



HILTON SEYCHELLES LABRIZ RESORT & SPA

2030 Sustainability Plan

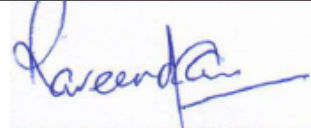
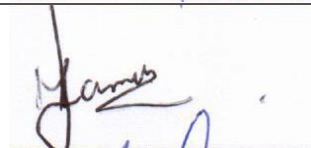

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SUSTAINABILITY COMMITMENT

“Our vision is to develop Hilton Seychelles Labriz and Silhouette Island as a leader of Sustainable Tourism and maintain our cultural heritage in an eco-friendly environment. We are committed to continually strive to minimize the amount of waste we generate and energy we consume, as well as preserve the stunning natural beauty and diversity of the marine park that surround us and the oceans beyond”. Sustainability being a key aspect of our culture, we make a point of working with local communities and engage all stakeholders to adopt necessary behavioral changes. Our location in one of the most peaceful and biodiverse places in the world, making it both a necessity and a responsibility to preserve the environment.

A. SUSTAINABLE MANAGEMENT

A.1 IMPLEMENT A SUSTAINABILITY MANAGEMENT SYSTEM

We are committed to implement our Sustainability Management Plan on all levels to ensure maximum awareness focusing on Environmental, Sociocultural, Quality and Health & Safety to our Guests, Team Members, Business Partners and the Community we live in. The Sustainability Management Plan is communicated internally to all Team Members through our intranet and is available publicly on our microsite. Our established Blue Energy Committee ensures the facilitation of environmental initiatives. The Sustainability Management Plan, Environmental and Responsible Sourcing policies will be reviewed annually.

The Sustainability Management Plan of Hilton Seychelles Labriz Resort & Spa is based on its size and scale:

110 Guest Villas

1 Presidential Estate

1 Main Pool & Kids Pool

6 Restaurants (Café Dauban; 4th Degree; Grann Kaz; Aria; Portobello; Sakura & Teppanyaki) Gym

Tennis Court & Paddle Tennis

Souvenir Shops

Diving Centre

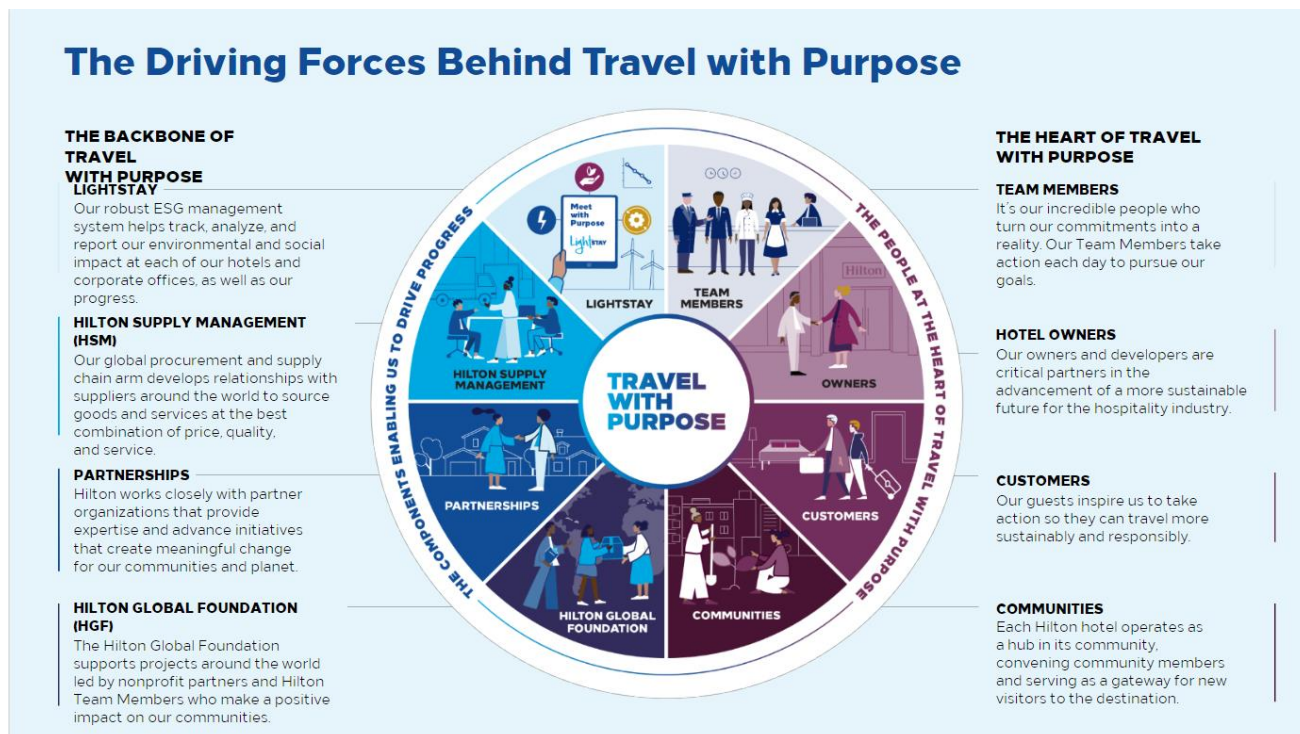
Eforea Spa

Organic garden

Monitoring and measurement of continual improvement is carried out through LightStay, a propriety performance measurement platform. The platform enables a user to record, monitor, track and benchmark energy use, water use, waste output and carbon output on a property level. LightStay is a brand standard across all Hilton hotels and helps improve our property’s efficiency while minimizing our environmental impact.

1. TRAVEL WITH PURPOSE (TWP) LONG TERM GOALS

Travelling with purpose starts at Hilton – the leading global hospitality company committed to empowering sustainable, conscientious travel. Travel with Purpose is Hilton’s Environmental, Social and Governance (ESG) strategy to drive responsible travel and tourism globally. Through Travel with Purpose, we seek to create positive environmental and social impact across our operations, supply chain, and communities. This initiative started in 2017.



Conrad Hilton said that to achieve big things, you must first dream big dreams. For almost 105 years, we have continuously extended our hospitality beyond the walls of our hotels to drive positive change in our communities and preserve the environment.

