

Wild Wadi Waterpark™ Sustainability Management Plan



Wild Wadi

WATERPARK

Jumeirah™

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A. Introduction & definition of Sustainability:

Sustainability is defined as the integration of our social, welfare and environmental considerations in our day to day business.

The Principle: Everything we need for our survival depends directly or indirectly on our natural environment. Sustainability creates and maintains the conditions that both humans and nature need in order to co-exist and to ensure that nature is still here for future generations.

Our stakeholders include our Guests, Colleagues, the local community, our holding company and the environment we inhabit.

B. Mission Statement:

'The Way Forward ... Small changes can make big differences'

Wild Wadi Waterpark™ seeks to promote Sustainability along with CSR Corporate Social Responsibility, as a core value within our business unit.

We are dedicated to following the Dubai Holding vision of "For the Good of Tomorrow" whilst ensuring that at WW we are dedicated to making a sustainable and positive impact on the environment, socially and economically and reducing our impact on our environment as a responsible and transparent business.

Through our actions we aim to be the leading innovator within the Leisure Industry and to set the standards and be a model for others to follow whilst remaining competitive.

We seek to set a strategy for the future generations.

This policy will be reviewed annually and ensure that we comply with all relevant codes of practice and international standards.

Continual monitoring and review of these policies will be carried out and an annual report delivered to the General Manager and the owner company Jumeirah to ensure compliance with the group principles and policies.

The HSE Manager and the other Heads' of Departments are responsible for ensuring that the policy principles are communicated to, understood and observed by all and for ensuring compliance with each department and their area of responsibility. Each member of the Executive Committee is responsible for ensuring that their department complies with the policy, department criteria and the objectives set out for the Wild Wadi Waterpark™ strategy.

The General Manager of Wild Wadi Waterpark™ supports the principles and standards set out in this Policy.

C. Codes of ethical business at Wild Wadi Waterpark™:

- Ensure that all departments heads are committed to helping the HSE and HR departments create a healthy and safe environment for all colleagues.
- Will recognise that corporate responsibility relates to all aspects of our business and business dealings and affects all our Stakeholders.
- Will follow the Jumeirah hallmarks and the Corporate Strategies and ensure compliance by all members of their department.
- Will ensure that creating a culture of safe working is imbedded into the WW culture.
- Will work towards encompassing the diverse work force and Emiratisation process, ensuring that promotion within the company is carried out on the basis of objective selection of the best candidates through qualifications and experience, irrelevant of nationality. And basing recruitment and employment criteria on objective criteria.
- Will ensure that good communication between colleagues and management is maintained with the effect of an open and transparent dialogue on a regular basis by ensuring that COS surveys are carried out quarterly and identifying any issues that emerge with the intention of rectifying as soon as possible.
- Management will develop and instil the Sustainability principles within each department with on-going training, briefings, and campaigns for keeping colleagues informed of new information and new initiatives.
- Management will ensure that their department follows the responsible purchases policies for procurement and the recycling of materials.
- Will commit in full to the concept and delivery of the initiatives
- Will ensure that we conduct our business dealings in ethical and professional manners at all times.
- That we will not put finances before ethical business methods or Colleague health safety and welfare.

D. Sustainable Management:

At Wild Wadi Waterpark™ we shall concentrate on the following issues that will encompass our Sustainability Management Plan:

- Environmental and Conservation Issues
- Social, cultural and philanthropic issues
- Our Commitment to our Colleagues

E. Environmental Impact and Recycling - To actively conserve resources, reduce pollution, conserve biodiversity and limit our harmful interactions with the Planet:

- We will endeavour to reduce our impact on the environment by using a dedicated programme of recycling our waste products, including but not limited to – used cooking oil, plastic, cardboard and paper products.
- By working with our Supply Chain to procure goods that have minimum impact on the environment and that those goods can ultimately be recycled at the end of our use.
- We will comply with the requirements of Environmental Legislation (DM Local Orders) and approved codes of practice.
- To inform and educate our colleagues on the changes that we are making within the Business Unit for initiatives and policies and to help them to make their own positive impact through education.
- To monitor and manage our power and water usage in order to reduce our impact on the environment.
- To use ethical purchasing and recycling procedures when updating and modernising any of our equipment.
- To purchase equipment that will be energy efficient.
- To continually look at ways to reduce our power and water usage and wastage.
- To ensure that waste water is managed in accordance with Green Globe.
- To plan our waste management in order to ensure that we are effective at managing our waste disposal and recycle as much as we can.
- To monitor the environmental trends and apply those those are applicable to Wild Wadi Waterpark™.
- To look at ways to using more environmentally friendly cleaning and sanitising substances and chemicals.
- To ensure compliance with Green Globe sustainability policies.
- To monitor our progress annually and to make changes where necessary to ensure that we are moving forward all the time.

F. Environmental management of wildlife species:

- We will in so far as possible protect any species of wildlife that determines a home in Wild Wadi Waterpark™.
- As a Waterpark however we are not a suitable environment for many species and will not introduce any protected species deliberately. This is not a suitable environment for wildlife.

G. Social Accountability:

To be active participants in the Local Community, to promote Emiratisation programmes and take effective care of our Colleagues, source Fair Trade items and encourage local Traders and Entrepreneurs:

- Local community – As a waterpark we employ highly trained and capable colleagues – we will look outwards of our business setting to go out into the local community with initiatives such as teaching children, the disadvantaged and disabled to swim.
- To join local businesses and groups to form local partnerships.
- To behave at all times as a responsible member of the community and to instil in our colleagues the process of going out into the community always as representatives of Jumeirah and Wild Wadi Waterpark™.
- We will work with the Supply Chain to properly and adequately resource goods. We will endeavour as is reasonably possible not to purchase or procure goods from countries that have a poor record of human rights or those that use child labour.
- Colleagues arriving from different countries shall be integrated and receive training in languages and the do and don'ts of living in a different country in order to help them integrate more easily.
- To monitor local and national charity organisations that are particularly relevant to our industry and that would benefit from our support.
- To encourage our colleagues and management to volunteer for our recognised charities.
- Work with local schools and colleges to assist in trading and teaching and being an advocate for our holding company, Wild Wadi Waterpark™ and industry.

H. Philanthropy:

- To donate our time and resources to those causes that is at the heart of Jumeirah and Wild Wadi Waterpark™.
- To donate our time towards teaching and education causes.
- To aid in the development of programmes that are steered towards those in the community that are needful.
- To continue to work as the major Partner with Doctors without Borders charity.
- To continually look to partner charities and organisations.

I. Health Awareness & Access to Health Services:

- To encourage healthy living with our colleagues.
- To provide training in health issues.
- To provide a health monitoring system.
- To provide help and advice regularly on current health issues.
- To provide internal medical services for all colleagues.
- Provide a safe environment that promotes a healthy lifestyle.
- To encourage external organisations to come into Wild Wadi Waterpark™ with their expertise in health as part of our colleague wellness campaign.

J. Commitment to our Colleagues:

- To give our colleagues freedom to express their ideas and opinions openly and give respect to those in open forums.
- To act with integrity towards our colleagues at all times.
- To promote staff development within our SBU and outwards to other Jumeirah Business Units.
- To encourage staff development with training and the giving of praise.
- To encourage the process of Emiratization within our recruitment processes.
- To have a sustainable welfare policy for all colleagues in place.
- Promoting only those that are qualified and experienced.
- To provide realistic goals for colleagues to achieve in moving forwards.

