

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

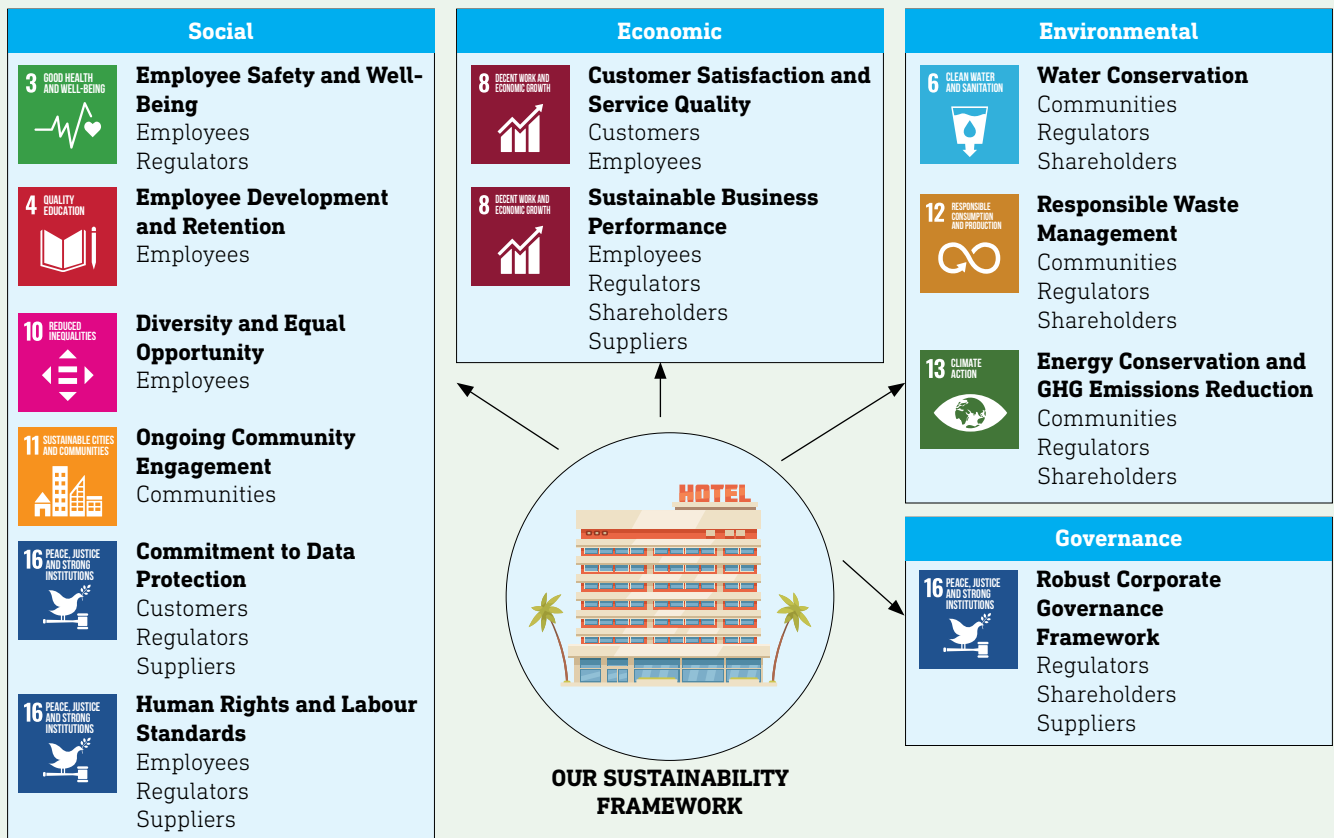
Our 2030 Sustainability Vision is deeply embedded within our corporate strategy, enabling long-term resilience, operational excellence, and responsible growth. These ambitions guide every aspect of how we operate—reflecting our commitment to protect the planet, uplift communities, and nurture a sustainable future for generations to come.