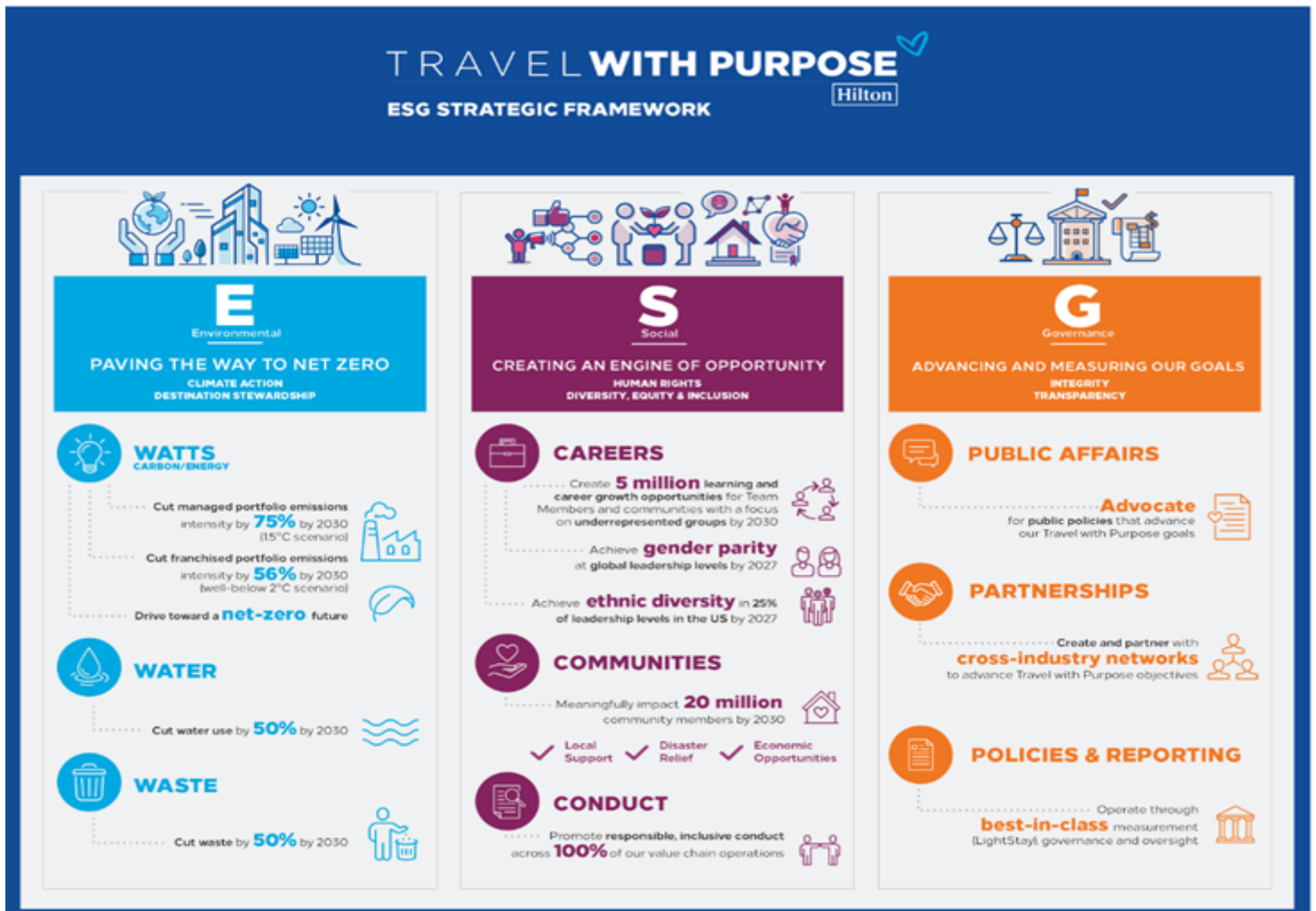
As we have entered our centennial year, we continue to follow Conrad’s spirit with our 2030 Travel with Purpose Goals, committing to doubling our investment in social Impact and cutting our environmental footprint in half through responsible hospitality across our value chain.

Our TWP goals were inspired by the passion each Team Member shows every day to transform lives and preserve natural resources. Collectively, we have achieved impressive milestones. Going forward, we have defined commitments to keep on innovating in sustainable travel and tourism.

Hilton Worldwide corporate responsibility program, Travel with Purpose focus areas are:

- Environmental
- Social
- Governance

2. 2024 ESG FRAMEWORK



a. ENVIRONMENTAL- Paving the way to net zero CLIMATE ACTION & DESTINATION STEWARDSHIP

We are building a more sustainable future for the hospitality industry through climate action and destination stewardship.

We are focused on reducing the environmental footprint of our hotels through efforts that reduce the use of watts (energy/carbon), water and the generation of waste.

a. **WATTS - CARBON/ENERGY**

Science-based targets:

- Reduce emissions intensity from managed hotels by 75% MT CO₂e/m², 2008 baseline,
- Align with global environmental certifications that require third-party verification (e.g., certification to ISO 14001, 50001, 9001; U.S. EPA ENERGY STAR)

WATER

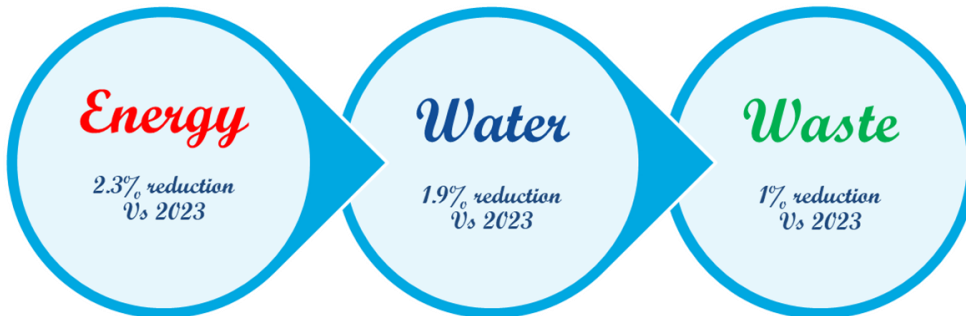
- a. Reduce water use intensity in our managed operations by **50% Liters/m²**, 2008 baseline
- b. Activate 20 community water projects to increase access and resilience

WASTE

- a. Reduce landfilled waste intensity in our managed operations by **50% MT/m²**, 2008 baseline
- b. Reduce food waste across our global operations by implementing a food waste reduction program in every kitchen
- c. Send zero soap to landfill by recycling all used guest soap bars, where available

