



SUSTAINABILITY REPORT 2020

Table Of Contents

INTRODUCTION

About This Report	04
CEO's Statement	07
Key Achievements	09

ADNH AT A GLANCE

Our Financial Performance	13
ADNH Compass	14
Appreciation & Awards	15
Sunshine Tours & Travels	16
Al Ghazal Transport	17
Our Journey	18
Case Study	19
2021 Plans	20

ENVIRONMENTAL STEWARDSHIP

Our Sustainability Programs:	
Environmental Initiatives	23
Energy & Water Consumption	23
Waste Management	25
GHG Emissions	26
Our 2021 Goals	28

SOCIAL STEWARDSHIP

Social Initiatives	31
Equal Opportunity	31
Diversity Of Employees	31
Training & Development	32
Health & Safety	32
Promotion Of Ethical Practices	32
Our 2021 Goals	32

ETHICAL GOVERNANCE

Corporate Governance Structure	34
--------------------------------	----

STAKEHOLDER CONSULTATION & MATERIALITY ANALYSIS

ANNEXURE



About This Report

We would like to extend a warm welcome to Abu Dhabi National Hotel's inaugural year of Sustainability Reporting covering the year 2020, highlighting our commitment and performance towards environmental, social and governance parameters.

We are dedicated to providing relevant and timely information on our Environmental, Social, and Governance (ESG) performance and management techniques for our hospitality services, with an emphasis on environmental and social problems. The information presented in this report adheres to the Global Reporting Initiative (GRI) Standards - Core option: Different stakeholder engagement activities highlighted key material sustainability problems, which are described in the following sections. This Report highlights our commitment to the United Nations Sustainable Development Goals (UNSDGs). This report also aligns to the global Sustainability agenda set by the United Nations (UN) 17 Sustainable Development goals (SDGs) aims to achieve decent lives for all on a healthy planet by 2030 ; UAE sustainability vision A Green Economy for Sustainable Development ;United Nations Global Compact (UNGC); UAE Vision 2021 and UAE Strategy 2050 and Paris Climate Agreement to fight climate change and limit global temperature rises.

However, reporting involves more than just being able to share your accomplishments. It's also critical for increasing community trust in our firm. This report assists us in maintaining transparency with our stakeholders about the sustainability risks and opportunities we face. In this pandemic, sustainability reporting and working sustainably is more important than ever to build confidence among all stakeholders and communities.



Introduction





Comparable Data

Certain disclosures in the report showcase our performance for the years 2018, 2019 and 2020 spotlighting our vital developments.

Alignments

The report aligns with SCA and ADX ESG Guidelines, GRI G4 Financial Service Sectors disclosures, United Nations Sustainable Development Goals (UNSDGs), United Nations Global Compact (UNGC) Principles, the Paris Climate Agreement, UAE Vision 2021 and UAE Strategy 2050.

Assurance

We chose to follow the internal assurance process for our inaugural year of reporting providing our stakeholders with complete trust in the reported information.

Reporting scope & Parameters

This report has been prepared in accordance with ADX Guidelines and GRI Standards - Core Option.

Feedback

We value and welcome your feedback on our reporting as well as our performance to improvise our operations and reporting in the subsequent years. Please share your feedback to Nadim ElHaj, Legal Manager Head of Legal, nadim.elhaj@adnh.com

Scope of the Report

ADNH is delighted to provide its first sustainability report as part of its commitment towards sustainable development. The purpose of this report is to inform stakeholders on the group's long-term strategy, goals, efforts, and performance in relation to sustainability activities.

Our goal is to communicate our objectives, goals, and performance in a straightforward and honest manner, and we welcome conversation with all of our stakeholders, guests and team members. In addition to engaging with investors on a regular basis and responding to their questions, we benchmark our performance against local and worldwide counterparts in the hotel industry.

Entities

The entities included in the scope of this report are Abu Dhabi National Hotels, Sunshine Travels and Tours, Al Ghazal Transport, ADNH Compass and our managed hotels.

Year

This report covers our performance in the Environmental, Social and Governance chapters for the year 2020.

Operational Boundary

This report covers our operation in the UAE only.

Limitation

Being the 1st year of reporting, the graphs are representative of available data from select ADNH hotels. ADNH is committed to further develop ESG reporting in subsequent years.



CEO's Statement



KHALID ANIB

Dear Stakeholders,

I am pleased to present our first sustainability report providing details on our performance on Environmental, Social and Governance parameters for the year 2020. The commitment to these parameters has been more crucial as countries across the globe witnessed a major change in the way communities, individuals and economies functioned earlier.

ADNH's corporate responsibility values are firmly established in the company's culture, and the Group's sustainability implications are carefully examined with every action. We place a high value on running our hotels sustainably over the long term. Our employees are encouraged to be responsible in their actions, with a focus on the influence they have on their communities.

ADNH was founded on the concept that our people are our most valuable asset, and that we should encourage them to use their energy, passion, and unique talents to make our hotels really exceptional. We live by the notion that our success is due to our employees. As they grow, so does ADNH.

We are dedicated to reducing resource use, waste, pollution, and carbon emissions. We're committed to achieving our goals of inclusive growth and low-carbon transition by using technology responsibly and adhering to strict public health and safety standards across the board. Across our hotels and projects, we adhere to the UAE sustainability vision "A Green Economy for Sustainable Development" and global Sustainability agenda set by UN 17 Sustainable Development goals (SDGs) aims to achieve decent lives for all on a healthy planet by 2030.

As Abu Dhabi rapidly establishes itself as a world-class tourism destination, we at ADNH are dedicated to playing a key part in this growth. We will continue to build iconic hospitality spaces and expand our range of hospitality services and adhere to the Abu Dhabi Economic Vision 2030. We will continue to adapt and expand while staying loyal to our fundamental values and principles as we progress along our sustainability path.

I, along with the ADNH team will be looking forward to implementing our planned advancements towards the economic and sustainability agendas with the vital engagement of our stakeholders who never fail to extend their support.



Key Achievements



Social Performance

1475

full-time employees

70+

nationalities in the UAE

54%

are women



Environmental Performance

25%

Reduced total water consumption in 2020 from 2019

29%

Reduced total energy consumption in 2020 from 2019



Financial Performance

AED 40,728,000

Net profit as of period ending 31st March 2021

AED 9,620,395,000

Total assets as of March 2021





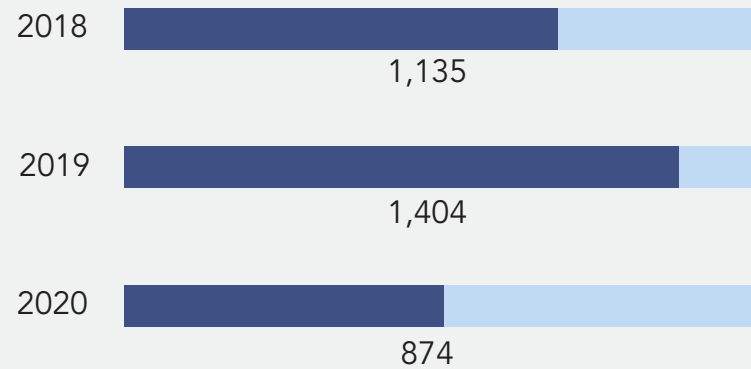
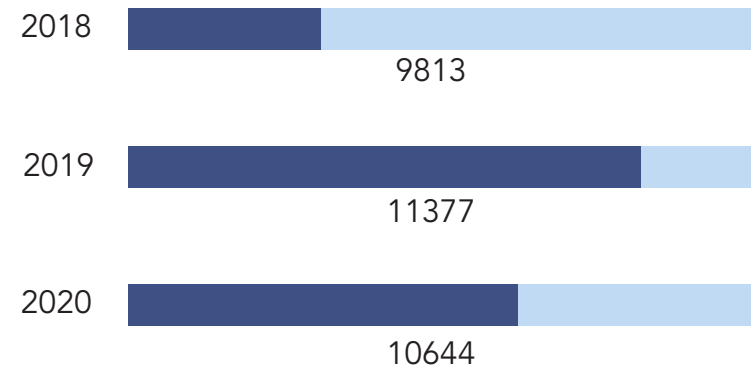
ADNH at a Glance

Abu Dhabi National Hotels (ADNH) began as a hotel owner and asset manager in 1975 and has since grown to include destination management services, restaurants, catering, and transportation and hotels. The Abu Dhabi government owns a portion of Abu Dhabi National Hotels, which operates in the hotel, tourist, transportation, and catering industries. ADNH had total assets of AED 9,620,395,000 as of March 31, 2021 with a total profit of AED 40,728,000. Our employees are our most valuable asset, and we are dedicated to cultivating an inclusive culture and supporting all employees to reach their full potential. The current number of employees employed by ADNH is 1475.

