

MERCURE

HOTEL

DUBAI BARSHA HEIGHTS



# SUSTAINABILITY

MANAGEMENT POLICY AND PLAN



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## MERCURE HOTEL SUITES & APARTMENTS TARGETS FOR 2025

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**SUSTAINABLE DEVELOPMENT GOALS**

17 GOALS TO TRANSFORM OUR WORLD



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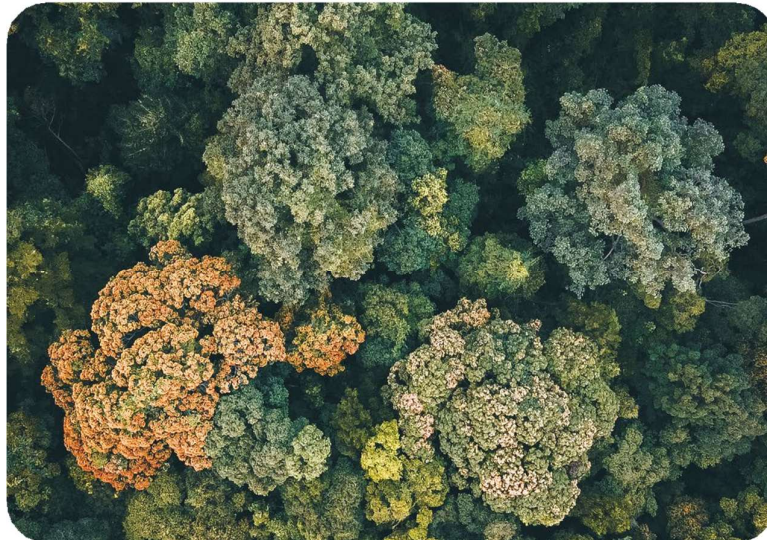
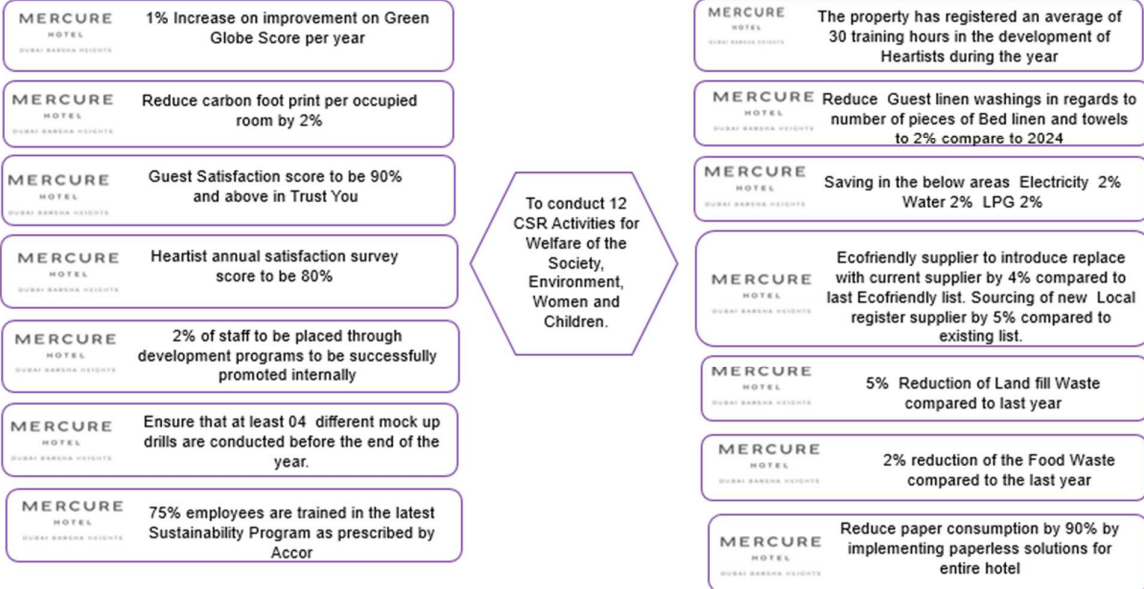
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# Sustainability Management Plan for 2025

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## Sustainability Goals- 2025





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# Sustainability Management Plan for 2024

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F-EHS-02 Rev 00

#### Green Globe/ ISO 14001 - KEY PERFORMANCE INDICATOR 2024

No	Green Globe / ISO 14001 Objective	Departments	Target	Achieved	Variance In +/- In %	Remarks
1.	1% Increase on Improvement on Green Globe Score per year	Quality	85%	92%	+7%	Achieved
2.	Reduce carbon footprint per occupied room by 2%	Engineering	2%	1.38%	-0.62%	Carbon footprint 0.62% lower than the target as the Occupied room is 5026 higher than last year
3.	Guest Satisfaction scores to be 86% in Trust You	Front Office	86%	87.96 %	+ 1.96%	Guest Satisfaction score Trust You overall 87.96 % above the target
4.	Colleagues satisfaction scores to 80% once a year	HR	80%	86%	+ 6%	Employee satisfaction rate achieved, 6% above the target
5.	2% of staff to be placed through development programs to be successfully promoted internally	HR	2.00%	12%	+ 10%	Employee development program rate achieved, 10% above the target
6.	Ensure that at least 04 different mock up drills are conducted before the end of the year.	HSE	100%	175%	+75%	2 Fire Evaluation Drills (1 Internal 1 External with DCD), 3 lifeguard emergency response & rescue drills, 2 chemical spillage drills (1 for HK, 1 for Stewarding)
7.	75% employees are trained in the latest Sustainability Program as prescribed by Accor	Training	75%	76%	+1%	76% of total manning trained; 1% above target
8.	The property has registered an average of 30 training hours in the development of Heartist during the year	Training	30 hours	34.94 hours	+4.94 %	4.94 % above target hrs. for the year
9.	To conduct CSR Activities for Welfare of the Society, Environment, Women and Children.	HR	12	100 %	0	12 activities done for the year
10.	Reduce Guest towels washing charges to 1% compare to 2023	HK	1%	2%	+1 %	We reduced overall +2% compared to last year and it's achieved because of the washing rates.
11.	Saving in below areas Electricity 2% , Water 2%, LPG 2%	Engineering	Electricity 2% Water 2% LPG 2 %	Elect - 2% Water- 11% LPG - 4%	Elect - 4% Water - 13% LPG - 6%	We are higher than the target as the Occupied room is higher than last year due to that the usage of utilities are high also in order to maintain the hot water temperature as per DM regulation, we increased the boiler set point from 60 to 65 degree and blowdown process to maintain the cooling tower TDS level
12.	Ecofriendly supplier to introduce replace with current supplier by 4% compared to last. Ecofriendly list. Sourcing of new Local register supplier by 5% compared to existing list.	Purchase	2nos of supplier 02nos of supplier local registered	100 %	0	2 suppliers for Eco friendly introduced (Introduced 02nos of supplier for Wooden Keys, Disposable items) and more than 2 Local registered supplier.
13.	5% Reduction of Land fill Waste compared to last year	Kitchen Stewarding	5%	5%	0	Landfill Waste Jan 2023 to December 2023-261146 kg (2023 No of Restaurant Guest -361971) Landfill Waste Jan 2024 to December 2024-248922 kg (2024 No of Restaurant Guest- 412056)
14.	2% reduction of the Food Waste compared to the last year	Kitchen / Kitchen Steward	2%	8%	+6%	Food Waste Jan 2023 to December 2023 -13977 kg Food Waste Jan 2024 to December 2024 - 12838 kg.
15.	Reduce paper consumption by implementing paperless solutions for entire hotel	IT	90%	95	+5	Since implementation of paperless solution, only prints are made for mandatory documents and all other documents are kept as soft copies.