ENERGY, WATER & WASTE REDUCTION

REDUCTION GOALS 2024



Every year, a target is given to all Hilton properties including Hilton Seychelles Silhouette Labriz Resort & Spa and this will be the case until 2030. Below are the past targets and achievements and the current one for 2024. These long term targets have then been broken down into smaller targets and actions which will be seen throughout this plan

| Hilton Labriz Energy, Water and Waste Reduction Goals and Achievements. | | | | | | | | | | | | |
|---|----------------|--------------------|--------------------------|--------------------------|----------------|--------------------|------------------------|----------------------------|----------------|--------------------|-----------------------|-----------------------|
| Year | ENERGY | | | | WATER | | | | WASTE | | | |
| | Reduction Goal | Reduction Achieved | Consumption Target - kWh | Consumption Actual - kWh | Reduction Goal | Reduction Achieved | Consumption-Target kWh | Consumption Actual- Liters | Reduction Goal | Reduction Achieved | Consumption Target Kg | Consumption Actual Kg |
| 2023 | 2.00% | 0.49% | 13,174,055 | 13,110,093 | 2.00% | 10.25% | 51,716,263 | 46,417,912 | 1.00% | 4.02% | 139,307 | 4,036 |
| 2022 | 2.00% | -3.91% | 12,983,921 | 13,491,636 | 2.00% | -0.67% | 52,106,708 | 52,457,901 | 2.00% | 6.30% | 147,317 | 4,205 |
| 2021 | 4.50% | 19.75% | 14,547,509 | 11,674,256 | 4.50% | 15.14% | 57,750,442 | 49,008,907 | 2.00% | 35.83% | 111,390 | 4,488 |
| 2020 | 3.00% | 20.03% | 12,034,460 | 9,623,404 | 2.50% | 22.02% | 51,569,959 | 40,214,924 | 2.50% | 17.85% | 124,409 | 5,745 |
| 2019 | 3.00% | 8.24% | 15,935,204 | 14,622,219 | 1.50% | 5.65% | 61,227,647 | 57,770,891 | 4.00% | 58.03% | 144,864 | 6,993 |
| 2018 | 4.00% | 9.23% | 17,255,601 | 15,663,525 | 3.00% | 13.98% | 71,148,909 | 61,200,484 | 4.00% | 77.07% | 131,413 | 16,663 |
| 2017 | 4.00% | -10.22% | 15,511,422 | 17,096,717 | 4.00% | -16.34% | 60,892,505 | 70,840,866 | 25.00% | 69.26% | 163,703 | 236,361 |

2030 GOAL PROJECTS & LABRIZ COMPLETION

The target for 2024 is to complete up to 7 projects from the two below -

- Conduct and externally verified energy audit: Pending
- Advance your hotel's LED roll out to 100%: Completed
- Review your pump efficiency and implement VSDs: On Progress
- Use intelligent kitchen hood ventilation systems: Completed
- Implement electrification of kitchens or domestic hot water using the Electrification Retrofit Guide: On progress
- Implement Winnow scales. Completed
- Provide on-site renewable energy solution or renewable electricity contract where possible: On progress
- Hotel specific project as approved by RES: Under Discussion
- Review solar film suitability: - On progress

GUEST-FACING PROJECTS

- Implement a hydration station solution or plastic bottle alternative: Completed.
- Develop on onsite F&B garden: Completed.
- Implement paperless check-in, check-out and digitalkey: On Process.
- Installation of EV chargers from an approved local partner: Completed.
 - Partner with a food waste donation program: Under Discussion



b. SOCIAL - *Creating an engine of opportunity*

HUMAN RIGHTS, DIVERSITY, EQUITY & INCLUSION

Our business serves as an engine of opportunity in the places where our hotels operate, with a commitment to human rights and an inclusive culture. Our social initiatives provide career growth opportunities, positively impact our communities and promote responsible, inclusive conduct.

In line with the Hilton's Travel with Purpose 2030 goals to double our investments in social impact and cut our environmental footprint in half across our global portfolio.



CAREERS

- Create **5 million** learning and career growth opportunities for Team Members and communities, with a focus on underrepresented groups. Young people around the world are the future of hospitality, as industry leaders and as future travelers. Passport to Success (PTS) Concierge is a free, online course that prepares young people with the critical skills needed to succeed in the hospitality and tourism sector. Created by the International Youth Foundation (IYF) with \$1.5 million USD in support from the Hilton Effect Foundation, the course is available in Arabic, English, French and Spanish.
- Aspire to reach **50%** Gender Diversity at our corporate leadership levels globally by 2027.
- Aspire to reach **25%** Ethnic Diversity at our corporate leadership levels in the U.S. by 2027

From 2022 October - 2024 October, Hilton Labriz conducted **13 CAREER** Events with **168 NUMBER OF TEAM MEMBERS INVOLVED**, Total number of **851 TEAM MEMBER ENGAGEMENT HOURS CONTRIBUTED** to the events, Total **567 PEOPLE IMPACTED** including **297 YOUTH**.

COMMUNITIES

- Meaningfully impact 20 million community members by 2030
- Contribute 10 million volunteer hours
- Participate in food donation programs, where allowed by law (managed hotels)
- Award 300+ Action Grants for hotel-led social and environmental impact projects that provide local support for our communities
- Design, standup and activate a disaster relief program to support our community members and Team Members
- Leverage our large global footprint and deep integration within our communities to expand local sourcing and business with diverse and small suppliers.

Hilton Labriz conducted **98 COMMUNITY EVENTS** with total **2,453 TEAM MEMBER VOLUNTEERS**, Total Number Of **14,017 TEAM MEMBER VOLUNTEER HOURS CONTRIBUTED TO THE EVENT**, **2,879 MEALS PROVIDED**, **128 TREES PLANTED**, Total **2144 PEOPLE IMPACTED** including **1024 YOUTH IMPACTED** and **15 ABILITIES IMPACTED**. Hilton Labriz donated on **40 EVENTS**, **TOTAL ESTIMATED VALUE OF SCR 677,314** as CASH or other items.

CONDUCT

- Embed ESG due diligence across our supply chain and partner with suppliers to advance positive impact
- Promote responsible sourcing of beef, poultry, pork, eggs, seafood and produce from third-party recognized and/or certified suppliers across our managed hotels
- Engage guests in supporting responsible travel and destination stewardship

Hilton Labriz promoted Local Suppliers and 60% of vegetables, 80% Sea Food, 100% Eggs sourcing locally. Hilton Labriz collaborate with the other 5 sister hotels for the bulk purchases of commonly use items which have a huge impact on our supply chain.

