The ABDUZ

MAY 2026

HOTEL THE ABDUZ · LEH, LADAKH

Sustainability Report

FY 25

FISCAL YEAR 2025
1 APR 2025 – 31 MAR 2026

Luxury in the high country.

GRI STANDARDS 2021
Reported in reference to
GRI 1: Foundation 2021



Leh, Ladakh · 3,500 m

A LETTER FROM THE PROPRIETOR

GRI 2-22

“Resources are limited and every action has an impact.”

The mountains of Ladakh ask more of us than most places would. At 3,500 meters above sea level, on the edge of a glacier-fed Tibetan plateau, resources are limited and every operational choice has an environmental weight. This shapes everything we do at The Abduz Hotel.

As the CEO, I am proud to say that our commitment to this land is not a corporate policy, but a family legacy. This report is our honest account on where we stand. Our proud practices, the gaps we are working to close, and the baseline we are now committed to improve. We support the community of Leh through year-round employment and a legacy of hospitality built on respect and honor for this place.

PROPRIETOR & CEO

THE ABDUZ HOTEL · LEH



CONTENTS

What’s inside.

GRI STANDARDS 2021 · STATEMENT OF USE: IN REFERENCE TO PERIOD 1 APR 2025 – 31 MAR 2026

PART ONE — THE ORGANISATION

01 Letter from the proprietor

02 The Abduz at a glance

03 Our people

04 Activities & value chain

05 Governance

06 Strategy, policies, practices

07 Stakeholder engagement

08 How we chose what matters

09 Materiality matrix & topics

PART TWO — MATERIAL TOPICS

10 Energy

11 Water & effluents

12 Waste

13 Employment & labour

14 Diversity & equal opportunity

15 Customer health & safety

16 Looking ahead

17 GRI content index

18 Contact

THE ABDUZ AT A GLANCE

GRI 2-1 | 2-2 | 2-3 | 2-4 | 2-5 | 2-6 | 2-22

A 42-room hotel, year-round, at 3,500 m.

The Abduz is a five-star, family-owned hotel in Leh, Ladakh, one of the few that stays open through the long Himalayan winter when most of the town closes for the season.

LEGAL NAME	The Abduz
OWNERSHIP	Sole proprietorship · family-owned
HEADQUARTERS	P. Namgyal Road, Sheynam, Leh, Ladakh, India
COUNTRY OF OPERATION	India · Union Territory of Ladakh
SECTOR	Hospitality & Leisure · 5-star (Ministry of Tourism)
REPORTING PERIOD	FY 2025 (1 Apr 2025 – 31 Mar 2026), annual
REPORTING BOUNDARY	The Abduz Hotel only · no consolidated entities
CONTACT	Faisal Qadir · faisalqadir@gmail.com
EXTERNAL ASSURANCE	None for this period
RESTATEMENTS	None — first formal report

ROOMS

41

Plus restaurant, spa, gym, business centre, multiple dining outlets.

EMPLOYEES ON PAYROLL

80

100% permanent full-time · 87.5% male, 12.5% female · drawn from 17 states.

ALTITUDE

3,500 m

Ecologically sensitive cold-desert region. Water sourced from glacier-fed aquifer.

A sustainability vision that centres on ecological sensitivity, quality of service, and family legacy.

OUR PEOPLE

GRI 2-7 | 2-8 | 2-23

Eighty hands, seventeen states.

TOTAL EMPLOYEES

80

All headcount, all permanent full-time.

NON-EMPLOYEE WORKERS

1

All headcount, all permanent full-time.