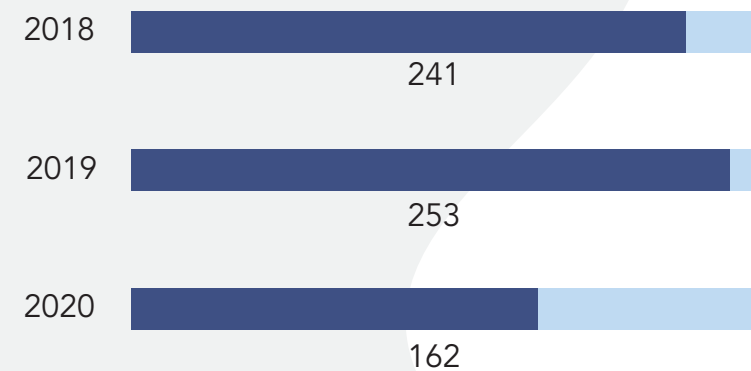


Our Financial Performance

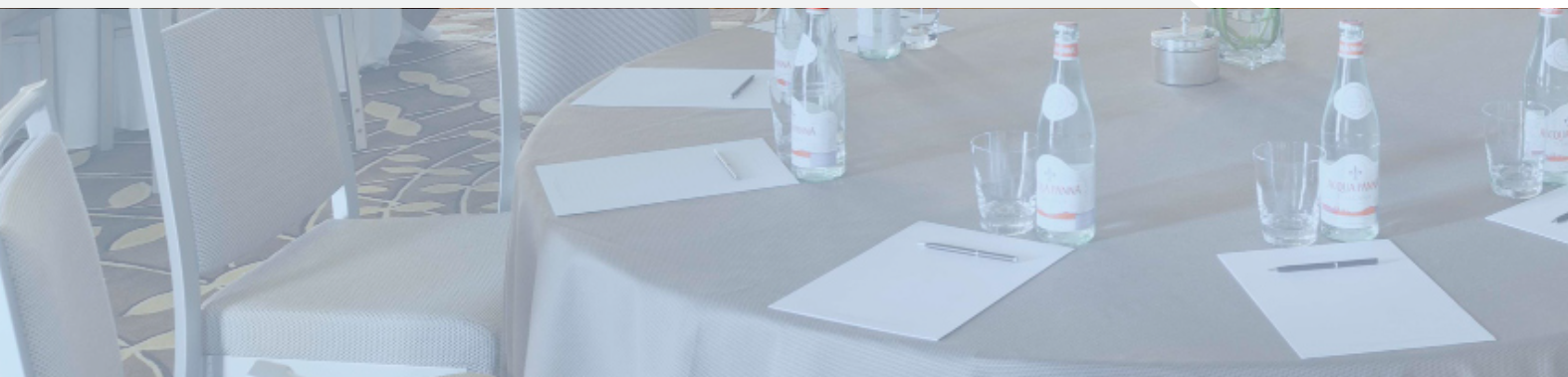
**Total Assets
(Million AED)**



**Operating Revenues
(Million AED)**



**Profit
(Million AED)**



ADNH Compass



In November 2000, Abu Dhabi National Hotels PJSC (ADNH), one of the UAE's premier hospitality firms, formed a joint venture with Compass Group PLC, which is presently rated in the UK's Top 30 FTSE listed firms.

This robust and financially secure alliance combines local competence and knowledge with global standards and skills. In reality, this means we design our solutions to the UAE market and manage delivery using best practices from our worldwide forum. Food services, retail, cleaning and support services, and manpower supply are the services provided by ADNH Compass. In December 2017, the Abu Dhabi Food Control Authority honoured ADNH Compass with two "Awards of Excellence" for Food Safety at two of the culinary units: the Marina Mall "Juice-Juice" outlet and the "Spice of Life" outlet situated at Al Wagan Hospital in Al Ain.

Appreciation & Awards



2015

Certificate of Appreciation in recognition for adhering to Grease trap cleaning and Waste transport guidelines and caring for the Emirate of Dubai's environment and sewer infrastructure for the year 2014-2015

Award to New York University Abu Dhabi (NYUAD) an A Grade inspection. One of only nine companies to be awarded out of 300.

2016

Certificate of Recognition to Catering team for outstanding efforts towards implementing the Quality & Patient Safety Standards in obtaining Joint Commission International Accreditation (JCIA)

Certificate of Appreciation for active participation in the Joint Commission International Accreditation (JCIA) Reaccreditation Survey

Certificate of Recognition to House-keeping team for outstanding efforts towards implementing the Quality & Patient Safety Standards in obtaining Joint Commission International Accreditation (JCIA)

Certificate of Appreciation awarded in recognition of outstanding contribution to improve the Infection Prevention and Control Standards in Tawam Hospital

Appreciation of outstanding performance for Joint Commission International Accreditation (JCIA)

Certificate of Recognition to the Housekeeping Dept. for the valuable support and contribution to the Hospital Infection Prevention & Control Team

2018

Achieved a Total Performance Score of 100% in the Contractor HSE Performance Report for the first half of the Year 2018.

Appreciation received from ADNOC Onshore for the contribution made in the 100 % HSE Campaign held during the ADNOC CEO visit on 29.03.2018 & 04.04.2018.

Appreciation received from ADNOC Onshore for the contribution made in the 100 % HSE Campaign held during the ADNOC CEO visit on 29.03.2018 & 04.04.2018.

Achieved 95% for ADNOC HSE Assurance Plan review audit in Q2 (ADNOC half yearly assessment 2018)

Achieved 95.6% total score in Q2 Camp and Welfare Audit.

Appreciation in verification report for the outstanding performances during HSE assurance & Camp Welfare Audit (Achieved 97%).

2017

Received Excellent comment in verification report for the outstanding performances during HSE Assurance audit (96.5 %,99% ,98)

Received Excellent comment in verification report for the Outstanding performances during ADNOC camp & welfare Audit (99.4 %)

Received Excellent comment in verification report for the Outstanding performances during ADNOC camp & welfare Audit (99.4 %)

Achieved 95%,96%,96% and 95% total scores for ADNOC HSE Assurance Plan review audit in Q1, Q2, Q3 and Q4 respectively.

Achieved 94.7% & 90.3% total scores in Q3 & Q4 Camp and Welfare Audit respectively.

Certificate of Appreciation in recognition for outstanding contribution to the success of SKMC JCIA Triennial Survey

