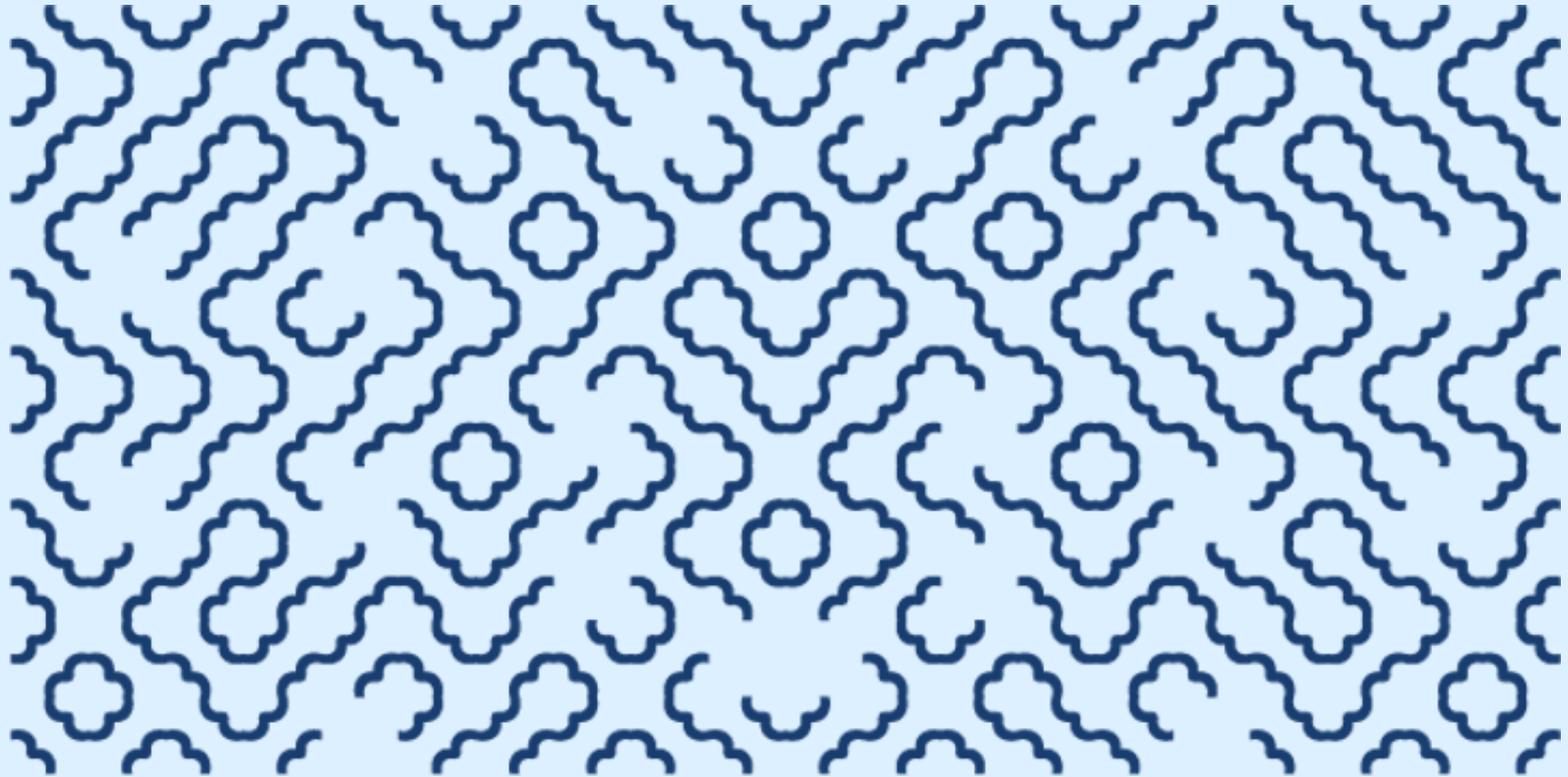




TUI BLUE Scheherazade

SUSTAINABILITY MANUAL



1- OUR HOTEL GROUP MAGIC HOTELS & RESORTS NORTH AFRICA

Magic Hotels & Resorts North Africa is a member of the TUI Group. Magic Hotels Group has several hotels in Tunisia, Morocco & Egypt including our Hotel.

TUI is the N°1 leading Tourism Group in the world with:

- 1600 Travel Agencies
- 6 Airlines
- More than 150 Aircraft
- 300 Hotels with almost 214.000 beds in 30 different countries around the world
- 14 Cruise Ships
- 20 millions customers in 180 countries
- 67.000 employees
- More than 20 years of contribution to sustainable tourism

MAGIC Hotels Resorts in Tunisia :

TUI BLUE Scheherazade, Sousse

TUI BLUE Manar, Hammamet

TUI BLUE Palm Beach, Djerba

TUI MAGIC Life Africana, Hammamet

SplashWorld Venus Beach, Hammamet

TUI Suneo Royal Kenz, Sousse

Magic Hotel Skanes Family, Monastir

Thabraca Thalasso & Diving, Tabarka

TUI MAGIC Life Penelope Beach, Djerba

TUI MAGIC Life Palm Beach Club, Djerba

MAGIC Hotels Resorts in Morocco :

TUI BLUE Medina Gardens, Marrakech

Ryads Parc & Spa, Marrakech

2- OUR HOTEL

Our General Manager

Mrs Wafa Taieb

Our Sustainability Program Coordinator

Mrs Hamida Ben Lamine

Our Social Rights Manager

Mr Zied Ben Hassen

Our Community Communication Manager

Mr Zied Ben Hassen

Actual Concept



Total number of rooms

201

Distance from city center

3 Km

Nearest Airports

Monastir: 30 Km
Enfidha: 50 Km

Nearest Train Station

Sousse: 3 km

Nearest Historic Sites

Ribat of Sousse: 3 Km



3- OUR SUSTAINABILITY CHARTER

By being aware of the impact of ecological, social and economic changes on the hospitality industry, Magic Hotels & Resorts North Africa Group committed to the Sustainable Development Agenda.

As part of this approach, TUI BLUE Scheherazade took action to contribute to the achievement of the Sustainable Development Goals.

1. HUMAN RIGHTS & EMPLOYEE POLICY

We strive to protect both the rights of our employees and human rights. We are convinced that in order to provide high quality service and maintain good relationships with customers, our employees must work in good and healthy work environment.

