

HISTORIA

the BOUTIQUE HOTEL
NILE CRUISE

TIMELESS WATERS
INITIATIVE



ANTI BRIBERY POLICY

What is bribery?

“A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory personal advantage”.

About Bribery Policy:

It is the policy of Historia, the Boutique Hotel Nile Cruise to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly, and with integrity in all our relationships and business dealings, wherever we operate. We implemented and enforced an effective system to counter bribery.

The purpose of this policy is:

We commit to our responsibilities and of those working for us, in observing and upholding our position on bribery and corruption. We provide information and training to those working for us on how to recognize and deal with bribery and corruption issues.

Our policy on Bribery:

No supplier is permitted to offer or pay a bribe in any form such as: gifts, donations or other inducement. In case of any such incident happens, Historia the Boutique Hotel Nile Cruise has a right to breach the contract with immediate effect.

Our policy has been communicated to the entire team and is available to the public, our customers and our collaborators.



BIODIVERSITY, WILDLIFE AND ANIMAL WELFARE POLICY

On Historia the Boutique Hotel Nile Cruise we ensure that our property is not involved in the hunting, trading or consumption of any endangered species and we ensure that if we harvest any species from the wild, we demonstrate that we do so in compliance with local, national and international regulations.

We safeguard the welfare of any animals (wild or domestic) that the guests may come into contact with. This could include wild animals, captive wild animals, stray cats and dogs, work animals or pet, crocodiles that could be at attractions, activities that the hotel promotes to guests.

We support biodiversity and animal welfare through five main things that we can do:

1. Implement procurement policies and procedures that favor sustainable products and services.
2. Stop offering or promoting activities that can harm animals and biodiversity.
3. Help local ecosystems to develop and flourish by protecting sensitive areas and planting the right vegetation.
4. Raise awareness for our guests about the things they can do to support biodiversity and animal welfare in our destination.
5. Work with our community on initiatives that protect, support and develop biodiversity.

Animal welfare and biodiversity are our top priority through the following criteria:

Litter

- * We reduce the amount of waste that we produce as one of the best ways to control litter
- * We replaced plastic cups, straws and packing materials with glass or reusable alternatives
- * We educate our guests about the harm that litter causes to our community and to wildlife.

Other pollution

-Light pollution can confuse wildlife in a way that disrupts migration, feeding and breeding.



CHILD PROTECTION POLICY

The purpose of this policy is to protect children and young people within the operation of Historia the Boutique Hotel Nile Cruise whether they are guests, or trainees.

The policy provides all employees with the overarching principles that guide our approach to safeguarding and child protection.

This policy applies to all individuals working at all levels and grades, including senior managers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, and any other person providing services to us. The management ensures, that all children are protected from any form of abuse, exploitation including sexual exploitation.

We recognize, that:

- The welfare of children is paramount.
- All children, regardless of age, disability, gender, racial heritage, religious beliefs have a right to equal protection from all types of harm or abuse.
- Working in partnership with children, young people, their parents, careers and other is essential in promoting young people's welfare.

Communication and Reporting

In case of any abuse or suspect of abuse involving children within the hotel premises as well as near the hotel premises, the management is to be contacted immediately, in the person of Dir of Human Resources and Security, who will then inform the local authorities and law enforcement organizations.

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COMMUNITY ENGAGEMENT POLICY

We at Historia the Boutique Hotel Nile Cruise are keen to establish positive relations with our local community, based on respect and mutual support (when applicable).

We fundamentally believe and work, to achieve the following:

1. The participation and empowerment of the local community is always encouraged and supported. Our entire Team is local and we use local guides and transportation companies.
2. We respect intellectual property rights, culture and traditions when dealing with local and indigenous communities.
3. We ensure that local people and indigenous communities are not subjected to discrimination, either as individuals or as communities, in areas such as recruitment, employment, procurement and tendering processes, or as suppliers and traders.
4. We have preferences for local suppliers and contractors.
5. We have preferences for hiring resources from the local community, always where the minimum qualifications are met.
6. We encourage our guests to go on excursions to encounter local communities and discover more about their local traditions. In Aswan, a Nubian Night is organized with local entertainment.
7. Historia the Boutique Hotel Nile Cruise will never obstruct public access to water sources or other essential resources or services.
8. We are committed to the appointment and consultation of the local community, when planning any development that may affect them, taking into consideration their views and responding to them. We conduct a pre-assessment of developments possible impact to the local community.
9. Development of an internal purchasing policy, giving priority to local services, product providers and contractors whenever possible.
10. Historia the Boutique Hotel Nile Cruise uses local suppliers as much as possible. Certainly, for fish, meat, vegetables, fruits etc. Twice per week there is an Egyptian Buffet with local dishes.