The Sustainable Development Goals (SDGs) represent a universal call to action to end poverty, promote prosperity, and safeguard the environment. Adopted by United Nations member states, the SDGs outline 17 interconnected goals that address global challenges such as climate change, inequality, responsible consumption, water stewardship, gender equality, sustainable cities, economic progress, and institutional integrity. These goals serve as a roadmap for countries and corporations to align their efforts according to their specific priorities and challenges.

With rapid urbanization, increased economic activity, and the growing pressures on finite natural resources, the global community is shifting toward renewable energy, circular economy models, and efficient environmental management. Unique Hotel & Resorts PLC recognizes these challenges and proactively embraces sustainable hospitality practices that balance our business needs with environmental and social responsibilities.

At Unique Hotel & Resorts PLC, we are committed to contributing meaningfully to the SDGs through:

- Increased energy efficiency and gradual integration of renewable energy solutions
- Sustainable water management, including wastewater reduction and conservation programs
- Robust waste segregation, recycling, and reduction of single-use plastics
- Environmentally responsible sourcing and green operational practices
- Investment in workforce development, diversity and inclusion, and community upliftment
- Strengthened internal governance, compliance, and ethical business conduct



CONTRIBUTION TO UN SDGs

The Sustainable Development Goals (SDGs), introduced by the United Nations (UN), represent a global call to action to eliminate poverty, protect the environment, and ensure that all people experience peace and prosperity by 2030. Since the SDGs were launched, Unique Hotel has been steadfast in its commitment to advancing these goals through our operations, products, workforce, and community engagement efforts. As a responsible corporate citizen, we have conducted an internal assessment to identify and prioritize the SDGs and relevant targets that are most pertinent to Unique Hotel, considering the national and regional context, our current impact, and our potential to drive greater positive change. As social, environmental and economic changes impact global health and health equity, our purpose is more important than ever. We laid the foundation to connect our goal more intentionally with our ESG strategy to understand better and address the needs of colleagues, partners, shareholders, and communities. We are advancing this work further by embedding ESG throughout our corporate strategy, business operations, and governance structure. The diagram below shows the alignment of SDG goals with the Environmental, social, and Governance Perspectives we are adhering to achieve.



Unique Hotel & Resorts PLC are actively committed to contributing to the achievement of the SDGs and accordingly we have identified Seventeen goals based on the evaluation of imports of our business operation on SDGs across the entire value creation model. How are contributing towards achievement of SDGs are illustrated below:

KEY INITIATIVES AND OUTCOMES 2024-25

By aligning our initiatives with the SDGs, we strive to bridge the gap between delivering world-class hospitality experiences and preserving natural ecosystems. Our goal is to ensure that every step we take supports both our business priorities and the long-term sustainability of the communities and environment in which we operate. Through continuous improvement and responsible innovation, Unique Hotel & Resorts PLC remains dedicated to shaping a more sustainable, equitable, and resilient future.



- Directly employed 818+ employees across hotel and corporate operations.
- Unique Group created 3,500+ indirect employment opportunities through contractors, suppliers, and hospitality value chains.
- Conducts year-round social support programs for underprivileged families during disasters and special occasions.
- Supports vulnerable communities with food, clothing, and essential supplies during crises.



- Organized World Food Day food distribution programs for underprivileged groups.
- Distributed food, dry rations, and ready meals during natural calamities and the pandemic.
- Sponsored community feeding programs and corporate iftar events for low-income groups.
- Iftar to underprivileged of society.



- Routine health awareness and medical check-up programs for employees.
- Provided discounted medical test facilities for staff and families.
- Ensures occupational health and safety compliance across properties.
- Introduced workout facilities and a fully equipped dining facility at the corporate office.
- Planning increased CSR allocations for community health and wellness initiatives.