For this purpose, we undertake to guarantee the following:

- ▶ Each employee must receive a written contract containing precise and detailed information about his or her salary, type of work in accordance with national legislation.
- ▶ Hiring local employees.
- ▶ Following and executing a responsible human resources management which banishes any discrimination in the workplace, such as:
 - Hiring
 - Promotion
 - Training
 - Assistance and social benefits due to certain non-objective criteria: (Origin, Age, sex, region, religion, physical appearance etc..)
- ▶ Ensure that all staff are paid above the guaranteed and socially covered minimum wage, regardless of their age, gender, ethnicity, religion, culture or disability.
- ▶ Ensure that employees are well informed about health and safety rules in each department.
- ▶ Ensure that employees behave respectfully towards each other and towards our customers
- ▶ Provide training activities for the benefit of our employees.

2. COMMUNITY POLICY

In order to have good relations with our local community and local businesses we work with, we are committed to ensuring the following:

- ▶ Promote local products and local suppliers: **(over than 80% of the products purchased are local).**
- ▶ Contribute to the sustainable development in the form of charitable donations or contributions to a project that supports the local community (School/clubs/associations/Charities....)
- ▶ Promote the destination/area to our customers in order to encourage them to discover and get to know the local culture.

3. CHILD PROTECTION

As we are interested in all matters relating to the safety and protection of children and their rights, our hotel is committed to protecting children up to the age of 18 who may be subject to many forms of abuse and exploitation, including physical and verbal abuse made by customers, employees or visitors, pornography, child trafficking, sexual abuse, prostitution...

To ensure this we:

- ▶ Ensure that all our employees understand that they are responsible for safeguarding the rights of children from any harm inside the hotel.
- ▶ Ensure that all employees below the age of 18 are employed in accordance with national regulations.
- ▶ Train our staff to identify and act accordingly when they suspect a situation of child abuse or exploitation.

4. ENVIRONMENTAL POLICY

Our hotel recognizes the environmental impact of its services and is keen to reduce this impact as much as possible by working diligently to reduce our energy consumption, water consumption as well as waste production. This policy is implemented in our daily activities by engaging everyone including our guests.

To ensure this we:

- ▶ **Reduce 20% in our greenhouse gas emissions by having efficient water and energy equipments throughout the hotel.**
- ▶ **Minimize and actively control our energy consumption and installation of 40 solar floodlights by 2025.**
- ▶ **Reducing our greenhouse gas emissions by minimising our red meat purchases by 5% and including more vegan dishes in the menus.**
- ▶ Consider low energy consumption when purchasing new equipment.
- ▶ Promote the separation of different waste streams and provide customers and employees with easy access to appropriate recycling bins around the hotel.
- ▶ Reduce the quantity of packaging used, by limiting individual portions and favouring products with little packaging.
- ▶ Regularly checking our equipment and communicating water saving practices to all our employees and customers, in order to reduce water consumption.
- ▶ Use Eco Friendly Products.
- ▶ Train our employees, at the beginning of each season, on our environmental objectives and inform them on how they can contribute to achieve the environmental policy.
- ▶ Comply with all applicable environmental laws.
- ▶ Encourage your customers to be more sustainable and to support us achieve our environmental goals.

5. QUALITY POLICY

Our hotel works constantly to improve the quality and experience we offer to our guests. We work continuously on the satisfaction and happiness of our customers during their stay, so that they will be happy to return to our hotel in the future. Therefore, we undertake to ensure:

Food Safety (Food Hygiene):

- ▶ Maintaining the quality of food products by checking it as soon as we receive it.
- ▶ Guarantee obtaining fresh food on a daily basis.
- ▶ Regularly checking the condition of refrigerated equipment and storage rooms and organizing our supplies based on their expiration date.
- ▶ Applying good hygiene practices by following the Food Safety procedures.

Customer Satisfaction:

- ▶ Maintaining a high level of services to our customers.
- ▶ Acting quickly and promptly to resolve guest complaints.
- ▶ Take customer suggestions seriously and act on those recommendations for better improvements and future projects.

Ongoing Maintenance:

- ▶ Guest Rooms and all common areas.
- ▶ All the hotel facilities.

This charter is communicated to all employees and other third parties.



TUNISIAN REPUBLIC



Official Language	Arabic	President	Mr. Kaïes saïed
Capital	Tunis	Head of Government	Mr. Ahmed Hachani
Political System	Republic	Surface Area	163.610 km ²
Form of Government	Semi-presidential and unicameral System	Population	11 803 588 inh.(2022)
National Day	20. March	Density	61/ km ²
Time Zone	UTC +1	Currency	1 Tunisian <u>Dinar</u> (TND) = 1000 Millimes
Registration Plate	<u>TN</u>	Independence Day	20. March 1956 (France)
Internet TLD	<u>.tn</u>	National Anthem	<u>Humat al-hima</u>
Dialing Code	+216	Water Area:	5 %



The Environment of Tunisia:



The flora varies greatly depending on the regions: that of the coastal areas is similar to that of Southern Europe and includes meadows, scrubland, maquis, and cork oak forests. Further south, the vegetation is of the steppe type with a dominance of esparto grass. In the arid regions of the far south, the oases are planted with date palms.

Fifteen natural areas have been established as national parks. The Ichkeul National Park, which covers 12,600 hectares, is listed as a UNESCO World Heritage site. There are also sixteen nature reserves intended to serve

as habitats for species with ecological, economic value, and importance as ecosystems.



According to a study by the WWF Mediterranean program, the northwestern coastal region is among the thirteen Mediterranean sites that stand out for their natural wealth, biodiversity, and unique plant and animal species.

In this context, Tunisia is the Mediterranean country that is most affected by climate change, which exacerbates water shortages and coastal erosion. For several years, agriculture has been exposed to recurrent droughts, contributing to rural exodus. Additionally, "to compensate for the scarcity of rainfall, farmers are using more and more fertilizers and pesticides," notes researcher Samia Mouheli. According to the FAO, the country has increased its use of chemical fertilizers from five kilograms per hectare in the early 1960s to nearly 25 kilograms in the mid-1990s. Industrial pollution, facilitated by a lack of state regulation, also hinders sustainable development in the country.

Tunisia is experiencing water stress according to UN criteria (less than 500 cubic meters of water per capita per year). The Medjerda, Tunisia's major river, is threatened by pollution; its quality has continuously declined, and according to a 2018 study by the Ministry of the Environment, "60,000 tons of pollutants" end up in the river each year.

