

Sustainable Management Policy

The management and staff of Brayka Resorts are committed to keep the hotel and its surroundings an appropriate and safe place, in which ethical, economical and quality standards are given for the people involved (staff and local community), and the conservation of cultural heritage and wildlife is ensured. Therefore, Brayka Resorts oblige itself to establish a Sustainable Management Policy with the following actions:

In our hotel:

1. We implement a Sustainable Management Policy which considers **economic, quality, health, safety issues and considers risk & crisis management** according to legal requirements for our hotel, its surroundings and for every person involved or influenced by our actions.
2. All applicable **local and international legislation and regulations** are complied with.
3. We consider **human rights issues** as part of its operation.
4. Everybody, especially **local 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.
5. 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 of women** and therefore we pay all the employees an **adequate wage** which allows them to make a living
6. The national **legal protection** of all our employees **is respected (including: current labor law, occupational health & safety)**
7. We **respect local and indigenous communities** (e.g. Bedouins), including their **intellectual and property rights**. We also respect the **water rights** of all traditional communities.
8. **Local properties and sites** of historical, archeological, cultural or spiritual importance **are protected**.
9. Captive or protected **wildlife** is only kept by **authorized people**, in **appropriate conditions** and if allowed by **local to international law**.

The activities of the hotel have **no negative influence**

- on the **provision of basic** water, energy, food, health and sanitation **services** to local communities.
 - on the **access** to land and aquatic resources, rights-of-way and transport, housing and historical, archeological, cultural and spiritual sites for local communities.
11. We ensure that all **property, land, and water rights** used on the hotel's premises have been acquired in compliance local, communal and indigenous rights, including their free, prior and informed consent.
 12. We ensure that the **involuntary settlement** of inhabitants did / does not take place during the development / expansion of the hotel.
 13. We are committed to continuously improve our sustainability performance.

Environmental Policy

The management and staff of Brayka Resorts are committed to keep the hotel and its surroundings an appropriate and safe place, in which ethical, economical and quality standards are given for the people.

The management and staff of Brayka Resorts are committed to keep the natural beauty of the destination alive by protecting the environment and conserving natural resources. Therefore, Brayka Resorts oblige itself to adapt an Environmental Policy with the following actions:

In our hotel:

1. We fully comply with all Egyptian environmental **laws and regulations** and we support the **protection of the coral reef**.
2. We monitor and record our **environmental performance**.
3. We have an **environmental purchasing policy** which gives preferences to goods and services with the least possible environmental impacts.
4. We provide all employees with the **training** and resources required to meet our environmental objectives.
5. We have implemented systems to **save water** and are constantly setting new targets to save more.
6. We treat all our **wastewater** through a sewage **treatment** plant. We recycle it to irrigate our gardens and do not discharge any wastewater into the lagoon, bay area or sea.
7. We are using a system to reduce electricity consumption.
8. We **separate** and treat our waste.
9. We minimize the amount of air **emissions**, wastewater effluent, solid waste and hazardous materials associated with own operations.
10. All our actions concerning the environment are available for our **guests** (via our TV information channel and guest information flyer).
11. We take care that any disturbance of natural ecosystems, caused by either the hotel operation or the hotel construction will be rehabilitated. Actions will be documented in the action plan (e.g. compensatory contribution to conservation management).
12. We avoid the **introduction of invasive species** on our premises
13. We encourage the use of mass transportation (e.g. busses) as well cleaner and more resource efficient transportation modes in our hotel and by our customers, employees, suppliers.
14. We control regularly the **quality of our water** supply, including fresh water and swimming pool water.
15. We consider using renewable energies.
16. The hotel is monitoring the CO₂ emissions.

Together we can make a difference!

Environmental Purchasing Policy

The Environmental Purchasing Policy is addressed to those responsible for the hotel's purchasing: Purchasing Manager and responsible persons in the departments (e.g. F&B / Kitchen, Housekeeping, Maintenance and Gardening) and the hotel suppliers. The policy should be clearly understood. It aims to show possibilities for environmentally friendly purchasing behaviour.

We understand that the **Brayka Resorts'** purchasing decisions can make a significant contribution to improving the property's environmental performance and to protecting the surrounding environment.

Our guiding principles

- We prefer products that are durable, long lasting, reusable or refillable, energy-efficient and environmentally friendly.
- We manage food purchasing according to our predicted needs to avoid the creation of unnecessary food waste.
- We discuss environmentally friendly solutions with all our suppliers.

Our actions:

We minimize waste by reducing packaging materials

- by purchasing bulk containers instead of single-served products (e.g. breakfast buffet; guests' toiletries like shampoo, soap, shower caps, etc.)
- by using packaging return systems (e.g. reusable plastic boxes for the supply of fruit, vegetables and other food)
- bottle return systems

We prefer energy-efficient electrical appliances

- refrigerators and freezers (CFC-free)
- air conditioners
- mini bars (electricity consumption less than 1.5 kWh/day or electrical power less than 65 watt)
- others (computers, etc.)

We source...

- food from local production (e.g. meat, chicken, vegetables, fruit, etc.)
- locally produced beverages
- fresh agricultural products from local production (e.g. vegetables, cheese, meat, etc.)
- organic agricultural products (fruit juices, jams, vegetables)
- organic tea (e.g. Sekeem, Isis).
- Delivery by efficient supply chain

We do not buy fish and seafood from endangered species.

We choose readily biodegradable

- insecticides
- cleaning agents
- pesticides (herbicides and insecticides)

We don't use fertilizers. But if we will need to do so, we will prefer organic fertilizers (e.g. compost).

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