Objectives agreed at the Beginning of the year 2024

Prepared by  
KAVTHASAI  
Quality and Hygiene Manager

21/01/2025

Levent TASBAS

21/01/2025

Approved  
TASBAS LEVENT  
General Manager

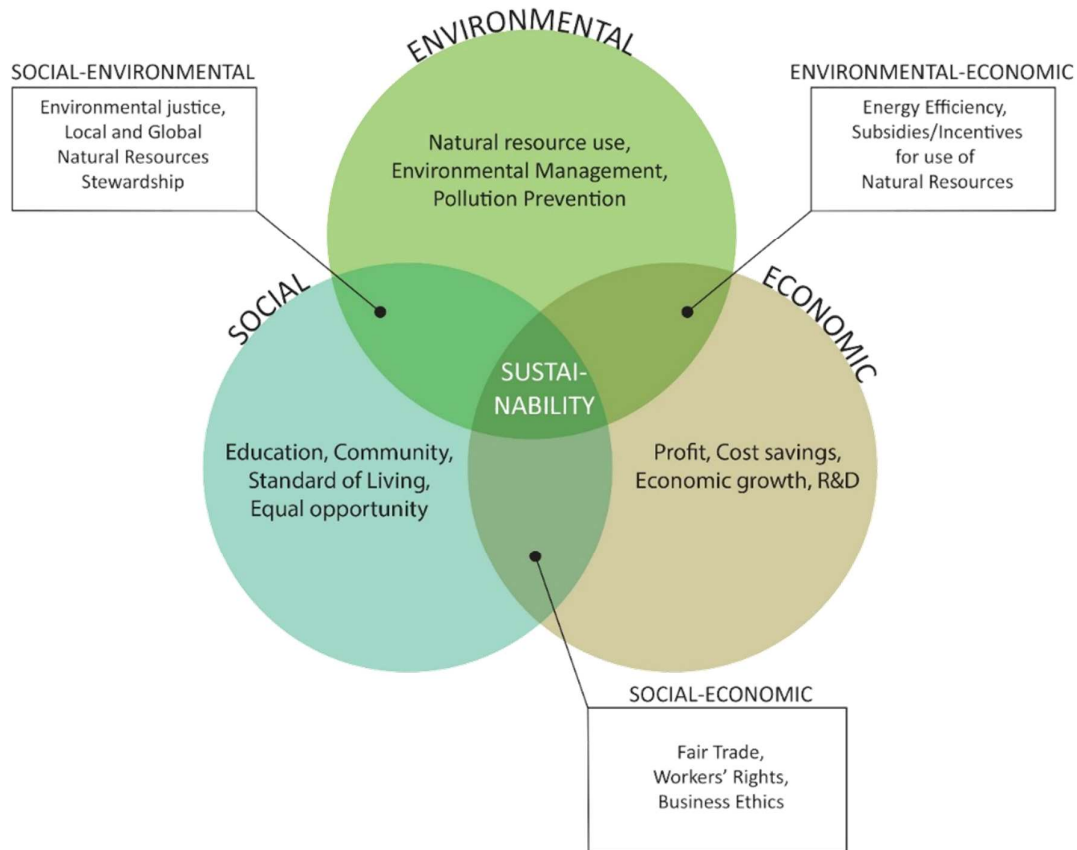


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### a. PURPOSE



### Key Objectives of GAIA 2.0

- The primary purpose of the GAIA 2.0 Sustainability Management Plan is to guide decision making, management, and the daily operations of the business in a sustainable manner.
- To develop the business in a sustainable manner considering the environmental, socio-cultural, quality, and health & safety issues.
- To demonstrate management commitment to comply with the environmental laws and other regulations of the United Arab Emirates for Hotel Operations and for Sustainability.
- To develop a monitoring and audit program to ensure compliance to the Sustainability Management Plan and relevant environmental legislation and the early detection of any significant environmental impacts from the activities of the business.
- To outline mitigation measures in order to minimize the impact of the business activities on the surrounding environment.
- To present mitigation strategies and actions for the control of pollution, waste minimization and resource conservation by effectively practising Reduce, Reuse and Recycle wherever possible.



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- To establish a framework for environmental management to ensure the implementation of the identified mitigation measures.
- We follow and Practice the standards of Green Globe and GAIA 2.0 Accor brands standards of Sustainability at Mercure Hotel Suites & Apartments.

### b. SCOPE

The scope of the sustainability management plan covers all activities at Mercure Hotel Suites & Apartments; its integration with all colleagues, customers, business partners, owners, other stakeholders and the environment at large.

The facilities of Hotel and Sustainability plan is based on Mercure Hotel Suites & Apartments size and the facilities that are available:

- 607 Appartments
- 408 Suites
- 1 All day dining restaurant and café social
- Three pools - main pool, Jacuzzi and kids pool
- Football court, basketball court and two squash courts
- Spa with saunas, steam room
- Fitness set up with the latest gym equipment
- Retails shops for beauty and fashion
- Meeting & events rooms
- Kids Club

### THE MERCURE HOTEL SUITES & APARTMENTS VISION

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#### ACCORHOTELS Vision:

To be the world's benchmark hospitality player so we can offer our guests, employees and partners a unique experience.

#### ACCORHOTELS Values:

Guest Passion  
Sustainable Performance  
Trust  
Respect  
Innovation  
Spirit of Conquest

#### Mercure Vision:

Midscale branded hotels guarantee quality through standardization, whilst local independent hotels offer diversity.

Yet, in an increasingly globalized world, clients now aspire for diversity without compromising on quality.

#### Mercure Mission:



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Deliver a gratifying locally inspired experience guaranteed by enthusiastic Hoteliers and Mercure's worldwide high level quality commitment.

## Mercure Values:

Authenticity  
Curiosity  
Personal Commitment

# ACCOR'S GLOBAL SUSTAINABILITY STRATEGY

## MOVING TOWARDS A SUSTAINABLE HOSPITALITY MODEL

### EMBEDDING SUSTAINABILITY IN EVERYTHING WE DO

In order to achieve this necessary ambition, the Accor group has developed a new sustainability strategy based on a strategic framework guided by science that puts people and nature at the core and nourishes 3 strategic hospitality pillars.





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## ACCOR'S 3 STRATEGIC PILLARS


Hospitality model that operates within the planetary boundaries, towards a more sustainable agricultural and food model, and towards more conscious ways of traveling and exploring.



**STAY  
OPERATE WITHIN  
THE PLANETARY  
BOUNDARIES**

**+5,400**  
HOTELS OPERATED  
WORLDWIDE


**78%**  
OF OUR CARBON EMISSIONS  
COME FROM ENERGY  
CONSUMPTION



**EAT  
ACCELERATE TOWARDS  
A SUSTAINABLE  
AGRICULTURAL &  
FOOD MODEL**

**200 million**  
MEALS A YEAR ARE  
SERVED IN OUR HOTELS

**12%**  
OF OUR CARBON  
FOOTPRINT IS  
ATTRIBUTABLE TO FOOD



**EXPLORE  
HELP SHAPE A NEW  
VISION OF TRAVEL  
& TOURISM**

**+175 million**  
OVERNIGHT STAYS PER  
YEAR IN OUR HOTELS

A COMMITMENT TO DRIVE IMPACT & BRING VALUE

## 2030 KEY OBJECTIVES



**EXPLORE**  
HELP SHAPE A NEW VISION OF  
TRAVEL & TOURISM



**STAY**  
OPERATE WITHIN THE PLANETARY  
BOUNDARIES



**SHARE SPACE WITH NATURE**  
DEVELOPMENT DECISIONS TO BE CONSISTENT  
WITH CLIMATE AND NATURE COMMITMENTS  
AND HOTELS TO CONTRIBUTE TO  
REGENERATION AND RESTORATION OF  
NATURAL HABITATS



**ECO-DESIGN**  
HOTELS AND BRANDS TO APPLY ECO-DESIGN  
& CIRCULAR ECONOMY PRINCIPLES.



**LOCAL COMMUNITIES**  
HOTELS TO MEASURE THEIR IMPACT AND  
MAXIMIZE SOCIAL BENEFITS FOR LOCAL  
COMMUNITIES.



**SUSTAINABLE  
OPERATIONS**  
HOTELS TO IMPLEMENT ACCOR CLIMATE  
ROADMAP ALIGNED WITH 1.5°C COMMITMENT.



**SUSTAINABILITY AWARENESS**  
GUESTS TO BE ENGAGED AND TRAINED AS  
CONTRIBUTORS TO ACCOR SUSTAINABILITY  
STRATEGY



**ATTRACTIVITY**  
HOTELS LOCATED IN HIGH IMPACT  
WATERSHEDS TO MEET THEIR CONTEXTUAL  
QUANTITY AND QUALITY WATER TARGETS  
AND TO DEPLOY WATER STEWARDSHIP  
ACTIONS.  
100% OF HOTELS TO BE CERTIFIED BY AN  
EXTERNAL ECOLABEL.



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**RESPONSIBLE SOURCING**  
RAW MATERIALS PURCHASES TO BE  
TRACED BY VOLUME AND ORIGIN AND  
PARTICIPATE IN SHIFTING AGRICULTURE  
PRACTICES



**FOOD WASTE**  
60% REDUCTION OF FOOD  
WASTE IN HOTELS



**SHIFT FOOD  
CONSUMPTION**  
AT LEAST 65% OF DISHES IN ACCOR'S  
HOTELS TO BE PLANT-BASED

**I. Environmental** – GAIA 2.0 Sustainable management plan of Accor Group is actively involved in conserving resources, reducing pollution, conserving biodiversity, ecosystems and landscapes. The recommendations for moving towards carbon neutral buildings. Mercure Hotel suites & Apartments have made the analysis of environmental impact and the measures to mitigate the environmental impact. The property will enable to protect the environment through the conservation of depleting resources and controlling the environment from pollution, reducing their carbon emissions. It takes initiatives, the steps to protect the bio-diversity through preserving the wildlife species through activities. The hotel has spearheaded for removing negative impact, which affects the environmental in various aspects.

**II. Socio-cultural** – As part of Ethical and CSR charter of Accor group. The team are involved in corporate social responsibility actions for supporting the local communities, employees, guest and other stake holders. Food is donated to the labor camps supporting the initiatives of Dubai Municipality. Blood donation is done by DHA for our hotel staff. There are community development activities like Clean Up, Can Collection etc, fair trade, support local entrepreneurs, and activities to respect local culture. A policy against commercial exploitation, equitable hiring, employee protection and last but not least, that our business do not jeopardize the provision of basic services, such as water, energy, or sanitation to neighboring communities. Accor's policy against discrimination against any form is been followed.