OUR CITY

Sousse

the UNESCO World Heritage-listed Sousse Medina contains unique architectural monuments, a magnificent mosaic museum, and a maze of colorful alleyways in a small souk area. Just outside the gates of the old town begins a dream beach lined with hotels, spreading from Port El Kantaoui to about 10 km north of Sousse. The hotel zone in the south extends along the fine sandy coast to Monastir. Sousse (with 200,000 inhabitants) is not only a tourist city but also an economic capital of the Sahel with a large fishing and commercial port, numerous olive production factories, and a modern exhibition center. Founded by the Phoenicians and adopted by the Romans, Sousse dates back to over three thousand years of history. The city walls and

Kasbah were built in the 9th century by the Aghlabids. Corsairs settled in the 16th and 17th centuries, and in the 19th century, the New Town was built under French auspices. During World War II, many bombings damaged the area. At that time, the breach was blown into the walls through which most visitors enter the medina today.



Monastir

Monastir is a coastal city located 20 km northeast of Sousse, it is known for its rich history, beautiful beaches, and cultural heritage. It is situated on the shores of the Mediterranean Sea and boasts a pleasant climate, making it a popular destination for tourists seeking both relaxation and exploration.

One of the city's most famous landmarks is the Ribat of Monastir, an ancient fortress dating back to the 8th century. This well-preserved structure offers panoramic views of the city and the sea, and it has been featured in various films, most notably in "Monty Python's Life of Brian."

Monastir Museum of Islamic Art showcases some very precious pieces of Islamic art (opens from 8 am to 7 pm). The first president of Tunisia, Habib Bourguiba, was born in Monastir in 1903. He built a magnificent mausoleum opposite the Ribat and stabilized the old Islamic cemetery. His tomb is a major political pilgrimage site (open from Monday to Thursday from 2 pm to 4:30 pm, Fri-Sun 9 am to 4:30 pm). In the "Marina," Monastir's port, yachts sail from all over the world. Among the many restaurants overlooking the harbor, Lostania (Tel 73462305 | open daily) is recommended for its Italo-Tunisian cuisine.



THE CITIES YOU SHOULD VISIT

Hammamet

Hammamet is located 60 km south of Tunis, at the entrance of Cap Bon, this city offers visitors a breath of freshness and a gentle way of life. Swept by the breeze, the Cap Bon region does not experience heatwaves during summer. Known as the city of jasmine, orange trees, and bougainvillea flower, Hammamet is also famous for its fine sandy beaches and thalassotherapy centers.

Its Medina is carefully preserved, with its walls still intact. The Medina is full of beautiful Arab-style houses, and its narrow streets wind their way to the Souk. Facing the beach, north of the old city, is the 15th-century Kasbah, which is a must-visit. From there, you can observe Hammamet and its surroundings.



Tabarka

Tabarka is known for its sandy beaches, rocky coves surrounded by cork oaks and pines, the bizarre rocky pinnacles, old fortress, charming beach hotels, and small marina. The hotel area to the east is still quite clear. Leisure and diving, playing golf or relaxing in the sand dunes, all this is possible in Tabarka.

Founded by the Phoenicians, Tabarka served in Roman times as a boarding port for marble from Chemtou.

In early Christian times, it was an important center for missionary work in North Africa. Then the place went through a swap under the domination of the Genoese merchant dynasty Lomellini, who exploited the coral-rich waters.

At the end of the 18th century, France took over exclusive trading rights. Today, many coral reefs are destroyed, but thanks to caves and cliffs, the underwater world is still a paradise for divers.



Mahdia

Mahdia is located in the central-eastern part of Tunisia, 200 km from the capital Tunis, 67 km from Sousse, and 42 km from El Jem.

Mahdia was once a Phoenician and then Roman trading post under the name Aphrodisium. The Fatimids founded it in 920 to make it the capital of their caliphate. The founding caliph, Abdoullah-El-Mehdi, chose it for its strategic location. Hilalians, Christians, Spaniards, and Turks have all occupied or liberated the city at various times. It was the Spaniards who destroyed its ramparts and put the city to fire and sword in 1555. After this date, the city lost some of its military and commercial importance, especially under Turkish and Husseinite rule.

Mahdia has a coastline with fine sand. The tourist area is located north of the city in Hiboun.

As the first fishing port in Tunisia, it has canneries packaging fish.

One of its other economic activities include olive oil production, textiles, leather, and woodworking crafts.



Djerba

The island of Djerba, sometimes referred to in guide tours as "The Tahiti of the Mediterranean," is located off the southern coast of Tunisia. With approximately 500 km², Djerba is the largest island in North Africa and a true holiday paradise with 320 days of sunshine per year, beautiful sandy beaches, millions of date palm trees, a rich cultural and historical life, and a highly developed tourist infrastructure tailored to all travelers' needs.

The island, where nearly 100,000 people live today, has a tumultuous past. Although the oriental magic is preserved in Djerba, the island is also heavily influenced by the West.



Tozeur

Tozeur is a city located in southwestern Tunisia, not far from the Algerian border. It is the beautiful capital of the El-Djérid region, and it is known for its mythical marabouts.

In ancient times, Tozeur was called Thusorus, a passage between Biskra and Gabès. The city is entirely made of bricks, themselves formed by a mixture of sands and clays. These ancient constructions are concentrated in Houled-el-Hadef in the center of Tozeur.

Tozeur is like an oasis of greenery at the gates of the vast Sahara desert. This city is known for being the home to the country's largest palm grove. Ras El Ain is a significant area within the city of Tozeur, known for its lush oasis and abundant water springs. This area plays a crucial role in the cultivation of dates, as the water from these springs nourishes the surrounding date palm groves, contributing to the production of high-quality dates.

Tozeur mainly captivates travelers and tourists with the mildness of its climate but also with its exceptional sites and landscapes. The vast salt lake Chott el-Djérid is among its must-see attractions. From the Belvedere, enjoy a breathtaking view of the Chotts El Jérid and El Gharsa.

Furthermore, Tozeur is home to prestigious vestiges inherited from its significant historical past. The mosques made of earthen bricks, the Tunisian traditional art museum Dar Zemen, the Zoo, the Dar Chraïet Museum, the Ong El Jamel... are all emblematic places.



Douz

Douz is often referred to the gateway to the desert. Douz has a population of around 30,000 inhabitants, it is bordered by dunes and palms to hold back the sand. The desert covers 8 million square kilometers, it is considered as one of the largest desert in the world. In the springtime, you can see nomadic tents in the main roads. This place still attracts many families from nomadic tribes like the Marazig, Ghriba, or Sabria to live there.



