safety training to uphold our commitment to health and safety.

A.10. DISASTER MANAGEMENT & EMERGENCY RESPONSE

Fairmont Bab Al Bahr has identified potential crises that may arise during hotel operations, in accordance with local legislation (ADOSH SF, Element 6 - Emergency Management) and Accor's ALERT guidelines. We have developed a comprehensive Emergency and Crisis Manual and established a Crisis Team consisting of key department heads, along with an Emergency Response Team trained to handle various emergencies.

All colleagues receive training on emergency and crisis management procedures, supplemented by annual refresher training to keep their skills sharp. We also conduct annual mock drills for all identified potential emergencies, ensuring that our team is well-prepared to respond effectively in any situation. Our proactive approach to disaster management and emergency response underscores our commitment to maintaining a safe environment for everyone at Fairmont Bab Al Bahr.

B. SOCIAL/ECONOMIC

B.1. COMMUNITY DEVELOPMENT:

At Fairmont Bab Al Bahr, we are committed to actively supporting our local communities through meaningful engagement with our stakeholders. Our focus areas include:

- **Healthcare:** Supporting initiatives aimed at enhancing the health and well-being of local communities.
- **Education:** We support initiatives that provide vocational training and skills development, enhancing employability in the tourism and hospitality sector.
- **Cultural Preservation:** We engage in efforts aimed at preserving local culture and heritage while promoting cultural diversity within our community.
- **Economic Development:** We work to enhance the capacity of small and medium enterprises linked to our business needs, fostering effective operations that contribute to economic growth.
- **Environmental Protection:** We support initiatives dedicated to protecting the environment and encourage innovative products and services that address environmental challenges.

B.2. LOCAL EMPLOYMENT

Fairmont Bab Al Bahr is dedicated to fostering a robust National Development program that actively supports the recruitment and development of UAE nationals.

We aim to place UAE nationals in various operational and support roles, providing mentorship and guidance to help them grow into leadership positions within the company.

B.3. FAIR TRADE

Our commitment to fair trade is driven by our purchasing department, which follows a comprehensive purchasing policy. This policy ensures the selection of suppliers and procurement of goods and services that meet the highest quality standards, while also maintaining the right price, source, and delivery schedule, all while safeguarding the company's interests.

B.4. LOCAL ENTREPRENEURS

In the hospitality industry, Fairmont Bab Al Bahr specializes in providing exceptional experiences. We actively organize events and activities that celebrate local culture, particularly during significant occasions such as Ramadan, Eid, and UAE National Day.

B.5. RESPECT LOCAL CULTURE

As the UAE is predominantly a Muslim country, we ensure that both guests and colleagues are well-informed about local customs and traditions. Information is provided through employee orientation sessions, multimedia resources, and literature, promoting an understanding and respect for the rich cultural heritage of our community.

B.6. EXPLOITATION

Fairmont Bab Al Bahr strictly complies with UAE Federal Law No. 33 of 2021 and its regulations. We have established robust policies to prevent the employment of children, discrimination, sexual harassment, and exploitation within our workplace. All employees are trained on WATCH (we act together for children) to combat against sexual exploitation of children in tourism. Our commitment to combat exploitation is reinforced by:

- Equal Employment Opportunity & Diversity
- ACCOR Code of Business Conduct and Ethics
- UAE Federal law no. 33 of 2021

B.7. EQUITABLE HIRING

At Fairmont Bab Al Bahr, we are dedicated to promoting diversity and equality at all levels of our organization. We ensure that no employees or applicants face discrimination, with all positions filled based on competence. Our hotel adheres to all local labor laws and provides conditions and wages that exceed minimum requirements.



We celebrate the diversity of our workforce, employing individuals from over 43 different nationalities. We actively encourage women candidates to apply for roles at all levels within the business.

B.8. EMPLOYEE PROTECTION

We ensure that salaries and benefits meet national regulations, with all mandatory payments for insurance and holiday funds made on behalf of our employees. Overtime is compensated according to UAE labor law for hours worked beyond the established limits. Effective from January 1, 2025, all employees, across all levels, will receive two days off each week. Some departments have already adopted this practice. While we adhere to legal maximum working hours, we recognize that the hospitality industry may occasionally require additional hours, and colleagues are duly remunerated as per our outlined policies.

B.9. BASIC SERVICES

Our business activities have not negatively impacted or jeopardized resources or services in the local area or neighboring communities. In fact, our operations generate secure jobs and foster a positive influence within the community.