Sunshine Tours & Travels

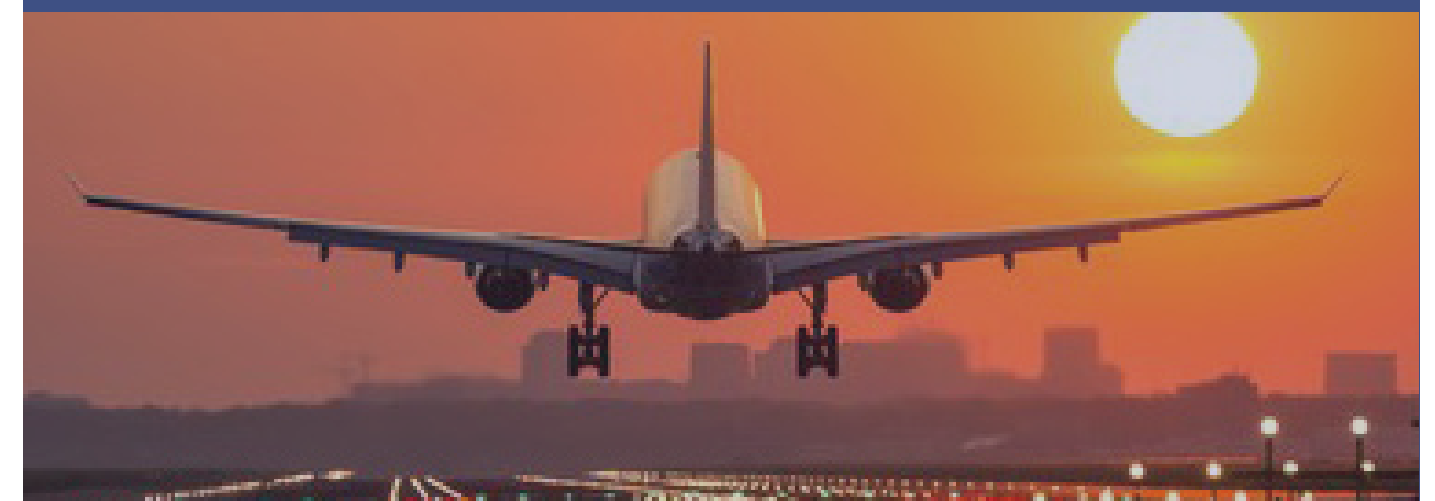
Sunshine Travel & Tours, founded in 1986 as a subsidiary of Abu Dhabi National Hotels, has played a key role in the transformation of Abu Dhabi into a tourist destination.

Sunshine Travel & Tours has grown into a full-service travel agency and tour company providing entire destination management services under one roof, including aeroplane tickets, hotel bookings, and visa processing, as well as exciting tours for individuals who want to discover the Emirate of Abu Dhabi and beyond. We offer visa processing, flight and hotel bookings, airport meet and assists, and transfer and transportation.

Sunshine Travel and Tours, with over two decades of expertise, provides comprehensive travel options to groups and individuals. We are always ready to deliver outstanding hospitality services as a subsidiary of Abu Dhabi National Hotels, with such a diverse range of locations and services. We provide the same unique and compassionate service to clients of all sizes, focusing on providing the best value and total customer satisfaction every time.

Our unrivalled Arabian hospitality is guided by national pride and international competence. Furthermore, as with other products and services, it's always a good idea to double-check travel packages and have their contact information on hand. As a result, it's only natural that we invite companies to collaborate with us to create innovative and competitive work and vacation packages that match your budget and provide complete satisfaction.

We give access to the world's best airlines at the most reasonable pricing as an IATA partner. As a partially government-owned firm, we have an advantage in terms of quicker visa approvals and procedures. Over 2,700 classic rooms and executive suites, as well as excursions, ground handling, and transport services, are available to accommodate business and leisure travellers throughout the UAE.



Al Ghazal Transport

Al Ghazal Transport Company, founded in 1988, offers a variety of transportation services across the United Arab Emirates. The firm now offers to VIP, business, and leisure customers, as well as mass transit riders, with a contemporary fleet of vehicles and skilled drivers.

Al Ghazal's fleet includes opulent limousines, high-end or low-cost rental vehicles, taxis, and buses, providing a comprehensive transportation package under one umbrella.

Al Ghazal Transport is a national firm and a subsidiary of Abu Dhabi National Hotels that was founded over 30 years ago. It was established in 1986 as Abu Dhabi's first radio controlled taxi service, with the mission of providing and developing transportation services throughout the UAE. Al Ghazal Transport has extended its services to fulfil the needs of its clients, including bus transportation, car rentals, leasing, and VIP limos at affordable costs. Our company recognises the various demands of its clients and delivers the finest services possible, including expert chauffeurs and new vehicles, as well as servicing and auto repair solutions via our many workshop locations around the country.



Our Journey



2000

ADNH Compass was created as a joint venture with Compass Group PLC in the United Kingdom to meet the catering needs of a diverse variety of industries.

1991

The first homegrown operator, Al Diar Hotels, was established, and the first management contract was signed.

1988

Al Ghazal Transport was the Emirate's first premium transportation firm.

1986

Sunshine Travel & Tours was founded as a trailblazing endeavour to build a tourism segment.

1976

Abu Dhabi National Hotels was formed with a government-owned portfolio of three hotels.

Case Study



Stop food waste day.

At ADNH Compass, we are dedicated to achieving long-term sustainability goals, and we believe that food is food, not waste. We are happy that the UAE Food Bank conducted an interactive session to discuss strategies to reduce food waste in the future.

The UAE Food Bank is a non-profit charitable organisation founded by Mohammed bin Rashid Al Maktoum Global Initiatives on January 4th, 2017. The UAE Food Bank seeks to decrease food waste by repurposing unsold and unfinished food and delivering it to a variety of beneficiaries.

Our specialist Chef Raydan, as well as our Executive Chefs Sanal Arackampally Chamara Madhushanka and Chandrabanu, participated in the awareness session, where they cooked a variety of delicious dishes utilising what is often categorised as cooking waste.

The trash bin was empty after the cooking session, and the table was piled high with excellent meals. At ADNH Compass, we've come up with inventive ways to provide exquisite dishes while minimising food waste.

2021 Plans



We will continue to prioritize the safety and well-being of our people in the coming year, ensuring that they are appropriately safeguarded against the pandemic's continued dangers.

Our principles of accountability, customer focus, and trust will also be upheld.



We aim to focus our efforts on training and promoting UAE nationals to management and executive positions inside the company, in order to meet our aspirational goal of increasing the number of Emiratis at all levels.

Our employees will continue to be at the core of our business, and we will continue to invest in developing their skills and supporting their professional growth.



We will continue to invest in the community and contribute to the UAE economy's growth.



Environmental Stewardship



ADNH continuously strives to strengthen its Sustainability Programs in a valuable and impactful way whilst maintaining transparency and creating a culture of integrity to ensure ethical and responsible business conduct.

ADNH is decreasing emissions, reducing natural gas flaring, boosting energy efficiency, and adopting a variety of other actions to mitigate the consequences of climate change. By conserving resources in our hotels, reducing the environmental footprint of our supply chain, and collaborating with our local communities to invest in projects that contribute to environmental stewardship and resiliency, we are committed to halving our environmental impact throughout our value chain.

Our Sustainability Programs : Environmental Initiatives



Reducing our Carbon Footprint across the ADNOC portfolio includes decreasing commuting emissions through organized communal transport, the use of laptops, which are more energy efficient, ensuring the procurement of supplies is as necessary, efficient office lighting and promoting reduce, reuse, and recycle policies across all our subsidiaries.



Our Transport Division Al Ghazal continues to recycle used car parts, tires & oil to prevent polluting the environment by conserving landfill space. Further, with the inclusion of Hybrid & Natural Gas vehicles there is less fuel consumption and lower CO2 emissions than traditional gas or diesel engine cars or SUVs.



Green Key initiatives take place across our ADNOC hospitality sector, which incorporates conserving water, use of chemicals, waste management, energy and paperless admin. Further increases awareness to the guests, associates, owners and stakeholders of their potential for action towards environmental and sustainability issues.



Using water-based paints are used throughout ADNOC subsidiaries, as they are friendlier to the environment with a significantly lower VOC level; they release fewer harmful emissions than oil-based alternatives and do not react with pollutants in the atmosphere that contribute to climate change.

Energy & Water Consumption

We understand that large-scale environmental change needs considerable collaborative action, therefore we work together with our suppliers and industry colleagues to address environmental problems and opportunities. We are dedicated to growing our usage of renewable energy as we achieve energy savings across our estate. Our operations staff are always looking for ways to enhance our renewable energy purchase. We have considered sustainability in our upgrades started since 2017, examples of those implementations are:



Using LED systems to save energy



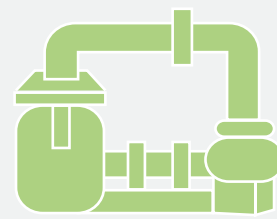
Smart dimming in all public areas to drop the wattage.