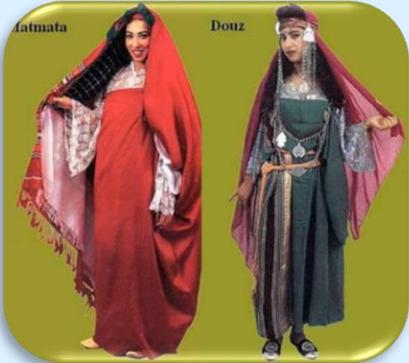
WORLD HERITAGE SITES IN TUNISIA

The World Heritage list in Tunisia includes eight elements: seven are listed as cultural sites, and one as a natural site. Only seven out of the 24 Tunisian governorates are represented, with the Tunis governorate hosting two of the sites.

The World Heritage Sites chosen by the United Nations Educational, Scientific and Cultural Organization (UNESCO) are places of cultural or natural significance as described in the UNESCO World Heritage Convention established in 1972. Tunisia ratified the convention on March 10, 1975, making its sites eligible for inclusion.

NAME	GOUVERNORATE
Tunis Medina	Small Old town of Tunis becomes one of the most important cities in the Islamic world under the rule of the Almohads and the Hafsids (12th-16th centuries). It boasts some 700 monuments (palaces, mosques, mausoleums, madrasas, etc.) that bear witness to this rich historical past.
Archaeological Site of Carthage Tunis	The Archaeological Site of Carthage holds significant historical and cultural importance, reflecting the rise and fall of one of antiquity's most renowned civilizations. It is designated as a UNESCO World Heritage Site, drawing visitors from around the world to explore its fascinating ruins and learn about the rich history of Carthage and its impact on the Mediterranean world.
Tunisia's Roman Colosseum of El Jem	The Roman Colosseum of El Jem, also known as the Amphitheatre of El Jem, is indeed a fascinating historical site located in El Djem, Tunisia. Constructed in the 3rd century AD, it is one of the largest Roman amphitheaters ever built and is remarkably well-preserved, earning it recognition as a UNESCO World Heritage Site in 1979.
Ichkeul National Park Bizerte	Ichkeul National Park is a protected area located in northern Tunisia, near the city of Bizerte. It is renowned for its unique wetland ecosystem, which includes freshwater marshes, lakes, and surrounding hills. Designated as a UNESCO World Heritage Site in 1980, Ichkeul National Park is an important habitat for a variety of plant and animal species, including migratory birds.
Punic Town of Kerkuane and its Necropolis	The Punic town of Kerkuane and its necropolis are significant archaeological sites located on the coast of northeastern Tunisia. Kerkuane was an ancient Phoenician city that thrived during the Punic period, dating back to the 6th century BC. It is notable for its remarkably well-preserved ruins, offering insights into Punic civilization and urban planning.
Sousse Medina	Sousse indeed holds a significant place in the history of Islamic civilization. Located in present-day Tunisia, Sousse boasts a rich heritage that reflects its importance during the early centuries of Islam. The city's Medina, or old town, is particularly emblematic of this historical legacy. The most prominent landmarks in the Sousse Medina are the Great Mosque, the Ribat.
Kairouan	Founded in 670, Kairouan prospered under the Aghlabids (9th century). Despite the transfer of the political capital to Tunis in the 12th century, it remains considered the foremost holy city of the Maghreb. Its architectural heritage notably includes the Great Mosque and the Mosque of the Three Doors.
Dougga /Béja	Located near Béja, is built on a hill overlooking a fertile field. Initially the capital of a Libyan-Punic state, it thrived under Roman and then Byzantine rule before gradually declining. It is renowned for its remarkably well-preserved ruins, which offer a fascinating glimpse into life in ancient times.

TRADITIONAL TUNISIAN CLOTHING



TUNISIAN CUISINE

REGIONAL CUISINES

Tunisia boasts various regional aspects. Tunisian cuisine varies from north to south, from the coast to the Atlas Mountains, from urban areas to the countryside, and among different religious affiliations. For example, original inhabitants of Tunisia don't use much Harissa; they prefer milder food and have also developed their own breads and desserts. Their dominant culinary influences are French and Italian, and their diet revolves around beef, turkey, and chicken.

Closer to the Atlas mountain range, hunting is the preferred dish. A diet might consist of quails, pigeons, snails, partridges, rabbits, and hares. In Cap Bon, people enjoy tuna, anchovies, sardines, sea bass, and mackerel. In the island of Djerba, where there's a dense Sephardic population, only kosher food items are consumed. For example, in Hammamet, snails are considered one of the most popular dishes. Offal is traditionally a staple of Tunisian cuisine, such as tripe, lamb brains, beef liver, and fish heads.

MAIN DISHES

- Couscous, which is the national dish of Tunisia, can be prepared in many ways and is considered the finest couscous in North Africa. It is cooked in a special type of double pot called "kiskas" in Arabic or couscoussière in French, resembling a Chinese steamer over a Mongolian pot.

- Meat and vegetables are cooked in the bottom pot. The cooking steam rises through vents into the top container where the couscous is cooked.
- Couscous also boasts a wide range of varieties and differences in its regional preparation. The couscous is mostly cooked with meat; lamb (kousksi bil aalouch) or chicken (kousksi bil Djaj); in coastal regions, couscous is served with fish (kousksi bil hout).



RECOMMENDATIONS FOR OUR GUESTS

WITH LOCAL PEOPLE

How to dress in Tunisia ?

Generally, visiting religious sites requires adopting appropriate attire. In these places, it is recommended to avoid shorts or short skirts as well as tank tops that leave the shoulders exposed. Swimwear is only suitable by the pool at your hotel or at the beach. It is better to join small group tours, because the interactions with locals or other travelers will be simpler and friendlier. Embrace authenticity and local encounters by participating, for example, in rituals or traditions. Avoid displaying signs of wealth as it could create a gap between you and the locals.

Make sure to visit restaurants and hotels owned and operated by locals. Ask for permission before taking a photo, as it could be bothersome.

WITH NATURE

-Do not throw your waste in nature; always carry a bag with you to dispose of your trash.

-Do not feed the animals with your food, as it would disrupt their diet.

-Do not approach animals; keep a reasonable distance to avoid scaring them.

-Do not overuse resources if they are limited, such as water and electricity.

-Respect sacred sites and do not trample or climb on them.