MALE

70

87.5% of workforce

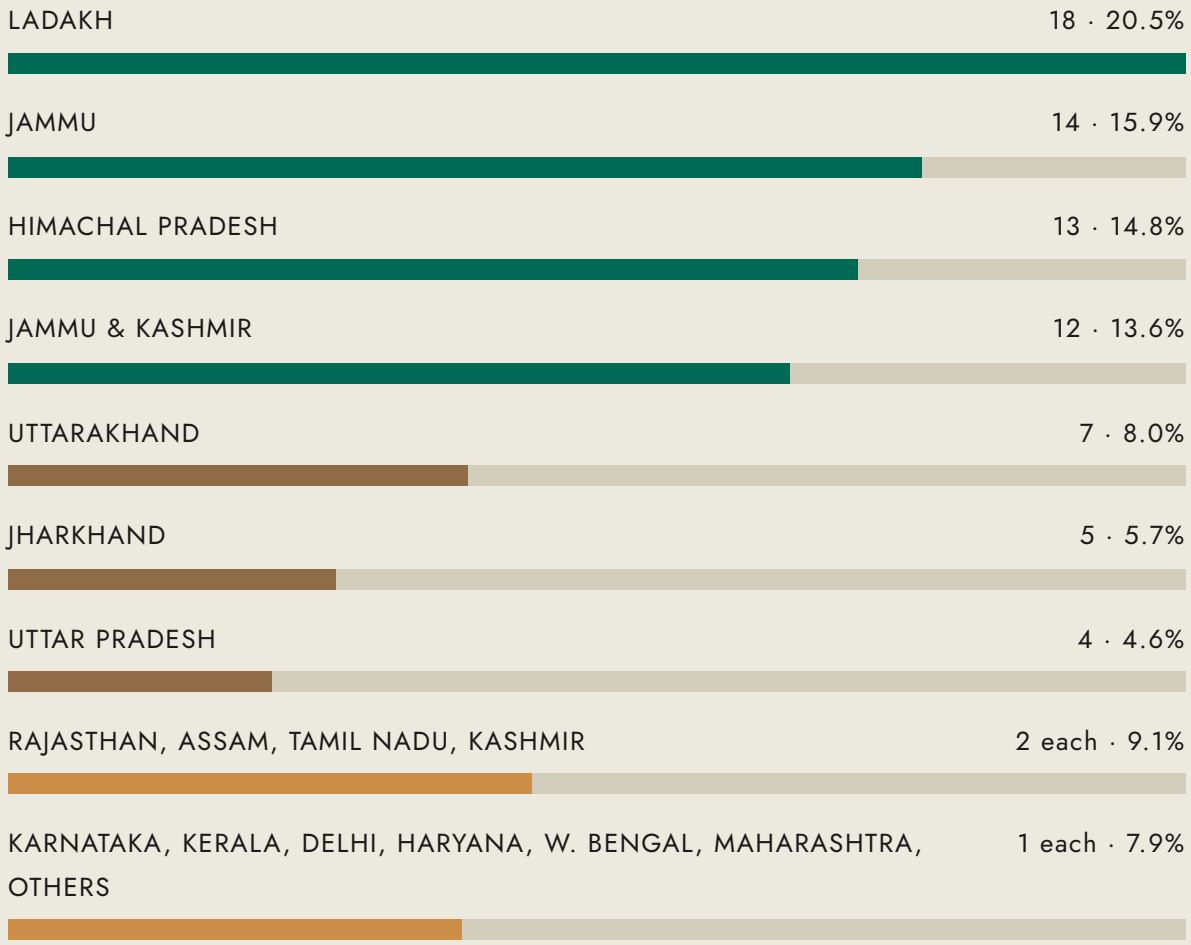
FEMALE

10

12.5% of workforce, material gap — see Diversity.

Methodology: numbers reported in headcount as of 31 March 2026, captured at onboarding. All employees are permanent full-time; the hotel does not engage temporary, part-time, or non-guaranteed-hours employees. No significant fluctuations during the period.

WORKFORCE BY HOME STATE — PERMANENT EMPLOYEES



~20% local Ladakhi · 80% migrant from across India. Non-local staff receive accommodation and meal plans on premises. 2-23

ACTIVITIES & VALUE CHAIN

GRI 2-6

Where we sit in the chain.

UPSTREAM — SUPPLY CHAIN

- Operational supplies
- Local agriculture (limited season)
- Poultry & dairy farming
- Packaged ingredients · airfreighted in winter
- Packaged food & beverages
- Toiletries
- Petrol, diesel, LPG
- Furniture, linens, machinery
- Stationery, electronics, electricals

THE HOTEL — WHAT WE DO

Hospitality & leisure across four product lines:

Room & Board — 41 keys, year-round operation

Recreation — spa, gym, shopping arcade

Food — multiple dining outlets, banqueting

Experiences — guided tours, cultural programming

Because Leh is road-inaccessible for parts of winter, a meaningful share of premium ingredients arrives by airfreight.