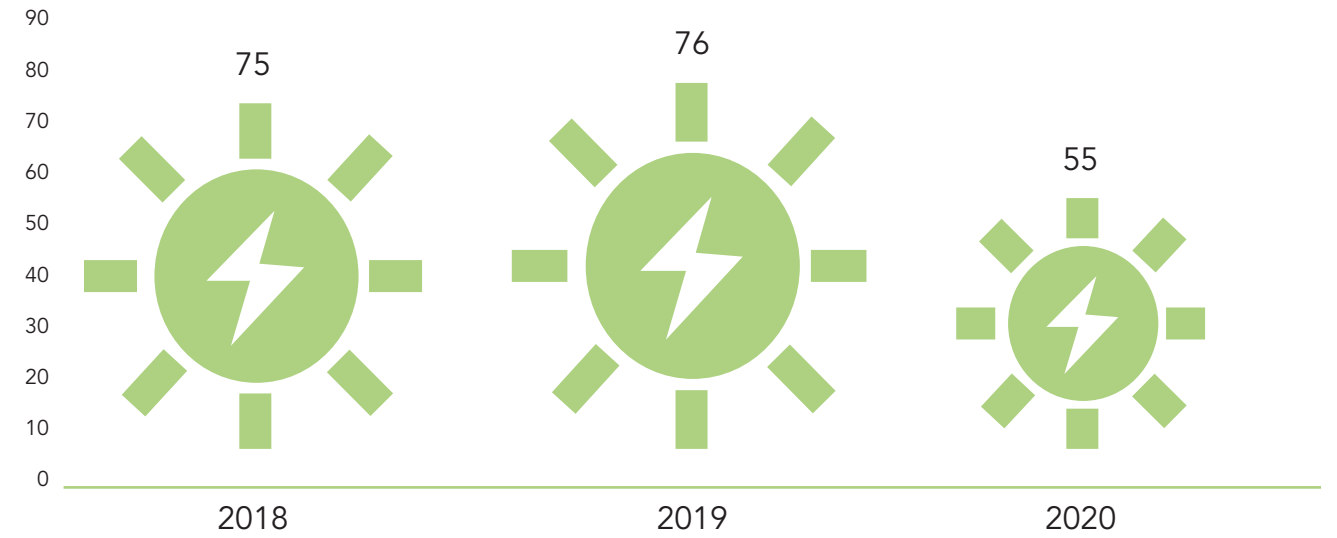
Replacing all the old FCU's with new ones to help less consumption.



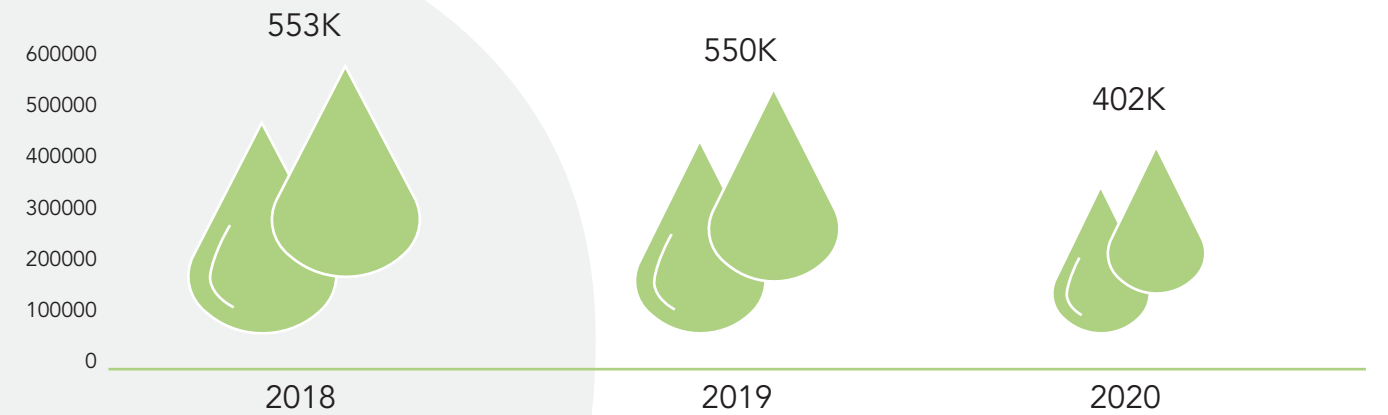
Using new heat pumps technology for pools to minimize waste of energy.



Currently studying change to NG for gas systems in coordination with ADNOC where applicable.



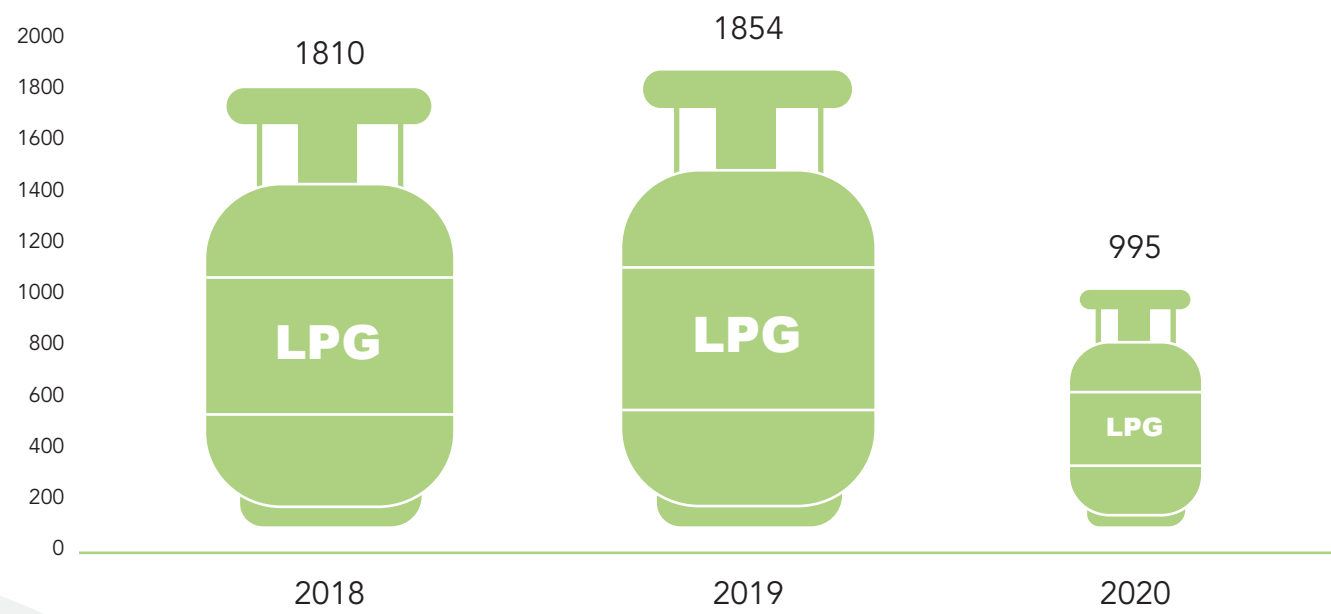
Electricity Consumption Giga Watt- hour



Total Water Consumption Cu. Meter



Total Diesel Consumption Liters (Scope 1)



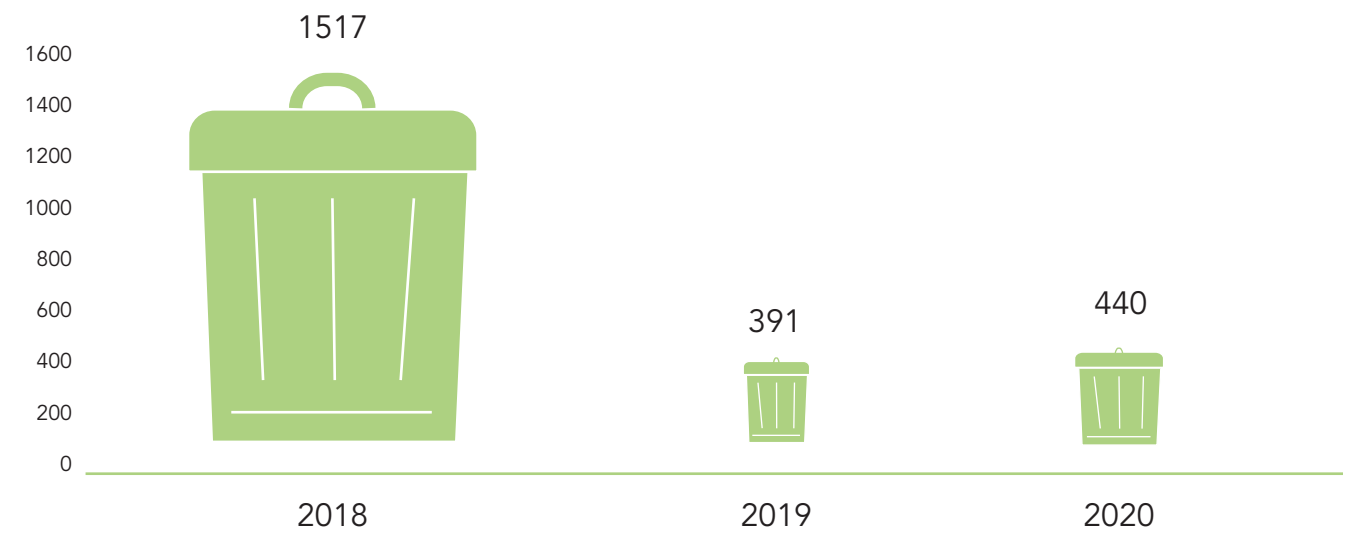
Total LPG Consumption M3 (Scope 1)