- Buy local food rather than imported food.



OUR NEXT STEPS TO A BETTER WORLD

Our first sustainability report highlights many successes in our efforts to protect the environment, but we are also fully aware that much remains to be done. Greater efforts must be made to:

- Reduce pollutant emissions
- Use water and energy more responsibly
- Promote biodiversity and limit waste
- Commit to responsible purchasing
- Use more eco-friendly materials.
- Invest more in our local communities, respect diversity, and create a more inclusive working environment.

We commit to publishing our sustainability report annually. This report aims to track our progress and enable us to respond to the needs and demands of our society and the evolving environmental challenges.

We have clear and ambitious goals set for 2024 and 2025.

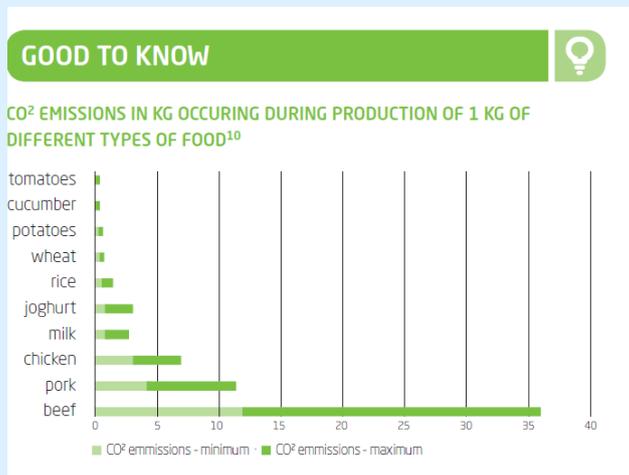
OUR ACTION PLAN

In our pursuit to harmonize with nature, TUI BLUE Scheherazade places environmental protection, sustainable cuisine, and social and societal responsibility at the heart of its sustainable development action plan. We unite our members around sustainable development initiatives, by tracking their individual progress in responsible purchasing and sourcing, biodiversity protection, social and societal issues, and cultural heritage preservation.

With the adoption of our sustainable development action plan, we take a new step by measuring the progress of our members and presenting an analysis of the results through a comprehensive annual report, developed with our sustainability manager. This report outlines the objectives to be achieved by 2024 and 2025.

OUR PROGRESS IN TERMS OF SUSTAINABLE DEVELOPMENT GOALS (SDGS)"

RESPONSIBLE PRODUCTION AND CONSUMPTION



In our restaurants, we prioritize local, organic, and seasonal food products. Often, we grow some ingredients on-site, mostly vegetables. Meat and seafood are usually locally sourced and responsibly obtained. Our hotel is deeply rooted in the local community, supporting local businesses and recruiting a large part of our staff locally. We also select suppliers who adopt sustainable practices and encourage responsible consumption. Most of our hotel departments have already eliminated single-use plastics from the rooms and other facilities, and all our restaurants sort their waste.

We promote the concept of "sustainable cuisine" by creating vegetarian menus.

THE FIGHT AGAINST CLIMATE CHANGE

The TUI BLUE Scheherazade hotel is highly committed to reducing energy consumption by seeking energy efficiency, implementing improvement measures, and introducing new equipment. Understanding the means of transportation used by employees and their suppliers is essential to determine how to minimize greenhouse gas emissions as much as possible.

We have our own garden in which we grow our own vegetables, aromatic herbs, and flowers.



AQUATIC LIFE

Since 2013, we have been conducting numerous beach cleaning actions in support of World Oceans Day (June 8th of each year). Aware that plastic is a major cause of marine pollution; we are committed to reducing single-use waste and plastic in our rooms and other facilities.





Beach

Join Our Eco-Friendly Efforts: Cleaning the Beach & the Sea Together!

Thu, 20/07/2023, 10:30

Dear Valued Guests,

Greetings from TUI Blue Scheherazade!

As part of our commitment to environmental sustainability, we are launching an action-packed initiative to clean the sea from waste, and we invite you to be part of this meaningful endeavor.

Beach/Sea Cleanup Day: Thursday at 10:30h, we will be organizing a beach/sea cleanup day where guests and staff will come together to clear the shoreline of any debris or waste that may have



CONSERVING TERRESTRIAL ECOSYSTEM

TUI BLUE Scheherazade strives to reduce their paper consumption by avoiding printing and utilizing digital versions and supports, such as providing menus online on the BLUE APP.



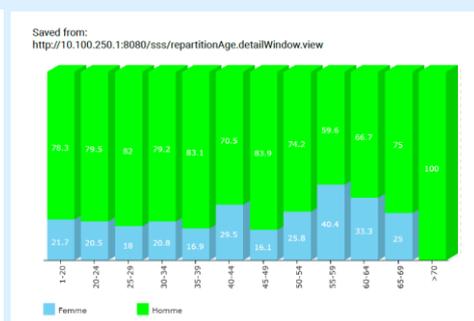
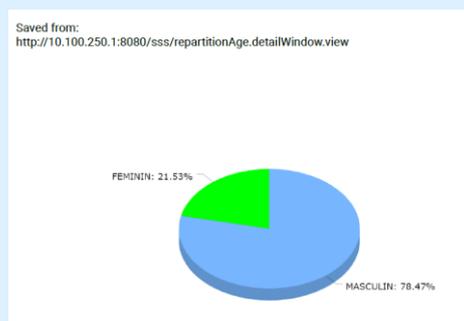
We strive also to maintain long-term relationships with trusted local suppliers, following the principles of sustainable cuisine that prioritize local, organic, and seasonal vegetables.

Wildlife protection Posters in the garden - *Fixing more nests of birds to protect and enhance the existing bird fauna.*



GENDER EQUALITY

Within our hotel group chain, as well as within individual hotels, we work to promote gender equality, fairness in the workplace, and eradicate sexual harassment. Our establishments indicate that women hold 22% of positions. Maternity, paternity, and circumcision leave are at the core of our concerns, and all Magic Hotels in the chain follow anti-discrimination principles.



REDUCTION OF INEQUALITIES

As a leading company in luxury tourism, we are aware that our services target affluent segments of the people and that, in this regard, we do not mean to contribute to inequalities. However, our services in gastronomy, services, discovery, and culture have an impact on many groups of people, both within and outside our organization. To this end, ethical, local, and responsible purchasing as well as fair and local employment are essential. Our hotels practice non-discrimination based on gender, race, skin color, sexual orientation, and social origin."