- Scholarships for underprivileged students.
- Financial support to educational institutions across Bangladesh.
- Established vocational training programs to develop skilled manpower in hospitality.
- Donated educational equipment to several schools and training institutes.
- Commitment to expand CSR activities in education aligned with SDG 4.



- Significant number of women in leadership and key operational roles.
- Zero tolerance for workplace discrimination or harassment.
- Implemented Whistleblower Protection Policy for employee safety and empowerment.
- Equal opportunities in hiring, promotion, and professional development.

06 CLEAN WATER AND SANITATION



- Installed Effluent Treatment Plants (ETP) ensuring 100% treated water before disposal.
- Implemented Water Treatment Plants (WTP) and water recycling systems in key projects.
- Use of low-flow, water-saving devices such as rain showerheads and economic flushing systems.
- Wastewater reuse initiatives implemented across projects.

07 AFFORDABLE AND CLEAN ENERGY



- Installed solar PV systems on rooftops of hotels for clean energy generation.
- Using hot water solar generators to reduce electricity consumption.
- Adopted energy-efficient machinery and lighting solutions (LED lighting, smart sensors).
- Air-conditioning systems upgraded to environment-friendly refrigerants (606A).
- Optimized energy use through daylight-responsive building designs.

08 DECENT WORK AND ECONOMIC GROWTH



- Maintains a safe, inclusive, and productive work environment.
- Employee training, professional development, and leadership programs.
- Equal pay and opportunity practices across the organization.
- Strong labor compliance and no child labor policy.
- Introduced extended maternity and paternity leave benefits.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Investment in innovative, energy-efficient building and hotel infrastructure.
- Maintains international hospitality standards at The Westin Dhaka, Sheraton Dhaka & HANSA.
- Adoption of advanced facility management technologies (HVAC optimization, smart controls).
- Participation in national infrastructure development through large-scale projects including Unique Meghnaghat Power.

10 REDUCED INEQUALITIES



- Non-discriminatory HR policy ensuring equal treatment regardless of gender, religion, ethnicity, or age.
- Opportunities for differently-abled individuals in selected operational roles.
- Fair wage structure and ethical recruitment practices.

11 SUSTAINABLE CITIES AND COMMUNITIES



- Green building practices adopted in hotel and residential properties.
- Tree plantation drives in multiple locations to enhance urban greenery.
- Disaster support programs for climate-affected communities.
- Ensuring accessible and safe infrastructure for employees and guests.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Waste reduction, recycling, and proper waste segregation across operations.
- Paperless office communication introduced to reduce paper waste.
- Heavy focus on reducing single-use plastics in workplace operations.
- Cost minimization and resource optimization campaigns among employees.

13 CLIMATE ACTION



- Formulated company-wide Green Policy aimed at reducing GHG emissions by 20%.
- Running HVAC systems on natural gas to reduce carbon footprint.
- Achieved 20% energy consumption reduction through optimization of HVAC, lighting, and elevators.
- Observed "Earth Hour," conducted climate awareness programs, and led tree plantation initiatives.
- Wastewater recycling and expansion of low-carbon technologies across hotels.
- Paperless office communication to reduce the paper and ink use and using both side printing.

14 LIFE BELOW WATER



- Strict compliance with wastewater treatment before discharge.
- Eliminating microplastic use in operations, reducing pollution of waterways.
- Awareness programs on protecting aquatic ecosystems through responsible consumption practices.

15 LIFE ON LAND



- Conducted tree plantation programs across city and remote areas.
- Promotes biodiversity conservation through landscaping initiatives.
- Ensured environmentally responsible hospitality business practices.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



- Strong corporate governance framework and compliance culture.
- Transparent reporting practices aligned with global standards.
- Implemented whistleblower protection mechanism.
- Anti-corruption and integrity policies across all business units.

17 PARTNERSHIPS FOR THE GOALS



- Collaboration with government agencies in tourism, education, and environmental programs. Partnerships with NGOs and institutions for social development activities.
- Engagement in international hospitality networks to share best sustainability practices.