B.10. BRIBERY & CORRUPTION:

ACCOR has developed and implemented a comprehensive Anti-Bribery & Corruption program that articulates our values, policies, and procedures to prevent bribery in all our activities. All colleagues receive annual training on our "Anti-Bribery & Corruption Policy" through our online portal, INES, ensuring that everyone is equipped to uphold our commitment to integrity and transparency.

C. CULTURE HERITAGE

The staff at Fairmont Bab Al Bahr is trained to guide guests towards the cultural sights, events and/or entertainment/ restaurants that they are most interested in. We provide insights into the local UAE culture, ensuring that this information is shared in an engaging and accessible manner

We are committed to protecting our cultural heritage; therefore, historical and archaeological artifacts are neither sold nor displayed at our property. We adhere to all relevant laws, standards, and regulations concerning the protection of historical sites and cultural heritage. Fairmont Bab Al Bahr emphasizes our role within the local environment by actively participating in cultural and social activities and incorporating local cuisine and products from nearby businesses into our offerings.

D. ENVIRONMENTAL

At Fairmont Bab Al Bahr, we are dedicated to enhancing environmental awareness among our colleagues, encouraging daily actions that reflect our commitment to sustainability and environmental stewardship.

Our purchasing policy prioritizes environmentally friendly products across all areas, including building materials, capital goods, food, and consumables. We collaborate with certified suppliers and those who adhere to best environmental and social practices, ensuring that our operations contribute positively to the environment.

E. WASTE MANAGEMENT PLAN

The hotel industry produces various types and significant quantities of waste daily, necessitating effective management strategies. At Fairmont Bab Al Bahr, our waste management policy encompasses all waste types, including recyclable, reusable, non-recyclable, general, hazardous, and organic waste.

The non-hazardous waste normally includes paper and cardboard items, glass and aluminum products, plastic items, organic waste, building materials and furniture, and used oils and fats. Hazardous wastes may include batteries, solvents, paints, antifouling agents, and some packaging wastes.

To minimize waste, our formal Waste Management Plan incorporates several key principles, including but not limited to:

- Purchasing in bulk whenever possible.
- Utilizing refillable bulk dispensers (e.g., toiletries) instead of individually packaged products.
- Collaborating with suppliers to reduce packaging use and establish recycling for product packaging.
- Avoiding the use of polystyrene foam across all operations.
- Implementing in-room recycling procedures and providing appropriate receptacles.
- Opting for glass or durable plastic alternatives instead of disposable plastic items (e.g., straws, cups).
- Ensuring waste disposal only occurs after all waste prevention and recycling strategies have been explored.

Our Waste Management Plan emphasizes that every team member plays a vital role in promoting recycling practices in their respective areas whenever feasible.

Garbage Categories:

- Paper, Plastic & Metal Recyclable Waste
- Food Waste

- Domestic Waste (e.g., wood, paper products, rags, glass, metal, bottles, crockery)
- Used Cooking Oil
- Operational Waste
- Bio-Medical Waste
- Hazardous Waste
- Electrical & Electronics Waste
- IT Scrap
- Tube Lights and Bulbs
- Expired Chemicals
- Empty Containers
- Cleaning Waste

By implementing these measures, Fairmont Bab Al Bahr aims to effectively manage waste, reduce our environmental footprint, and contribute to a more sustainable future.

F. HIGHLIGHTS

1. Food Sourcing

- **Vegetarian Options:** We prioritize vegetarian dishes and locally sourced ingredients to minimize our carbon footprint.
- **Fair Trade and Eco-Certified Suppliers:** We favor suppliers who adhere to fair trade and eco-certification standards, ensuring integrity in our sourcing decisions.
- **Onsite Vegetable Garden:** An onsite garden allows us to grow seasonal vegetables, enhancing freshness and reducing transportation emissions.
- **Partnership with Klimato:** We collaborate with Klimato to calculate and communicate our carbon emissions in food services, incorporating carbon labeling on menus to educate guests.

2. Waste Management

- **Waste Segregation:** We systematically segregate and measure waste to establish baseline data and set targeted reduction goals.
- **Wastewater Management:** Black and gray wastewater is managed by the Abu Dhabi municipality, ensuring non-polluting practices that protect public health and ecosystems.
- **Kitchen Wastewater Processing:** Kitchen wastewater is processed through grease traps and collected monthly by a licensed waste management company.