Waste Management

We collaborate with our partners, such as trash haulers, suppliers, and donation organisations, to develop new methods to deal with waste. Our waste reduction plan aims to minimise total waste production at our hotels while also taking efforts to divert residual trash from landfills through donation, composting, recycling, energy from waste incineration, and other methods.



Total Waste Generation (Ton)

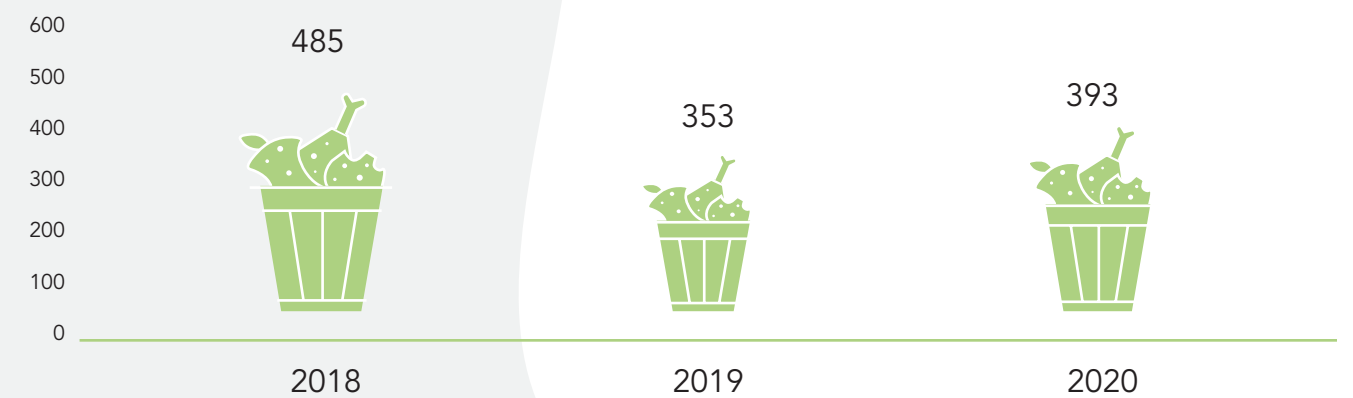


Total Waste Landfilled (Ton)

Food Waste

Our food waste reduction initiative is an important part of our overall endeavour to reduce our carbon footprint. We're working to improve our measuring skills so that we can better understand our present food waste levels and minimise them, therefore reducing the environmental consequences of food waste.

We think about the impact of our actions and find the best use for our products and resources. We are aligned in our concern for the future of our planet and work together to achieve smart results. This includes taking part in sustainability initiatives, like the global STOP FOOD WASTE DAY.



Total Organic Waste Generation (Ton)

GHG Emissions



In line with the global and national efforts to attenuate global warming-induced climate change, we have made it a practice of keeping a track of our GHG Emissions and constantly undertake the measures to minimize it within our operations and beyond. Following GHG Protocol Corporate Accounting and Reporting Standard to calculate our GHG Emissions

Diesel Consumption

605 tCO₂

8% Reduction

LPG Consumption

1604 tCO₂

46% Reduction

Electricity Consumption

28027 tCO₂

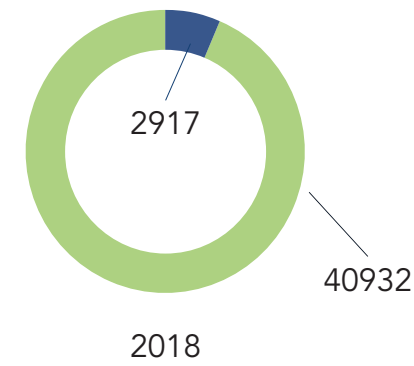
28% Reduction

Water Consumption

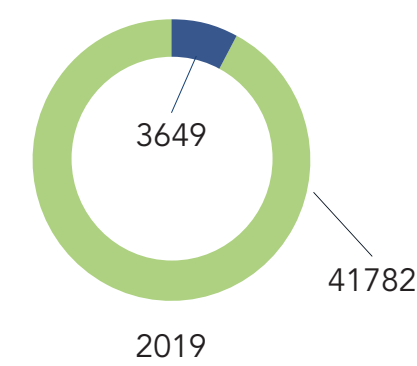
1072 tCO₂

25% Reduction

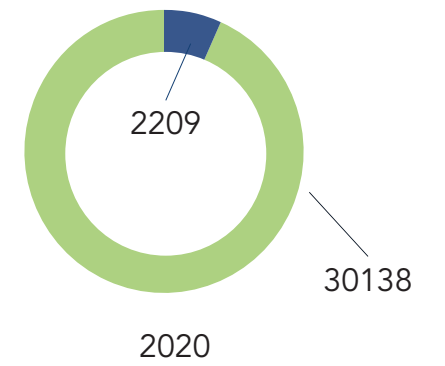
EqCO₂ Emission (tCO₂eq)



EqCO₂ Emission (tCO₂eq)



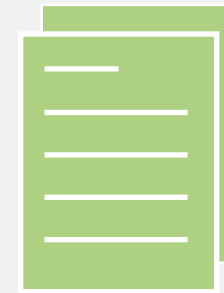
EqCO₂ Emission (tCO₂eq)



● GHG Emission Scope 2

● GHG Emission Scope 1

Our 2021 Goals



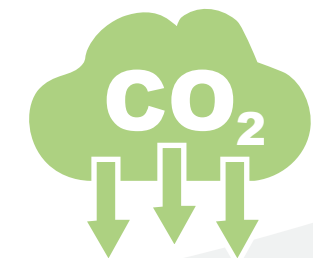
Reduce our paper consumption and take a step closer to paperless transformation



Plan and manage our organic waste by in-house composting awareness and systems, to save organic waste from going into landfills and reduce our CO₂ and CH₄ emissions.



Increase green cover of our office and hotels premises in food forest and Miyawaki way to grow maximum trees and plants in minimum space - thus helping in Carbon sequestration, and achieving carbon-negative initiative.



Monitor use of natural resources and set corporate targets on reducing GHG emissions and optimizing asset performance.



