

Amwaj Beach Club Polices 2026





- **Environmental Policy**

- At Amwaj Beach Club Hotel, we believe in the importance of preserving the environment as part of our commitment to our community and the nature around us. We recognize that the tourism industry can have diverse environmental impacts, and we strive to enhance positive impacts and minimize any negative effects by implementing sustainable practices across all our activities

Environmental Policy

1- Water Management

- Develop effective plans to reduce the consumption of freshwater.
- Reuse treated water for garden irrigation and maintaining green spaces.

2- Energy Conservation

- Adopt energy-efficient systems in all hotel facilities, including guest rooms powered by a smart card system.
- Commit to reducing energy consumption annually through sustainable plans.

3- Waste Management

- Implement waste separation, classification, and recycling systems in partnership with specialized companies.

4- Marine and Surrounding Environment

- Protect beaches through regular cleaning programs and ensure no waste is disposed of in the sea.
- Maintain gardens and outdoor spaces to keep them clean and sustainable.
- Collect used oils and direct them for appropriate recycling

5- Guest Awareness

- Provide guests with information about our environmental practices and encourage them to participate in environmental preservation.
- Offer a guide for guests on local customs to foster mutual cultural respect.

6- Employee Development

- Provide regular training for employees on environmental practices and foreign languages to support their professional growth.
- Include the environmental policy as a fundamental part of new employee training.

7- Sustainable Procurement Practices

- Select suppliers, products, and services based on environmentally friendly criteria.

8- Compliance with Environmental Laws

- Ensure full compliance with all relevant environmental laws and regulations.

Environmental Policy

9- Biodiversity Conservation

- Protect local ecosystems by preventing any activities that may negatively impact wildlife or natural vegetation.
- Support local initiatives for biodiversity conservation through partnerships with environmental organizations and awareness campaigns.

10- Sharing Environmental Efforts

- Display details of our environmental policy and objectives on dedicated boards within the hotel to ensure awareness among guests and staff.

Our Ongoing Commitment

Through this commitment, we aim to create a unique and sustainable experience for our guests while preserving the environment for future generations.



Quality Policy

Amwaj Beach Club Hotel Management is committed to excellence in the hospitality industry by providing high quality services and facilities in a safe and healthy environment that meets the needs and expectations of our guests and the surrounding community. We seek to achieve the satisfaction of our customers and employees by implementing a comprehensive quality management system based on the following principles:

1-Competency Development

Provide continuous training programs to improve the skills and performance of employees.

2-Continuous Improvement

Regularly update and develop the quality management system to ensure excellence and innovation.

Establish and review quality targets at all levels to ensure guest satisfaction and enhance the experience offered.

*Be
Our
Guest*

Quality Policy

3-Performance Monitoring

Conduct continuous monitoring of performance indicators to identify opportunities for improvement and maintain the effectiveness of the quality management system.

4-Quality Awareness

Disseminate the concept of quality policy regularly within the hotel to enhance the awareness of all employees about it.

5-Review Commitment

Review the policy periodically to ensure it meets guests' needs and aspirations.

6-Compliance with Laws

Full compliance with all legislation and laws related to the nature of our work.

7-Executive Responsibility

Senior management is responsible for ensuring the implementation of the quality system, with the effective support of all concerned employees to achieve common goals.

*Be
Our
Guest*

Purchasing Policy

- **COMMUNICATION**

This policy must be communicated to the Purchasing Department and all Department Heads.

- **INSTRUCTIONS**

- **Energy Efficiency and Environmental Impact**

- The hotel must prioritize purchasing the most current low-energy technologies when replacing or purchasing electrical equipment, ensuring minimal environmental impact.
 - Always purchase energy-efficient machinery, prioritizing equipment with an **A+++** energy rating and never purchasing equipment rated lower than **C**.
 - Avoid purchasing any new cooling, freezing, or air-conditioning machines that use harmful refrigerant gases such as **R11**, **R12**, **R502**, and **R22**. Instead, opt for units using eco-friendly refrigerants (e.g., R-410A or R-32).
 - Ensure that any new equipment or appliances purchased contribute to overall energy reduction goals, supporting the hotel's sustainability initiatives.

- **Efficiency Comparison**

- When comparing appliances, evaluate their energy efficiency by comparing the **input power** (measured in watts, W) to the **output cooling capacity** (measured in BTU). The higher the efficiency ratio, the better the appliance. This comparison should be done using information available on the technical specification panel, which is permanently affixed to each appliance.