"DIVERSITY, EQUITY, AND INCLUSION" TUI STRATEGY.

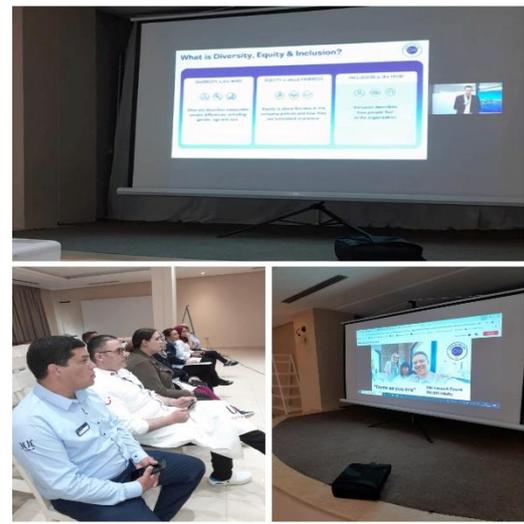
DEI Strategy Framework

What? Three strategic pillars

'Come as you are'
People. Experiences. Destinations

Why?
Diversity and Inclusion makes us stronger and opens a world full of possibilities, helping us to deliver excellence in leisure experiences for everyone, everywhere.

People & Culture	Inclusive Leadership	Community
From a workplace. To a place to belong.	From held back. To breaking through.	From keeping up. To setting the bar.
To attract, recruit, develop and retain a diverse workforce, we're assessing our recruitment process, promotion criteria, training programs and workplace accessibility, to make sure everyone able to succeed to their potential.	To build trust and create open working cultures where everyone can excel, inclusive and representative leadership will be key. So we've put this at the heart of how we support and develop our people through their careers at TUI.	To be part of a changing world, we have to think beyond TUI, and how we blaze a trail in industry. We'll continue to support underrepresented groups through the TUI Care Foundation and set targets for meaningful impact.



OUR ACTION PLAN



PILLAR 1 :

ENVIRONMENTAL PROTECTION: ENERGY / BIODIVERSITY / WATER / RESPONSIBLE PURCHASING

Reduce our impact on climate and the environment, play a leading role in biodiversity preservation.

- 50% of the hotels belonging to the Magic Hotels chain have conducted a carbon footprint assessment of their activities.
- Our hotel planned its environmental Action for the year 2025.
- We measure our energy consumption.
- In 2025, we will install a photovoltaic system.
- By 2027, all our departments will have eliminated single-use plastics.



PILLAR 2:

SUSTAINABLE CUISINE HEALTHY AND SUSTAINABLE FOOD WASTE

We always strive to promote local, innovative, and ethical culinary art.

- 100% of our kitchens/ restaurants will source only locally grown organic vegetables.
- Our hotel will ensure that the majority of their suppliers are environmentally friendly.
- **Promote Sustainable cuisine by offering vegetarian meals.**

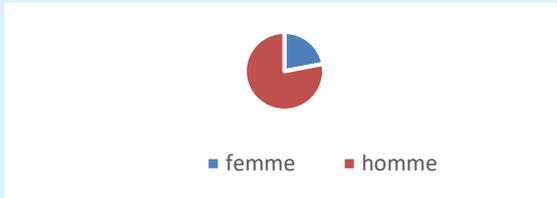


PILLAR 3 :

SOCIAL AND SOCIETAL IMPACT

ATTRACTING EMPLOYEES / GEOTOURISM / ACTION WITHIN THE LOCAL COMMUNITY

In our local communities, 22% of our positions are currently held by women.



- We have implemented an equality and diversity policy.
- Integration of people with disabilities into professional life.
- We will support local associations on a social level.



OUR SUSTAINABLE DEVELOPMENT RESULTS

ENVIRONMENTAL PROTECTION

Reducing our impact on climate and the environment, playing a leading role in biodiversity preservation.

PROMOTING ENVIRONMENTAL ACTIVITIES

« GUEST GARDEN TOUR »



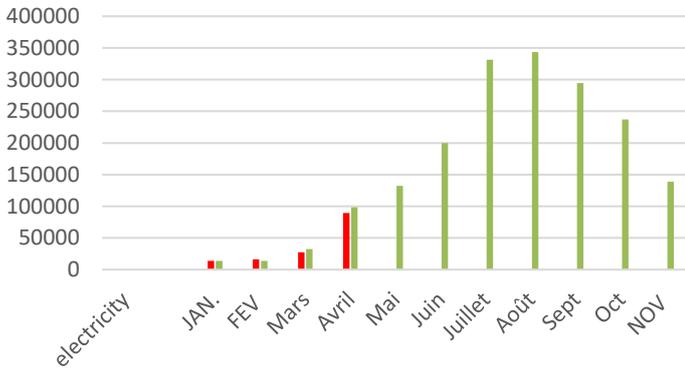
HERB GARDEN

We have our own garden in which we grow our own vegetables, aromatic herbs, and flowers.