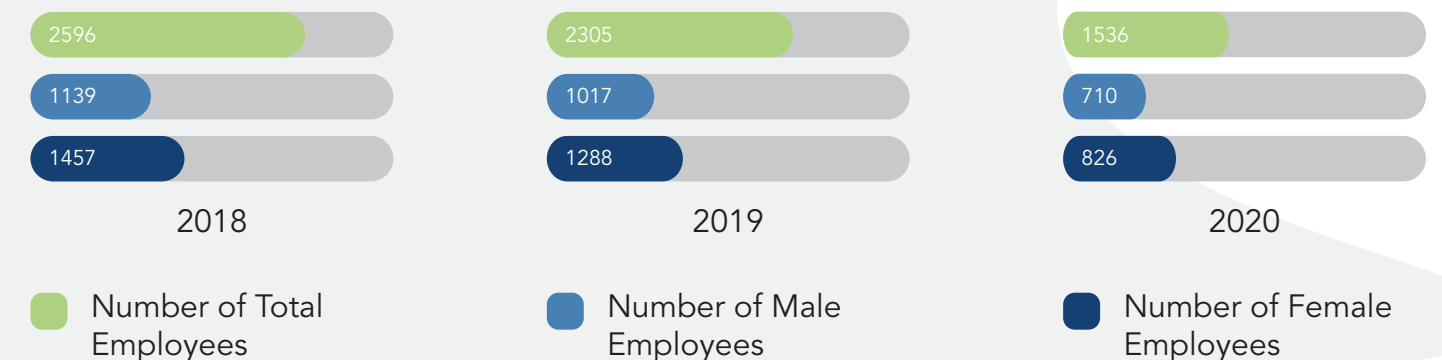
Social Stewardship



An organisation is only as good as its people, and our people have always elevated us to the top. While we work hard to motivate our employees, improve their abilities, and give equitable chances for advancement, they repay us with their loyalty and trust. We appreciate each employee and strive to create an atmosphere that is compassionate, inclusive, inspiring, and rewarding for all. Through excellent training and personal development, we bring out the best in our employees, allowing them to have a rewarding career with ADNH.

Within and outside of its work culture, ADNH is committed to fostering diversity, gender equality, and employee well-being. We volunteer our time, talents, and resources to help our destinations build capacity and resilience, particularly during disasters, and we're taking major efforts across our value chain and across our industry to promote human rights for all.

Number Of Employees



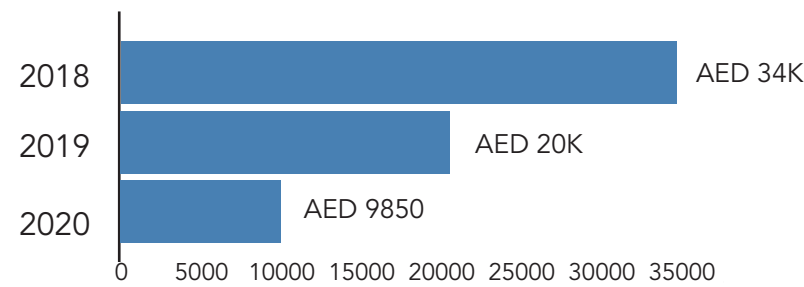
Social Initiatives



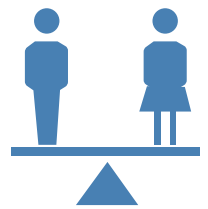
Across our ADNH subsidiaries, we hold Medical Camps for example blood donation campaigns for our employees to support our local communities and hospitals.

Volunteering Programs & Charitable Events are held in our hotel properties for the Al Jalila Foundation logo through Flea Markets to raise funds for those in need on a local and global scale.

CSR Investment



Equal Opportunity



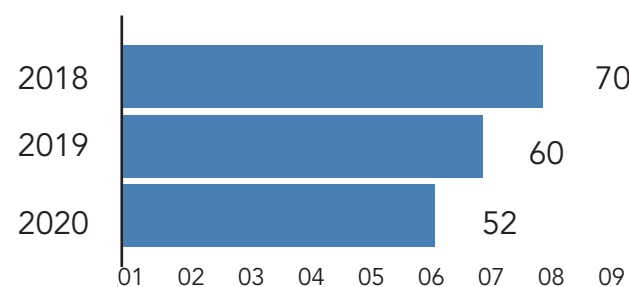
Gender equality is essential for long-term development and the realisation of human rights. The ultimate objective of gender equality at ADNH is to create an environment where men and women have equal opportunities, rights, and responsibilities in all aspects of work and life.

Diversity Of Employees



Our strength is our diversity. Every colleague's individuality is valued and respected in the organisation. The goal of diversity and inclusion is to foster a sense of belonging that celebrates, promotes, and most importantly, respects all individuals. Our dedication to a culture of inclusiveness for guests and Team Members of all backgrounds, genders, sexual identities, abilities, heritage, and beliefs makes ADNH a great success. We foster a fair and inclusive workplace in which all employees are treated with kindness and respect, and we encourage everyone to achieve their personal and professional objectives. We are also planning on incentivizing the pay of employees in the coming years on sustainability parameters. The ratio of management payscale as compared to the employees and the gender payscale ratio is as per the industry standards in the UAE.

Total Number Of Nationalities

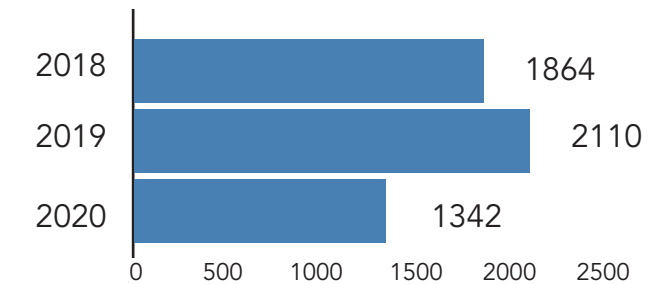


Training & Development



Our dedicated training department manages comprehensive training and development programmes, starting from a comprehensive 'Great Start' induction to classroom-based and on-the-job training that includes Level 1 HSE, Basics of Cleaning, Essential Food Safety, HACCP Awareness and Hospitality Services. It is important for our clients to receive service from well-trained and skilled people and it is important for us to maintain high standards of service delivery.

Number Of Trained Employees

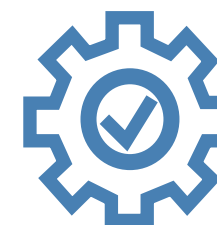


Health & Safety



Our visitors' and workers' safety and well-being are our top priorities. We are always working to improve security standards throughout our rapidly growing network of properties and hotels. At ADNH, encouraging colleague wellbeing has always been a priority, and we have invested significant time and resources in developing a corporate culture that prioritises it. We are committed to enhancing associated training programmes and continuously executing improvement initiatives to further minimise the frequency of injuries.

Promotion of Ethical Practices



A Code of Conduct is incorporated into every colleague's employment contract to ensure that ethical business practises are robust and effectively implemented across the Group and along the supply chain, requiring that all operations comply with all applicable laws and regulations and that proper standards of business conduct are maintained.

Our 2021 Goals



Increase percentage of Emiratis employees within the organization, Increase the percentage of woman employees in the organization, Invest into CSR Activities, Implement an Integrated Management system such as ISO 9001:2015 – Quality Management System; ISO 22000: 2005 – Food Safety Management System; OHSAS 18001: 2007 – Occupational Health & Safety Management System; ISO 14001:2015 – Environmental Management System



