

The general management of the hotel Fiesta Beach is committed to provide beneficial and positive relationships between the hotel and the local community. It ensures, as far as possible, that its socioeconomic impacts will be positive and beneficial.

In This context our Community policy and the main objectives are:

## I. Certificates and labels

To satisfy the widest sustainability criterias, including socio-economic impacts and well-being of staff, Fiesta Beach is ISO 14001: 2004 and ISO 22000: 2005 certified in a hand and ecolabelised Travelife, Blue Flag and green Key in another. Indeed, maintaining these certificates and labels is an important aim.

## II. Responsible tourism promotion in the area

The Fiesta Beach is one of the first hotels in the area having received ISO 14001: 2004, ISO 22000: 2005 certification and Travelife Blue Flag and Green Key labélisation.

The hotel holds a solid experience in participating in the sustainable tourism approach. In fact, he is fully proud of sharing his experience in this field with the other hotels in the area.

The Fiesta Beach hotel is a member of the Tunisian Federation of Hotels (TFH).

## III. Purchase

Geographic location is a key factor in the preservation of nature by reducing CO<sub>2</sub> emissions and minimizing resource losses from the transportation of goods from distant destinations. Aware of this factor, purchasing policy of the Fiesta Beach promotes local products, while ensuring that their quality does not compromise the comfort of our clients.

The purchase of any new energy consuming equipment is moving towards the highest energy classes. However, refrigeration gases and chemicals purchase obeys to a procedure aiming to use only those with no harming effect on the environment.

## IV. Business ethics

The Fiesta Beach care to comply with business ethics respecting the control regulations, the national and international legislation in all its activities.

### a) Human Resources

The management of the hotel Fiesta Beach at its highest level is committed to achieving the following policies:

- Fair and decent treatment of staff, who respects the different cultural sensitivities.
- No discrimination on the grounds of age, gender, nationality, disability or religion...
- Establishing health and safety conditions in jobs.

- Ensure equal recruitment opportunities, local people are privileged to the extent possible and this in order to increase the probability of money spent in the local community and therefore encourage local residents to stay within the community, rather than seek employment elsewhere.
- Encourage the professional development of employees through set up training programs and adjust compensation procedure based on: the level of responsibility assigned to each position, performance and the achievement of objectives in an equitable manner.
- Recognize the right of association and trade union membership and establish a relationship of dialogue and cooperation with trade unions and their representatives.
- Recognizing that sexual exploitation of children around the world is a problem that affects the tourism industry, the hotel's management is committed to respect the Code of Conduct for the protection of boys, girls and adolescents with regard to sexual exploitation (ECPAT), in this matter the hotel's staff is systematically formed about: human rights, including the rights of children, refusal and condemnation of all forms of exploitation of human beings, especially of a sexual nature, and especially when it affects minors.
- In case of any kind of children's exploitation, the reception must be notified to warn the General Manager and initiate the necessary procedure to compensate this fact.

#### **b) Charity donations**

In order to support the local community, The Fiesta Beach hotel contributes within different manners:

- The different types of donations: money from staff and customers, plants of different species cultivated in the hotel to promote environmental initiatives of local civil society.
- Meal donation for local events.
- Furniture and dishes donations... which are not suitable for use in the hotel to local organizations, hotel employees ... to benefit with.
- Free accommodation for the local football sports association.
- It will also provide a weekly opportunity for local artists to showcase their products to our customers and give them the possibility to sell their products regularly in the hotel shop.

**GENERAL MANAGER**  
**HELALI Mehdi**