Sustainability Management Plan
2015
Mövenpick Hotel West Bay Doha
Our Commitment:
Part of the values of Mövenpick Hotels & Resorts has always been to conduct its business in a responsible and caring way; encouraging a personal touch in its relationships with all its stakeholders. The values of quality, reliability and care are fundamental in guiding the company towards sustainable business practices.

For Mövenpick Hotel West Bay Doha, sustainability is about meeting current needs, whilst at the same time preserving and contributing to the future for generations to come. We aim to reduce and optimise our consumption through the use of basic measures, such as energy-efficient lighting, water conservation and a better management of waste and chemical use. Our commitment goes beyond environmental and employee sustainability, to also encompass social sustainability.

Part of our key social objectives is to positively contribute to the countries and communities in which our hotels are present, in a way that is mutually beneficial and sustainable. All our activities and efforts are part of Shine, which is the global sustainability programme of the company that aims to give back to the communities where the company operates. Shine focuses on three pillars – Environment, Employer and Sustainability.
TABLE OF CONTENTS

1.0 Analysis

2.0 Strategy and Tools
   A. Size and Scale
   B. Strategic Objectives of the Hotel
   C. Quality Assurance
   D. Health and Safety

3.0 Sustainability Management
   3.1. Policy
   3.2. Criteria
      A. Environmental
      B. Employer
      C. Socio-Cultural

4.0 Social Corporate Responsibility (CSR) Programmes

5.0 Environmental Sustainability Procedures

6.0. Environmental Sustainability Actions

7.0 Pollution Management Plan
   7.1 Departmental Actions

8.0 Targets and Goals (Key Performance Indicators)

9.0 Landscape

10. Our Sustainability Partners

11.0 Environmental Committee
1.0 Analysis

Tourism is one of the world's largest industries, and with Qatar quickly becoming one of the top destinations in the Middle East and GCC, more and more visitors are arriving each year. The country received more than 2.8 million visitors in 2014, representing an 8.2% growth over 2013. Since 2009, international visits to Qatar have increased 91% with an average annual growth rate of 13.8%. Sustainable and responsible operations enable the tourism industry to continue growing and developing, whilst ensuring the implementation of sustainable practices. Recently, the Qatar Tourism Authority has announced The Qatar National Tourism Sector Strategy 2030, which is a long-term strategy that will help advance the tourism industry in Qatar through a series of plans, programmes, projects and policies that will be developed based on international best practices and following a nation-wide review process. Sustainable tourism is fast becoming an interest of frequent travellers. It has become an important factor as travellers make decisions when booking flights and hotels, and planning their trips and holidays overall. International organisations and businesses continue to lead the movement to support the industry and government in adopting and implementing sustainable tourism principles and best management practices.

Green Globe Partnership

Mövenpick Hotels & Resorts is one of the largest hotel groups to commit to Green Globe certification for all its properties worldwide. With the partnership with Green Globe, we underpin our ambition to set an example in the industry. The strategy is part of a company-wide programme to establish a common and global approach to environmental, employee and social sustainability. Mövenpick Hotels & Resorts aims at setting a new benchmark for sustainability by committing to a certification partnership with the internationally acclaimed Green Globe.

Our aim at Mövenpick Hotel West Bay Doha is to continue maintaining our compliance with the Green Globe indicators.

About Green Globe

The origin of Green Globe can be traced back to the United Nations Rio de Janeiro Earth Summit in 1992, where 182 heads of state from around the world endorsed the Agenda 21 principles of sustainable development. Two years later, the Green Globe membership was established. The Green Globe brand represents the best in sustainable practice within the travel and tourism sector, and provides certification, training and marketing services in 83 countries. For more information, visit www.greenglobe.com.
2.0 Strategy and Tools

A. Size and Scale:
Mövenpick Hotel West Bay Doha is located in the heart of the city, and Qatar’s prominent residential and commercial district. The hotel is approximately 20 minutes away from Hamad International Airport, and is in close proximity to many points of interest in the city. Architects from GHD Global designed the 26-storey tower; the vision was to create the perfect destination for travellers who require the highest quality of leisure and corporate facilities.