DOWNSTREAM AND RELATIONSHIPS

- Guests
- Employees
- Tour guides
- Drivers · travel agents
- Businesses & organisations
- Government bodies

OTHER RELATIONSHIPS

Gift shops · Rental cos. · Taxis · Laundry



Our value chain is built on people, partnerships and purpose — ensuring every guest experience creates value for our hotel, our community, and our Himalayas.

KEY MARKETS

Domestic Indian leisure travellers, international leisure (summer), corporate retreats, government & defence services.

MEMBERSHIPS · 2-28

All Ladakh Hotels & Guest House Association (ALHGHA). Signatory to the Nidhi Sustainable & Honourable Tourism Pledge, Government of India.

SIGNIFICANT CHANGES · 2-6 (D)

No significant changes in activities, supply chain, or downstream relationships compared to the previous reporting period.

GOVERNANCE

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-14 | 2-15 | 2-16 | 2-17 | 2-18 | 2-19 | 2-20 | 2-21 | 2-22

A family table, open channels.

Our highest governance body is a board of ten, five executives and five non-executives, chaired by the Proprietor and CEO. Six of the ten are independent. Day-to-day decisions sit with the operations team on payroll; the board, drawn from the founding family, sets strategy. Tenure is in perpetuity. The board's competencies span hotel management, business, and chartered accountancy.

This is family governance, and we say so plainly. It is the hotel's deepest source of institutional memory and its most acknowledged limitation. Conflicts of interest are managed through open communication channels and a documented POSH (Prevention of Sexual Harassment) framework. Critical concerns reach the board through those same channels, though, candidly, we do not yet quantify them, and that is a gap we are closing in FY 2026.

The board has framed its sustainability mandate around five anchors: sustainable tourism, our ecological setting, quality, family honor, and a legacy of hospitality in this region. It is responsible for approving this report.

Sustainable tourism | Ecological setting | Quality | Family honor | Legacy of hospitality

BOARD COMPOSITION

10

5 executive

5 non-executive

6 independent

4 non-independent

COMPENSATION RATIO

2.48:1

Highest-paid : median (excl. highest-paid).

PAY STRUCTURE

Fixed pay.

STRATEGY, POLICIES & PRACTICES

GRI 2-23 | 2-24 | 2-25 | 2-26 | 2-27 | 2-28

What we have signed, what we owe.

THE ABDUZ OPERATES UNDER THREE AUTHORITATIVE INSTRUMENTS

01 Nidhi Sustainable & Honourable Tourism Pledge — Government of India

02 Ministry of Tourism 5-Star Hotel Standards

03 State Government hotel standards · UT of Ladakh

MEMBERSHIPS

All Ladakh Hotels & Guest House Association (ALHGHA)

These commitments are embedded through the Ministry of Tourism's five-star framework, FSSAI certification on the food side, and onboarding training on the people side. Responsibility sits with our managers. Where things go wrong, we use disciplinary action and the POSH framework; guests and staff raise concerns through the Guest Relationship Executive and the HR department. We do not yet formally track how well those mechanisms work, which is a known gap.

On compliance: no significant instances of non-compliance with laws or regulations are known to have been recorded in this period, and no fines or non-monetary sanctions have been disclosed.

LOOKING AHEAD — Formalizing the grievance log, instituting board-level sustainability training, and recording quantitative critical-concern data will be priorities for FY 2026.

STAKEHOLDER ENGAGEMENT

GRI 2-29 | 2-30

Eight groups, one commitment.

01 · INTERNAL

Leadership

Board correspondence, sustainability strategy ownership.

02 · INTERNAL

Employees

Monthly company town halls, HR, managerial escalation channels.

03 · INTERNAL

Operations team

Daily floor coordination, manager-level policy embedding.

04 · INTERNAL

Investors / owners

Family-table governance, performance reviews in perpetuity.

05 · EXTERNAL

Customers & guests

Post-service feedback, online reviews, Guest Relationship Executive.

06 · EXTERNAL

Suppliers & vendors

FSSAI certification flow-down, ongoing procurement dialogue.

07 · EXTERNAL

NGOs / academia

CII Foundation, university researchers (waste audit June 2025).