Human Rights

As a business of people serving people, respecting human rights is a core part of our mission. We are committed to protecting the human rights of the people we employ at our properties, as well as those employed by the suppliers we do business with.

Our policies prohibit forced labor, human trafficking, recruitment fees., and the use of any Hilton property, product or service in any manner that supports or enables any form of abuse or exploitation



c. GOVERNANCE - *Advancing and measuring our goals* **INTEGRITY & TRANSPERANCY**

PUBLIC AFFAIRS

- Advocate for public policies that advance our Travel with Purpose Goals
- Actively shape legislation and regulation to advance our corporate objectives, including making progress toward our goals.

PARTNERSHIPS

- Create and partner with **cross-industry networks**
- to advance Travel with Purpose objectives.
- Build long-term relationships with organizations that help advance our enterprise objectives, including our ESG goals and advocacy efforts.

POLICIES AND REPORTING

- Operate through best-in-class measurement (LightStay), governance and oversight.
 - Ensure accountability for LightStay compliance, enterprise risk management and annual trainings.
 - Continue board oversight with robust quarterly reporting at the committee level and annual reporting on our Travel with Purpose strategy to the full board.
- Provide mandatory annual training on preventing human trafficking to all hotel Team Members globally.

What We've Achieved Already:

- We have a flagship sustainability program called Blue Energy whereby departments must participate in activities to sustain the island.
- We work with ICS to promote the wellbeing of the turtle preservation program undertaking a juvenile protection program to bring the tortoises to mature age before releasing back to the wild, along with the sheath tail and fruit bats as well as all fauna and flora.
- Sustainability Day -A day of various sustainability activities that take place every Tuesday of the month, aimed at creating awareness and act as a call to action for guests.
- FILL UP YOUR BAG GET LUNCH FOR TWO- Collect one bag of beach debris and get it weighed at Island Conservation Society, help flora and fauna of Silhouette flourish in a safe environment and get lunch for two.
- We refurbished the Dauban Residence, the historical landmark of Silhouette in to a Museum and Local restaurant Grann Kaz.
- We clean the beaches monthly.
- We are conducting cleaning the hiking trails and making the trails safer for hikers.
- We strategically place safety signage across the island with the partnership of Island Conservation Society
- We organize seminars called “Women in Leadership” and “Children’s Conference” every year focused on the University and School students of Seychelles, female cohorts, educating them about career development in hospitality and promoting job opportunities available through Career@Hilton program.
- Conducting job fairs for local TM developments.
- Adapt a school and in collaboration with teachers and students, Hilton Labriz create a “Tourism Club” where they can find the passion about hospitality.
- We donated materials and supported with manpower for the renovation of the District Administrator office and Community Center refurbishing at of Bel Ombre.
- We donate to schools, orphanage and elderly homes.
- We have organized lunches and various activities for the local elders.





3. QUALITY

Our Quality Assurance team is responsible for protecting the Hilton Brand integrity across the entire global portfolio through comprehensive on-site evaluations and reporting of resort cleanliness, condition and brand standards compliance. The QA corporate office supports properties to ensure we fully deliver the Brand experience. The QA team provides the following support:

Confirms compliance with new Brand Initiatives, reinforces expectations and shares best practices

Produces written reports and photo documentation of all QA evaluation

Verified PIP completion status⁴

Outlines potential outcomes of missed brand expectations during opening and courtesy evaluations.

4. HEALTH & SAFETY

Hilton Seychelles Labriz Resort & Spa complies with all established local health & safety rules, laws and regulations to ensure Team Members, Guests & Business Partners are protected, safe and secure during their stay/visit.

A.2 LEGAL COMPLIANCE

Hilton Seychelles Labriz Resort & Spa complies with all relevant international and local legislation and regulations in addition to local environmental laws, standards and regulations. Insurance policies and other Guest and Team Member protection instruments are in place.

A.3 EMPLOYEE TRAINING

Hilton Seychelles Labriz Resort & Spa ensures all personnel receive periodic training regarding their role in the management of environmental, sociocultural, health, and safety practices in addition to sustainable initiatives being carried out on Silhouette Island. All Team Members are trained and educated on waste management principles, water and energy conservation strategies implemented on the resort as part of their sustainability awareness during new hire orientation. All training materials, manuals and staff policies are available through the Hilton Lobby.

A.4 CUSTOMER SATISFACTION

Guest's feedback, satisfaction, complaints and respective remedial actions are tracked and recorded. Guests share their feedback through a 3rd party customer experience platform, Medellia, in addition to review sites such as Trip Advisor and Booking.com.

A.5 ACCURACY OF PROMOTIONAL MATERIALS

Hilton Seychelles Labriz Resort & Spa provides clear, complete and truthful promotional information to guests and do not promise more than can be reasonably expected by guests. Similarly, clear, complete and truthful information is given about product and service conditions to guests.



A.6 LOCAL ZONING, DESIGN AND CONSTRUCTION

Hilton Seychelles Labriz Resort & Spa was constructed on Silhouette Island in 2007, with full compliance of local zoning laws, regulations, local protected or heritage area laws and regulations. Renovation project proposals are submitted to the local planning authority. Access to primary facilities (i.e. lobby, designated rooms and restaurants) and supportive services for people with special needs is clearly communicated to the customer through Hilton website and upon check-in.

A.7 EXPERIENTIAL OR INTERPRETIVE TOURISM

Hilton Seychelles Labriz Resort & Spa is committed to promote the Local Culture through experiential tourism covering the local environmental and natural surroundings. Guests are provided with numerous programs to enhance their local experience and Team Members are trained in the delivery of such programs.

A.8 COMMUNICATIONS STRATEGY

Hilton Seychelles Labriz Resort & Spa has a comprehensive communications strategy to inform guests and visitors on our sustainable initiatives, policies and programs. Our Vision is to develop Hilton Seychelles Labriz and Silhouette Island as a leader of Sustainable Tourism and maintain our cultural heritage in an eco- friendly environment. Guests are informed about our water and energy conservation efforts.

A.9 HEALTH AND SAFETY

Hilton Seychelles Labriz Resort & Spa ensures compliance with all relevant health and safety measures to ensure the well-being of its guests, team members and local community. Health and safety conditions required by team members and guests are provided; our facilities are kept in good sanitation and cleaning conditions, regardless of service category. Measures are taken to ensure safety for guests during recreational activities (posted signs, verbal instructions, release forms and supervision). All workshop areas have appropriate personal protective equipment available consistent with the work being performed.