ENVIRONMENTAL POLICY

11. Historia the Boutique Hotel Nile Cruise promotes other local products and services to the guests, by recommending guides, markets, arts and handicrafts.

A cooking class is arranged twice weekly to teach guests Egyptian recipes.

12. We try to provide services or facilities to the community, that wouldn't normally be available.

13. The Itinerary of Historia the Boutique Hotel and Nile Cruise encourages Guests to explore the destination, local markets, culture, archaeology and offers a culinary adventure.

14. Whenever one or some of our facilities in the accommodation are offered to Egyptian guests or locals, they are treated no differently in using the facilities than foreigner guests.

15. Where there are the rights of access to public areas / ways; we don't add barriers, signs, or other controls preventing public rights of access.

16. Historia the Boutique Hotel Nile Cruise, has created the opportunity to make donations to local clinics / hospitals. A charity guideline is in the making.

Our policy has been communicated to the entire team and is available to the public, our customers and our collaborators.

Historia the Boutique Hotel Nile Cruise offers the ideal surroundings for a perfect stay and the team at the Nile cruiser is fully committed to keeping the natural, environmental beauty of Luxor- Aswan protecting the environment and conceiving natural resources.

1. We fully comply with all Egyptian environmental laws and regulations.

2. We monitor and record our environmental performance to ensure year on year improvement.

3. We have an environmental purchasing policy which gives preferences to goods and services with the least possible environment impacts.

4. We provide all team members with the training and resources required to meet the environmental objectives.

5. We have implemented a system to save water and are constantly setting new targets to save more.

6. We are using a system to reduce electricity consumption.

7. We concentrate on implementing all the necessary activities to reduce energy consumption (Electricity, Water, Fuel etc.)

8. We make our activities to reduce, segregate then recycle our waste.

9. We minimize the amount of air emissions, wastewater, solid waste and hazardous materials associated with our own operation.

10. All our actions concerning the environment are available for our guests (via guest information flyers and our website, hotel channel etc.)

11. We give preference to employ team members who live in the nearby communities.

12. We give preferences to local services and products and to those with minimal environmental impact.

13. We are always urging and encouraging our suppliers to implement the Environmental Management System.

Our Policy is documented, implemented and maintained to all the employees and available to the public collaborators.



HEALTH & SAFETY POLICY

The Management of Historia, the Boutique Hotel Nile Cruise has established a policy to organize a safe, healthy and wellbeing work–environment where employees, guests and suppliers can operate their activities.

To achieve this process, we are committed to:

1. Comply with the provisions of National Law and Health and Safety regulations.
2. Get the involvement of all staff in the implementation of measures for the prevention of accidents and professional diseases. Develop their abilities in order to work safely.
3. Ensure that all employees are competent and trained in their work to take very seriously their responsibility to keep our customers safe.
4. Check daily health and safety risks regarding our activities to make for our employees working conditions safer and healthier.
5. Organize regular, internal and external safety checks for the evacuation plans, fire equipment, alarm systems, procedures and emergency response and Food Hygiene and Safety.
6. Take health and safety very seriously by providing information and instructions to all employees under the supervision of department heads.
7. Support all employees regarding their health and safety management.
8. Give medical insurance to the employees to help them in the management of their health as well as provide medical assistance through the company doctor and clinic.
9. Apply strict rules about smoking facilities for employees and guests.
10. Provide proper Personal Protective Equipment (PPE) for all the staff.

Our policy has been communicated to the entire team and is available to the public, our customers and our collaborators.



PURCHASING POLICY

We understand that Historia, the Boutique Hotel Nile Cruise purchasing decisions can make a significant contribution to improve the property's environmental performance and to protect the surrounding environment.

Our Guiding Principles:

We prefer products that are durable, long lasting, reusable or refillable, energy-efficient and friendly environmentally solutions with all our suppliers

Our Actions:

We minimize waste by reducing packaging materials

- By purchasing bulk containers instead of single-served products (breakfast buffet, guest amenities such as shampoo, soap, shower caps, etc.)
- By using packaging return systems (reusable crates for supply of fruit, vegetables and other food items)

We prefer energy-efficient electrical appliances

- Refrigerators and freezers (CFC-free)
- Air conditioning
- Minibars
- Others (computers, led lights etc.)