08 · EXTERNAL

Local community

ALHGHA membership, local employment program, community investment.

SURVEY · 2-29

A stakeholder materiality survey was circulated in early 2026. Representative respondents across guests, employees, owners, NGO/academic and local community returned ranked priorities. Results inform the materiality matrix. 3-1

COLLECTIVE BARGAINING · 2-30

No employees are currently covered by collective bargaining agreements. Working conditions and terms of employment are determined directly by the organisation, with reference to Ministry of Tourism 5-star and Indian labour standards.

PART TWO — MATERIAL TOPICS

GRI 3-1

How we chose what matters.

01

A long list of 10 candidate topics was drawn from the GRI Sector context for hospitality, the GRI 2021 Topic Standards, and the specific risks of operating a 5-star hotel at 3,500 m in an ecologically sensitive cold desert.

02

Each topic was assessed by leadership for actual and potential impacts on the economy, the environment, people (human rights across activities), and business relationships, then ranked by significance.

03

A double-axis questionnaire, importance to the company × importance to society and environment, was sent to all eight stakeholder groups. Six respondents (guests, owners, employees, NGO/academic, local community) returned rankings.

04

Topics rated High on both axes by a majority of respondents were retained as material. Six material topics across GRI Standards 302, 303, 306, 401, 405 and 416 form the disclosure scope for this report.

STAKEHOLDER VOICES

Survey 2026

"Promoting local products and eliminating single-use plastic."

— CII FOUNDATION · NGO/ACADEMIC · 1–3 YRS ASSOCIATION

"Solid waste management and sustainable water management. They do good work in terms of sustainability measures, but more should be made visible to the guests."

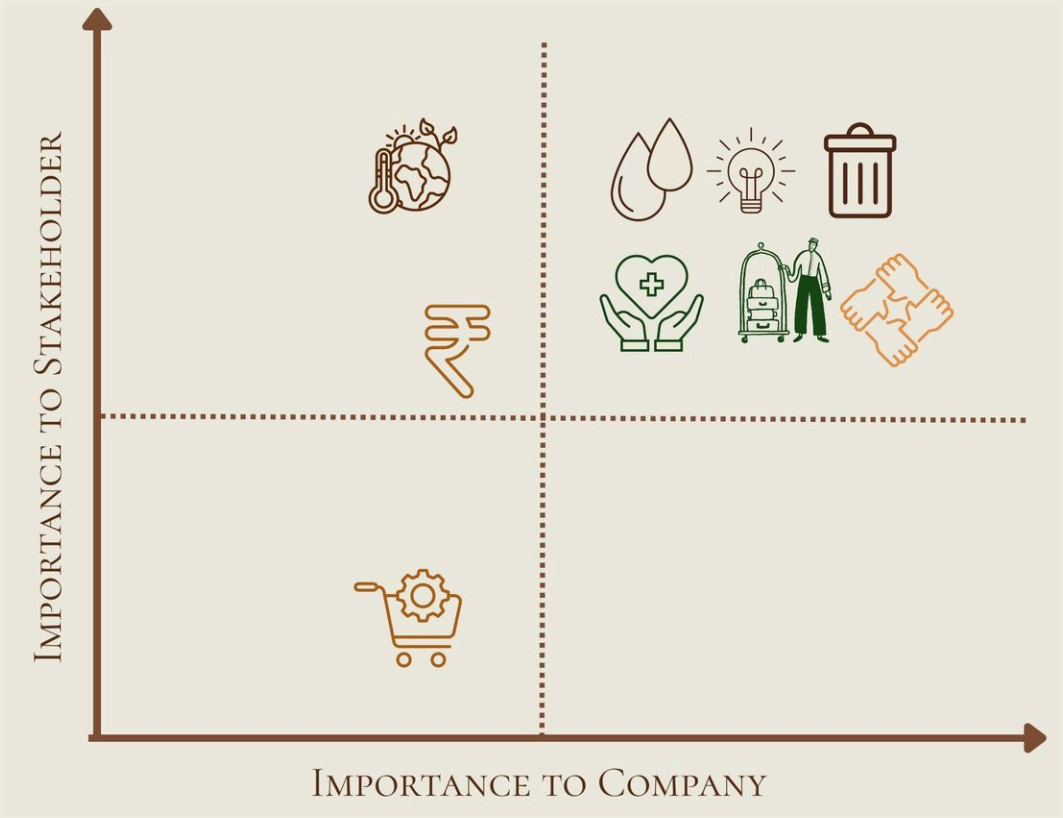
— NAMGAIL ANGMO · LOCAL COMMUNITY / RESEARCHER

LIST OF MATERIAL TOPICS

GRI 3-2

Six material topics.