3. Sourcing and Local Support

- **Reusable Crates:** Fresh produce is delivered in reusable crates to reduce packaging waste.
- **Seasonal Menu Offerings:** Our menu emphasizes locally sourced, seasonal products to further decrease our carbon footprint.

4. Printing Control

- **Password-Protected Printers:** All printers are secured with passwords to enhance control and accountability.
- **FSC Certified Paper:** We use only FSC-certified printing paper to promote sustainable forestry practices.

5. Energy Efficiency

- **Energy-Efficient Equipment:** We invest in energy-efficient equipment and use it only when necessary to minimize energy consumption.

6. Textile Reuse and Donation

- **Charitable Donations:** Used bed linens, duvets, and pillowcases are donated to local charities.
- **Towel Reuse:** Towels are repurposed as dusters in other departments, and linen reuse cards are placed in guest rooms.

7. Plastic Waste Reduction

- **Single-Use Plastic Elimination:** We have completely eliminated single-use plastics from guest experiences and are working towards phasing them out in our operations.

8. Water Bottling Plant

- **Installation of Water Bottling Plant:** Our water bottling plant generates water from air, replacing approximately 450,000 single-use plastic bottles annually and reducing plastic waste by nearly 6 tons.

9. Water Usage Efficiency

- **Water Conservation Measures:** We utilize tap aerators, low-power taps, and implement water recovery and recycling solutions.
- **Drought-Resistant Landscaping:** Native and drought-resistant plants are used in landscaping, with irrigation scheduled for early morning or evening to minimize evaporation.

10. Ethical Practices

- **Wildlife and Product Policies:** We maintain strict policies against the use or sale of captive wildlife, endangered species, or unethical products.

11. Comprehensive Recycling Program

- **Recycling Compliance:** We adhere to Abu Dhabi municipality recycling requirements, with designated bins for recyclables, hazardous and general waste.
- **Waste Collaboration:** We collaborate with approved environmental service providers for waste collection, including used cooking oil for biodiesel production.

12. Food Waste Reduction

- **Food-Saving Program:** We implement the Winnow solutions program to monitor food waste in dining and staff areas, targeting a 10% reduction from the baseline. “No Bin Day” is celebrated every Thursday to raise awareness.

13. Energy Management

- **Energy Audit and Reduction Goals:** Following a comprehensive energy audit, we aim to reduce energy consumption by 30% by 2030, with a 5% interim goal for year-end.
- **Low-Energy Lighting:** We use low-energy light bulbs and timers for outdoor lighting.
- **Staff Training:** Regular training sessions reinforce electronic shutdown policies and energy-efficient practices in meeting rooms and public areas.

14. Advanced Temperature Management

- **Temperature Sensors:** Installation of chilled water temperature sensors enables effective management of energy use.
- **Heat Recovery Wheels:** Four heat recovery wheels reclaim temperature loss from exhaust air, integrated with our Building Management System (BMS) for comprehensive oversight.

15. Electric Vehicle Support

- **Charging Stations:** We provide dedicated electric vehicle charging stations to encourage sustainable transportation.

16. Carbon Emission Measurement

- **Utilization of Gaia 2.0:** We employ Gaia 2.0 to effectively track energy and water consumption, measuring carbon emissions to inform our sustainability strategies.

Conclusion

This Sustainability Management Plan emphasizes a holistic approach to sustainability at Fairmont Bab Al Bahr. We recognize that sustainability is an ongoing journey, and we are committed to continual improvement and alignment with best practices and ethical standards.

Supporting Policies

Our Sustainability Management Plan is supported by the following policies and procedures:

- Sustainability Policy
- Health and Safety Policy
- Waste Policy
- Food Waste Policy
- Purchasing Policy
- Crisis Management Plan

Management Acknowledgment

<u>Name</u>	<u>Designation</u>	<u>Signature</u>
Sajeev Chundangattil	Director of Finance	
Mohammed Najeeb	Director of Talent & Culture	
Nedder Potot	Director of Engineering	
Hassan Najm	Director of Food & Beverage	
Ayoub Makdissi	Executive Chef	
Ahmed Elattar	Director of Security	
Navpreetsingh Dua	Director of Revenue	
Radi Ali	Director of Sales and Marketing	
Elias Khoury	Director of Housekeeping	
Nancy Baroud	Front Office Manager	