Corrective and preventative maintenance program is in place for all facilities, buggies and equipment's to ensure continuous improvement are monitored and critically analyzed.

A.10 DISASTER MANAGEMENT & EMERGENCY RESPONSE

Hilton Seychelles Labriz Resort & Spa has an appropriate disaster management plan and manual in place for incidents including:

- Fire
- Hurricanes, Cyclones or major weather events
- Earthquakes & Tsunamis
- Chemical/Fuel spillage

Our Engineering & Security departments ensure emergency lighting, generators, fire equipment, necessary safety, PPE and survival equipment are in place and regularly tested and maintained.

Regular emergency action drills and evacuations drills are conducted in accordance with our disaster management and emergency response plans.

B. SOCIAL AND ECONOMIC

B.1 COMMUNITY DEVELOPMENT

HILTON MISSION STATEMENT - “To be the most hospitable company in the world - by creating heartfelt experiences for Guests, meaningful opportunities for Team Members, high value for Owners and a positive impact in our communities.”

Hilton Seychelles Labriz Resort & Spa is fully committed to the development of the Seychellois community and actively supports initiatives for social and infrastructure community development including, among others, education and health.

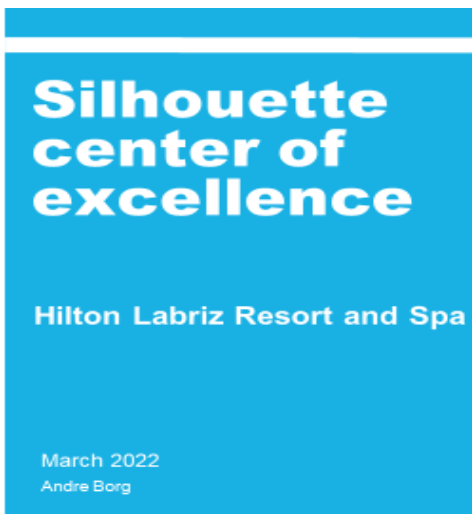


B.2 LOCAL EMPLOYMENT

Hilton Seychelles Labriz Resort & Spa has a robust localization plan to attract and employ local talent across all levels, including management positions.

Currently, we have a program named **FITIR - Hilton Academy - The Silhouette Center for Excellence** - to find and train local talented candidates for the operating and upcoming Hilton Hotels in Seychelles.

So far, we completed 7 Cohorts with a total of 52 students of 32 Nos. of Females and 20 Nos. of Males and all the top talented are working with various Hilton Hotels in Seychelles



How

Focused, Strategic, Training Center

The plan is to establish a Vocational Training Facility on Silhouette island preparing local potential candidates to reach their career aspirations.

The training courses will be for a period of three months. 20 Students will live and train on Silhouette island and work in four properties currently managed by Hilton.

- Courses will cover:
- Front Office operations
 - Housekeeping
 - F&B Service and Bars
 - Kitchen (basic skills and knowledge)
 - IT
 - Engineering and Landscaping
 - Finance and Store keeping
 - Boat operations



B.3 FAIR TRADE

Responsible sourcing policy is in place and stipulates preference to local, fair-trade and eco-certified products, goods or services where possible. We support the local Fisherman to buy all our fish requirements, and buying all Local Farmers products includes poultry, meat, vegetables and fruits, honey etc..



B.4 SUPPORT LOCAL ENTREPRENEURS

Hilton Seychelles Labriz Resort & Spa provides access to local entrepreneurs such as artists and cultural dance performers to display their work to the guests where feasible.

B.5 RESPECT LOCAL POPULATIONS

Hilton Seychelles Labriz & Spa is located on Silhouette Island, the local population is limited. Nevertheless, Code of Conduct in relation to respect of the local populations is shared with new hires during orientation sessions.

B.6 EXPLOITATION

Hilton Seychelles Labriz Resort & Spa complies with local labor laws and social rights. Code of Conduct/Behavior stipulates policies against sexual commercial exploitation, particularly of children and adolescents. The Code of Conduct/Behavior is integrated into operations and supported by educational programs. Hilton Seychelles Labriz Resort & Spa ensures no social, gender or racial discrimination of any kind is practiced or supported.