We search for Local Resources such as:

- Food from local production (e.g. meat, chicken, vegetables, fruit, etc.)
- Locally produced beverages
- Fresh agricultural items from local production (vegetables, cheese, meat, etc.)
- Organic products



QUALITY ASSURANCE POLICY

For Sustainability reasons we changed our menus:

No longer on offer:

- Foie gras, duck foie gras
- pangasius, parrotfish, rays, any shark species (spiny dogfish etc.), orange roughy, grenadier fish and tilapia

We have on offer:

- Cage-free eggs and egg products
We choose readily biodegradable
- Pesticides (herbicides and insecticides)
- Cleaning agents (Diversey)

Our policy has been communicated to the entire team and is available to the public, our customers and our collaborators.

Historia the Boutique Hotel Nile Cruise provides accommodation and leisure services to our guests. We are sailing between Luxor–Aswan, Egypt.

Quality is important to our business because we value our guests. We strive to provide our guests with the services that meet and even exceed their expectations. We are committed to continuous improvement and have established quality assurance procedures that provide a way for us to measure and improve our performance.

We have the following systems and procedures in place to support us in our aim of total customer satisfaction and continuous improvement throughout our business:

- Gathering guest feedback through Guest Comment Cards.
- Customer complaints procedure.
- Training and development for all our employees.
- Regular internal and external audits, taking action to improve when identified.
- Measurable quality objectives which reflect our service level standards.
- Weekly reporting to management of guest feedback, complaints and online reviews.

Our internal procedures are reviewed regularly and our quality objectives are communicated to all our employees through our Staff Notice Board, team meetings and staff handbook.

Through the Boat Manager, who has ultimate responsibility for quality, all employees have a responsibility in their own areas of work, helping to ensure that quality is embedded across the whole property.

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SUSTAINABILITY POLICY

Management and staff of Historia, the Boutique Hotel Nile Cruise are committed to keep the vessel and its surroundings an appropriate and safe place, in which ethical, economical and quality standards are given for the people involved (staff and local community), and the conservation of cultural heritage and wildlife is ensured. Historia, the Boutique Hotel Nile Cruise will adopt all the techniques and pre-requisites that are developed by Green Globe International to be sustainability certified.

Therefore, Historia, the Boutique Hotel Nile Cruise obliges itself to establish a Sustainable Management Policy with the following actions:

1. We implement Sustainable Management Policy which considers economic, quality, health & safety issues and considers risk & crisis management according to legal requirements for the vessel, its surroundings and for every person involved or influenced by our actions.
2. We comply with all applicable local and international legislation and regulations and of all our employees are respected (including: current labor law, occupational health & safety)
3. As per Code of Ethics and CSR we give equal opportunity for employment without discrimination by gender, race religion, disability or others, including management positions and we actively support our employees to advance in their careers and we consider human rights issues as part of our operation.
4. We avoid commercial exploitation (e.g. employment of illegal child labor) and non-commercial exploitation (e.g. sexual harassment or exploitation) particularly of children and adolescents and discrimination of women and therefore we pay all the employees an adequate wage which allows them to make a living.

5. We respect local and indigenous communities, including their intellectual and property rights. We also respect the water rights of all traditional communities.
6. Local properties and sites of historical, archeological, cultural or spiritual importance are protected.
7. We are not working with captive or protected wildlife.
8. The activities of the hotel have no negative influence
 - on the provision of basic water, electricity, waste, food, health and sanitation services to local communities.
 - on the access to land and aquatic resources, rights-of-way and transport, housing and historical, archeological, cultural and spiritual sites of local communities.
9. We ensure that all property, land, and water rights used, have been acquired in compliance with local, communal and indigenous rights, including their free, prior and informed consent
10. We are committed to continuously improve our sustainability performance.

Our policy has been communicated to the entire team and is available to the public, our customers and our collaborators.



Human Rights Policy

At Historia the Boutique Hotel Nile Cruise, we are committed to maintaining a working environment that promotes human rights and upholds the dignity, rights, and well-being of all employees, guests, and stakeholders. Our policies are in line with both international standards and Egyptian labor laws. Below is an outline of our Human Rights Policy:

1. Equal Opportunity and Non-Discrimination:

- We provide equal employment opportunities to all individuals, regardless of their gender, nationality, religion, race, disability, or any other characteristic protected by law. Discrimination in hiring, promotion, training, or other employment-related decisions is strictly prohibited.
- Our hiring process is designed to ensure diversity and inclusion while promoting a safe and respectful work environment.

