

Baha Mar's Sustainability Commitment

Our Commitment to a Better Bahamas

At Baha Mar, we are committed to benefiting the Bahamian community, its culture and environment through our sustainable practices, while providing a world-class luxury destination experience. We take seriously our role as a leader in the hospitality community and express our passion for building a brighter future in all that we do.

Our operations are built on the three pillars of Community, Culture and Conservation.

Our Values

Our sustainability values are at the heart of our commitment to providing a world-class resort experience that respects our community, culture and environment.

Baha Mar believes in:

- Responsible Business
- Sustainable Growth
- Integrity
- Resource efficiency
- Community
- Focus on our Associates
- Culture

These beliefs are reflected in each of our unique brands and luxurious amenities.

Our Sustainability Management Plan

To ensure our success as we incorporate our sustainability pillars into the way we do business, we have identified clear goals and objectives to guide the continuous improvement of our sustainable management system. These goals are enshrined in our Sustainability Management Plan and were selected based on global, local and business priorities. The plan highlights how we at Baha Mar can become more responsible corporate citizens in the fields of business, society and culture, and the environment.

We hope that you can join us in our efforts to ensure that the tourism industry in the Bahamas remains successful and sustainable!

IT'S AT THE HEART OF WHAT WE DO - OUR VALUES IN ACTION

A. RESPONSIBLE BUSINESS:

We conduct business in a manner that is transparent, environmentally responsive and ethical.

Protecting Human Rights

Baha Mar understands the importance of protecting the dignity and fundamental rights of all people without distinction. Our Human Rights Policy articulates our stance on the protection of human rights and affirms our commitment to eradicating human rights abuses. Through our policies and procedures, we are driven to combat exploitative practices including human trafficking and sexual exploitation.

Protection of Children

We condemn all forms of child exploitation and abuse and support laws that prevent and punish crimes against children. Through the implementation of training and awareness programs and policies that support the fight, we communicate our dedication to protecting children and keeping them out of the hands of abusers.

Vendor Code of Conduct

Good business partners are an important ingredient to the success of any business. For Baha Mar, a good business partner is one that acts ethically, responsibly and in line with best practices. Our Vendor Code of Conduct clearly communicates our standards and requires our consultants, vendors, suppliers, service providers and business partners and their employees to show their commitment to abiding by these standards and to acting ethically.

B. SUSTAINABLE GROWTH:

We grow our operations in a sustainable manner that considers the unique Bahamian environment so that our local communities can benefit for years to come.

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”¹ As we expand to provide more exciting experiences for our guests, it important for us to do what we can to safeguard the planet. Baha Mar is devoted to:

- Combatting climate change;

¹ World Commission on Environment and Development (1987). Our Common Future. Oxford: Oxford University Press.

- Protecting biodiversity;
- Preventing pollution; and
- Responsible solid waste management.

Sustainable Education Program

Education is a powerful force for change. Our Sustainability Education Program defines sustainable activities and goals for guests, associates and the wider community and encourages the adoption of sustainable practices that positively transform behavior.

C. COMMUNITY:

We invest in the growth of the community to provide positive benefits from our engagement.

Baha Mar is proud to be a part of our local community and embrace opportunities for local partnerships. Through the Baha Mar Resort Foundation and local partnerships, we:

- Contribute to local development; and
- Show our respect for local cultures and people.

The Baha Mar Resort Foundation's Commitment

Guided by our deep commitment to The Bahamas, Baha Mar has created the Baha Mar Resort Foundation. The Foundation is designed to encourage the development of our community, the appreciation of our culture and to ensure the protection and conservation of our stunning environment.

D. INTEGRITY:

We embed integrity into our decisions, so they benefit our people, our community and the environment.

Sustainability Management Plan

Our Sustainability Management Plan guides decision making, and the management and daily operations of Baha Mar so that they remain in line with our sustainability values.

Sustainability Policy

Baha Mar's sustainability policy provides management with a framework for the implementation of our Sustainability Management Plan. It contains the guiding principles that we use to create tangible change through our sustainability practices.

E. RESOURCE EFFICIENCY:

We reduce the negative impact of our operations.

Protection of our natural resources ensures that they will be there for the enjoyment of future generations. We help preserve our natural resources by:

- Water Conservation;
- Energy Conservation;
- Conservation of natural areas.

Wildlife Management Plan

The Baha Mar Sanctuary offers guests a window into the wild. Our Wildlife Management Plan for the management of Baha Mar's animal collection, ensures that the sanctuary is operated in a manner which achieves high standards in animal welfare.

F. FOCUS ON OUR ASSOCIATES:

We provide our Associates with opportunities to succeed, grow and give back to their communities.

The tourism industry is the largest industry in the Bahamas and provides many with the opportunity to work and provide for their needs and the needs of their families. Stronger individuals and families mean stronger communities. Baha Mar seeks to educate and empower its Associates by adhering to legal and ethical labor practices and by educating them on safe working practices.

Work Safety

Our codes of conduct regarding safety in the workplace attempt to ensure that our Associates stay safe while making valuable contributions to what makes Baha Mar great.

G. CULTURE:

We maintain the cultural beliefs and practices of The Bahamas and ensure it persists into the future.

Through our programs and work culture Baha Mar shows respect for local cultures and people. We have partnered with local organizations to rescue and protect the historical and cultural heritage of the Bahamas and we encourage our guests to do so as well.

Guest Code of Conduct

Our guests also have a role to play in helping us achieve our sustainability mission. Our Code of Conduct for Responsible Guests provides guests with useful guidance on acceptable conduct when visiting sites of historical importance or cultural heritage and when interacting in cultural activities at the resort or in the community.