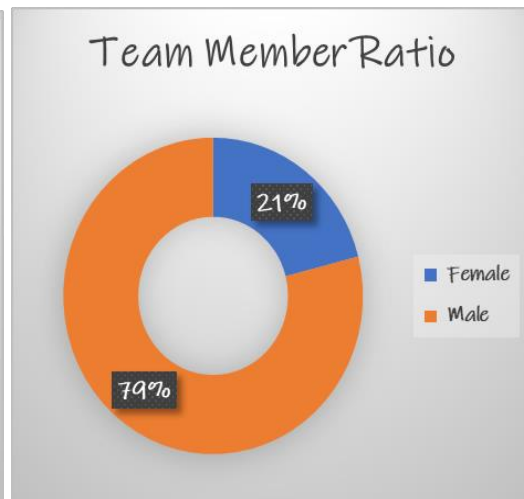
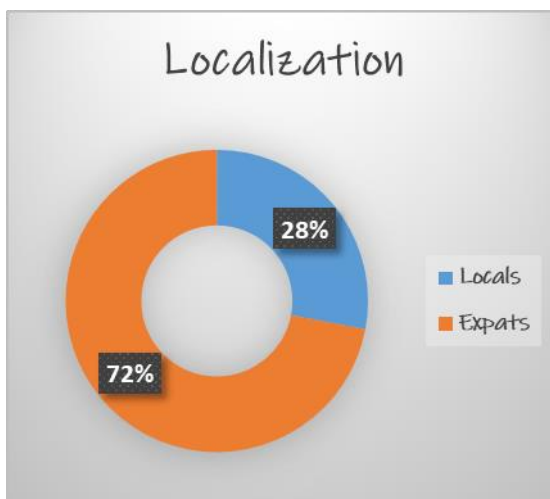
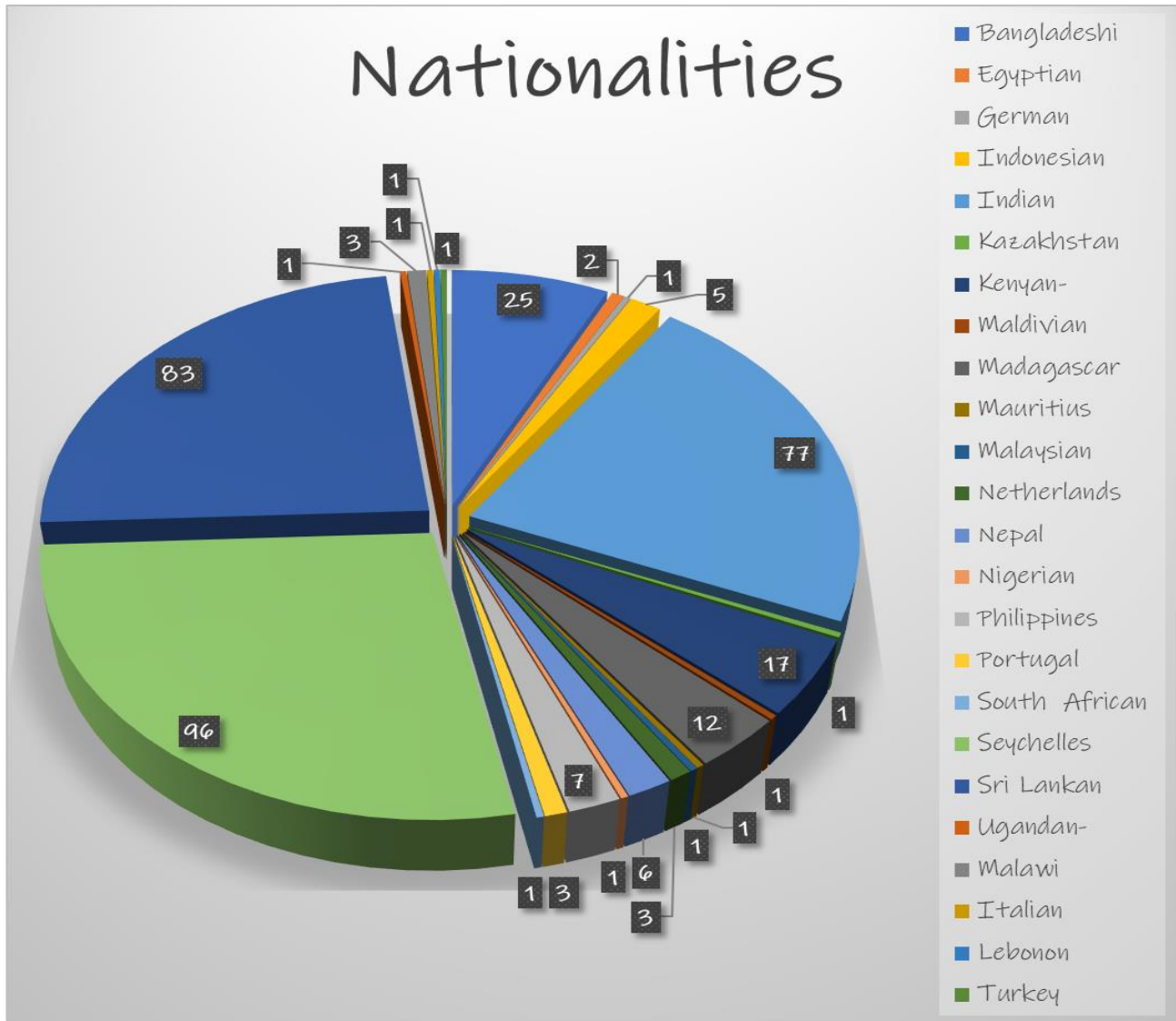
B.7 EQUITABLE HIRING

Hilton Seychelles Labriz Resort & Spa is committed to diversity and inclusion. It is at the core of our Vision, Mission and Values. We are committed to an inclusive workforce that fully represents many different cultures, backgrounds and viewpoints. We strive to reflect the community where we live and work. Hilton Seychelles Labriz Resort & Spa complies with local & international labor laws and regulations.

Our 'Best-in-class' inclusive and respectful workplace trainings cover four core components, which all Team Members undertake.

- **Diversity & Inclusion / Unconscious Bias**
- **Code of Conduct**
- **Anti-trafficking**
- **Harassment Free Workplace**

Hilton Seychelles Labriz Resort & Spa Team Members





B.8 EMPLOYEE PROTECTION

Hilton Seychelles Labriz Resort & Spa complies with local and national regulations pertaining to employee salaries and benefits. All employee overtime is paid for hours worked beyond the established work week hours. All employees are entitled to an annual paid vacation of 21 days of annual leave excluding Saturday and Sunday.

Hilton Seychelles Labriz Resort & Spa ensures all employees receive an annual review/evaluation covering areas such as:

Performance;

Career Planning;

Goals and Aspirations; and,

Necessary Training

Training and capacity building is provided for local community non-employee residents to develop qualified local labor force.

B.9 ACCESS TO BASIC SERVICES

Hilton Seychelles Labriz Resort & Spa works closely with the Island Development Centre to ensure its activities do not jeopardize the provision of basic services such as water, energy, or sanitation, to individuals or neighboring communities.

B.10 LOCAL LIVELIHOODS

Hilton Seychelles Labriz Resort & Spa works closely with the Island Development Centre to ensure its activities do not adversely affect local access to livelihoods, including land and aquatic resource use, rights of way, transport and housing.

B.11 BRIBERY & CORRUPTION

Hilton Seychelles Labriz Resort & Spa complies with the global Code of Conduct anti-bribery and anti-corruption policies which covers of the following points:

Prohibits all forms of bribery whether they take place directly or indirectly through third parties.

Team Members are prohibited from soliciting, arranging or accepting bribes intended for personal benefit or that of the Team Member's family, friends, associates or acquaintances.

Ensures all charitable contributions and sponsorships are not used as a subterfuge for bribery.

Prohibits the offer or receipt of gifts, hospitality or expenses whenever they could affect or be perceived to affect the outcome of business transactions and are not reasonable and bona fide

Due diligence is undertaken to evaluate prospective contractors and suppliers known or reasonably suspected to be paying bribes.

C. CULTURAL HERITAGE

C.1 CODE OF BEHAVIOR

Hilton Seychelles Labriz Resort & Spa is located on Silhouette Island, 93% of which is designated as a National Park and its surrounding waters is a Marine Park. Company policy includes established guidelines concerning the protection of local cultures and historical sites. Guests are provided with information on local history and cultural customs during each arrival and further information is available at our lobby.

C.2 HISTORICAL ARTIFACTS

Unlawful historical and archeological artifacts are not sold, traded or displayed at Hilton Seychelles Labriz Resort & Spa. Guest are informed about procedure to purchase local artifacts i.e. coco de mer as part of their package to other island day trips. Information is provided in leaflets available at the lobby.

