

# Sustainability Plan

Mövenpick Hotels & Resorts' vision is to be the preferred and most Enjoyable, upscale hotel management company of Swiss origin, for Guests, employees, hotel owners and shareholders.

Part of the fabric and values of MH&R has always been to conduct its Business in a responsible and caring way; encouraging a personal Touch in its relationships with all its shareholders. The values of Quality, reliability and care are fundamental in guiding the company Towards sustainable business practices.

In spring of 2010, MH&R introduced its company-wide Sustainability program to establish a common and global approach to Sustainability, which addresses three focus areas: environmental, Employer and social sustainability.

MH&R has thereby begun the long journey which will ultimately Affect and benefit people and the planet.

## **Sustainability in MP Makkah Hajar Tower ... What?**

For MH&R, sustainability is about carrying out business in-line with Its values, and in a responsible, resourceful and lasting way. The aim Of MH&R's global sustainability program is to increase awareness Regarding sustainability and share best practice ideas and initiatives Within the company. The process is supported by clear and Measurable objectives, which underpin the three focus areas and will Contribute to a more sustainable future.

## **Sustainability in MP Makkah Hajar Tower ... Why?**

For MH&R sustainability is about meeting current needs while at the Same time preserving and contributing to the future for generations to Come.

The values of quality, reliability and care underpin the three focuses Areas and the company's commitment sustainability. MH&R is Convinced that the combination of its values and global approach to Sustainability will help the company to be recognized as one of the World's most trusted hotel management companies.

Through this approach, MH&R aims to continue building lasting relationships founded on quality, reliability and care with its Employees, guests, hotel owners, shareholders and communities.

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Way MH&R's people interacts with its stakeholders is further guided By the company's core behaviors, which encompass trust? Relationship, entrepreneurship, and drive.

By adopting a more sustainable approach to how the company does Business, MH&R will benefit from a positive brand image and Business opportunities. MH&R's sustainable business practices will Ensure the company becomes part of the solution instead of Contributing to the challenges our planet is facing today.

### **Sustainability in MP Makkah Hajar Tower ... How?**

The success of MH&R's sustainability efforts lies in its integration Into the company's business strategy, operating processes and quality

Standards. In order to achieve optimal results, all employees will Participate in learning events, exploration and ongoing Communication to ensure the highest level of understanding and Engagement. Additional communication will be made available to Inform and engage guests, corporate customers and clients, job Seekers, hotel owners and other partners.

MH&R believes that people want to be part of the solution and want To contribute to a positive future. A significant investment will Therefore be made into learning, exploration and transparent Communication to support this initiative.

### **1. Environmental Sustainability**

By nature, the hospitality industry is a large consumer of resources. MH&R aims to reduce and optimize its consumption through the use Of basic measures, such as energy efficient lighting, water Consumption reduction and a better management of waste and Chemical use.

### **MH&R's key environmental objectives are to:**

- Train and educate all employees to develop awareness and Understanding of key environmental issues, and share best practices throughout the company by sustainability meeting is one of HOD`s monthly meeting schedule and its minuets are recorded and implementation and continuous improvement , sustainability is part from departmental training plan , we organize monthly energy competition between employees to encourage energy saving concept between them , sustainability is presentation is apart of orientation program for all new employees , intensive awareness program from 30<sup>th</sup> of April to 7<sup>th</sup> of may for all departments .

- Apply environmental awareness to its purchasing practices. The focus is to reduce the company's carbon emissions by Favoring local suppliers requiring minimum transportation. In parallel, MH&R will combine waste management and Purchasing practices, by selecting suppliers who offer reduced Packaging options (purchasing policy).

- Stop the use of harmful non-biodegradable chemicals and Instead substituting these with environmentally friendly Alternatives (Innu sciences and Johnson diversey products).

- Reduce our energy consumption. Through power saving lamps , yearly earth hour (month of March )

- Contribute to water efficiency by introduction of intelligent Saving and usage (water saving mixers), purify grey water using in WC flush tank.

- Waste is segregated by Saudi service 3<sup>rd</sup> party and send to recycling and the rest is going for government landfill.

## **2. Employer Sustainability**

Sustainability as an employer means achieving excellence in human Resources and leadership practices while embracing and celebrating Diversity.

Through the application of the values quality, trust and care, MH&R Is committed to foster a culture that consistently improves employee Engagement, development, wellbeing, safety and security.

MH&R's key employer 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 behaviors.
- Provide equal opportunities to all employees and maximize Employee engagement and satisfaction (E.E.S 66%).
- Ensure that employees are encouraged to learn and have equal Access to learning and development opportunities in order to Grow both within 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 Level
- Take measures to guarantee fairness and transparency with Regards to compensation and benefits.
- Enable people with physical or other limitations to become Part of the work force.

## **3. Social Sustainability**

**MH&R's key social objectives are to:**

- Support local environmental societies
- Participate in the environmental conferences and events
- Identify and support local charity partners at an area level
- Promote and engage in local production and handicraft
- Implement donation schemes at hotel and area levels