**III. Quality** – any activity that can sustain itself economically through creating competitive advantages within the industry with inspired service that not only meets, but exceeds guest expectations; it continues to contribute to the economic well-being of the surrounding community through GAIA 2.0 Practices, buying local products that are eco-friendly like Amenities, Paper and Chemicals etc. A sustainable business should benefit its colleagues, customers, business partners, owners, other stakeholders. The guest satisfaction levels are measured through the online review scores from Booking.com Trip Advisor and has an internal survey from Trust You. IFH audit has been conducted and obtained a score of 80%. This is to maintain the quality and rate the Brand and Service standard of the hotel followed. **The Hotel has undergone Re-certification for ISO 9001 and 14001 certified by Intertek and ISO 22000 and HACCP Surveillance from SGS. We are following the Green Globe certification for sustainability standards and this year we will receive the Green Globe Platinum certification.**



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**IV. Health & Safety** – Mercure Hotel Suites & Apartments complies with all health and safety regulations recommended by the Local government, ensures that guest, staff and all the stakeholders are well protected. Usage of safety instruments and machinery are ensured with the respective PPE required for the tasks. The training on health and safety are given to all staff and contractors. Mercure Hotel Suites & Apartments made all initiatives for making the work environment safe and secure to all the members. Regular trainings and internal on Health and Safety; HS audits are scheduled to ensure for a Safe environment.

### ENERGY CONSERVATION AND WATER CONSERVATION AT MERCURE HOTEL SUITES & APARTMENTS

We have more concern on the energy conservation through the involvement of new technologies and GAIA 2.0 initiatives to work towards a greener Dubai. We strive to implement innovated technologies which is the best for our guest, the environment and all our employees. This has a greater impact on saving the energy and conserving it for reducing the carbon emissions. We have water saving tasks that has saved large amount of water.

### MERCURE HOTEL SUITES & APARTMENTS ENERGY SAVING INITIATIVES 2024

1	Energy Saving task	Replacement of existing light to LED light in all the apartment	<p>We have proposed total 511 Apartments Kitchen and bathroom CFL lightings replacement with LED panel lights</p> <p>Total lamps – 1400 Existing Watt – 36 W/ lamp Existing total Load – 50.4 KW Annual KWH – 217,728 KWH</p> <p>Proposed Watt – 18W /Lamp Total load - 25.2 KW Annual KWH – 108,864 KWH</p>	<p>Total Saving estimated - 108,864 KWH Annually</p> <p>Reduction in Carbon Emission – 9553.44 Kg/Co2</p> <p><b>Project Completed</b></p>
2	Energy Saving task	Replacement of Existing light to LED light in the recreation area	<p>We have proposed CFL lightings replacement with LED panel lights</p> <p>Total lamps – 38 Existing Watt – 36 W/ lamp Existing total Load – 1.368 KW Annual KWH – 6,894.72 KWH</p> <p>Proposed Watt – 18W /Lamp Total load - 0.836 KW Annual KWH – 4,213.44 KWH</p>	<p>Total Saving estimated – 4,213.44 KWH Annually</p> <p>Reduction in Carbon Emission – 3581.42 Kg/Co2</p> <p><b>(Completed)</b></p>





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### MERCURE HOTEL SUITES & APARTMENTS ENERGY SAVING INITIATIVES 2024

3	Energy Saving task	Installation of VFD for all FAHU in 24 <sup>th</sup> floor & 41 <sup>st</sup> floor and GF – Main Kitchen	<p>New Project introduced under Energy conservation, the Project will be the most beneficial and efficient to control the Energy as well as Energy cost</p> <p>Current Annual Consumption – 1,565,640 KWH@ 50Hz</p> <p>Proposed Total VFD – 25</p> <p>Calculated Annual KWH – 1,252,512 KWH @40Hz</p>	<p>Total saving estimated – 313,128 KWH Annually</p> <p>Reduction in Carbon Emission – 266,158.8 Kg/Co2</p> <p>(24<sup>th</sup> and 41<sup>st</sup> both plant room has been installed)</p>
4	Energy Saving Task	Modernization of lift no # 4, 5 & 6	Incorporate latest technology at economical cost, improve the reliability, performance and life of the elevators, make the equipment safer and improve efficiency, reduce the energy	Project completed

### MERCURE HOTEL SUITES & APARTMENTS ENERGY SAVING INITIATIVES 2025

1	Energy Saving task	Chiller management system	Currently the chiller system is operating manually	CMS integration auto system allows operations to control the speed of the Motors and optimized chiller operations according to the building load demand requirements, this project also represents the Green building initiatives by the hotel
2	Energy Saving task	Replacement of Defective parts of BMS system (which will help us to monitor and control the HVAC system and lighting system from the BMS)	The BMS system components failed due to this currently major equipment's operates under manual operations and cannot optimize the system	<p>Impact: Auto control of the system eliminate the Human errors and avoid manipulations in operating hours, ultimately Power savings on equipment optimized operations</p> <p>Note: This Project will help to attain the design parameters and allow to schedule the equipment's for better performance</p>
3	Energy Saving task	Cooling Tower Refurbishment	The Cooling towers required major refurbishment & it is very essential to rectify the current many defects as specified in below analysis report, the state of existing condition is out of operational controls	Refurbishment Scope will enhance the system and increase the life span up to 5 years, Improve the Heat Rejections and improve the Chiller efficiency, The water consumptions will reduce due to drift will eliminate



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### MERCURE HOTEL SUITES & APARTMENTS WATER SAVING INITIATIVES 2025

4	Water Saving Task	Replacement of Manual Water Tap with Sensor Tap in all public area	Reference FF&E Number Eng/25.26	Project approved, waiting for delivery
5	Water Saving Task	Hot & Cold Water PRV replacement	The installed PRV intend to modulate the line water pressure from Upper stream to Downstream, the current condition of PRV is unable to regulate the pressure, this caused majority of PRV is operating through bypass conditions, the Bypass mode have no pressure controls, this causing many water leaks in Guest rooms, Risers and corridors	Reduce Water leak issues, reduce disturbance to the Guest, Water shutdown rate will be reduced

## A. SUSTAINABLE MANAGEMENT

### A1. Implement a Sustainable Management Plan- GAIA 2.0:

Mercure Hotel Suites & Apartments shall establish and maintain the GAIA 2.0 internal sustainable practices complying with requirements of Green Globe. There are a number of elements that make up the GAIA 2.0 in action guide for the world wide Practice of Sustainability in Accor Group.

Mercure Hotel Suites & Apartments shall formulate policies and procedures of GAIA 2.0 that:

- are appropriate to the nature and scale of the organisation's activities
- are aligned with the four key areas of Green Globe environmental, socio-cultural, quality and health & safety issues is also in line with GAIA 2.0 which comprises of 4 Strategic Programme
- Includes a commitment to continual improvement of the SMP and target for the Green Globe.
- includes a commitment to comply as a minimum with the current applicable legislations regulations and other

requirement to which the organisation subscribes

- provide a framework for setting and reviewing SMP objectives and targets.
- They are documented, implemented, maintained and communicated to all employees.
- they are available to all interested and associates parties and
- SMP is reviewed periodically to remain relevant and appropriate to the organisations
- Accor GAIA 2.0 sustainability plan includes monitoring of yearly basis

### A2. Legal Compliance:

Mercure Hotel Suites & Apartments is licensed according to the UAE law and in compliance with all relevant international or local legislations and regulations, including health, safety, labor, environmental aspects, and insurance policies and other guest and colleague protection instruments are up to date and in order. The Hotel has 100 % non-smoking room. DTCM (Department of Tourism and Commerce Marketing) guidelines are followed that includes the sustainability requirements for hotel establishments in Dubai. Carbon calculator is a portal by Dubai Municipality where the amount of energy used is updated on



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monthly basis to calculate Hotels Carbon emissions are calculated and they mention the areas where improvements are required in regards to the Energy, Water and Fuel and Waste. Single use plastic have been reduced in the guest facing as well as back office area as part of the Accor's GAIA 2.0 initiatives.

### A3. Employee Training:

Employee hiring, training, annual appraisal and performance review, at Mercure Hotel Suites & Apartments are in line with the Accor Group.

There are various training modules initiated by the Accor Group including the skills, knowledge and attributes that make organizations and individuals successful. Once competencies are identified, people with these competencies are trained and developed accordingly. This builds an organization of successful colleagues who are capable of delivering business goals and execute strategies.

While competencies may enable people to achieve success, they alone do not ensure success. We see people who are competent but do not deliver business results or vice versa. In other words, only assessing people against competencies is not enough. We must also measure their achievements against the desired business goals within their roles.

At the same time, competencies provide the link between organizational vision, behaviors, outputs and results and are the foundation for recruitment, selection, performance management, development and succession planning.

Training on sustainability management, health and safety and environmental impact are done through Induction. The Sustainability goals and management plans are communicated to the employees in the Induction and allocated specific training on sustainability management and available in the Websites and Heartist notice boards. The respective departments do Dubai way and sustainability tourism trainings. Management and staff are made aware of the COP 28 sustainability measures.