The five-star hotel is made up of 347 guest rooms, 40 of which are suites, and ranging from 40 sqm to 72 sqm. Reflecting the vibrant lifestyle and colour of modern Qatar, the rooms feature a kitchenette, seating area, state-of-the-art in-room technology and stunning views of the Doha skyline and Arabian Gulf. The hotel includes three dining options, including an all-day dining restaurant and a speciality restaurant. The hotel’s spa, Bay View 26 Wellness Centre is located on the top floor and houses an indoor pool, treatment rooms, a beauty salon and state-of-the-art gym.

Guest Rooms:
347 Rooms:
• 164 Deluxe Rooms (43 sqm), offering a king-sized bed or twin beds, as per guest’s preference, comfortable seating area, work desk and stunning city views.
• 44 Deluxe Panoramic Sea View Rooms on the upper floors, offering unobstructed and stunning sea views of the Arabian Gulf.
• 43 Executive Rooms (40 sqm), featuring one king-sized bed, comfortable seating area, a sea view and access to the Executive Lounge.
• 9 Junior Suites (48 sqm), with one king-sized bed and dining area
• 28 Executive Suites (62 sqm), with one king-size bed
• 3 West Bay Suites (72 sqm), with one king-sized bed, living room and dining area and overlooking the Arabian Gulf
• 28 Family Rooms (40-43 sqm), offering interconnecting rooms with a king-sized bed and twin beds

Amenities and Services:
• All rooms include a full kitchenette
• Complimentary Wi-Fi connection in all rooms and public areas
• Executive Lounge located on the second floor
• Laundry services
• 24-hour room service
• Airport shuttle service
• Flower/Gift shop located at the lobby
• State-of-the-art gym and fitness centre
• Indoor pool, offering swimming classes
• Business Centre
• Meeting and event assistance with technical support
• Five meeting rooms on the second floor
• Meeting rooms with natural daylight, Wi-Fi and built-in screens for LCD projection
• A Lebanese speciality restaurant, a lobby lounge and a contemporary all-day dining restaurant that provides international buffets and à la carte meals for breakfast, lunch and dinner

B. Hotel’s Key Strategic Objectives:
To achieve financial results for the hotel against the set budget
To continue positing the property as a leading business hotel in the local, regional and international markets
To continue promising our guests and clients an upscale and high level of service, every time they visit the hotel
To bring “Natural Enjoyment” to our guests
To ensure meeting the quality standards of the hotel, as per the guidelines set by the corporate office

C. Quality Assurance
Mövenpick Hotels & Resorts has certain tools to assure quality, consistent service and product delivery. Some of these tools include:
• Guests Response:
This is received through VEOS, TrustYou, TripAdvisor, Booking.com and many other channels that allow the hotel to focus on areas that need attention. Guests’ feedback gives us an indication of where we need to improve and hotel the chance to recognise the hard work and efforts of our employees.
• Quality Audit:
A third-party inspection is performed twice a year by Hotel IQ to evaluate compliance of guest experience quality standards in the hotel. This includes all aspects of rooms, food and beverage outlets, health club and service.
• IFH – Mystery Calls and Coaching Sessions:
The German training company, IFH, performs regular checks and reviews to ensure that the quality of service and products provided complies with the required company standard.
• Mövenpick Hotel & Resorts:
The Middle East Area Office conducts operational and departmental audits to gauge the performance of the hotel on quality, as set by the brand.
• Governmental Entities:
Reviews, inspections and regular visits by government entities, such as the municipality,
Civil Defence, QTA and others help to ensure quality.

• Other Accreditations:
  Awards and certifications from TripAdvisor, Booking.com and HACCP attest to the quality and standards of the hotel.

D. Health and Safety
Mövenpick Hotel West Bay Doha complies with all established health and safety regulations, and ensures that both guest and staff protection instruments are in place.