Local Sourcing and Sustainable Products

- Purchasers must prioritize locally sourced products and services. The aim is to reduce the carbon footprint associated with transportation while supporting local businesses, particularly when there is no valid reason for sourcing goods internationally. +
- Consider the sustainability credentials of suppliers and their environmental practices. • Favor suppliers that adhere to eco-friendly practices, such as using sustainable materials or offering products certified by recognized environmental standards (e.g., FSC, Energy Star, Fair Trade).
- When sourcing products, give preference to those that are environmentally friendly, such as biodegradable cleaning products, or those certified by environmental labels (e.g., Eco-label, Cradle to Cradle).

Packaging and Waste Reduction

- Suppliers should be encouraged to deliver goods using **minimal packaging** and ensure that the packaging is free from plastic. Preferably, the packaging should be recyclable or made from recycled materials.
- Aim for zero-waste purchasing by reducing single-use plastics and choosing products with minimal or sustainable packaging solutions.

Quality, Price, and Local Availability

- The quality-price relationship and local availability (of products and services) are the main purchasing guidelines. However, prioritize purchasing sustainable and eco-friendly products even if they come at a slightly higher cost. This is a long-term investment in environmental responsibility. •

Sustainability Criteria

- When evaluating suppliers, ensure they follow sustainability practices in their operations. This includes energy management, waste reduction, responsible sourcing, and compliance with international environmental regulations.

Set clear sustainability goals for suppliers, encouraging them to adopt practices that align with the hotel's environmental and social responsibility objectives, such as reducing emissions, minimizing water usage, and avoiding harmful chemicals.

Fire Safety Policy

At Amwaj Beach Club Hotel, the safety and well-being of our guests, staff, and visitors are our top priorities. A critical part of this commitment is the effective management of fire safety measures to create a secure and hazard-free environment.

Everyone within the hotel—including staff, contractors, and visitors—shares the responsibility to comply with fire safety laws and the provisions set forth in this policy. Together, we strive to maintain a culture of vigilance and preparedness to minimize fire risks.

Recognizing Fire Risks:

Fire is one of the most significant threats to life, property, and business continuity. Even a small fire can pose severe risks, disrupt operations, and harm the environment. Our proactive approach aims to reduce these risks, protect lives, and safeguard the hotel's assets.

Key Elements of Our Fire Safety Policy:

Emergency Response Plan:

A clear and effective plan to ensure the safe evacuation and protection of everyone in the event of a fire.



Fire Safety Policy

Fire Equipment Maintenance:

Regular inspection and maintenance of fire safety systems, including alarms, extinguishers, and emergency lighting, to always ensure full functionality.

Training and Awareness:

Comprehensive fire safety training programs for all team members, equipping them with the knowledge and skills needed to prevent fires and respond effectively during emergencies.

Individual Roles and Responsibilities:

Clearly defined responsibilities for all staff, ensuring accountability and active participation in fire safety procedures, as outlined in the Fire Safety Manual.

Fire Safety Plan:

A structured plan that integrates fire prevention strategies, safety protocols, and emergency responses specific to the layout and operations of Amwaj Beach Club Hotel.

Our Commitment:

At Amwaj Beach Club Hotel, we are dedicated to maintaining a fire-safe environment. This policy reflects our commitment to safeguarding lives, protecting the environment, and preserving the continuity of our services.



Statement of Human Rights

At Amwaj Beach Club Abu Soma, we believe in the importance of respecting human rights as an essential part of our commitment to sustainability. We are committed to applying the following principles:

1. **Respect for workers' rights**

Provide a safe and supportive work environment that ensures the dignity and respect of all employees. Ban all forms of forced labor and child labor in accordance with international laws and standards. Ensure fair and equitable treatment while promoting diversity and equal opportunities in employment.

2. **Commitment to the local community**

Support the local economy by employing local individuals and favoring local suppliers. Promote activities that contribute to the well-being and development of the local community. Respect the cultures and traditions of the communities surrounding the hotel.



Statement of Human Rights

3. Protection of guest rights

Provide a safe and comfortable stay that respects the privacy and needs of guests.

Prevent any discriminatory or unethical behaviors towards inmates.

4. Commitment to environmental sustainability

Reduce the environmental impact of hotel operations by using sustainable natural resources and responsible waste management.

Educate inmates and staff about the importance of protecting the environment.