K. Measuring our Performance:

- Engineering department and Finance Department to monitor the usage, wastage and our power outputs and spend.
- The Optimiser will be completed monthly to ensure compliance and to provide information to Farneck for comparisons.
- Energy audits and benchmarking comparisons will be carried out annually.
- Our recyclable wastage output to be measured monthly and recorded to ensure compliance with this policy.
- Our purchase and use of recycled materials is to be monitored monthly.
- The monthly energy usage to be monitored by Engineering with anticipated targets given by FMS to monitor performance against.
- COS monitoring by HR department regarding the colleagues health and welfare facilities and colleague complaints, ensuring that all comments complaints and actions are taken seriously by the Management.

- Achieving the total of Emirate employees as per the Emiratization policy of Jumeirah.
- By monitoring the guest feedback and complaints.

L. What projects are we going to focus on?

L.1.Our Commitments:

To be environmentally responsible:

- Recycling – plastic bottles and cups that we use in the offices and the waterpark.
- Recycle oil and paper/card, metal, batteries and plastic beds.
- Purchase Recycled packaging for the F & B outlets.
- Purchase reusable/recycled retail bags.
- Purchase Recycled paper for the office.

L.2.Sustainability:

- Energy efficiency - Reduce our energy and water use.
- Reduce the harmful Cleaning products used – green, natural products to be purchased and used.
- To purchase eco-friendly goods when able and to source alternative products.
- Lighting – installation of motion sensors for turning off lights within Admin Offices. To use LED lighting throughout the Waterpark.
- To maintain our aging pumps and motors and utilise good management of PPM to maintain their energy efficiency.
- To source 'Fair Trade' food & beverage items for the use of colleagues and guests.
- To have Dyson Handryers installed in all areas to reduce the number of paper towels purchased and used.
- To take part in 'Earth Hour'.
- To be socially accountable and recognise our Social impact on the community and globally: 'Doctors without Borders' charity swim around the Bur Al Arab.
- Setting up and teaching swim lessons to those who are in need.
- Source Fair trade items.
- Source recycling partners.
- To donate entrance tickets for WWW to local charity organisations as gifts.
- To choose activities that add value to our brand, reputation and can increase our competitive advantage over others in our Industry.
- To take part in social impact initiatives.
- To support Human Rights initiatives and protect our colleagues from harm or distress due to ethnicity, colour, religion or any other reason.

- To ensure that we do not cause any harm or pollution to the surrounding environment or locality through our actions or deeds.

L.3. Colleague wellbeing and progression:

- To have partnerships with companies who can offer external training, opportunities and gifts for our colleagues relating to health and wellbeing issues.
- To monitor the colleague rest areas for deterioration of services and furniture and to have maintenance and cleaning schedule in place.
- To concentrate on colleague progression in their chosen fields and to offer on-going training and education where necessary.
- To continue to monitor the health and wellbeing of all colleagues and to act on any health trends noted.

M. Action plan:

M.1. YEAR 2: 2016

To continue on the works from Year 1:

- Environmental: to continue to work with the procurement group to source environmentally friendly paper and cardboard products: 100% recycled office paper, envelopes and card, 100% F & B cardboard at the end of year 2. Chemical usage to be 50% eco-friendly at end of Year 2.
- To look at environmentally friendly bags for goods purchased at retail outlets 100% use at the end of year 3.
- To purchase and install LED lighting across the whole Park by Qtr 1 2016.
- To go green with cleaning products, hand towels and toilet paper, achieving a total of 50% of all cleaning chemicals used being environmentally friendly.
- To continue with the developments made in Year 1:
 - Recycling target of Park wastage to be 50% Year 2.
 - Green Globe certification renewal.
 - Reducing our power and water usage by a further 0.2%.
- 'Shut down' works have not been finalised for this year but will be included in the Action Plan when known and identified.

M.2. Year 3: 2017

To continue the works from Years 1 and 2:

- Environmental: Recycling target this year to be 60%.
- F & B Recycled cardboard usage to be 60%.
- Retail use of environmentally friendly bags for goods to be 100%.

- Cleaning products, hand towels and toilet paper use 80% to be environmentally friendly.
- Green Globe certification renewal.
- To install sensor lighting in all offices and office areas.