We follow strict laws, regulations, policies and procedures that are set to conserve and protect the environment, whilst creating a workplace that brings out the best in our employees and avoids injuries. All employees must undergo the proper training needed to carry out their daily tasks, and keep them safe and healthy. This includes and is not limited to the following:
• All kitchen staff members are trained and must undergo a mandatory food hygiene course in food handling.
• All supervisory kitchen staff and HACCP committee members are HACCP Level 3 certified.
• The Hotel Hygiene Officer is HACCP Level 4 certified.
• The hotel has a dedicated Health and Safety Officer.
• The hotel has trained and certified First Aid and emergency evacuation teams.
• Quarterly fire drills and evacuations are performed, in coordination with Qatar Civil Defence.
• A detailed plan for Disaster and Crisis Management is in place, and necessary trainings are conducted for the hotel emergency evacuation team.
3.0 Sustainability Management Plan

3.1 Policy
We are committed towards effectively managing, conserving and preserving the environment, keeping it healthy for future generations, fulfilling our pledge to sustainability. It is the overall policy of Mövenpick West Bay Doha to conduct its operations responsibly, with a major focus on sustainable operations as well as spreading awareness on living green. The property is a driver of sustainability, and is considered to be a leader in sustainable tourism.

3.2 Sustainability Criteria
For Mövenpick Hotels & Resorts, sustainability is about meeting current needs, whilst preserving and contributing to the future for generations to come. We are convinced that the combination of our values and global approach to sustainability will help the company be recognised as one of the world’s most trusted hotel management companies. Our values and efforts focus on three elements – environment, society and employees.

A. Environmental Sustainability
Mövenpick West Bay Doha prides itself on being a Green Hotel, with a major focus on sustainable operations and spreading awareness on living green.
The hotel supports local Go Green initiatives, in coordination with the Qatar Green Building Council, partnering up on several occasions and projects such as “Art from Trash” and “No Paper Day”, as well as hosting the council’s events at the hotel.
The employees of the hotel are also living green; led by the property’s Green Team, the hotel organizes numerous green activities annually, including Earth Hour, Beach Clean-Ups and Tree Planting projects.

B. Employee Sustainability
Employee sustainability means achieving excellence in human resources and leadership practices, whilst embracing and celebrating diversity. By uplifting quality, reliability and care, Mövenpick Hotel West Bay Doha is committed to fostering a culture that consistently improves employee engagement, development, well-being, safety and security. Mövenpick Hotel West Bay Doha’s key employee sustainability objectives are to:
• Become a preferred employer by developing a motivating and value-based work environment, which promotes and embraces the application of its values and core behaviours;
• Provide equal opportunities to employees and maximise employee engagement and satisfaction;
• Ensure that employees are encouraged to learn and have equal access to learning and development opportunities in order to grow both inside and outside the work place;
• Contribute to the education of local communities by actively working to hire and train local people for positions at all levels;
• Take measures to guarantee fairness and transparency with regards to compensation and benefits; and
• Enable people with physical or other limitations to become part of the work force.

The hotel currently employs two full-time employees from the Shafallah Centre for the Disabled. Also, Mövenpick Hotel West Bay Doha teams up with Right4Children, an organisation that helps disadvantaged youths the opportunity to train and work in the hospitality industry. They undergo basic training in their departments and to improve their English skills, service and more, until they are ready for a full-time job at the hotel. The hotel is the number one property in the company that utilises this programme, and gives members of the Right4Children organisation opportunities, training and employment to better their future.

C. Social Sustainability
Mövenpick Hotel West Bay Doha’s commitment goes beyond environmental and employee sustainability to also encompass social sustainability. Mövenpick Hotel West Bay Doha’s key social sustainability objectives are to:
• Positively contribute to the communities in Qatar in a way that is mutually beneficial and sustainable;
• Share best practices and work hand in hand with local and global partners;
• Encourage, actively promote and enable the practice a philosophy of volunteerism.
• Identify and support local charity partners at local and area levels;
• Organise fundraising events for recognised and approved international charities;
• Implement donation schemes at hotel and area levels;
• Take measures to prevent negative impact on wildlife, whether indirectly by the operations of the business or by their capture or encouraging their captivity; and
• Prohibit the use of invasive alien species in landscaping and prevent the introduction of pests and exotic species.
4.0 Social Corporate Responsibility (CSR) Programmes

Mövenpick Hotels & Resorts’ key social objectives are to positively contribute to the countries and communities in which its hotels are present, in a way that is mutually beneficial and sustainable.

All our activities and efforts are part of Shine, which is the global sustainability programme of Mövenpick Hotels & Resorts that aims to give back to the communities where the company operates. Shine focuses on three pillars – Environment, Employer and Sustainability.

