

At the " **BEL AZUR THALASSO & BUNGALOWS** " hotel, our concern has always been to serve and take care of our clients, to ensure the well-being of the staff, to support humanitarian and social activities and to preserve the environment, for sustainable and eco-responsible tourism development.

In order to understand how we can reduce the negative impact on the environment and strengthen sustainability, our hotel has adopted a sustainable development policy which offers the opportunity to protect the hotel's immediate environment, but also to demonstrate concretely to our customers that another mode of consumption is possible which reconciles environmental requirements and quality of service.

From this commitment we have a duty to engage in a responsible, sustainable, coherent approach that integrates environmental, social and community values at the heart of our concerns.

Commitment :

The hotel " **BEL AZUR THALASSO & BUNGALOWS** " is committed to a continuous improvement approach aimed at fair and ethical practices, social development and environmental protection.

The aim of this approach is to:

1. **To meet the expectations of our customers and partners.**
2. **To provide good working conditions, health and safety for our employees.**
3. **Strengthen integration within the surrounding community by promoting local culture.**
4. **Minimize the negative impact of our activities on the environment.**
5. **To implement our commitment to assuming our social and environmental responsibility.**

Through annual reports, we commit to monitoring the level of achievement of our sustainability objectives presented below and to assessing our overall performance.

Compliance with legislation:

We conduct our business and maintain our relationships with stakeholders and society in strict compliance with the economic, social, and environmental laws in force in Tunisia and in accordance with international codes. To this end, we ensure regulatory monitoring and compliance.

Environmental protection:

Our environmental commitment aims to:

- **Reducing annual energy consumption, in particular through motion detectors, timers, LED lighting, magnetic cards for power cut-offs connected to air conditioning, replacement of certain energy-intensive equipment, and optimization of the use of common areas in the low season.**
- **Reducing our water consumption , in particular through the installation of flow restrictors on all taps, showers and bathtubs, and the placement of environmental awareness posters in customers' bathrooms.**
- **The implementation of an automatic drip irrigation system in the garden, and the mulching of certain plants to prevent water evaporation.**
- **our carbon footprint (CO₂) by prioritizing highly efficient equipment energy , by optimizing heating and air conditioning systems, and by strengthening actions for the sustainable management of resources and waste .**
- **Rainwater harvesting via gutters from various roofs and terraces, and its use for watering.**

- **Reduction of hazardous and ordinary waste production, through better waste management and reduction of the use of various products with plastic packaging, in particular through; selective collection, bulk purchase, and recycling.**
- **Reduction of the use of harmful products, in particular by using eco-labelled cleaning products for daily cleaning.**
- **Reduction of the area of grass already planted in the hotel park to decrease watering and replacement annually of this space with planting of more resistant local plant species requiring less watering.**

Protection of wildlife and flora: biodiversity

- **Stopping the purchase of weed killer and chemical fertilizers used in the hotel gardens, and installing a plant waste shredder and composting bin, the locally produced compost will be used as a natural fertilizer.**
- **Setting up a nursery in our gardens to produce locally seedlings of ornamental and floral plants in order to enrich the biodiversity on site, but also some vegetable and aromatic plants in permaculture consumed on site in short supply chain.**
- **The installation of "insect houses", a bird habitat hanging from trees, a pond, and the planting of native vegetation in our garden will attract bees and other pollinating insects, and will contribute to the overall balance of the ecosystem and prevent the spread of invasive species (such as mosquitoes, ants), and thus drastically reduce the use of insecticides and other chemicals.**
- **The planting of fruit trees (olive, mandarin, orange, lemon, fig, almond, persimmon, guava, avocado, etc.) to reproduce the principle in permaculture of "Food Forest", which will have the effect of improving the biodiversity of the park, but also the short supply chain consumption of fruit production.**
- **Protecting marine wildlife by prohibiting sea fishing on the hotel's beaches and inviting guests to always shower to avoid contamination of the marine environment by cosmetic products, the hotel sells 100% natural sun oil in its shop.**
- **Thalasso Sea Water: After the capture and use of seawater, the installation of a settling basin and a UV lamp filtration system which allows the discharge of totally purified water which presents no danger to the natural environment and the use of 100% natural products (algae & clay) and massage oils.**

This commitment is implemented through technical installations and training for our employees in the form of monthly briefings. Awareness is also raised with our clients. Furthermore, we measure and monitor the progress of our environmental actions (water and energy consumption tracking files, regular inspections of technical installations, process verification, etc.).

Social responsibility:

Our social commitment is based on respect for human rights, and in particular:

- **Practice of responsible human resources management which promotes good skills management and which bans professional discrimination (race, sex, religion), as well as measures taken in favor of the employment and integration of disabled people.**
- **Guarantee of a work environment open to dialogue.**
- **Protection of children's rights in general and against sexual exploitation.**

- Reduce employee turnover by **2%** and absenteeism by **5%** to ensure staff stability in a healthy environment supported by motivation and continuous training.
- The effective prohibition of child labor under eighteen years of age (-18) except within the framework of a vocational training program approved by the public authority.
- Promoting good working conditions, as well as health and safety for our employees, and for our customers and visitors.
- Retaining qualified staff by awarding bonuses to the best employees in order to ensure quality services .
- Developing employee skills through ongoing training and retraining.
- Establishment of a social fund to address emergency situations for our employees.

Social and community responsibility:

We contribute to the development of the well-being of indigenous populations and the discovery of local culture, particularly by:

- Collaborating with civil society organizations and associations.
- Promoting local cultural life, through the enhancement of local gastronomy, visits to remarkable places in the region and the exhibition of Tunisian and Hammamet crafts in the hotel bazaar, or by organizing a traditional souk once a month.
- Whenever possible, always strive to favour local sourcing and the choice of local service providers.
- To preserve natural resources and enhance regional heritage, so that future generations can enjoy the region's tourist and cultural attractions.
- The recruitment of **70%** of our staffing needs for the governorate of Nabeul.
- Promoting local architecture.

Health, safety:

We place great importance on the health and safety risks of our employees, customers, and surrounding communities, notably through internal guidelines and measures and strict controls of subcontractors. We are also **Security Check certified** .

- Employee monitoring by a contracted occupational physician
- Work ergonomics
- Installation of surveillance cameras
- Securing our equipment
- The deployment of personal protective equipment (PPE)
- Fire safety system...etc.

Therefore, we are committed to achieving our objectives in relation to our commitments in the occupational health and safety approach.

Quality :

We strive to provide quality service and take into account customer feedback through online satisfaction surveys and reviews. The hotel's online reputation is regularly analyzed and incorporated into an action plan to implement corrective measures .

We are focused on improving customer satisfaction rates.

Role of our employees, subcontractors and clients:

We encourage all staff at the **BEL AZUR THALASSO & BUNGALOWS hotel** to embrace and contribute to achieving the objectives of this policy, and we commit to allocating the necessary resources to do so. We also

ask our service providers to commit to respecting this policy. Furthermore, we thank our guests who wish to contribute to our commitment.

At the end of each year, we take stock of our progress in sustainable development and the prospects for improvement.

Date: October 25, 2025

Signature

General Management