2. Respect for Employee Rights:

- All employees are entitled to work in a safe and healthy environment. We ensure that the workplace complies with all occupational health and safety regulations.
- We guarantee freedom of association, allowing employees to join unions or any other representative organizations, as well as the right to participate in collective bargaining if they choose.

3. Employment Contracts:

- We ensure that all employees are provided with a written employment contract that clearly outlines the terms and conditions of employment, including salary, benefits, working hours, and other relevant details.
- Employees are entitled to receive their contracts in Arabic, ensuring transparency and understanding of their rights and obligations.

4. Fair Wages and Benefits:

- We adhere to Egyptian labor laws by ensuring that employees are paid in accordance with the agreed-upon wage, with appropriate benefits such as social insurance, health insurance, and other employee welfare programs.
- The company ensures that all employees are paid promptly and in full, with clear, transparent pay slips issued to workers.

5. Working Hours and Rest:

- We follow Egyptian labor laws regarding working hours, which are limited to 8 hours per day and 48 hours per week.
- Employees are entitled to regular breaks, including meal and rest periods, and will not be expected to work beyond the legal limits.
- In line with labor laws, we provide employees with annual leave and public holiday benefits, as well as additional leave benefits for special occasions.

6. Protection of Female Employees:

- Female employees are guaranteed maternity leave in line with Egyptian labor laws, including paid leave for up to 90 days for childbirth and the right to request breastfeeding breaks.
- We ensure that women are not subjected to any form of discrimination or harassment in the workplace. We also provide equal pay for equal work and career advancement opportunities for women.

7. Freedom from Harassment and Abuse:

- We have a zero-tolerance policy towards harassment, bullying, and any form of abuse, whether verbal, physical, or emotional. Employees are encouraged to report any form of mistreatment or inappropriate behavior, and all complaints will be treated with the utmost confidentiality and urgency.
- Training programs are conducted for all employees to raise awareness about harassment, discrimination, and human rights issues.

8. Sick Leave and Health Care:

- Employees are entitled to paid sick leave, with compensation for the duration of the illness based on the applicable social insurance laws.
- We provide access to healthcare services for employees and ensure that they receive support in case of injury or illness during their employment.

9. Training and Development:

- We are committed to the continuous development of our staff through training and educational programs, ensuring that all employees have the opportunity to grow personally and professionally.
- We foster an inclusive work culture where individuals' skills and potential are recognized and nurtured.

10. Termination of Employment:

- In the event of termination, employees are entitled to severance pay and any other rights due according to Egyptian labor laws.
- We ensure that employees receive a certificate of employment detailing the dates of their service and job responsibilities upon leaving the company.

11. Child and Forced Labor:

- We strictly prohibit the use of child labor or forced labor in any form. All employees are employed freely and voluntarily, with their rights respected at all times.
- We conduct regular audits and checks to ensure compliance with our ethical standards and the protection of human rights.



RIVER NILE CONSERVATION POLICY

12. Sustainability and Corporate Social Responsibility (CSR):

- As part of our commitment to human rights, we also actively contribute to social and environmental causes through CSR initiatives, ensuring that we not only provide for our employees but also contribute positively to the surrounding communities.

13. Complaint and Dispute Resolution:

- Employees who feel their rights have been violated are encouraged to report the issue through our internal grievance mechanisms. A fair and transparent process will be followed to resolve any complaints promptly.
- If issues cannot be resolved internally, we adhere to the appropriate legal channels for conflict resolution.

14. Commitment to Global Human Rights Standards:

- We are committed to adhering to international human rights standards and continuously evaluate our policies and procedures to ensure alignment with global best practices in human rights protection.

At Historia the Boutique Hotel Nile Cruise, we believe that the success of our business is built on the respect and fair treatment of all our employees.

We strive to create a positive and inclusive environment where every individual can thrive and contribute to the overall success of the organization.



Objective: The main objective of the River Nile Conservation Policy for Historia the Boutique Hotel Nile Cruises is to ensure the sustainability of the Nile River ecosystem while operating the floating hotel in a responsible manner. As one of the leading floating hotels, Historia Nile Cruises is committed to preserving the natural beauty and resources of the Nile River, promoting environmental sustainability, and following eco-friendly practices to protect the river and surrounding communities.