Go Green: Carpooling:

Year-long

As a driver of sustainability, our hotel staff and management constantly carpool to work, showing their passion and dedication to sustainability. This has become an on-going practice, and our entire team is encouraged to carpool to work, proving that we are living green.

Educational Projects:

Year-long

Our director of HR, Hassan Hassan is on the board of several educational institutes in Qatar, and regularly hosts students at the hotel for talks, workshops and seminars. University students also have the chance to train at the hotel, should they show interest in the hospitality sector, in order to prepare them for jobs after graduation. Pictured are students from Newton High School who attended a workshop, and students from Stenden University who were trained at the hotel.

Shafallah Centre for the Disabled – Mother’s Day Breakfast:

March 2015

Mövenpick Hotel West Bay Doha hosted members of the Shafallah Centre, which provides services to students with disability, during a special Mother’s Day breakfast earlier last week. Approximately 20
youngsters and their mothers enjoyed an international buffet of breakfast favourites, played games and celebrated this special day with their loved ones.

2015 Earth Hour: March
The hotel celebrated Earth Hour with 60 minutes of darkness and a special celebration of “Live Green” at the Lime Tree Lobby Lounge on the ground floor. To celebrate this momentous occasion, the Green Globe-certified hotel turned off all unnecessary lights and lit candles to conserve energy as part of the annual global initiative to reduce greenhouse emissions across the planet.

Garangao Ramadan Celebration: July
For the second consecutive year, the hotel celebrated and spread awareness on the traditions of Qatar. It brought joy to children during this year’s Garangao, by distributing special goody bags, and invited its guests to be part of the rich cultural heritage that comes with the day.
“A Kilo of Kindness” Charity Drive:
September
Mövenpick Hotel West Bay Doha celebrated the United Nations International Day of Charity on 5 September by launching a week-long campaign to support the local community. The hotel invited guests to donate school supplies, and as a small gesture of appreciation, the hotel gave one complimentary scoop of ice cream in return. The hotel was able to collect more than 40 kilos of school supplies and donated them to Qatar Charity through Al Asmakh Real Estate Charity Drive.

Breast Cancer Awareness Month:
October
Mövenpick Hotel West Bay Doha invited its guest to “Think Pink” during the Breast Cancer Awareness Month in October. Our pastry team created delicious Pink Ribbon cookies, which were on display at the Lime Tree Lobby Lounge for guests to purchase, to help spread the message about Breast Cancer Awareness Month.

Blood Donation Drive:
November
Mövenpick Hotel West Bay Doha, in cooperation with Hamad Medical Centre, organised a blood donation drive. With more than 40 participants from hotel management and staff taking part, the campaign was truly productive and successful.
Australian Paralympic Team Celebration:

October
During the IPC Athletics World Championships held in October, Mövenpick Hotel West Bay Doha recognised the achievements and successes of our special guests, the Paralympic Team from Australia, where a celebration was held, where the athletes enjoyed a special cake and a chat with some of our management and employees.

Qatar Green Building Council:

November
Our continued partnership with the Qatar Green Building Council (QGBC) is proof of our commitment to green efforts and sustainability in Qatar. The hotel and our general manager, Ghada Sadek, were recognised as the QGBC's sustainability partner at the QGBC Exhibition that was held in April. Moreover, all events and press conferences held by the QGBC were hosted by the hotel. Recently, the hotel participated in a special case study created by QGBC, where the hotel was named as a truly sustainable hotel in Qatar.

5.0 Environmental Sustainability Procedures
By nature, the hospitality industry is a large consumer of resources. Mövenpick Hotel West Bay Doha aims to reduce and optimise its consumption through the use of basic measures, such as using energy-efficient lighting, reducing the use of water and implementing better management of waste and chemical use. This is done throughout two levels:
A. Management level
B. Employee level

A. Management Level:
• Train and educate all its employees to develop awareness and understanding of key environmental issues, and share best practices throughout the company based on the globally recognised "Four
System Conditions" framework (introduced by The Natural Step). This framework provides guidelines to companies and individuals on how to live in a sustainable way without damaging nature and life-supporting natural structures and functions.