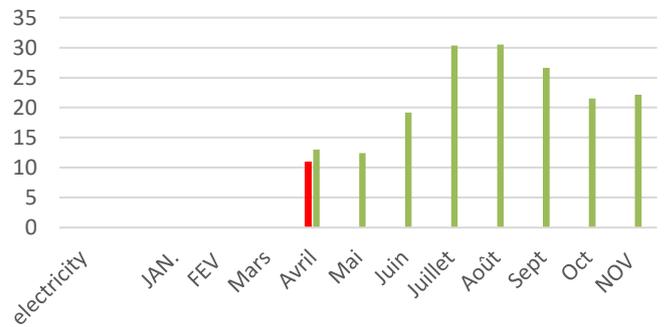


ENERGY

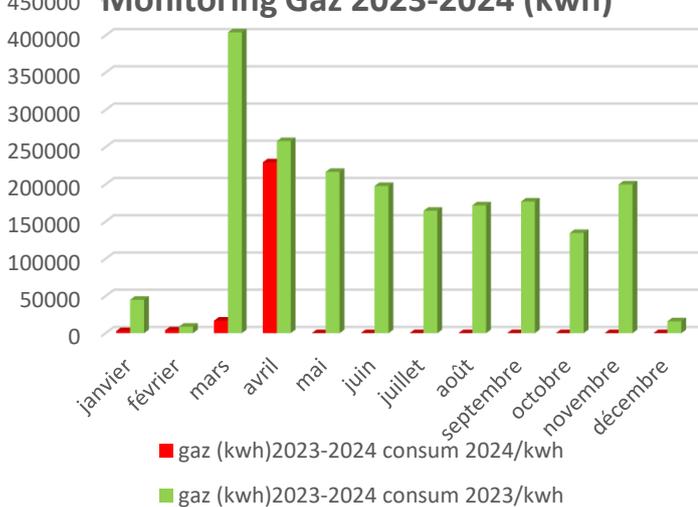
Electricity (Kwh) 2023-2024



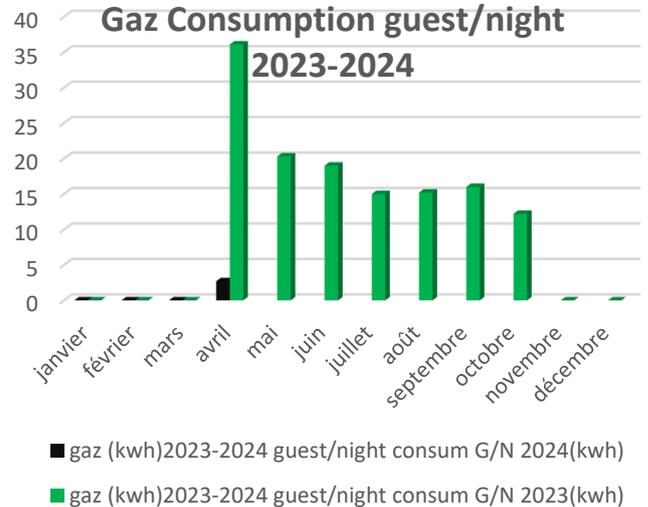
Electricity guest per night (kwh) 2023-2024



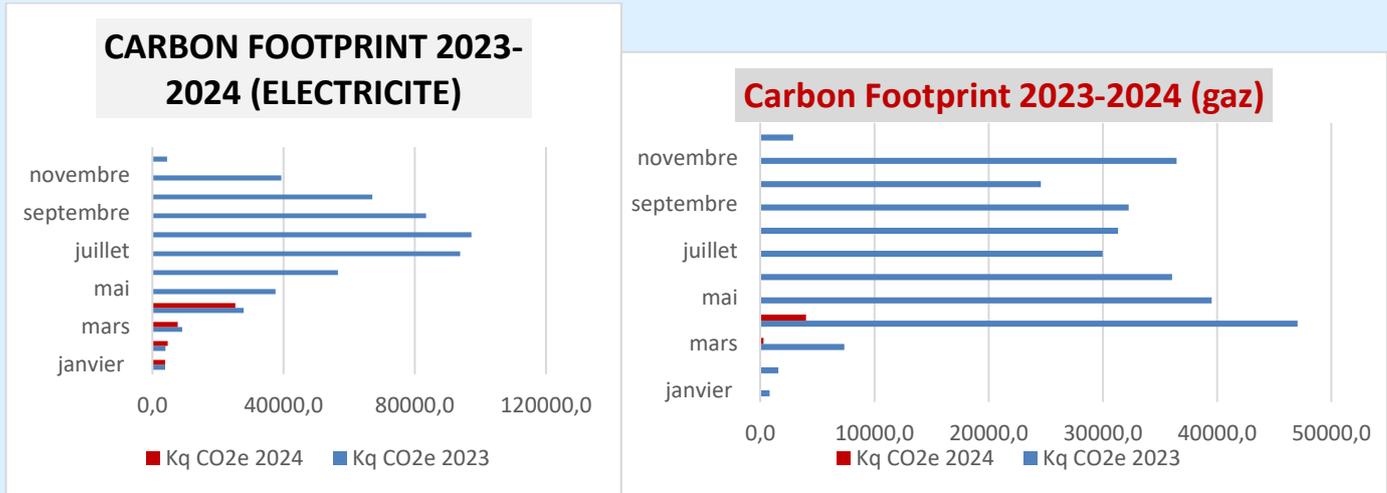
Monitoring Gaz 2023-2024 (kwh)



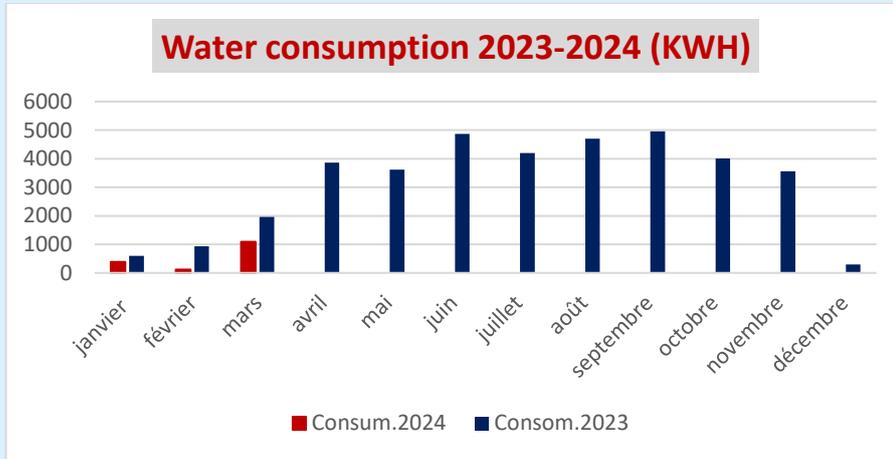
Gaz Consumption guest/night 2023-2024



Carbon Footprint :



Water



PILLAR 2 : SUSTAINABLE CUISINE

Promoting local, innovative and ethical culinary art by planning:

- "Cooking classes with guests"





Près de la piscine de détente de la cour

Cours de cuisine

sam. 18/05/2024 16:00 - 16:45

Ouverture prochaine des réservations

Vous aimez cuisiner et vous voulez essayer quelque chose de nouveau ? Laissez-vous inspirer par les compétences culinaires de nos chefs ! Que vous souhaitiez apprendre les bases ou trouver de nouvelles idées, tout le monde peut participer à notre cours de cuisine. Attendez-vous à rencontrer d'autres passionnés de cuisine et à découvrir des conseils et des astuces utiles pour votre prochain dîner !

PARTICIPER À L'ACTIVITÉ



ACTIVITIES RELATED TO OUR LOCAL COMMUNITY (Culture)



The Restaurant

Dégustation d'huile d'olive

mer. 15/05/2024 16:00 - 16:45

Quelques places disponibles

Venez déguster "l'or liquide" - qu'il s'agisse d'huile d'olive, d'huile de lin ou d'huile de sésame, découvrez les différences et les avantages pour la santé des différents types d'huile. Comme pour une dégustation de vin, le palais et la langue sont utilisés pour tester la texture et le goût de l'huile.