Key Components of the Policy:

1. Sustainable Tourism Practices :

- **Eco-friendly Floating Hotel :** Ensuring that all operations of the floating hotel minimize environmental impact by using low-emission engines, recycling waste, and using eco-friendly materials.
- **Responsible Tourism :** Promoting responsible tourism by educating guests on the importance of respecting the natural environment, wildlife, and local communities. Encouraging guests to reduce their carbon footprint during their stay.
- **Tourism Development :** Collaborating with local authorities and communities to ensure that tourism growth aligns with sustainability goals and does not contribute to environmental degradation.

2. Water Quality Management :

- **Wastewater Treatment:** Historia Nile Cruises is committed to using advanced wastewater treatment systems onboard to ensure that no pollutants are released into the Nile River.
- **Pollution Prevention :** All hotel waste will be managed carefully, including plastics, non-biodegradable items, and hazardous materials, and disposed of according to environmental guidelines.



- **Collaboration with Local Authorities :** Working closely with environmental organizations and local authorities to support initiatives to clean the river and ensure that hotel operations contribute to water quality preservation.

3. Biodiversity Protection :

- **Wildlife Conservation:** Actively promoting the protection of biodiversity in the river by ensuring that hotel operations do not negatively impact the habitats along the Nile River.
- **Environmental Education :** Providing guests with information about the importance of Nile River ecosystems and the need to protect local plant and animal species, including endangered species.
- **Eco-Tours:** Developing eco-friendly tours focusing on the wildlife and environmental heritage of the Nile River, allowing guests to experience the biodiversity of the river.

4. Energy Efficiency and Resource Management :

- **Energy Conservation:** Implementing energy-efficient technologies in lighting, heating, and cooling systems onboard the floating hotel to reduce energy consumption.
- **Water Conservation:** Implementing measures to reduce water usage during guests' stays, such as installing water-saving devices in guest rooms and bathrooms and encouraging responsible water use among guests and staff.
- **Sustainable Sourcing:** Purchasing products and services from suppliers that adhere to environmentally friendly and ethical practices.



5. Waste Management and Recycling:

- **Recycling Programs :** Historia Nile Cruises will implement comprehensive recycling programs onboard to effectively separate and manage waste. This includes separating plastics, paper, glass, and metals for proper recycling.
- **Zero Waste Initiative :** Striving towards a «Zero Waste» initiative by reducing single-use plastics, and encouraging guests and staff to adopt sustainable practices during their stay.
- **Waste Disposal :** Ensuring the proper disposal of waste in compliance with local regulations and collaborating with waste management companies to prevent any waste from entering the river.

6. Community Engagement :

- **Supporting Local Communities:** Collaborating with local communities along the Nile River to promote sustainable development, including supporting local artisans, businesses, and cultural heritage.
- **Environmental Education Programs:** Offering environmental education programs to local communities, encouraging them to participate in river conservation efforts and understand the importance of preserving the river.
- **Employment and Training:** Providing employment opportunities for local communities and offering training to staff on environmental best practices.

7. Climate Change Mitigation :

- **Sustainable Practices:** Adopting climate-conscious practices, including reducing greenhouse gas emissions, using renewable energy sources where possible, and supporting initiatives that reduce energy consumption on board.
- **Research and Adaptation :** Keeping up to date with the latest research on the impacts of climate change on the Nile River and adjusting hotel operations accordingly to ensure long-term business sustainability and minimal environmental impact.



8. Monitoring and Reporting:

- **Environmental Impact Assessments** : Conducting regular environmental impact assessments to identify areas for improvement in hotel operations, with a particular focus on water and waste management.
- **Transparent Reporting** : Providing transparent reports to guests and stakeholders regarding the hotel's environmental practices, challenges, and achievements in sustainability efforts.
- **Continuous Improvement** : Setting measurable environmental goals for continuous improvement, reviewing, and revising the policy to stay aligned with evolving best practices.

Conclusion : Historia the Boutique Hotel Nile Cruises is committed to preserving the Nile River and the surrounding ecosystems through sustainable, responsible, and environmentally-friendly practices. By implementing this **River Nile Conservation Policy**, the hotel aims to ensure that its operations do not harm the river but contribute to its preservation for future generations. We encourage guests, staff, and local communities to actively participate in protecting the river's legacy and safeguarding its valuable resources.

Approved by
Historia the Boutique Hotel Nile Cruise
Manager

Mr. Saied Salem
October 2024