- Apply environment awareness to its purchasing practices. The focus is to reduce the company’s carbon emissions by favouring local suppliers, requiring minimum transportation. In parallel, Mövenpick Hotels & Resorts will combine waste management and purchasing practices, by selecting suppliers who offer reduced packaging options.
- Measure, target and monitor progress as part of quarterly reporting at a hotel level.
- Reduce and monitor energy consumption by implementing technological changes and behavioural improvements amongst users.
- Contribute to water efficiency and conservation throughout the hotel.
- Turn waste materials into a valuable resource through efficient and improved waste management.
- Protect biodiversity by establishing and adapting practices to protect endangered species and sea life.
- Introduce a system for sustainable construction practices for all new buildings and refurbishment projects.
- Minimise emissions, effluents and harmful wastes by adopting measures to minimise gas, pollutant sprays and unpleasant noise.

B. Employee Level:
Mövenpick Hotel West Bay Doha employees approximately 243 employees, 13 of which are part of the management.

- Encourage employees to participate in Green Team activities and programmes.
- Encourage employees to actively participate in waste segregation and management throughout the hotel.
- Participate in events, fundraising drives and CSR campaigns that support the community, to raise money and awareness.
- Inspire employees to adopt a green and environment-friendly living practices at home.
- Encourage all employees to continue educating themselves on the positive impacts of sustainability.

6.0 Plans and Actions towards Sustainability

- Training is consistently delivered to all employees, under the heading “Sustainability Orientation”.
- Green Board and Employee Digital Signage at hotel back areas are continuously updated with hotel sustainability goals, KPIs and tips for green living.
- Purchasing policy is updated and includes commitment towards sustainable and eco-friendly suppliers.
- All reduction goals are communicated to all team members.
- Reports are in place to ensure that correct recording and communication are in place.
- Consistent actions are communicated through the energy management plan, which includes the replacement of high-efficiency energy star devices.
- Waste reduction goals and waste management plan are communicated to team members and
actively monitored by the team.
• Through our water management plan, water reduction goals are set and monitored daily.
• By working with a local and reliable waste recycling partner, we ensure that our wastes are recycled and reused in the best way possible.
• The list of endangered species in Qatar is communicated to all decision-makers involved in food production, purchasing and selling, and is continuously updated to include any new information.
• All refurbishment projects and property enhancements are created using green and sustainable building best practices, including the replacement of non-Energy Star equipment and lighting and fixtures.
• By increasing awareness on energy conservation and, as well as consistent monitoring of emissions, the negative impact of emissions is reduced.

7.0 Pollution Management Plan
As part of Mövenpick Hotels & Resorts, Mövenpick Hotel West Bay Doha aims at reducing pollution and managing wastes in the most optimum manner, through a detailed and comprehensive Pollution Management Plan, for the successful long-term existence of the company.

The hotel ensures that all departments analyse their activities and a related level of pollution is controlled and monitored. In order to achieve this, our three objectives are:

1. To minimise environment pollution by reducing the consumption of energy and water;
2. To set procedures and methods in place in order to control effluents in treatment systems; and
3. To reduce waste by effective waste management activities and programmes.

7.1 Departmental Actions:

Engineering Department:
• Monitor, record and communicate energy and water consumption levels, on a daily basis.
• Upgrade capacitor bank to improve power factor, thereby reducing electrical energy consumption.
• Install Variable Frequency Drive (VFD)-controlled CFC-free chillers.
• Install efficient Chiller Management Systems to reduce energy usage.
• Consistently upgrade the entire Building Management System to ensure operational efficiency.
• Replace LCD TV sets with Energy Star LED TV sets
• Replace all picture lights with LEDs.
• Replace 25W G9 incandescent mirror lamps with 2.5W LEDs.
• Use only non-VOC paints, which release low levels of toxic emission into the air for years after application.
• Renovate and refurbish projects to ensure sustainable responsible operations and practices.
• Fit all water taps with flow regulators to control water usage.
• Install water-saving aerators to further reduce water consumption.
• Fit all bathrooms with low-flow shower heads.
Housekeeping and Stewarding Departments:
- Segregate wastes and rubbish at the point of collection, to support the hotel recycling programme.
- Use eco-certified chemicals to reduce pollution and minimise exposure to chemicals.
- Follow safe practices and correct procedures when disposing of hazardous wastes.
- Frequently monitor, record and communicate chemical usage.
- Dilute chemicals, as per the Material Safety Data Sheet (MSDS) before draining for disposal.
- Train staff to correctly mix and dilute chemicals, to ensure safety and reduce wastage.
- Make sure the towel and linen re-use programme is available in all guestrooms, which impacts the environment positively.
- Close blinds in non-occupied guest rooms during peak summer times to save energy consumption.