Mercure Hotel Suites & Apartments, customer satisfaction is supported by Front Office and Sales & Marketing Department. To operate in a way that focuses on continuous improvement and long term sustainability. It works with all departments and areas of the business to ensure that our guests are always our first priority by having a system in place that allow us to measure how well we are doing, and to respond quickly when we are not getting the desired results.

Besides customer satisfaction we also review and monitor internal quality performance. Some of the tools used for monitoring and reviewing the same are:

Message box, Trust You, Zonka, F&B guest comment cards, financial audit on cashiering practices, reservations mystery audits and other online Social Media platforms such as trip advisor, booking.com, and platforms which enable us to know the guest needs. These are potential areas for reviewing the Guest Satisfaction levels and ensuring the scores levels are monitored on regular basis and the necessary actions are taken.

Mercure has undergone Re-certification for ISO 9001 and 14001 certified by Intertek and ISO 22000 and HACCP Surveillance from SGS. The training of ISO awareness and Internal Auditor training is given for the Heartist. Mercure has successfully obtained the ISO 22000 and HACCP from SGS even during the Global crisis.

We are spearheading to complete the desktop Audit for the Green Globe for 2025 and achieving Platinum certification for Ten years continuous achievement in sustainability. **The hotel was awarded as A Gold certificate for our hygiene and food safety standards from Dubai Municipality and DST Sustainability fully compliance. Mercure Hotel was also awarded the top 10 Dubai Food Elite Award. We have participated in the DST stamp and awaiting for the results.**

### A.4 Customer Satisfaction





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- Spa with saunas and steam rooms
- Fitness set up with the latest gym equipment
- Retails shops for beauty and fashion
- Meeting & events rooms
- Kids Club

Ongoing maintenance and repairs are performed regularly. The refurbishments, if any include re-using as much of the original structure as possible and renovation/interior design is always performed with the purpose of being as sustainable, energy-saving and long-lasting as possible, and includes use of environmental friendly materials as per the specification. Every effort is being made to ensure that all appliances that have been purchased for operating the hotel are energy efficient. The water savers have been installed in all the areas as the sustainability plan to reduce the water consumption. The LED lights and motion sensors are replaced where applicable to reduce the energy consumption. The design and materials are reviewed on eco-friendly and on sustainability management.

The lobby as a natural plant as the background made of Moss and Lichens which give a great ambience, and the new renovated floors are with having eco-friendly mattress and also fixtures are LED lights.

Swimming pools with chlorine free and use active ions which decrease the usage of chemicals and make the swimming pool eco-friendly and maintains water quality.

### A.5 Accuracy of Promotional Materials

All communication regarding promotional material Mercure Hotel Suites & Apartment goes through the Sales and Marketing team and is in line with Accor Group principles, local regulations and cultural norms and sustainability practices of GAIA 2.0. Any dissatisfaction from our guests is tracked through the guest feedback forms and online reviews in the social media , trust you and in the Message box on day to day operations.

### A.6 Local Zoning, Design and Construction

#### DESIGN AND STRUCTURE

Mercure Hotel Suites & Apartments is built with relevant government agencies approval. It accommodates 1015 one and two and bedroom suites and apartments. It's a 100% non-smoking rooms

- 681 one bed room suites
- 334 two bed room suites
- 1 restaurant Day and Night and Café Social.
- Three pools - main pool, Jacuzzi and kids pool
  - Football court, basketball court and two squash courts

### A.7 Experiential or Interpretation Tourism

We inform our guests about the local environment, local culture and cultural heritage through various means; may be electronic signage or something as simple as tent cards. As UAE is predominantly an Islamic country guests are made aware of the local culture, traditional and places of interest. The strength of the local community is shown to the guests during the holy month of Ramadan. The Local dates and Arabic Coffee is served in the Buffet.

Various expedition packages are available with local tour organizers to visit places of historical interests, museums, heritage village, etc. or to embrace a moment of serenity within the vast desert. Mercure Hotel Suites & Apartments work closely with the



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local market, and as such it is beneficial to the company and the local community.

Mercure Hotel Suites & Apartments endeavors to deliver imaginative and exhilarating experience in culturally connected environments offering thoughtful and generous service.

### A.8 Communications Strategy

We communicate with our guests and visitors to the hotels and the website in a comprehensive manner. Our implementations, plans and strategy for a sustainable operation are clearly defined, as well as our involvement with the local community and other charity work. Our sustainable operations involve our guests, example; we have Environmental cards in all the rooms in order to give our Guests an option to participate for protecting the environment, hence providing them an opportunity to play a direct role in water and energy conservation. Mercure Hotel Suites and Apartments actively participates with the Emirates Environmental Group which is a local organization that strives towards the protection of the environment, sustainable management and social responsibility. There is various community activity such as tree plantation, Can Collection collections that are done by them. Apart from these we also camp on blood donation, Clean up campaigns in association with Emirates Environmental Group. The Guests are given tips on the energy, water reduction practices in the television and LED screens in lobby. The waste segregation practices are displayed for the awareness for the guests. Earth hour initiatives of Environmental initiatives, the guest are involved. All the Safety precautions in line with the regulatory standards requirements. All safe Accor brand standards is Validated for this year and in compliance.

### A.9 Health and Safety

We follow strict environmental, health and safety laws, regulations and procedures to conserve and protect the environment and create a safe workplace where we bring the best out of our colleagues whilst avoiding the risk of injury and accidents.

Employees are appropriately trained to make them aware the health and safety issues while working and guests are made aware of hazards by using appropriate signage and other form of communication like cautions, emergency evacuation routes. Purchase and operating policy for all mechanisms, equipment and facilities is that they be as environmental friendly as possible: low emission and consuming minimum energy and star rated and focusing on Health and Safety parameters. We have an experienced team of engineers and technicians who maintain the facilities so that we have constant check on them being in good working condition. All necessary and mandatory safety requirements for the same are found in order, such as method statement, risk assessment, and personal protective equipment to have a safe environment.

- Local law enforcement agencies frequently visit the premises to ensure all emergency systems are in order, there are also evacuation mock drills and there are safety audits conducted to ensure that hotel risks are reduced. Certified first aiders are available in each department for handling first aid. HACCP audits are conducted to ensure compliance to the Food Safety Management System to ensure food served is safe. New kitchen staff are trained on food safety and safety and procedures. As per DM requirement they will undergo a mandatory basic food safety course for safe food handling.
- Guests are instructed verbally and by posted signs to take care of wet floor.
- Cautions tapes are put for location with uneven surfaces.
- Swimming pool depth is clearly marked, a trained life guard in rescue and basic first aid are physically present at the pool.
- Safety Warnings are displayed in the board.
- If any events are to be held within the property by external organizers, a clear method statement risk assessment, floor plans, insurance policies, are requested from the organizers, such that a clear gap analysis is conducted, and appropriate preventative measures from our end are also taken.
- All external contractors need to provide safety permit and equipment for their staff.



# MERCURE

## HOTEL

### DUBAI BARSHA HEIGHTS

- Disclaimer and caution signage are available in areas for the swimming pool and in the recreation areas
- Fire Safety systems are in place and regular testing is been conducted.
- Regular Mock drills are for emergency evacuations are done internally and with DCD.
- In all the locations sanitizers and masks are kept for the guests and staff.
- Regular disinfections are done in all hi touch points.
- Proper hygiene and sanitization are required at all times.
- Regular Mock drills are for emergency evacuations are done internally and with DCD.
- Do and Don't of UAE is mentioned in the service directory of the guest.

#### Accor Sustainability System Gaia:

We have got online monitoring system of sustainability and the Accor group hotels are related.

#### Highlights:

- Food and Beverage introduced the compostable take away containers.
- Banquet were introduced with the 750ml in house filtered water bottles.
- We have introduced system to remove the single use plastics.
- All paint is environmental friendly and lead free with very low VOC levels.
- Use of auto dosing system of Chemicals in Housekeeping, Engineering and Kitchen Stewarding.

#### REPORTING EMERGENCIES

The Emergency Crisis team are trained to respond to emergency situations and our guests is one of the main concerns for Mercure Hotel & Suites & Apartments. Safety cannot be taught or explained enough and the awareness of team members is therefore encouraged.

#### ACCIDENTS TO TEAM MEMBERS

If a team member is injured, he/she should report immediately to his/her Head of Department or

Supervisor no matter how trivial. A

qualified first aid representative on duty applies proper first aid if necessary. There is a list of certified First aiders available.

The department first aider will attend to the need and the Talent and Culture representative should also be informed. An accident tracking is done by the HS officer all relevant Head of Department and associated members. The Health and Safety and Security officer will make the incident investigation and look for the corrective actions.

#### ACCIDENTS TO GUESTS

Any accident to a guest, no matter how small, must be reported immediately to the Security, Head of Department, Supervisor and Duty Manager.

The guests should never be left unattended and team members should wait for assistance.

An accident report form has to be completed by the documented by duty manager and Security Manager and sent to all respective departments. Based on the analysis by H&S officer corrective actions will be taken.

#### FIRST AID

Mercure Hotel Suites & Apartments have first aid boxes located at various locations on property. All serious injuries or illness will be referred to the doctor, clinic or hospital and monitored by certified first aiders on regular basis.