5. Responsible Partnerships

Dealing with suppliers and partners who adhere to our values of respect for human rights and sustainability.

Ensure that suppliers adopt responsible and ethical practices.

6. Training and Awareness

Provide periodic training programs for employees on human rights and sustainability standards.

Raise inmates' awareness about their role in promoting sustainability and respect for human rights..



Local relation & Labor Policy.

We are deeply committed to supporting and collaborating with the local Egyptian community. We believe that empowering our local communities and fostering economic growth are essential steps toward enhancing the quality of life and contributing to the country's sustainable development.

In alignment with this commitment, our management and team pledge to take the following actions:

1. Prioritizing Local Employment:

- We prioritize hiring Egyptian citizens across all roles in the hotel.
- We ensure a non-discriminatory hiring process, treating all applicants equally regardless of religion, gender, or ethnicity.

2. Investing in Local Talent:

- We provide extensive internal training programs to help employees expand their knowledge, enhance their skills, and grow into higher positions.
- We offer free training opportunities to Egyptian citizens, even those who are not employed with us, to help build local capacity.



3. Promoting Local Culture:

- We actively incorporate and celebrate Egyptian cultural heritage in our activities to raise awareness and appreciation among guests and staff.

4. Supporting Local Businesses:

- We give preference to purchasing locally produced goods and services.
- We outsource specific services to local community members to create economic opportunities.

5. Community Engagement:

- We participate in and sponsor local social initiatives and projects that benefit the community.
- We organize community events and extend invitations to local citizens at no cost.

6. Encouraging Local Tourism:

- We encourage guests to explore and book excursions to nearby destinations to support local tourism and businesses.

7. Providing Accessible Opportunities:

- We offer special room rates and rental facility rates tailored for Egyptian citizens.
- We actively create additional job opportunities for members of the local community.

Through these initiatives, Amwaj Beach Club reaffirms its commitment to being an active partner in strengthening the local community and contributing to its long-term success.

A photograph of a light-colored dog, possibly a Weimaraner, standing on a sandy beach. The dog is facing left, looking down at the sand. It has a red collar with a tag. In the background, there is a person walking on the beach, a small boat in the water, and a large hill or island in the distance under a sunset sky with a low sun.

Animal Welfare Policy.

- **1. Introduction**

At Amwaj Beach Club Abu Soma Hotel, we are committed to ensuring high standards of animal welfare in all aspects of our operations. We recognize the importance of treating animals with respect, protecting their well-being, and supporting responsible tourism practices in alignment with international sustainability standards such as Travelife.

- **2. Scope**

This policy applies to all hotel operations, including guest experiences, supplier partnerships, and environmental initiatives. It covers interactions with local wildlife, the use of animals in tourism, and responsible sourcing of animal-based products.

3. Key Principles

- **No Exploitation of Animals:** We do not support or promote activities that exploit animals for entertainment, such as captive animal performances, unethical wildlife encounters, or animal rides where welfare concerns exist.
- **Wildlife Protection:** We respect natural habitats and discourage any activities that may disturb or harm wildlife, including feeding, hunting, or capturing animals.
- **Responsible Sourcing:** We ensure that all animal-based food products served at our hotel are sourced from suppliers that adhere to humane and sustainable farming practices.
- **No Animal Testing:** We do not use or purchase products tested on animals, including toiletries, cleaning products, and other consumables.
- **Marine and Aquatic Life Conservation:** As a coastal resort, we are committed to protecting marine ecosystems. We discourage guests from engaging in harmful activities such as touching or feeding marine life, collecting coral, or engaging in irresponsible fishing practices. Our hotel also supports sustainable seafood sourcing and participates in marine conservation initiatives.
- **Training and Awareness:** Our staff is trained to recognize and uphold ethical animal welfare standards. We educate our guests on responsible behavior regarding local wildlife and domestic animals.
- **Partnerships with Ethical Organizations:** We collaborate with animal welfare organizations to support conservation efforts and responsible tourism initiatives.

4. Implementation and Compliance

- **Monitoring & Reporting:** Regular assessments will be conducted to ensure compliance with this policy. Any concerns regarding animal welfare should be reported immediately to hotel management.
- **Guest Engagement:** We encourage guests to support responsible tourism by choosing ethical experiences and avoiding activities that involve animal cruelty.
- **Continuous Improvement:** We will review and update this policy periodically to align with global best practices and emerging animal welfare standards.