Point de rencontre : près du restaurant principal

PARTICIPER À L'ACTIVITÉ



➤ SHISHA TASTING / TEA MAKING CLASS



➤ TUNISIAN/ LOCAL FOOD IN OUR RESTAURANT BUFFET



➤ Our guests can join the Tunisian Language Class, which takes place every week.

Thea's Coffee Shop / Bar
Cours de langue tunisienne - pour débutants
 dim. 19/05/2024 15:00 - 15:45
 Disponible ●

Vous voulez rafraîchir votre corps pendant que vous faites travailler votre cerveau ?

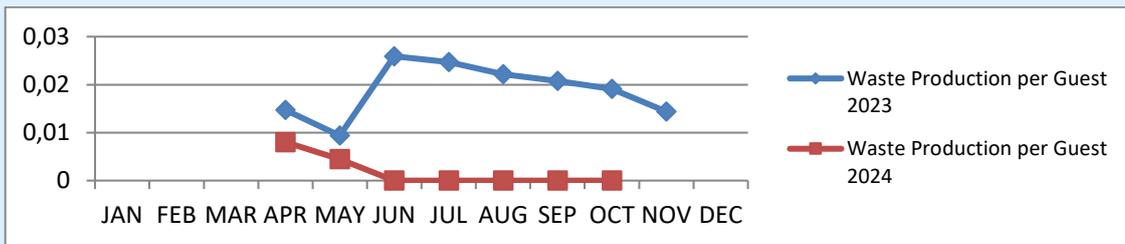
Découvrez la langue locale et apprenez les mots les plus importants de la vie quotidienne grâce à notre cours de langue locale.

PARTICIPER À L'ACTIVITÉ

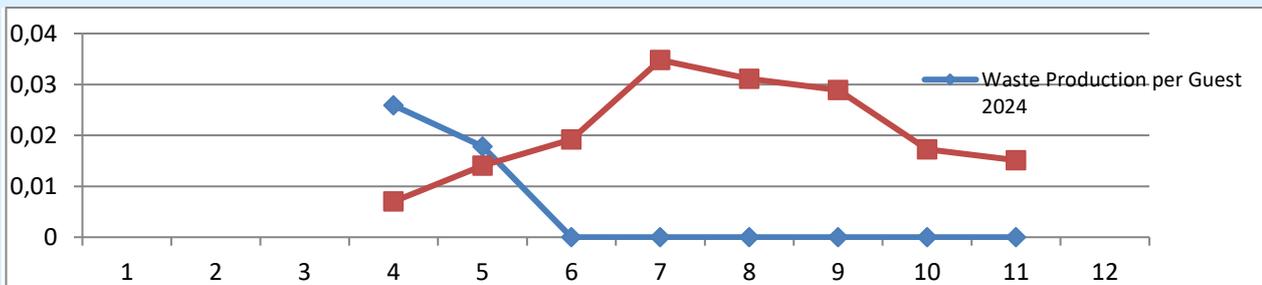


PILLAR 3 : RESULTS OF WASTE RECYCLING

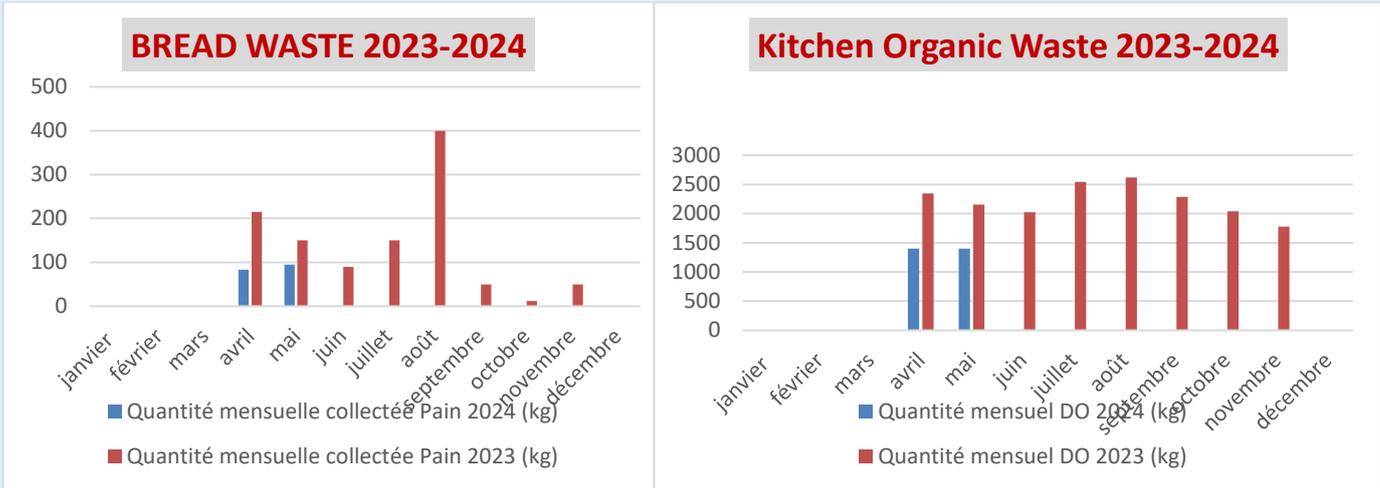
➤ **Plastic :**



➤ **Cardboard :**



➤ **Food Waste**



PILLAR 4 : IMPACT ON SOCIAL AND SOCIETAL ASPECTS

Actions within the local community

Actions SS 2024	Amount in TND
Social Aid for Eid Celebration	12012
Social Aid for Ramadan	7200
Social Aid for Back to School	12810
Best Employee	1950

MAKERS OF HAPPY (BEST EMPLOYEE).

Employee of the month is given to the best, the kindest and the most presentable employee. An amount of 52€ is awarded to the best employee of the month, who then plants their own tree in our garden.



Social aid for Eid Celebration

Every year, on the occasion of Eid al-Adha, 13 sheep are given to the hotel staff through a lottery.



Guests' Activities :

- Mosque Visit



Annexes:

1/ Summary Table - Environmental Results.

2/ Timetables for Trains and Buses in the Sahel Region.

3/ Plant Species at TUI BLUE Scheherazade.