**First aid injury:** An injury that can be adequately treated using topical wound cleaning, topical medications, ice, heat, nonprescription

#### A.10 Disaster Management & Emergency Response:

Mercure Hotel Suites & Apartments follows the Disaster and Emergency plan as recommended by Accor Brand guidelines the UAE government. The mock drills and emergency response team are well trained to handle the situations. The safety equipment and the alarms are tested on periodic basis for effectiveness. The review and assessment on mock drills are done on periodic basis.





# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

### B. SOCIAL / ECONOMIC

#### B.1 Community Development

Mercure Hotel Suites & Apartments commits to using the revenues generated from the recycling initiatives through Garage sale aids to sponsor and assist to support in the local community. Where by this money will be managed by Talent and Culture Manager. Every quarter the hotel generates funds from recycling of waste items. 90% of this money can be given back to the community to help groups / individuals struggling each month. Thus the money will be placed in a corporate responsibility fund to help an individual or specific charity.

#### Major Focus of CSR Activities:

1. Over Ramadan look at a charity to offer the revenue too.
2. Charity events or funding activities to support the society.
3. Activities for disabled People through Rashid Centre organizations to support them.
4. Activities to support the Dubai Foundation for the Woman and Children
5. Clean Up the world with support of Dubai Municipality.
6. Activities to support the environment through EEG.
7. Blood donation drive as part of Support to the hospital for patients



#### CSR Activities:

1. Accor Group's initiative of GAIA 2.0 has Ethical and CSR charter in supporting the CSR activities.
2. GAIA 2.0 has CSR charter through which the hotels support the People, Guest, Partners and Communities.
3. CSR calendar for the year is designed and the activities will be executed accordingly.
4. Mercure Hotels Suites and Apartments participates in the CSR activities of cc by giving the recycle waste such as Cans, glass bottles, plastic, can and toners.
5. Every 6 months the Guest refuse that is collected will be auctioned off to raise additional revenue for fund raising and local support and CSR activities.
6. There are activities to support Dubai Foundation for Women & Children.
7. Mercure Hotel Suites and Apartments participated in the Tree Plantation organized by the Emirates Environmental
8. Breast cancer awareness is done for the staff and guests. Funds are raised and donated to Al Jalila Foundation.
9. Mercure Hotel Suites & Apartments has a corporate responsibility clothes donation is done to the Beit Al Khair society.
10. Clean Up the World –Clean-up campaign is being done in association with Dubai Municipality. EEG has awarded Mercure Hotel Suites and Apartments.



# MERCURE HOTEL

DUBAI BARSHA HEIGHTS

## CSR Activities: 2024



Can collection- 24<sup>th</sup> Feb & 9<sup>th</sup> Nov



Blood Donation drive- 6<sup>th</sup> March



Visit to Rashid center- 7<sup>th</sup> March



Food donation- 5<sup>th</sup> April



World Environment Day- 5<sup>th</sup> June



Earth hour 23<sup>rd</sup> March





# MERCURE HOTEL

DUBAI BARSHA HEIGHTS

## CSR Activities: 2024



Breast Cancer Awareness October



Cloth donation 15<sup>th</sup> May



Food donation 2<sup>nd</sup> Dec National day and 31<sup>st</sup> Dec New Year day



Clean up campaign 7<sup>th</sup> Dec



Tree plantation 17<sup>th</sup> Dec



Contribution to Dubai foundation for Women & Children 24<sup>th</sup> Dec



# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

Mercure Hotel Suites & Apartments as part of Accor initiatives for GAIA 2.0 and its roles and responsibilities in contributing to the sustainable development of the communities in which it operates. This aims at maximizing the return on community investments and their impact on the local community. Through our community investment program, we have identified unique areas of involvement where we can actively support our local communities and engage in a mutually rewarding way with our Employees, partners, stakeholders and Communities.

- **Healthcare:** Supporting initiatives aimed at enhancing the health and well-being of local communities.
- **Education:** Supporting initiatives focused on vocational training and skills development that improve employability in the tourism and hospitality sector.
- **Cultural Preservation:** Supporting initiatives aimed at preserving local culture, heritage and promoting cultural diversity.
- **Economic Development:** Supporting initiatives aimed at enhancing the ability of small and medium enterprises (“SMEs”) that are strategically linked to business needs to perform more effectively in order to create economic growth.
- **Environmental Protection:** Supporting initiatives that help protect the integrity of the environment. We also want to support initiatives that use innovative products and services to help solve environmental problems.

### B.2 Local Employment

Mercure Hotel Suites and Apartment prefers and supports local employment and gives all possible preferences for sourcing workforce in order to support the local community. As part of initiatives it has mentioned as UAE national preferred in specific Job advertisements. As per the hotel’s annual road show calendar, Mercure Hotel Suites and Apartments has planned to participate in all relevant local career road shows and events. As a part of sustainability plan we have approached several Hotel management colleges to support recruitment of locals as employees and interns.

Business conducts and ethics policy

- Recruit and select colleagues policy
- UAE Federal Law no 8, for 1980/ Federal Decree-Law No 33 of 2021

### B.3 Fair Trade

Mercure Hotel Suites & Apartments ensure the use of right methods to select suppliers and procure goods and service at the right quality, price, time, source and delivery while protecting the company. The main focus is on the suppliers with eco-friendly products and promote on the green purchase. Purchasing is done only through local suppliers and preference given on the basis of the needs and requirements of the hotel. The Green procurement policy will design the requirements of Purchase of the hotel through the local vendors, eco-products used Amenities and Chemicals, FSC certified for paper and wood. Low or Zero VOC for the paints. Fair trade coffee and other products are used.

### B.4 Local Entrepreneurs

Mercure Hotel Suites & Apartments as a part of Accor group where in our aims to experience the local produce and local culture through the sustainability journey. Mercure Hotel Suites & Apartments do not engage with local entrepreneurs dealing with historical artifacts moreover it is not permitted by law.

It is worthwhile to state that, at Mercure Hotel Suites & Apartments we do engage in organizing events and activities that portray the local culture, especially during Ramadan, Eid and UAE National Day.





# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

### B.5 Respect Local Population

As stated earlier UAE is predominantly a Islamic country and as such guests and employees are made aware of the local culture. Information of the same is provided through multimedia or through books and magazines and also to the guest service directory. Local culture awareness presentation is done during employee Induction and also presented in the Employee Handbook. Local cultural information booklet is also available at the concierge desk. Rules and regulations following local culture are also placed in public area.

### B.6 Exploitation

Mercure Hotel Suites & Apartments strictly complies with the UAE Federal Law no 8, for 1980 section 2 on the Regulation of Child labor. Mercure Hotel Suites & Apartments has Child exploitation policy and Watch programme, the hotel does not encourage any type of exploitation in regards to the labor, sexual abuse or harassment and child trafficking within the hotel premises as a part of the Sustainability Management Plan. Accor's watch initiative enables the employees to know the escalation process training when they notice any type of Child exploitation. Appropriate policies are in place against the employment of children, sexual harassment, and exploitation. Mercure Hotel Suites & Apartments has included Watch Programme, child exploitation awareness as part of the internal training conveyed to all employees through customized training material and videos. Mercure Hotel Suites & Apartments are willing to liaise with all relevant organizations to support and protect children from sexual abuse and trafficking. Child exploitation awareness campaigns have been included in the CSR calendar. We will support the Dubai Foundation for Women and Children through conducting educations programs and funding activities to support them.



### B.7 Equitable Hiring

Mercure Hotel Suites & Apartments promote diversity and equality on all levels of the business, and no employees or applicants are discriminated against in any way. All positions are filled on the basis of competence. Our hotel adheres to all local laws and regulations concerning labor laws, and offer conditions and wages superior to the minimum requirements.

Hotel employs people of many nationalities – currently we have 29 different nationalities in the group. Women candidates are encouraged to apply across all levels of the business. 9 management positions are covered by women; Director of sales, Sales Manager, Sales Manager - Leisure, Sales Manager Corporate, Marketing Manager, Quality and Hygiene Manager, Duty Manager, Guest Relations Manager and Executive Secretary. UAE has strict labor law related issues,



# MERCURE

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DUBAI BARSHA HEIGHTS

which we adhere to in full. 23% of Female management teams are represented at Mercure Hotel Suites and apartments.

### B.8 Employee Protection

Salaries and benefits meet national regulations, and all payments required by law into insurance and holiday funds are made on behalf of all employees. Overtime is paid for hours worked beyond the established work in accordance with UAE labor law. Week hours and working hours do not exceed the legal maximum established by the labor law, but being a hospitality industry at times a need might arise to work additional hours, colleagues are accordingly remunerated as per the policies outlined. The employees are given career development plans and cross training exposure to preferred areas to motivate the moral of the employees.

### B.9 Basic Services

The activities of the business have not impacted or jeopardized resources or services in the local area or neighbouring communities in any negative manner. The activities of the business generate a number of secure jobs and reflect positive influence in the community.

### B.10 Local Livelihoods

Mercure Hotel Suites & Apartments has designated runoff from buildings and parking lot. As it's the building structures are designed according to legal compliance and appropriate mitigation. The building structure is in Tecom area and follows the regulations in line with DTCM and Dubai Municipality norms.