C.3 PROTECTION OF SITES

Hilton Seychelles Labriz Resort & Spa complies with laws, standards and regulations concerning the protection of historical sites and cultural heritage of Silhouette Island. We have built a strong relationship with the local government and we are an advocate of preserving Silhouette Island through numerous initiatives. The restoration of a major historical site, the first plantation house on Silhouette Island 'Dauban Museum' which was built in the 19th century, was completed in March 2018.

C.4 INCORPORATION OF CULTURE

Hilton Seychelles Labriz Resort & Spa promotes local art, architecture and the cultural heritage of Seychelles. We involved the Local Villagers to involve in the Sustainability day activities including the “story telling of the island”. Local artists are encouraged to display their work in our Art Gallery for increased exposure. Hilton Seychelles Labriz Resort & Spa does not exploit the cultural intellectual property of Seychelles local community. Brand approved brochures and information sheets on Silhouette Island’s history, culture and natural environment is available at the lobby.



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

D.1 CONSERVING RESOURCES: PURCHASING POLICY & CONSUMABLE GOODS

Hilton Seychelles Labriz Resort & Spa has a robust Responsible Sourcing policy in place.

Environmental/sustainability criterion and preferences are incorporated into the Responsible Sourcing policy favoring environmentally friendly products for building materials, capital goods, food and consumables.

- Preference given to certified or eco-labelled products and local products/services where possible.
- Participating and communicating with guests the Hilton AIO wine program.
- Preference given to environmentally responsible service suppliers, who incorporate a re-usable, returnable and recycled goods process into their supply chain.
- Preference is given to product suppliers who provide and take back reusable packaging and shipping containers.
- Preference given to local food suppliers with appropriate certifications i.e. Marine Stewardship Council certified for fish produce, etc..
- Endangered species, products thereof, or items stemming from unsustainable practices are not purchased, traded nor consumed.

D.1.1 CONSERVING RESOURCES: ENERGY & WATER CONSUMPTION

Hilton Seychelles Labriz Resort & Spa sets reduction targets annually to reduce its energy & water consumption through training and installing smarter modern technologies and equipment. All Hilton Worldwide properties use a proprietary performance measurement platform, LightStay.

Our Engineering Team is responsible for maintaining daily readings of all measureable equipment.

Additionally, a comprehensive Planned Preventative Maintenance schedule is in place to ensure the safety of our Guests and Team Members is upheld with regular checks (daily; weekly; monthly; quarterly; bi-annual and annual) of all operational equipment. Several Annual Maintenance Contracts are in place for key equipment and systems such as:

- FLS
- Generators
- Boilers
- Desalination Plant
- Kitchen Hoods
- Gym



At Hilton Seychelles Labriz Resort & Spa, the following energy and water saving projects have been implemented.

- Power plant completely automated with Load Demand Start Stop system.
- Guest Room Management System to manage AC and power usage in guestrooms through smart occupancy sensors and Seasonal set-point adjustment to reflect temperature changes throughout year.
- Variable Speed Drives installed in Pump Rooms and Desalination Plant to reduce unwarranted energy use in our pumps and motors.
- VRV System / Inverter air conditioners are using in Back of houses offices and Team Accommodations.
- Installed AIRCOSAVER, a retrofit energy-saving device that makes old A/C units more intelligent in back of house areas/ TM accommodations. The A/C unit will run more efficiently and consume less energy during cooling.
- Kitchen hood optimization systems installed reducing power consumption through smart ventilation control of exhaust fans.
- Outdoor lighting is controlled through dusk-to-dawn photocell.
- Energy efficient LED lighting rolled out, replacing inefficient incandescent/halogen lightbulbs.
- 2.2 kW Hydro Electrical Plant installed to reduce dependence on conventional fuel.
- We installed one 3kw wind turbine supplying the power to the grid.
- Solar lighting installed in public areas and restaurant outlets.
- EVO Water heaters for guest villas - a new technology that the heat pump uses environmentally friendly refrigerant that extracts the latent heat from the air and transfers the heat into the water through a series of processes
- Solar water heaters for guest villas and TM Accommodations to replace with electrical water heaters.
- All pool pumps connected with timers, 8 hours shut down each pump.
- Part of hotel rooms, Kitchens and near about 300 TM accommodations are using the hot water supply from the heat recovery of power plant generators
- Intelligent dishwashing monitoring solutions to deliver water, energy and chemical cost savings.
- Replacement of showerhead in guest villas with low-flow alternatives.
- Installation of low-flow aerators in guest villas bathroom taps.
- Fully operational, in-house, water bottling plant.
- Upgrading water meters to improve accuracy of readings.
- Sensor Taps in Public Area washrooms and Hands-free taps installed in kitchens.
- Motion detecting, water saving urinal sensors installed in public area bathrooms.
- Laundry and kitchen equipment are set to energy-efficient performance mode.
- Upgraded kitchen equipment and refrigeration systems with energy rated ones.
- Engineering and Security patrolling frequency increased to switch off unwanted equipment and lighting at night



D.1.2 CONSERVING RESOURCES: FOOD & BEVERAGE

Hilton Seychelles Labriz Resort & Spa food & beverage operations conform to best practice principles to ensure the safety of guests and minimize environmental impact. The indicators below are met:

- All food handling staff are trained in management of food allergy issues including ordering, handling, segregation etc.
- Menus at all outlets contain food allergy warnings i.e. crustacean; nuts; dairy etc.
- Guests are offered a daily vegetarian and vegan dish option at Café Dauban.
- Local seasonal food options are offered year-round, in addition to a dedicated local, authentic creole outlet.
- Detailed nutrition information is available for all menu and food items served to guests.
- Each guest is given a stainless-steel bottle and filtered water dispensers are offered across the resort.
- Biological and chemical analysis of drinking water is conducted by an accredited third-party scientific laboratory every two months.

D.1.3 REDUCING POLLUTION

Travel with Purpose is our Environmental, Social and Governance (ESG) strategy to drive responsible travel and tourism globally. We have committed to double our investment in social impact and cut our environmental footprint in half by 2030. We are committed to reduce the carbon emissions as per Hilton Strategy, Hilton Seychelles Labriz Resort & SPA is on process of installing PV Systems to minimize the current diesel-powered generators operation. Usage of Electrical Vehicles and buggies, and will install solar charging stations soon. Installations of Solar water heating systems and EVO Smart heat pumps is in progress. Reduced operating hours of incinerators by implementing food waste grinder and moisture removal for full composting of wet waste. Encouraging the practice of planting trees indigenous to the island for any sustainability events. Removal of plastic throughout the operation by using refilling bottles or organic disposable pasta straws etc..