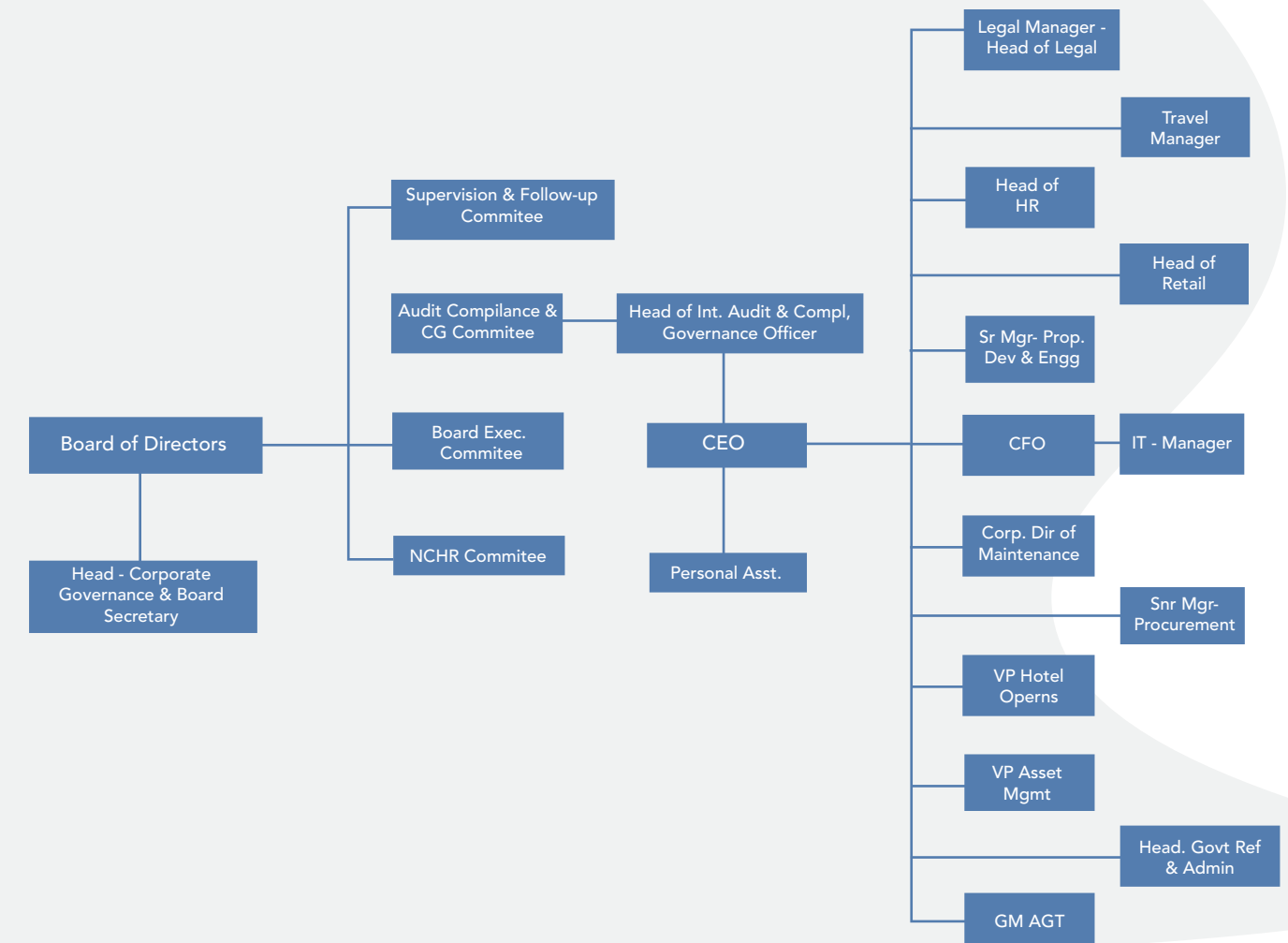
Ethical Governance

ADNH is constantly improving the inherent corporate governance framework with the goal of maintaining a healthy corporate governance environment and implementing best practices. Despite the challenges posed by the worldwide pandemic, the Board and Executive Management ensured that good corporate governance procedures were implemented by strengthening and applying corporate governance concepts across all of the group's activities in 2020.

The Board of Directors and Executive Management believe that the primary goal of corporate governance is to protect the interests of stakeholders in a sustainable manner while also contributing to improved corporate performance and accountability in the creation of long-term shareholder value.

The Board of Directors, Executive Management, and staff all agree to follow the governance principles and best practises outlined in the ADNH Corporate Governance Code in order to realise the organization's goals. The Board ensures that ADNH operates in accordance with corporate governance principles, as well as supports the institution's values, policies, and other internal processes, which apply to all members of the Board, Executive Management, and ADNH staff.

Corporate Governance Structure -





Stakeholder Consultation & Materiality Analysis



Our stakeholders are the source of our motivation and goals. Without their help, we would not have been able to achieve our current position as an industry leader. Connecting with our stakeholders allows us to have a better understanding of their viewpoints and build our growth plan. We work with stakeholders to determine what is most important to the business and to keep them informed about environmental, social, and governance concerns. We have a diverse variety of stakeholder entities to interact with since ADNH activities vary greatly. Guests, employees, investors, government authorities, policymakers, residents, suppliers, and environmental and HSE advocates are among them. We strongly believe in respecting the interests of all stakeholders and being responsive to them. In determining ADNH'S growth story, stakeholders play an important role. ADNH strives for transparency in communications and constant improvement through stakeholder involvement.

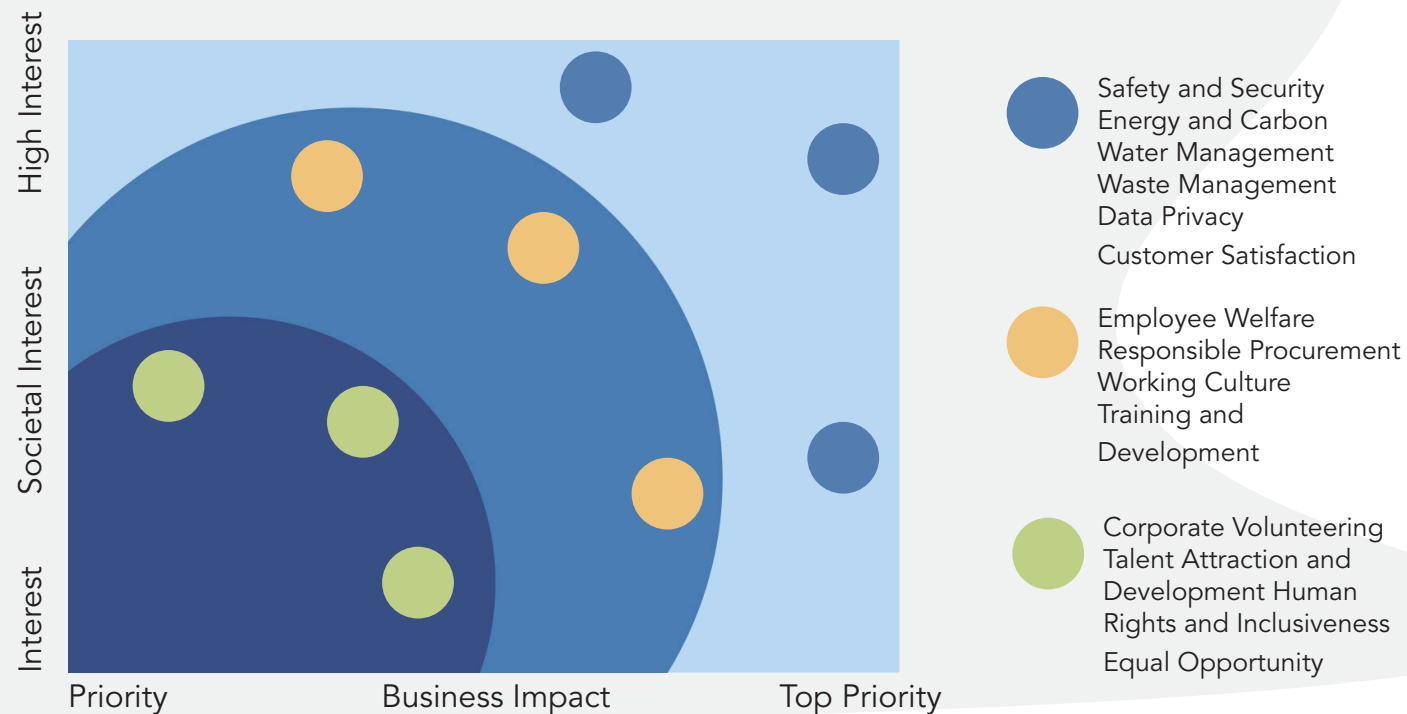
The new ADNH website also serves as a forum for interaction with various stakeholder groups. On the Contact page, a new module has been introduced that allows guests and customers of various ADNH business divisions to immediately exchange comments on supplied products and experienced services with the owning organization.

Materiality Analysis

Understanding our stakeholders' social, environmental, and economic concerns is critical to ensure that we stay focused on the important issues today and in the future. ADNH engages with a variety of stakeholders in the course of its operations, all of whom might directly or indirectly affect or be influenced by the fulfilment of business objectives. Iterations of materiality evaluations based on internal and external data, as well as ongoing engagement with a diverse group of internal and external stakeholders, including Team Members, guests, and subject matter experts, have helped us in defining the goals.

Materiality analysis is a crucial tool for us to identify the most relevant and societal goals that align with ADNH's vision and business strategy, as well as to determine the content of our sustainability report. We plot the issues after extensive stakeholder interaction. We selected the issues that have a major impact on ADNH's economic, social, and environmental performance, as well as those that may have a long-term impact on stakeholder perceptions and decisions, using this matrix. Internal and external stakeholders were contacted, and strategic insights were included.

