

Human rights

Our company's internal code is based on Georgian law and international standards. Starting on hiring process and during employment, our staff members are guaranteed that rights will be protected regardless of their ethnic, religious, cultural or political beliefs.

Although we have never faced an incident related to the human rights abuse, any related actions are strictly regulated by Heads of Departments in our corporate structure. Every questionable case is discussed and resolved in accordance with the Georgian law, which shows our transparency and innovative work environment. The CEO's role in this process is vital and he acts as a guarantor of enforcing such compliance.

We found a simple and completely confidential way of receiving feedback from our staff members.

In the place with the most employee traffic we have installed a wish box that collects best employee of the month voting ballots, wishes to the company, ideas for improvement, complaints or messages with certain confidential information. It is virtually impossible to find out who is the source of provided information unless an employee chooses to write down their name on the note. This box is opened on weekly bases by HR department and the information processed accordingly.

The Hospitality field is still new to our government and the costumer-employee relations are not yet relegated the way they should be. In the next 2 years, we are planning to collaborate with Georgian government, provide them with maximum information regarding the above-mentioned issues to help in perfecting the laws and regulations in this direction.

Labor

Adjara Group Hospitality works in accordance with Intercontinental Hotels Group labor standards and Georgian Labor requirements. Employees are provided with medical insurance packages that are improved every year and laundry service for uniforms. The company understands that inflation in the country affects everyone and this is reflected in the minimum wage growth as well. We make sure that every employee fully understands mutual responsibilities between the company and them. One of the hiring procedures includes presenting an internal code of the company with criteria that must be followed accordingly. All decisions related to staff are synchronized with the Georgian Law which complies with the European hotel standards. This year's goal is to empower women and help our employees better understand what needs to be done to strengthen women rights. It is very important to have good marketing in this direction and most of all, doing it in a very correct way. Currently

our company consists of

Board of directors: 6 men (60%) and 4 women (40%),

Executive team: 14 men (74%) and 5 women (26%),

Total number of management positions: 43 (100%)

Men in management positions: 25 (58%) Women in management positions: 18 (42%),

Total number of staff: 1300 (100%)

Number of female employees: 715 (55%) Number of male employees: 585 (45%).

We are determined to increase hiring of qualified women candidates in every circle of our company's corporate structure and support new women leaders. The goal for the next year is to arrange business development trainings for women that will help them learn more and move forward with their carrier.

Environment

Since there are no regulations or policies determined by the Georgian law, it is largely challenging for us to implement water, electricity and waste recycling procedures in your company. Regardless, we are collaborating with the LTD "Tissue Paper" that produces napkins from recycled paper. We have installed green boxes in all office buildings operated by the company and informed all employees to support this action. We have decreased electricity usage at Holiday Inn Tbilisi hotel by installing the energy efficient light bulbs in 80% of the building space. We are a part of "Green Engage" program that helps hotels with saving environment and ensures green idea implementations on the property. As a part of "Green Engage" we perform trainings on being more efficient and exchange ideas with staff in this direction. We always participate in the earth hour to support our mutual cause. We have committed to using electric powered boilers in our two upcoming hotel projects to decrease CO_2 pollution. This action will lead to a significant increase in the utility bill but we are willing to make this sacrifice.

Corruption

Based on the sphere of our employment, this subject is not relevant to our company. Although every year we perform a mandatory financial and tax related audit in accordance with the law (last one performed by KPMG.) To ensure the transparency and equal opportunity an open competition is announced and the company with the best proposal performs an audit after qualifying for it. The audit results are transparent and are free for public review that ensures absence of any kind of corruption in the company. We also arrange open meetings with government officials and media to communicate and share our company's future development plans to ensure transparency of the process and show our commitment to anti-corruption environment.

CSR

Adjara Groups Hospitality's CSR strategy is different at all properties based on the geographic location as well as the challenges the company faces. The CEO of the company is deeply involved in education the young generation by teaching fundamentals as a voluntary lecturer at Ilia State University. One of our properties, "Rooms Hotel Kazbegi," located in the mountain region of Georgia, purchases products from local farmers and promotes horse riding tours by giving space (on the hotel property) to local instructors. We rent apartments and houses for our staff instead of a small apartment complex, we have even taken out the famous Georgian Khinkali (it is similar to dumplings) from Rooms Hotel Kazbegi restaurant menu to help local café restaurants attracts tourists. Tourists and hotel guests are given an opportunity to rent cars from the locals and arrange tours using the brochures presented at the front desk that are placed there free of charge. Hotel staff members volunteer in teaching English language to local kids in their free time. We have open door days at the hotel where we they can enjoy a day at the pool followed with some snacks. This year, we are planning to begin interview process with one of the women's shelters that will result in new opportunities for independent women in the future. Every New Year, we randomly choose a shelter home or a hospital that is in need of financial and moral support. We prepare custom gift baskets for them loaded with sweets, toys and with everything that will make their new year special and memorable. Instead of sending the gift basket to our corporate partners we send them a New Year's card with the photo of happy children and women from the shelter homes. The reaction is overwhelming and we intend to continue this wonderful tradition.