



## COMMUNITY SOCIAL RESPONSIBILITY POLICY

**Zulal Wellness Resort** is committed to supporting and working with the local community of Qatar, a seaside tourist destination in the northern part of the country, Al Ruwais - Al shamal, Qatar.

We are committed to operating our business maintaining the highest service standards for our guests, engaging with the local community, and mitigating manageable negative impacts due to our operations. We also commit to promoting the culture and heritage of Qatar, as well as the local economy.

Supporting our sustainability objectives and mission we are committed to:

1. Sharing the importance and preservation of local traditions, culture, and history, including local customs, responsible behaviour, and respect for local societies and the environment. We also encourage our guests to do the same.
2. Giving preference, where possible, to local and regional products and services as stated in our Sustainable Procurement Policy.
3. Assisting local community members to develop skills in the hospitality industry by providing on-the-job training opportunities directly with us and accommodating internship candidates from local institutions based on such requests and availability of positions.
5. Monitoring our environmental performance while trying to mitigate any negative impacts that can result due to our operations, and welcoming grievances from the local community, taking immediate action to overcome such situations.
6. Making sure that local and indigenous people are treated fairly and equally by being in permanent dialogue with them through regular meetings with the local officials and community leaders.
7. Implementing the 10 principles of the UNGC and other human rights practices while ensuring the well-being of the children that we will be serving as well as the children in our community.
8. Implementing the Mangrove Ecosystem Conservation Project as our signature CSR initiative and partnering with other NGOs and community organizations supporting members of the local communities.
9. We will establish the Resort Sustainability Fund as the financing entity for our CSR initiatives and ensure financial stability through direct resort contributions and donations from our guests, encouraging them to participate in our CSR projects.

This policy is communicated internally and externally via employee handbooks, noticeboards, and our website.

A handwritten signature in blue ink, appearing to read 'Morio', written over a vertical blue line that serves as a signature separator.

**Heinrich Morio**

General Manager, Zulal Wellness Resort, Qatar