### B.11 Bribery & Corruption

Mercure Hotel Suites & Apartments strictly prohibit all forms of bribery taken directly or indirectly. It prohibits its employees from soliciting, arranging or accepting bribes intended for the employees benefit or that of the employee's family, friend associates or acquaintances. The management reviews on fair practices based on the selection of vendors and materials that are eco-friendly and support the vendors with best environmental practices. Not gifts can be accepted from any supplier or third party partner. Mercure Hotel Suites & Apartments adhere strictly on anti-bribery and corruption and no forms of bribes or gifts are encouraged. As per Mercure Hotel Suites & Apartments policy charitable contributions and sponsorships are not used as a subterfuge for bribery.

## C. CULTURAL HERITAGE

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### C1.Code of Behaviour

### C2.Historical Artifacts

### C3.Protection of Sites

### C4.Incorporation of Culture

The company policy code of conduct includes established guideline on the code of behavior concerning the protection of local cultures and the guests are provided with relevant information of local culture, customs and tourisms of UAE.

The employees at Mercure Hotel Suites & Apartments are trained to guide guests towards the cultural sights and events and/or entertainment/restaurants that the guests are most interested in. Local UAE culture and idiosyncrasies can be explained and discussed with guests, but mainly the culture is significantly different from anywhere else in the western/developed part of the world, from where we have a



# MERCURE

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### DUBAI BARSHA HEIGHTS

substantial amount of guests coming from. Guests can read through the basic do's and don'ts in their complimentary tourist guide 'Discover Dubai'. The hotel also provides pick and drops for selected locations to promote tourists.

Historical and archeological artifacts are not sold, traded, or displayed. Business complies with laws, standards and regulations concerning the protection of historical sites and cultural heritage.

Mercure Hotel Suites & Apartments places great emphasis on being a part of the local environment in regards to cultural and social activities, as well as incorporating use of local food and competencies from local businesses. We take great pride and spend a lot of time and energy explaining our collaboration with local suppliers and businesses to interested parties.

Mercure Hotel Suites & Apartments represent the local cultural and heritage by offering dates and Arabic coffee to all guests arriving at the hotel.

## D. CONSERVATION OF RESOURCES, REDUCTION OF RESOURCES AND CONSERVATION OF BIODIVERSITY

In line with Mercure Hotel Suites & Apartments Sustainability Development plan, the use of Environmentally Preferable Purchasing (EPP) helps Mercure Hotel Suites & Apartments "buy green," and in doing so, uses the buying power to stimulate market demand for green products and services. However, this statement should not be key deciding factor in making a commercial buying decision. Mercure Hotel Suites & Apartments offers green meeting package as well, as a part of our sustainability initiative.

- **Biodiversity:** As part of Accor group policies, Mercure Hotel Suites & Apartments environment commitment we are not purchasing, using or promoting any products originating from unsustainable practices or serving food from endangered species prescribed by ICUN Red list. Endangered species or items stemming from unsustainable practices are not used or consumed as per company's purchasing policy. Mercure Hotel Suites & Apartments has supported the biodiversity by donating cash amount to the Yanni Animal Welfare.



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## Visit to Yanni Animal Welfare

Our team from Mercure Hotel visited and supported by donating cash amounts to the animal welfare. Yanni Animal Welfare is A volunteering group that Rescues and provides medical care for sick, injured animals, fostering abandoned or special cases until being adopted.



- Mercure Hotel Suites & apartments prohibits the use of invasive alien species in the landscaping or the available potted plants. Native plants and low water plants are used to minimize water in the indoor and outdoor garden.
- Preserving the environment is one of our core values and we will extend our continuous efforts to raise awareness and encouraging not only our employees, but also our guests to be more conscious about the environmental sustainability. In order to reduce the typical for the MENA region and the hospitality industry carbon footprint we have partnered with environmental organizations to guide us to our goal.





# MERCURE

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DUBAI BARSHA HEIGHTS

## CONSERVATION OF RESOURCES, REDUCTION OF RESOURCES

SMALL ACTIONS, BIG RESULTS  
SMALL ACTIONS, BIG RESULTS

**With sustainability, every action matters**  
*With sustainability, every action matters.*

**Expand Your Comfort Zone**  
Limit air conditioner and heat use to reduce emissions.  
*Expand Your Comfort Zone: Limit air conditioner and heat use to reduce emissions.*

**Lights Out on Energy Overuse**  
For a brighter tomorrow, turn off lights when leaving the room today.  
*Lights Out on Energy Overuse: For a brighter tomorrow, turn off lights when leaving the room today.*

**Take Waste to a Better Place**  
Turn your waste into a new valuable resource. Recycle paper/cardboard, plastic and cans/metal at location.  
*Take Waste to a Better Place: Turn your waste into a new valuable resource. Recycle paper/cardboard, plastic and cans/metal at [location].*

**Towards sustainable hospitality.**  
*Towards sustainable hospitality.*

**MERCURE**  
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**Expand Your Comfort Zone**  
Limit air conditioner and heat use to reduce emissions.

**Expand Your Comfort Zone**  
Limit air conditioner and heat use to reduce emissions.

**7 AFFORDABLE AND CLEAN ENERGY**

Black and gray waste water is managed by the city in a non-polluting way, and does not affect public health. This is mandatory and unavoidable by UAE law. Major of the areas are provided with the LED lights and water savers to conserve the majors resources like energy and water and outdoor lighting is controlled by a timer.

We minimize our output of printed matter, and prefer to communicate through our website (which is CO2 neutral). Our suppliers often bring their products in crates and cases, which are reused and taken back. Every attempt is made to increase the awareness of the suppliers to avoid using crates and cases where ever possible.

Refrigerator and freezer temperatures are measured and monitored on a constant basis by the culinary staff of food. Energy usage is specified and recorded. Motion sensors are established in some of the areas, feasibility to cover more area is considered. All rooms need room key in order to turn on lights – whereby all electric



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appliances are turned off when guest is not in room. The BMS controlled helps in maintaining the ambient temperature in all locations.

Energy efficient equipment is purchased wherever available, and only used when needed. Bed linen, duvets and towels that are used for hotel use but still usable, the old ones are donated to charity. No disposable cutlery or other eating utensils are used in the hotel. Around 16,704 plastic bottles (1.75L) of orange juice was consumed in a year; juice dispensers where large quantity of juice is obtained and served in the dispenser replace these.



Active system in place to detect and repair leaking toilets, faucets and showerheads in guest rooms, and is run in co-ordination with housekeeping department and engineering department. Active system in place to detect and repair all machinery and equipment on a regular monthly basis, and is run by engineering department.

Native plants or low water plants used in landscaping are used to minimize water in the outdoor garden to use minimum water.

Mercure Hotel Suites & Apartments recycles waste and are looking for more improvement. We have asked for specific glass, cardboard and paper recycle bins, and encourage guests to help us with our recycling. In the first level we try to reduce the waste generation, secondly preference for reusing the items and lastly donated to the charity organizations. Using reusable crate for vegetables and bakery products to minimize waste generation. We attempt to produce as little waste as possible, and nothing is thrown out, that can be used again.

The future of electric car is very strong as more and more manufacturers are moving to the launch of electric cars. Mercure Hotel has supported the adoption of this green technology by providing charging stations. Lights in the parking are solar powered.



# MERCURE

HOTEL

DUBAI BARSHA HEIGHTS

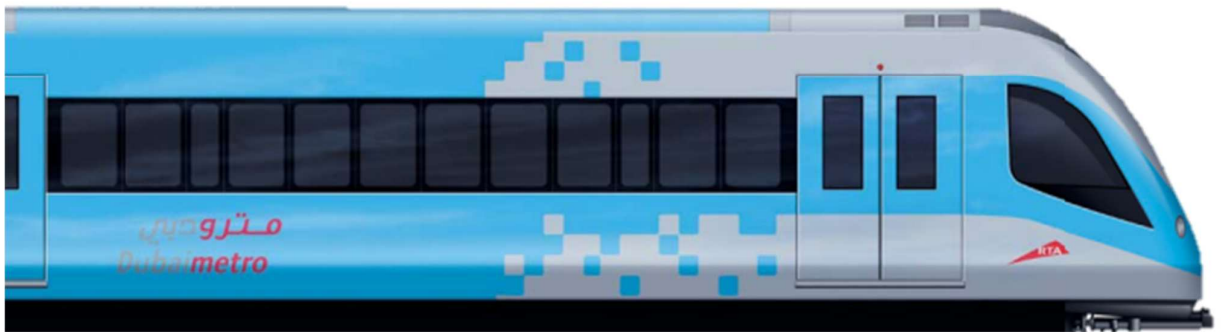
## MAKE LOCAL MOVES

### GET AROUND TOWN WITH ECO-FRIENDLIER TRANSPORT

*Everyone needs to go places. Using more sustainable transport not only helps the environment but it can also be a great way to share in the local experience. How will you go?*

- **On Foot:** Follow walking self-tours, hike trails or wander to get lost intentionally. It's the best way to spontaneously discover local hotspots and soak in details.
- **Bicycle:** Go far fast enough to save time but slow enough to take in the journey. Rent a bike at [location].
- **Public Transit:** Travel like a local on [buses/metros/trams] and tap into everyday life.
- **Electric Vehicles:** Zip around town with a cleaner output than gas cars. Rent an electric car at [location] and charge it at [locations]. To lower your impact, share the rides with others.