Food & Beverage and Kitchen Departments:
- Segregate wet rubbish at the point of collection, to support the hotel recycling programme.
- Follow best practices to ensure reduced waste levels, as kitchen staff members are all HACCP certified.
- Collect and recycle used cooking oil.
- Do not sell plastic bottles within hotel premises.
- Serve plastic straws only upon request.
- Make sure half portions of dishes are available in our menus.
- Make options available for no table linen or minimal linen change in meeting rooms.
- Make Green Meeting packages available to guests, which help in saving energy and reducing wastage.
- Provide recycle bins in all meeting rooms for guest participation in the hotel’s recycling programme.
- Use potted plants and reusable decoration materials to reduce waste.

Purchasing Department:
- Prefer local suppliers to reduce pollution due to transportation, as much as possible.
- Prefer eco-certified and biodegradable materials in items procured for hotel usage.
- Source and purchase recyclable trash liners for use in hotel operations.
- Prefer suppliers who will take back reusable packaging and shipping containers.
- Collect and recycle all carton boxes used in the hotel.
- Collect and refill all used printer cartridges, and bring back from the supplier at a reduced price.

Training and Communications Departments:
- Train all employees on waste segregation and support recycling programmes in the hotel.
- Set a sustainability orientation programme in place, to make employees aware of the dangerous effects of pollution, globally.
- Coordinate and implement sustainable activities in the hotel by involving as many employees as possible.
- Communicate to guests and employees about pollution control and sustainability initiatives taken by the hotel.
All Staff and Management

- Reuse paper, and make sure double-side printing is followed in all computer printers, as a default setting.
- Implement the auto-shutdown policy for all administration computers at a set time.
- Follow the energy and water-saving best practices and tips, both at work and at home.
- Follow appropriate measures to evaluate and minimize environment pollution of air and water, using carbon footprint offset tools, if and when applicable.

8.0 Targets and Goals (Key Performance Indicators)

### Energy and Water Targets:

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Targets</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy and Water</td>
<td>Electricity (kWh), Total Consumption</td>
<td>YTD - 11,800,377kWh</td>
<td>Saving 1.5% against 2014 YTD</td>
<td>Saving 2.0% against 2015 YTD</td>
</tr>
<tr>
<td></td>
<td>Water (m³), Total Consumption</td>
<td>YTD - 43,600 m³</td>
<td>Saving 1.0% against 2014 YTD</td>
<td>Saving 1.5% against 2015 YTD</td>
</tr>
<tr>
<td></td>
<td>LPG (Ltrs), Total Consumption</td>
<td>YTD - 18,654 Ltrs</td>
<td>Saving 1.0% against 2014 YTD</td>
<td>Saving 1.5% against 2015 YTD</td>
</tr>
</tbody>
</table>

Note: Savings are calculated based on hotel occupancy.

### Chemical Usage Targets:

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Targets</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical Usage</td>
<td>Swimming pool water treatment chemicals</td>
<td>2% reduction on chemicals against previous years</td>
<td>0% usage of Chlorine</td>
<td>0% usage of Chlorine</td>
</tr>
<tr>
<td></td>
<td>Chemicals used by Housekeeping and Stewarding</td>
<td>Chemical reactions against previous years</td>
<td>2% reduction on previous years</td>
<td>2% reduction on previous years</td>
</tr>
<tr>
<td></td>
<td>Departments</td>
<td>2% reduction on previous years</td>
<td>2% reduction on previous years</td>
<td>2% reduction on previous years</td>
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</table>