5. Conclusion

At Amwaj Beach Club Abu Soma Hotel, we believe in fostering a tourism environment that respects and protects all living beings. Through responsible operations and continuous education, we strive to contribute positively to animal welfare while enhancing our guests' experience in a sustainable and ethical manner.



Anti -discrimination Policy.

- The Anti-Discrimination Policy emphasizes creating a safe and inclusive workplace by preventing discrimination based on protected characteristics. It details the behaviors considered discriminatory and the actions taken against such behaviors, ensuring fairness and equality for all employees.
- Our anti-discrimination policy explains how we prevent discrimination and protect our employees, customers and stakeholders from offensive and harmful behaviors. This policy supports our overall commitment to create a safe and happy workplace for everyone.
- Our company complies with all anti-discrimination laws,
 - - including of the Civil Rights Act
 - - the law Disabilities Act
 - - Age Discrimination in Employment Act

Our company explicitly prohibits offensive behavior (e.g. derogatory comments towards colleagues of a specific gender or ethnicity.)

Scope:

This policy applies to all employees, contractors, visitors, customers and stakeholders. Policy elements

Discrimination is any negative action or attitude directed toward someone because of protected characteristics, like race and gender. Other protected characteristics are:

- Age /Religion
- Ethnicity / nationality Disability / medical history Marriage / civil partnership
- Pregnancy / maternity/ paternity Gender identity / sexual orientation Discrimination and harassment

Our anti-discrimination and anti-harassment policies go hand-in-hand. We will not tolerate any kind of discrimination that creates a hostile and unpleasant environment for employees, interns or volunteers.

To ensure that our conduct and processes are fair and lawful whenever

Biodiversity Statement policy.



Integrating biodiversity considerations in planning and operational decisions for hotel and resort is important not only for the continued viability and conservation of the ecosystems, but also for the long-term financial success.

Amwaj Beach Club Resort depends strongly on healthy ecosystems, because those ecosystems and the wildlife, habitats, landscapes and natural attractions that comprise them – are often the very thing that draws tourists to the destination in the first place.

THE PRINCIPLES

1. We will incorporate ESG issues into investment analysis and decision-making processes.



2. We will be active owners and incorporate ESG issues into our ownership policies and practices.
3. Adopt an ecosystem-based approach in tourism development planning.
4. Manage impacts on biodiversity from hotel development and attempt to achieve an overall positive contribution.
5. Design with nature and adopt nature-based solutions.
6. Respect, involve and support local communities.
7. Build collaboration among stakeholders.

While specific practices will vary depending on the resource concerned or the specific area of the hotel, there are some key approaches that apply to all actions designed to minimize biodiversity impacts.

the sustainable use of biological resources in hotels and resort



Children Safeguarding Policy.

At Amwaj Beach Club Resort, we are fully committed to upholding the rights, safety, and well-being of children, in accordance with international child protection standards.

We recognize that tourism businesses have a vital role in preventing the exploitation and abuse of children, and we maintain a zero-tolerance approach to any form of child abuse or neglect within or associated with our operations.



- We integrate child safeguarding principles as declared by UNICEF, particularly the following:
- **Right to Education**
 - Every child has the right to education that develops their personality, talents, and abilities to their fullest potential.
- **Right to Health and Safety**
 - Every child must have access to healthcare, nutritious food, clean water, and a safe and secure environment.
- **Right to Protection and Childhood**
 - Children must be protected from exploitation, neglect, and any responsibilities or risks that are inappropriate for their age. They should enjoy care, play, and rest as essential parts of their development.
- **Right to Non-Discrimination**
 - All children must be treated equally, regardless of gender, ethnicity, religion, health status (including HIV), disability, or family background.
- **Right to Be Heard**
 - Children have the right to be listened to and to express their views on matters that affect them, in line with their age and maturity.



Protection from All Forms of Abuse

All forms of child abuse, including physical, emotional, psychological, and sexual exploitation—are strictly prohibited within the premises or activities of the hotel.

Implementation and Staff Responsibility

To ensure that these commitments are effectively implemented:

- All staff are trained to recognize signs of child abuse, exploitation, or suspicious circumstances.
- Staff are required to report any concerns or incidents immediately to hotel management.
- Hotel management is responsible for escalating cases to the relevant local authorities and to the National Council for Childhood and Motherhood (NCCM), Egypt (0225240266).

Thank you.

Amwaj Beach Club Management