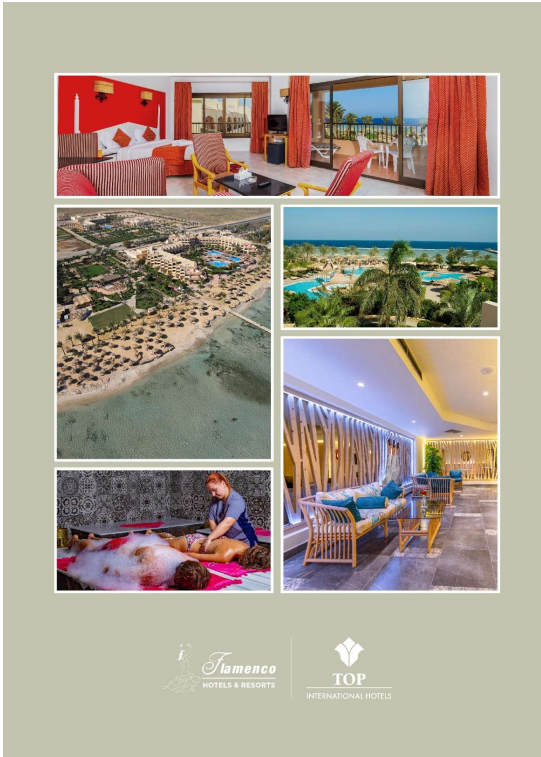




SUSTAINABILITY AT FLAMENCO HOTELS & Resorts Egypt

Flamenco Beach & Resort El Quseir Red Sea & Flamenco Hotel Cairo





SUSTAINABILITY AT FLAMENCO HOTELS & Resorts Egypt

Flamenco Hotel Cairo and Flamenco Beach & Resort El Quseir Red Sea are continually working to improve the impact we have on people and places. We are committed to reducing our greenhouse gas emissions and to protecting and supporting Biodiversity. We are recognizing that our business has an important role to play in protecting and enhancing the environment for guests of Egypt. To promote tourism that sustains the natural environment, respects local cultures, and benefits the local economy while minimizing negative ecological impacts.

- Environmental Protection and Conservation
- Waste Management
- Water and Energy Efficiency

We are pleased to report that as of 31st December 2024, we have achieved a minimum reduction of 5%.

We are implementing a number of new initiatives throughout our operation to help us achieve our goal. We encourage our valued guests, staff and partners to support us by following the reminders we have provided throughout the hotel to support our Sustainability Efforts

- Reduce Energy
- Save water
- Minimize waste

In 2025 we will continue supporting all our partners (NGOs) that support senior citizens and Quseir or the orphan children in Cairo with 10% more than 2024 furthermore we will support the continued education programs with more chances for on job training for the school students

At Flamenco Hotels and Resorts Egypt, we are committed to promoting responsible hospitality by ensuring.

- Ensuring good working conditions for employees
- Engagement with local people and communities
- Protection of local traditions and culture



We are dedicated to being a positive force in our local communities. We strive to build strong relationships with local stakeholders through:

- Local Employment: Prioritizing hiring from the local population whenever possible,
- Local Sourcing: Partnering with local suppliers and businesses to support sustainable economic growth.
- Community Programs: Supporting local initiatives in education, health, environmental awareness, and social welfare through sponsorships, donations, and volunteer activities.
- Partnerships: Working in collaboration with local authorities, NGOs, and community leaders to identify needs and contribute to meaningful development.

Protection of Local Traditions and Culture

We believe in respecting and celebrating the rich cultural heritage of Egypt. To do so, we:

- Cultural Awareness Training: Provide training to staff and guests on local customs, traditions, and behavior.
- Cultural Integration: Incorporate local art, music, design, and cuisine in our hotel offerings to reflect the identity of the region.
- Respect for Sites and Traditions: Ensure our operations do not disrupt or damage local cultural or historical sites, and that guest experiences align with cultural sensitivities.
- Promotion of Heritage: Support and promote local cultural events, festivals, and artisan crafts by partnering with local artists and cultural institutions.

At Flamenco Hotels and Resorts Egypt, we are committed to upholding the highest standards of safety, respect, and inclusion for all individuals—guests, staff, and community members alike.

Non-Discrimination, Zero Tolerance for Harassment and Abuse, Commitment to the Protection of Children

Flamenco Hotels and Resorts Egypt is firmly committed to the protection of children from all forms of exploitation and abuse, including sexual abuse and trafficking.

- Any suspicion of child abuse or exploitation will be reported immediately to the legal authorities.
- Our staff are trained to recognize signs of abuse and to act accordingly.
- We ask our guests to remain vigilant and report any suspicious behavior involving minors.