### Food Waste Targets:

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Targets</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Waste</td>
<td>Reduction in food preparation waste by 2% against</td>
<td>2% reduction in food preparation</td>
<td>2% reduction in food preparation</td>
<td>2% reduction in food preparation</td>
</tr>
<tr>
<td></td>
<td>the previous year</td>
<td>waste against the previous year</td>
<td>waste against the previous year</td>
<td>waste against the previous year</td>
</tr>
<tr>
<td></td>
<td>Reduction in buffet food waste by 1.5% against</td>
<td>1.5% reduction in buffet food</td>
<td>1.5% reduction in buffet food</td>
<td>1.5% reduction in buffet food</td>
</tr>
<tr>
<td></td>
<td>previous years</td>
<td>waste against previous year</td>
<td>waste against previous year</td>
<td>waste against previous year</td>
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</tbody>
</table>
**Waste Recycling Targets:**

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Targets</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trees</td>
<td>16 Trees</td>
<td>5% increase of saving trees against 2014</td>
<td>5% increase of saving trees against 2015</td>
<td></td>
</tr>
<tr>
<td>Oil (US Gallons)</td>
<td>6396 GAL</td>
<td>5% increase on saving oil against 2014</td>
<td>5% increase on saving oil against 2015</td>
<td></td>
</tr>
<tr>
<td>Water (US Gallons)</td>
<td>6965 GAL</td>
<td>5% increase on saving water against 2014</td>
<td>5% increase on saving water against 2015</td>
<td></td>
</tr>
<tr>
<td>Landfill Space (m³)</td>
<td>95 m³</td>
<td>2% reduce on landfill against 2014</td>
<td>2% reduce on landfill against 2015</td>
<td></td>
</tr>
<tr>
<td>Energy (kWh)</td>
<td>107,316 kWh</td>
<td>5% increase of saving energy against 2014</td>
<td>5% increase of saving energy against 2015</td>
<td></td>
</tr>
<tr>
<td>Air Pollution (Lbs)</td>
<td>21 Lbs</td>
<td>5% increase on saving air pollution against 2014</td>
<td>5% increase on saving air pollution against 2015</td>
<td></td>
</tr>
</tbody>
</table>

**9.0 Landscaping**

- Landscaping is done using drought-resistant and native plants.
- Plants with similar water requirements are grouped together on the same irrigation line.
- The property is landscaped with trees and plants that tolerate the climate, soil and water availability of Qatar.
- Sidewalks, drives and parking lots are swept, rather than watered.
- Organic fertilisers and soil amendments are used when possible.
- Fertilisers are applied once a month and/or as per required.
- For outdoor plants and landscapes, we use Urea and NPK (granular fertiliser/nutrients).

**10.0 Our Sustainability Partners**

Qatar Green Building Council (QGBC) is a non-profit, membership-driven organisation providing leadership and encouraging collaboration in conducting environmentally sustainable practices for green building design and development in Qatar. QGBC also aims to support the overall health and
sustainability of the environment, the people, and economic security in Qatar for generations to come.

The Shafallah is a centre of excellence that provides comprehensive services and care to individuals with intellectual disabilities and autism spectrum disorders, their families, and the community. We nurture the acquisition and application of unique skills and talents through the commitment of a dedicated team of professionals.

Right4Children (R4C) is an NGO based in Pokhara, Nepal, that gives children and young people the opportunity to have the life they want to live. R4C supplies the tools needed to make the change they are looking for.

Having been established in the UAE since 1980, Farnek Services LLC/Farnek Middle East LLC is part of the Zurich-based Priora Group, an international full service property management company. Farnek is also a leader in sustainability and member of the US Green Building Council. It has associations with international organisations such as Green Globe.

11.0 Environmental Committee:
Ms. Ghada Sadek – General Manager
Mr. Ruwan Upajeewa – Chief Engineer
Mr. Kuruvila Manipadam – L&D Manager
Ms Sara Assad – Marketing and Communications Manager
Mr Hassan Hassan – Director of Human Resources
Mr Roni Zarour – Front Office Manager
Mr Ameer Al Ali – Executive Chef
Ms Alina Andrei – Health Club Manager
Mr Bassel Baath – Assistant F&B Manager
Mr Suresh Nair – Purchasing Manager
Mr. Mathew Varghese – Executive Housekeeper