D.2.1 WASTE WATER

Hilton Seychelles Labriz Resort & Spa black and grey waste water is processed by an on-site, government-approved, sewage treatment system which is monitored and managed by the Island Development Centre, a government parastatal, adhering to local waste management regulations.

D.2.2 WASTE MANAGEMENT PLAN: REDUCE, REUSE, RECYCLE

We at Hilton Seychelles Labriz Resort & Spa encourage Reduction, Reuse and Recycle of waste so we can minimize the amount of waste to landfills. Every effort is being done to limit, segregate, sort, collect and properly dispose of waste that we generate within the property again to limit the amount of waste going to landfill.

Hilton Seychelles Labriz Resort & Spa uses LightStay, a performance measurement platform which enables the user to record, monitor, track and benchmark waste volume/weight, diversion rates, waste reduction goals and associated costs on a monthly basis.

Management of Waste

Hilton Labriz waste management and waste minimization are being practiced through the following methodology;

Prevention: Reduce waste at the source. Departments must plan activities to avoid the generation of waste.

Minimization: Reduce the amount of waste produced.

Containment: Drums and storage containers/area are clearly marked and regularly checked for leaks by authorized personnel.

Re-use: Re-use materials where ever possible.

Recycle: Transfer waste to approved recycling plants to minimize environmental impact

Disposal: Incineration of waste is a last resort. Hazardous waste will be disposed of and treated by authorized disposal contractors.

Waste Reduction Plan

In order to ensure reduction in waste generation, the following control measures have been introduced:

- Where reasonably practicable, materials shall be ordered in bulk to reduce packaging.
- Avoid individual packaging for volume purchases.
- Where possible and practicable the use of returnable containers and packing materials will be favored.
- Purchase criteria will favor recycled products.
- Suppliers will be requested to use minimal packaging.
- Where possible, refillable containers will be used for the collection of waste fluids such as waste cooking oil, unleaded petrol, engine oil etc.

The waste storage areas and bins will be monitored to ensure that contamination of the segregated bins does not occur. Routine inspections will be conducted on waste disposal and collections areas by department heads to ensure compliance to the Waste Management Plan.



We at Hilton Seychelles Labriz Resort & Spa encourage reduction of waste to landfills through environmentally-smart choices

- Detailed segregation of waste from property as a priority
- We installed a food waste grinder to grind all food waste made from Kitchen and outlets
- We have started our own composting system
- Installation of a Wood chipper, to mulch our vegetation through the wood chipping process and then place the mulch on to the ornamental garden beds. This will assist the plant to retain the moisture and reduce the water consumption also.
- Expanding the organic garden with Aqua phonics to produce more fresh vegetable supplies to the kitchen.
- We recycle various components on Seychelles main island, Mahe, i.e.
 - Crushed glass
 - Cardboard boxes
 - Waste oil
 - Old scrap metals

D.2.3. HARMFUL SUBSTANCES

Hilton Seychelles Labriz Resort & Spa ensures team members are trained to identify and avoid the misuse and improper handling of potentially toxic substances which create additional threats to the environment and human health.

The use of harmful substances such as, pesticides, paints, swimming pool disinfectants, and cleaning materials, is minimized and all chemical use is properly managed. Particular attention is paid to the separation and storage of chemicals that may react to each other.

Material Safety Data Sheets for all chemicals used on the property is readily present where chemicals are used/stored and in the Engineering department office.

D.2.4 OTHER POLLUTANTS

Hilton Seychelles Labriz Resort & Spa works closely with Island Conservation Society to ensure minimal environmental pollution from noise, light, ozone-depleting compounds occurs on Silhouette Island.

Silhouette Island is a marine nesting site for sea turtles. We work closely with ICS to ensure reduce the light pollution by removing unnecessary lighting during the nesting season which begins in September.



D3. CONSERVING BIODIVERSITY, ECOSYSTEMS AND LANDSCAPES

WILDLIFE SPECIES

Hilton Seychelles Labriz Resort & Spa Sustainability Management Plan ensures that endangered species, products thereof, or items stemming from unsustainable practices are not sold, traded or displayed.

WILDLIFE IN CAPTIVITY

Hilton Seychelles Labriz Resort & Spa as a partner of the Silhouette Foundation, contributes to the rescue and reintroduction of the Aldabra Giant Tortoise on Silhouette Island by building a new tortoise pan. No captive wildlife is kept on the resort.

LANDSCAPING

A dedicated Landscaping team is responsible for the upkeep of all outdoor areas of the resort's operations. We have a contract with the region's leading Pest Control and Hygiene service provider, who bring Rentokil Initials' world-leading standards of product & service.

BIODIVERSITY CONSERVATION

Hilton Seychelles Labriz Resort & Spa contributes to the support of biodiversity conservation and rehabilitation of Silhouette Island to make it among the finest restored tropical island ecosystems. As a partner of the Silhouette Foundation, we have introduced a Conservation Levy since July 2019 aimed at raising funds to support the Island Conservation Society's work on Silhouette Island.

INTERACTIONS WITH WILDLIFE

The Island Conservation Society works closely with Hilton Seychelles Labriz Resort & Spa to ensure interaction with wildlife on Silhouette Island and its surrounding waters is monitored and controlled.

D4. CLIMATE CHANGING POLICY vs SILHOUETTE PARTICIPATION

Seychelles committed in its NDC to decarbonize its economy completely by 2050, making it one of the few developing countries to target net zero emissions by 2050. Seychelles achieved a key milestone in its fight against climate change when it ratified the Paris Agreement in May 2016.

Seychelles was also one of the first countries in the world to develop and get approval for its HCFCs Phase-out Management Plan in 2010 and as of 2018, a total ban had been imposed on all importation of HCFCs or compound of HCFC-based Equipment and Refrigerant Gas under the Montreal Protocol.

Hilton Seychelles Labriz Resort & Spa is committed to comply with the Energy and Climate Change policy of Seychelles and reduce the consumption of this powerful greenhouse gases known as HFCs and plays its role in limiting global warming. We phased out CFC and HCFC refrigerants such as R22a, R404a etc.. and currently using HFC refrigerants R404a and R134a.

Hilton Seychelles Labriz Resort & Spa is committed to reduce carbon emission and already in process of installing Photovoltaic systems as alternate power source to minimize the operation of diesel fired power generators.