

## **Sustainability Policy**

### **Our Vision:**

We aim to present hospitality services committed to enhancing a positive environment, society, and economy for future generations.

### **Our Principles:**

Our company is committed to achieving this vision, guided by the following principles: Pioneering, Quality, Transparency, Integrity, Encouraging, and Continuous Improvement.

### **Objectives:**

The Hospitality Industry is one of the biggest consumers of resources. Millions of tons of our natural resources are consumed, resulting in the production of millions of kilos of waste and gas emissions, which affect our natural environment.

Our attention to environmental, social, and economic responsibility includes working within the law, and voluntarily exceeding legal requirements, in order to be innovative and demonstrate industry leadership on the issues that are important to us and our society (staff, customers, and the local community), including the conservation of cultural heritage and wildlife.

In our Sustainability Development Policy, we have prioritized some issues to be addressed. The management of JHG and all its subsidiaries is fully committed to:

#### **1. Minimize its water & electricity consumption.**

- Monitor and control resource consumption.
- Implement renewable energy technology.
- Search for & use the latest updated technologies for resource conservation.

#### **2. Nature Conservation.**

- Protect coral reefs, natural national parks, marine life, and sensitive ecosystems.
- Assure the Staff and guests' awareness and guidelines.
- Participate in different related associations and NGOs where possible.
- Participate in public cleanup activities.
- Cooperate with nature conservation programs (UN and other NGO programs).
- Monitor the movement of the wildlife on the property and take appropriate action to properly manage interactions with wildlife.

### 3. Community Integration:

- Community Donations and cooperation.
- Respect local and indigenous communities (e.g., Bedouins), including their intellectual and property rights.
- Ensure that local properties and sites of historical, archeological, cultural, or spiritual importance are protected.
- Ensure work opportunities for local community individuals, if possible.

### 4. Quality, Health & Safety:

- Follow international and national standards regarding safety issues.
- Provide a suitable environment for our staff to work in.
- Continuous training and awareness sessions for our staff.
- Continuous improvement and updates for our standards.

### 5. Reducing CO2 Emissions:

- Calculate and monitor our CO2 emissions, monthly.
- Setting up to reduce emissions.

### 6. Human Rights and Labor:

- We consider human rights issues as part of our operation.
- Everybody, especially locals, residents, women, and minorities, if existent, are given equal opportunity for employment without discrimination by gender, race, religion, disability, or others, including management positions, and we actively support our employees to advance in their careers.
- We avoid commercial exploitation (e.g. employment of illegal child labor) and non-commercial exploitation (e.g. sexual harassment or exploitation), particularly of children and adolescents, and discrimination against women, and therefore we pay all the employees an adequate wage which allows them to make a living.
- The national legal protection of all our employees is respected (including current labor law, occupational health & safety)

### 7. Financial Issues:

- Saving costs.
- Proper feasibility studies for new projects and implementation.
- Return of Investments between 4-6 years (maximum) for any new projects.

#### **8. National & International Legislation:**

- Fully committed to comply with all national & international legislations.
- Continuous updates for any new laws or legislation.

#### **9. Monitoring & Reporting:**

- Continuous follow-up and monitoring for all activities through Regional Sustainability management.
- A management review every month.

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General Manager

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Environmental Manager