For any concern you can contact Flamenco Hotels Management nasser@flamencohotels.com or 01005179814 Or SOS Children's Village +2011 20000341



Our Sustainability Efforts

- **Energy Efficiency:** Installed energy-saving LED lighting throughout the hotel, reducing electricity use by 18%.
- **Waste Management:** Most of the hotel waste is now sorted and recycled
- **Water Conservation:** Low-flow faucets and showerheads have helped cut water consumption by 8%.
- **Eco-friendly Products:** We started to use chemical that does not harm the Environment looking for new product that also Eco Friendly or easily recycled
- **Local Sourcing:** 75% of our food and supplies come from local vendors to support the community.

Join Us

- We encourage all our guests to participate in our efforts: Use the recycling bins available on floor, conserve water and energy during your stay, and share your ideas for a more sustainable future.

Together, we move toward a greener tomorrow. Flamenco Hotel Cairo Management nasser@flamencohotels.com or 01005179814 waiting for your kind feedback and your suggestions to improve even better



Sustainability Targets for Environment, People, and Community

Environment

Target Area	Sustainability Goals	Activity	Date , Coordinator
Energy	Reduce Energy by 5%	Buy new Equipment that saves Energy Guest and staff Awareness	31.12.25 Flamenco Hotel Cairo Eng. Aly Gohry Flamenco Beach & Resort El Quseir Eng. Menna Allah
High Emission Food	Reduce by 10%	Change food Menus Promote new local dishes that normally uses less meat	31.12.25 Flamenco Hotel Cairo Mr. Samir Awad F & B Manager Flamenco Beach & Resort El Quseir Mr. Herbert Damboek GM
Waste Management	Reduce waste by 10% 2025	On job Training New Purchasing Approach Guest and Staff Awareness	31.12.25 Flamenco Hotel Cairo Mr. Ahmed Ehsan F Controller Mr. Mahmoud El Salhy Q Manager Flamenco Beach & Resort El Quseir Mr. Mahmoud Allam F Controller Mr. Ahmed Moahmed Exc. Chef
Water Conservation	Reduce water consumption by 5% by 2025	Check water flow Add more water saving Train the staff Guest Awareness	31.12.25 Flamenco Hotel Cairo Eng. Aly Gohry Flamenco Beach & Resort El Quseir Eng. Menna Allah
Biodiversity	Hepca Red Sea Project to Protect rare fish and Corals they establish protected areas	Support Hepca	Mr. Nasser Salama EAM

People

Target Area	Sustainability Goals	Activity	Date , Coordinator
Fair Employment	Ensure 100% of workforce receive fair wages and contracts	already done 100% of employees with formal contracts	31.12.25 Flamenco Hotel Cairo Mr. Khaled Bakr HR Director Flamenco Beach & Resort El Quseir Mr. Wessam EL Sonbaty HR Manager
Health & Safety	Zero workplace fatalities; reduce incidents by 50% by 2025	On job training Health and safety manual	31.12.25 Flamenco Hotel Cairo Mr. Khaled Bakr HR Director Flamenco Beach & Resort El Quseir Mr. Wessam EL Sonbaty HR Manager
Diversity & Inclusion	female representation in workforce Handicap Staff	5% of female employees and leadership roles At Least 5% of employees are handicapped	31.12.25 Flamenco Hotel Cairo Mr. Khaled Bakr HR Director Flamenco Beach & Resort El Quseir Mr. Wessam EL Sonbaty HR Manager



Training & Development	100% employees receive at least 10 hours of training per year	Average training hours per employee	31.12.25 Flamenco Hotel Cairo Mr. Khaled Bakr HR Director Flamenco Beach & Resort El Quseir Mr. Wessam EL Sonbaty HR Manager
Anti-discrimination	100% coverage by anti-discrimination policies	Audit of policy coverage and training completion	31.12.25 Flamenco Hotel Cairo Mr. Khaled Bakr HR Director Flamenco Beach & Resort El Quseir Mr. Wessam EL Sonbaty HR Manager

Community

Target Area	Sustainability Goals	Activity	Date , Coordinator
Community Engagement	100% of projects with stakeholder consultation	No. of engagement meetings or feedback sessions	31.12.25 Flamenco Hotel Cairo Mr. Nasser Salama EAM Flamenco Beach & Resort El Quseir Mr. Herbert Damboek GM
Local Employment	85% of new hires from local communities	85% of local hires	31.12.25 Flamenco Hotel Cairo Mr. Nasser Salama EAM Flamenco Beach & Resort El Quseir Mr. Herbert Damboek GM
Education Support	Support education programs in 100% of operational areas	25 students supported each year	31.12.25 Flamenco Hotel Cairo Mr. Nasser Salama EAM Flamenco Beach & Resort El Quseir Mr. Herbert Damboek GM
No Hunger	Support with food	Support with food around (LE 150,000.00) / year	31.12.25 Flamenco Hotel Cairo Mr. Nasser Salama EAM Flamenco Beach & Resort El Quseir Mr. Herbert Damboek GM