MERCURE  
HOTELS



# MERCURE

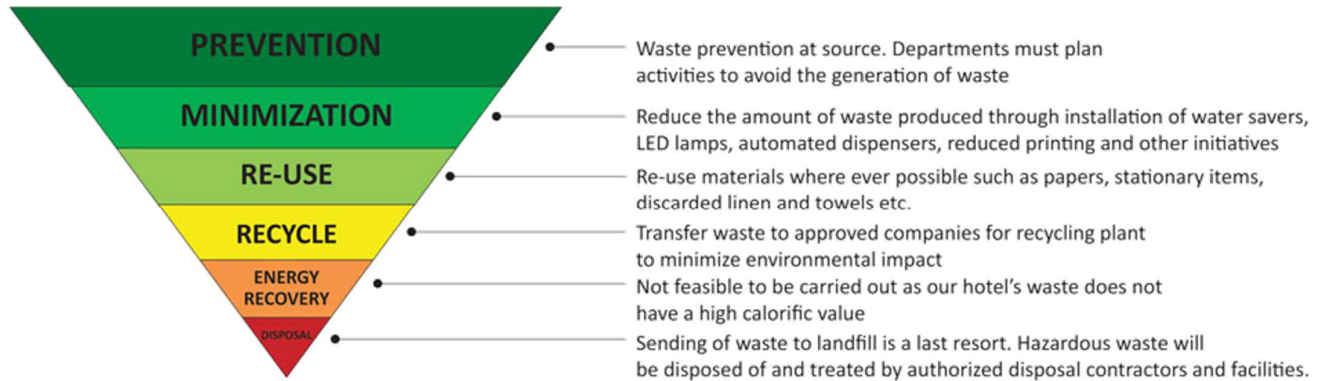
HOTEL

DUBAI BARSHA HEIGHTS

## WASTE MANAGEMENT AT MERCURE HOTEL SUITES & APARTMENTS

As far as is reasonably practicable, waste management and waste minimization will be practiced through the following waste hierarchy approach:

### Waste Segregation



### Waste Hierarchy

Waste streaming is a highly effective way of reducing waste. The segregation of waste plays a role in reducing, reusing and recycling the waste.

All kitchens, restaurant, café and banquet areas are provided with color coded bins are for proper segregation of waste in the specified areas

- Guest rooms waste bins: The guest rooms are placed with two bins one in the bed room and the other one in the bathroom in order to segregate the waste
- Housekeeping staff: - In the floor level the segregation of the waste is done for general waste and can and plastic bottles.
- The garbage chute is operational and the waste segregation of landfill is thrown in the garbage shoot. The recycle items needs to be segregated on the floor and brought separately to the garbage room.
- Guest room's waste collection: Two separate bags are used to collect general waste and the cans and plastic bottles from all the guest rooms to increase the recycle waste and measure for proper segregation
- All hazardous wastes like battery and bulbs are been separated and stored in designated area and monitored by engineering and IT department. The waste is disposed to the approved suppliers.
- All new joiners are fully briefed about the benefits of segregation, procedures for collection waste and also aware of the Hotel's environmental policies
- All recycled and non-recycled waste have to be sorted, collected and stored at separate segregated areas in the garbage room





# MERCURE

## HOTEL

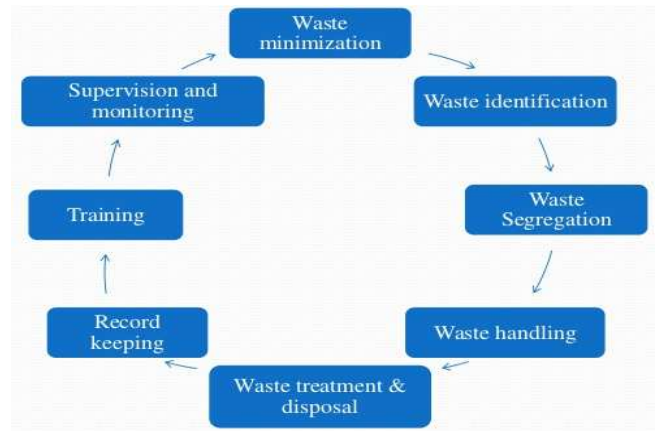
DUBAI BARSHA HEIGHTS



- GREEN = Plastics
- BLUE = Papers
- YELLOW = Cans
- RED = Glass
- BLACK or GREY = General waste/ Food Waste



Color bins for public areas



Waste Management Cycle



# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

Mercure Hotel Suites & Apartments recycles waste and are looking for more improvement. We have specific glass, cardboard and paper recycle bins, and encourage guests to help us with our recycling.

We attempt to produce as little waste as possible, and nothing is thrown out, that can be used again.



**MORE TASTE,  
LESS WASTE.**  
ذوق أكثر، هدر أقل

1/3 of all food goes to waste, putting a major strain on the Earth resources (such as farmlands, fresh water, and nonrenewable fuel sources). That's why at Mercure, we take responsibility in reducing our food waste daily:

- We measure our food waste
- We adapt our breakfast offer to better manage quantities while providing you with delicious, quality, and creative food.

ENJOY OUR BUFFET IN SEVERAL VISITS,  
RATHER THAN ONE OVERSIZED TRIP.

**BETTER FOOD, BETTER FUTURE**

*We're minimising food waste and making more sustainable choices all around*

One-third of all food goes to waste, which squanders farmland, fuel, water and other resources. But this statistic can be improved—and we're striving for that. At this hotel, we partner with [Company Name] to convert food waste into a valuable resource: [energy or compost]. It's a cleaner process that supports our local communities.

Towards sustainable hospitality.

**MERCURE**  
HOTELS

A food-saving program will be established wherein we will come up with strategies to reduce food wastage. Since such a program might interfere with the operation of the culinary department, the establishment of the same will be done in consultation with the F & B department. Other initiatives could be to decompose the food waste by installing food waste composting machine and using the product as manure for the trees within the property. We have introduced the Food crusher were introduced in the new renovation and it's a great step of minimizing the food waste.

No bin day is introduced for our employees to reduce the food waste. The menu designing is planned where very little food waste remains are found. The waste bin is not kept on the NO bin day. It is advised the employees to consume only the food they require and to prevent the food wastage.

All employee laundry is washed in-house with environmental friendly detergents. All back-office computer and electronic equipment is shut down when work-day is over. Meeting room's lights and equipment's are shut down when not in use. All appliances are set at the most efficient level, to save energy, money and appliances. Our concrete aim is to reduce our use of water, electricity and waste in the course of the next year, some of the targets and initiatives to achieve the same are:

- To raise awareness of the environment within the guest rooms by way of environmental information on the room television and room information brochures.
- Measure emphasis on sustainability development for continual improvement.
- Implement for energy saving projects.



# MERCURE

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DUBAI BARSHA HEIGHTS

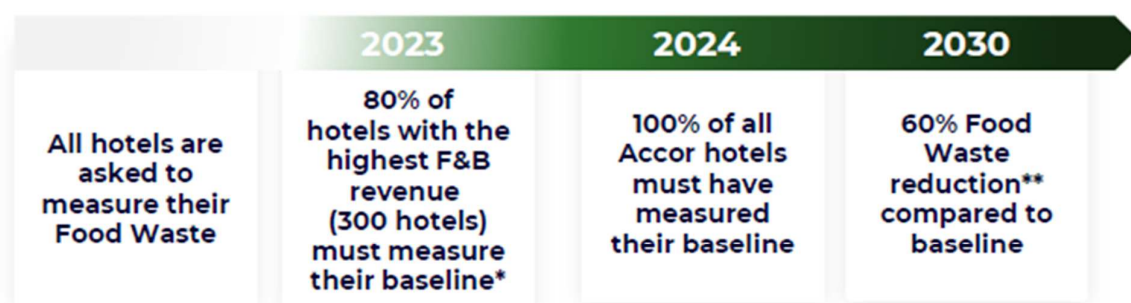
- In partnership with the EEG, to collect recycle waste to ensure that zero waste goes to Dubai landfill site.
- In partnership with Farnek for Carbon offsetting.

## OUR FRAMEWORK



At Accor, we define **Food Waste** as all discarded edible (from dry to wet) and inedible food (e.g.: bones, rinds and pits/stones) that comes from our F&B activity.

Accor's Food Waste milestones:



\*The **baseline** is the 1st campaign of Food Waste measurement following the Accor methodology.

\*\***Food Waste reduction** corresponds to the difference between the baseline and the current year's measurement campaign.