We've taken the following steps to guarantee that our analysis stays on track with our most pressing concerns



The placement of issues on the materiality matrix clearly indicates a significant level of agreement between the opinions of internal and external stakeholders, which were obtained separately, as expected and desired. Our materiality matrix shows how important a number of themes connected to our business effect are to our stakeholders, such as innovation, client happiness and cooperation, and data privacy and safety and security.





Annexure

Environment Disclosures :			
E1 - GHG Emissions			
E1.1) Total amount in CO2 equivalents, for Scope 1	GRI 305: Emissions 2016	SDG 13: Climate Action	27, 28
E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)	GRI 305: Emissions 2016	SDG 13: Climate Action	27, 28
E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	GRI 305: Emissions 2016	SDG 13: Climate Action	27, 28
E2 - Emissions Intensity :			
E2.1) Total GHG emissions per output scaling factor	GRI 305: Emissions 2016	SDG 13: Climate Action	Data under development, we are working to provide additional details in the next report.
E2.2) Total non-GHG emissions per output scaling factor	GRI 305: Emissions 2016	SDG 13: Climate Action	Data under development, we are working to provide additional details in the next report.
E3 - Energy Usage			
E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016	SDG 12: Responsible Consumption	24, 25
E3.2) Total amount of energy indirectly consumed	GRI 302: Energy 2016	SDG 12: Responsible Consumption	24, 25
E4 - Energy Intensity			
Total direct energy usage per output scaling factor	GRI 302: Energy 2016	SDG 12: Responsible Consumption	Data under development, we are working to provide additional details in the next report.
E5 - Energy Mix			
Percentage: Energy usage by generation type	GRI 302: Energy 2016	SDG 12: Responsible Consumption	24, 25
E6 - Water Usage			
E6.1) Total amount of water consumed	GRI 303: Water & Effluents 2018	SDG 6: Clean Water & Sanitation	24
E6.2) Total amount of water reclaimed	GRI 303: Water & Effluents 2018	SDG 6: Clean Water & Sanitation	24
E7 - Environmental Operations			
E7.1) Does your company follow a formal Environmental Policy? Yes/No	GRI 103: Management Approach 2016		Data under development, we are working to provide additional details in the next report.
E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No	GRI 103: Management Approach 2016		Data under development, we are working to provide additional details in the next report.
E7.3) Does your company use a recognized energy management system?	GRI 103: Management Approach 2016		Data under development, we are working to provide additional details in the next report.
E8 - Environmental Oversight			
Does your Management Team oversee and/or manage sustainability issues? Yes/No	GRI 102 : General Disclosures 2016		Yes

E9 - Environmental Oversight			
Does your Board oversee and/ or manage sustainability issues? Yes/No	GRI 102 : General Disclosures 2016		Yes
E10 - Climate Risk Mitigation			
Total amount invested, annually, in climate-related infrastructure, resilience, and product development		SDG 13: Climate Action	Data under development, we are working to provide additional details in the next report.
Social Disclosures :			
S1 - CEO Pay Ratio			
S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	GRI 102: General Disclosures 2016	SDG 10: Reduced inequalities	31
S1.2) Does your company report this metric in regulatory filings? Yes/No	GRI 102: General Disclosures 2016	SDG 10: Reduced inequalities	Yes
S2 - Gender Pay Ratio			
Ratio: Median male compensation to median female compensation	GRI 405: Diversity & Equal Opportunity 2016	SDG 5: Gender Equality	31
S3 - Employee Turnover			
S3.1) Percentage: Year-over-year change for full-time employees	GRI 401: Employment 2016		30
S3.2) Percentage: Year-over-year change for part-time employees	GRI 401: Employment 2016		Data under development, we are working to provide additional details in the next report.
S3.3) Percentage: Year-over-year change for contractors/consultants	GRI 401: Employment 2016		Data under development, we are working to provide additional details in the next report.
S4 - Gender Diversity			
S4.1) Percentage: Total enterprise headcount held by men and women	GRI 102: General Disclosures 2016 GRI 405: Diversity & Equal Opportunity 2016	SDG 5: Gender Equality	30
S4.2) Percentage: Entry- and mid-level positions held by men and women	GRI 102: General Disclosures 2016 GRI 405: Diversity & Equal Opportunity 2016	SDG 5: Gender Equality	Data under development, we are working to provide additional details in the next report.
S4.3) Percentage: Senior- and executive level positions held by men and women	GRI 102: General Disclosures 2016 GRI 405: Diversity & Equal Opportunity 2016	SDG 5: Gender Equality	Data under development, we are working to provide additional details in the next report.
S5 - Temporary Worker Ratio			
S5.1) Percentage: Total enterprise headcount held by part-time employees	GRI 102: General Disclosures 2016		Data under development, we are working to provide additional details in the next report.

S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	GRI 102: General Disclosures 2016		Data under development, we are working to provide additional details in the next report.
S6 - Non- Discrimination			
Does your company follow nondiscrimination policy? Yes/No	GRI 103: Management Approach 2016	SDG 10: Reduced Inequalities	No
S7 - Injury Rate			
Percentage: Frequency of injury events relative to total workforce time Being	GRI 403: Occupational Health & Safety 2018	SDG 3: Good Health & Well-	Data under development, we are working to provide additional details in the next report.
S8 - Global Health & Safety			
Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 103: Management Approach 2016	SDG 3: Good Health & Well-Being	No
S9 - Child & Forced Labor			
S9.1) Does your company follow a child and/or forced labor policy? Yes/No	GRI 103: Management Approach 2016	SDG 8: Decent work & Economic Growth	No
S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	GRI 103: Management Approach 2016	SDG 8: Decent work & Economic Growth	No
S10 - Human Rights			
S10.1) Does your company follow a human rights policy? Yes/No	GRI 103: Management Approach 2016	SDG 10: Reduced Inequalities	No
S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	GRI 103: Management Approach 2016	SDG 10: Reduced Inequalities	No
S11 - Nationalisation			
Percentage of national employees		SDG 8: Decent Work & Economic Growth	Data under development, we are working to provide additional details in the next report.
S12 - Community Investment			
Amount invested in the community, as a percentage of company revenues.	GRI 413: Local Communities 2016	SDG 8: Decent Work & Economic Growth	31
Governance Disclosures			
G1 - Board Diversity			
G1.1) Percentage: Total board seats occupied by men and women	GRI 406: Diversity & Equal Opportunity 2016	SDG 5: Gender Equality	Data under development, we are working to provide additional details in the next report.
G1.2) Percentage: Committee chairs occupied by men and women	GRI 406: Diversity & Equal Opportunity 2016	SDG 5: Gender Equality	Data under development, we are working to provide additional details in the next report.

G2- Board Independence		
G2.1) Does company prohibit CEO from serving as board chair? Yes/No	Data under development, we are working to provide additional details in the next report.	
G2.2) Percentage: Total board seats occupied by independent board members	Data under development, we are working to provide additional details in the next report.	
G3 - Incentivized Pay		
Are executives formally incentivized to perform on sustainability?		31
G4 - Supplier Code of Conduct		
G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No	SDG 12:Responsible Consumption	Yes
G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	SDG 12:Responsible Consumption	Yes
G5 - Ethics & Prevention of Corruption		
G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No	SDG 16: Peace, Justice & Strong Institutions	Yes
G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	Data under development, we are working to provide additional details in the next report.	
G6 - Data Privacy		
G6.1) Does your company follow a Data Privacy policy? Yes/No		Yes
G6.2) Has your company taken steps to comply with GDPR rules? Yes/No		Yes
G7 - Sustainability Reporting		
Does your company publish a sustainability report? Yes/No	Yes, this is ADNHS first sustainability report	
G9 - Disclosure Practices		
G9.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No		Yes
G9.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No	This is our first report. We will be considering in future for necessary disclosures	
G9.3) Does your company set targets and report progress of the UN SDGs? Yes/No		No

G10 - External Assurance		
Are your sustainability disclosures assured or verified by a third party audit firm? Yes/No	GRI 103: Management Approach 2016 is to be used in combination with the topic specific standards	No, we chose to have internal assurance since this is our first year of reporting