## Recycling Material Management Report - 2024

Material	Weight (Kg)
1. Plastic	20,800
2. Cardboard	19,398
3. Mixed Paper/Cardboard	14,867
4. Cooking Oil	4,800
5. Metal Cans	3,127
6. Paper	1,373
7. Metal Cans & Tins	1,007
8. Mixed Metals	202
9. Mixed Recyclables	40
10. Aluminum Cans	7
11. Aluminum	2
Grand	total 65,623



# MERCURE

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DUBAI BARSHA HEIGHTS

# EEG Recyclable Waste Collection Report 2024

### COLLECTION REPORT FOR MERCURE HOTEL SUITES & APARTMENTS

#### ALUMINIUM CAN

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2024	125	61	-	80	-	196	-	400	-	-	239	150	1251 kg

#### GLASS

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2024	1055	-	-	1250	-	870	-	1140	-	1600	-	655	6570 kg

#### PAPER

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2024	-	-	-	100	-	250	-	-	-	1009	-	-	1359 kg

#### MOBILE PHONES

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2024	-	-	-	44	-	-	-	-	-	-	-	-	44 Pcs

Environmental Benefits	Total
GHG Reductions (MT CO <sub>2</sub> E)*	26
Energy Saving (Million BTU)**	331
Volume of Landfill Saved (m3)	51
Trees Saved	59
Gallons of Gasoline Saved	153



\*Metric Tons CO<sub>2</sub> equivalence

\*\*British Thermal Unit





# MERCURE

HOTEL

DUBAI BARSHA HEIGHTS

## Reduction in paper use

As initiative to reduce the use of papers, Mercure Hotel's IT team has introduced redberry and Signeasy app that is used to avoid printing of papers. Redberry is use by the front office and Signeasy app is used by the back of the house departments for signing and documentation. Around 2,95,230 papers are saved from being printed annually.



## Amount of paper saved by Signeasy app

# Signeasy

**eSignature Value Estimate**  
~\$70 x 9600 docs

**[3] Total \$672,000  
saved per year**

### **Cost per doc**

30 Cents (Sent 3 docs for <\$1)

**Docs sent last year**

9,600

**Seats occupied**

8 users

**eSignature Carbon Footprint**

89% lower compared to paper

**[4] Around 73 kgs  
of CO2 equivalent**

Signeasy is now replaced by Circularo which is more user friendly.



# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

### WASTE COLLECTION CAMPAIGN – EMIRATES ENVIRONMENTAL GROUP (EEG)

Mercure hotels as with great efforts has segregated the recyclable waste and collected 6356kg of glass in 2023 achieving 2<sup>nd</sup> runner up for glass collection. Through great efforts from operations and stewarding tem, we have collected 400kg of aluminium cans and 3990kgs of glasses. In return Mercure Hotel planted 20 trees at "For Our Emirates we Plant" in the month of December. Mercure Hotel Suites & Apartments is actively participating in Emirates Environmental Group aluminium can collection campaign monthly.



To

*Certificate*  
of Appreciation

#### MERCURE HOTEL SUITES AND APARTMENTS

For participating in the "One Root, One Communi-Tree Project" (Phase 2)  
and collecting 400 kg of Aluminum cans & 2,740 kg of Glass.  
You are eligible to plant 15 Tree (s) at the  
"For Our Emirates We Plant"  
On 17.12.24

03.09.2024  
Date Issued



To

*Certificate*  
of Appreciation

#### MERCURE HOTEL SUITES AND APARTMENTS

For participating in the "One Root, One Communi-Tree Project" (Phase 1)  
and collecting 1,250 kg of Glass  
You are eligible to plant 5 Trees at the  
"For Our Emirates We Plant"  
On 24.12.24

05.06.2024  
Date Issued



# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

### TREE PLANTATION – EMIRATES ENVIRONMENTAL GROUP (EEG)

Mercure Hotel participated in the tree plantation and planted 20 Samar trees (local Trees) in Special Bee Reserve – Al Minae- South of Ras Al Khaimah. These trees are resilient and soil stabilizer.



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### Mercure – Oasis In house water bottle project

Mercure Hotel Suites and apartments, largest Mercure hotel in Accor portfolio with 1015 keys, using an average hotel in Accor portfolio with 1015 keys, using an Average 266228 PET bottles of water in a year, while we were operating 525 keys. With the full inventory of rooms of 1015 we would use 52456 PET bottles of water in a year above 600000 bottles of water.

A systematic in house water project Oasis as spearheaded to provide safe drinking water to all our guest and support sustainability by eliminating PET bottles. The programme introduces an integrated system of water purification and filtration using UV-based processes. The Aqua sense bottle-free drinking water system not only helps reduce the use of plastic, but also diminishes the effects of storing, transporting and distributing bottles.

The 'Our Oasis' plant set up within the hotel has a dispenser programmed to fill two one-liter glass bottles every 20 seconds to avoid water wastage during the refilling process. There is also a dedicated glass bottle washer machine to ensure zero cross contamination.

We believe that it is our duty to help both the community and the environment. Our campaign is built on the guidelines from Dubai Municipality and Dubai Sustainable Tourism, with a collaborative approach and sustainable development as the main focuses. Our intention is simple; we want to help make our planet a better place for all."

We had the inauguration of the bottling unit with the support of Dubai Municipality and also Dubai Sustainability Tourism.





# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

“We initiated this sustainable project based on the Accor sustainability standards requirements to eventually reach zero single-use plastic within the hotel. Sustainable living is at the heart of our efforts and Dubai Tourism’s recognition of these activities motivates and enables the team to spearhead more initiatives.

### Oasis – Drinking water Unit



### In house water bottle Process flow

Washing and Sanitization of the bottles



Filling



Labelling



Arranging in Crates



Transportation





# MERCURE

HOTEL

DUBAI BARSHA HEIGHTS

We are very aware that sustainability is an ongoing journey; therefore, the Sustainability Management Plan will be reviewed annually. Our Sustainability Management Plan is supported by the following policies and procedures along with other supporting documents:

## Achievements of Mercure -2024

- 2<sup>nd</sup> Runner up for glass collection campaign.



- Top 10 in Dubai Municipality Food Elite Awards



## CERTIFICATE OF APPRECIATION

Food Elite Programme 2024

### Day and Night Restaurant

Mercure hotel suites and Apartments

in appreciation of making it to the top 10 finalists in category  
**Restaurants in hotels**

Dubai Municipality

21 October 2024



# MERCURE

HOTEL

DUBAI BARSHA HEIGHTS

## Achievements of Mercure -2024

- Invaluable Contribution & close partnership in 2024 award from Webbeds



Top recommended award by Trip.Best



# MERCURE

HOTEL

DUBAI BARSHA HEIGHTS

## Achievements of Mercure -2024

- Luxury Business Hotels, Country Winner by World Luxury Hotel Awards



- All-Day buffet dining Continent winner: Middle East by World Luxury Restaurants Awards



# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

### Achievements of Mercure -2023

- Arabian Travel Awards 2023 for Best Luxury Suite Hotel and Best Hotel Apartments



- Luxury city serviced apartments Regional winner  
: Middle East & North Africa



Luxury bar Continent Winner : Middle East





# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

- 1<sup>st</sup> Runner up for glass collection campaign.



- Luxury World Luxury Awards 2023 City Serviced Apartments



# MERCURE

HOTEL

DUBAI BARSHA HEIGHTS

## REFERENCES

Green Globe Certification Standard & Guide to Certification and Accor Sustainability Standards

## c. DEFINITIONS, TERMS & ABBREVIATIONS

<b>SMP</b>	Sustainability Management Plan
<b>Sustainable development</b>	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs
<b>Environment</b>	Surroundings in which an organization operates, including air, water, land and natural resources, flora, fauna, humans, and their interrelation
<b>Environmental Aspect</b>	Element of an organization's activities or products or services that can interact with the environment
<b>Environmental Impact</b>	Any change to the environment whether adverse or beneficial, wholly or partially resulting from organizations environmental aspects.
<b>P &amp; P</b>	Policies and Procedures
<b>UAE</b>	United Arab Emirates
<b>COP</b>	Conference of parties





# MERCURE

## HOTEL

DUBAI BARSHA HEIGHTS

### AMENDMENT RECOR

REV. NO.	REV. DATE	DESCRIPTION OF AMENDMENT	EFFECTIVE DATE
1	21 Dec 2016	2017 Goals for SMP included, Pictures of activities and initiatives of 2016 is included.	21-Dec -2016
2	June 2017	Management Change to Accor Group	18-6-2017
3.	Jan 2019	Inclusions of ISO 9001/14001 and Top management change.	9-1-2019
4.	Jan 2020	New initiatives like No more Plastic bottles and Sustainability Awards and review of the SMP plan	29-1-2020
5.	18 Feb 2021	New Awards and updates for the COVID protocols	18-Feb 2021
6	18-1-2022	No major changes in the SMP plan. Obtained two awards from World Luxury hotel awards and A Gold Grade from Dubai Municipality.	18-1-2022
7.	18-1-2023	Initiatives for the reducing the Single use plastics of Take away containers.	18-1-2023
8.	18-1-2024	Initiative to reduce printing papers. COP 28 initiatives, reduced single use plastics by using juice dispensers. Awards received. Environmental benefits for recycling waste.	18-1-2024
9	31-1-2025	Accor Sustainability brand standards GAIA 2.0. Top 10 in DM food Elite Awards. Climate change reduction and COP 28 initiatives included in the objectives.	31-1-2025

DESCRIPTION	TITLE	SIGNATURE	DATE
<b>PREPARED BY</b>	KAVITHA KANICHETTY SAI- Quality and Hygiene Manager		1-31-2025
<b>APPROVED BY</b>	LEVENT- General Manager		1-31-2025