MATERIALITY MATRIX



MATERIAL TOPICS RETAINED FOR FY 2025

01	Energy management	GRI 302
02	Water & effluents	GRI 303
03	Effluents & waste	GRI 306
04	Employment & labour	GRI 401
05	Diversity & equal opportunity	GRI 405
06	Customer health & safety	GRI 416

● Environment ● Social ● Governance

Topics ranked Medium (Energy management, Sustainable procurement, Disaster management) are nonetheless disclosed qualitatively where they intersect with material topics. Energy, for example, is retained because of its tight linkage to climate-adaptation and waste-management responsibilities. 3-2 (b)

No changes to the list of material topics. This is the first GRI-aligned report. 3-2 (b)

MATERIAL TOPIC 01 · GRI 302

Energy.

Powering lighting, heating and cooking through the seasons.



ENERGY

GRI 3-3 · 302-1 · 302-3

Three sources keep the lamps lit.

GRID ELECTRICITY · ANNUAL

300k–350k

kWh / year

PETROL — STAFF VEHICLE

1,500–2,000

litres / year · derived from spend ÷ avg pump rate

DIESEL — GENERATOR BACKUP

3,500–4,000

litres / year

LPG — KITCHEN

9k–10k

litres / year

PER OCCUPIED ROOM-NIGHT

~40 kWh

Mid-range estimate; varies sharply by season. Denominator: occupied room-nights from PMS. Includes electricity only; fuel intensity is reported separately. 302-3 (b–d)

PER ROOM (ANNUAL ELECTRICITY)

~7.9k kWh

kWh / room / yr · 325,000 kWh midpoint ÷ 42 rooms.

Methodology & honesty. All fuel consumption figures except grid electricity are derived from money spent in a year divided by the average regional rate, then expressed as a range. Conversion factors for kWh-equivalent are not yet applied; total energy in joules will be reported once a baseline year is set.

A guest at our hotel is, in energy terms, drawing on three things at once:

1. The first is **grid electricity** from the regional supply, which runs the rooms, the lobby, the kitchens and the common areas.
2. The second is **LPG**, about ten thousand litres a year, which does most of the cooking.
3. The third, which we are not proud of and are not hiding, is **diesel**: a backup generator that consumes between three and a half and four thousand litres a year, used when the grid goes down. In a Himalayan winter, the grid goes down often enough that diesel is not optional.

Energy use translates directly into greenhouse gas emissions and into local diesel-particulate pollution in a fragile high-altitude airshed. The backup generator is also a single point of failure for guest safety in winter outages; the same thing that keeps people warm in a power cut is, structurally, an environmental and safety risk we manage rather than eliminate.

What we are doing about it: daily meter readings (KVAH closing reading, units consumed, and occupied-room count) are logged by the engineering team. Spending on petrol, diesel and LPG is logged transactionally with vendors. Replacement of legacy lighting and addition of solar-thermal hot water, the largest single contribution we could make to our energy mix, are under board-level evaluation. Variance, units-per-room and cost-per-room are reviewed every ninety days. Targets and a published baseline are not yet set; that is a known limitation of this first report.

MATERIAL TOPIC 02 · GRI 303

Water.

Drawn from a glacier-fed aquifer to the city of Leh.



WATER & EFFLUENTS

GRI 3-3 | 303-1 | 303-2 | 303-3 | 2-22

A glacier in the basement.

One hundred percent of our operational water comes from a private bore on the property, drawing from the underground aquifer fed by the glacier above the town. There is no municipal supply here that would otherwise carry the load. This places the hotel in a direct hydrological relationship with every household, every farm, and every other hotel in the same watershed, and with the glacier itself, which under nearly every published water-stress index is in retreat.

Mild winters are extending the tourist season, which extends water demand. Glacier retreat is reducing the recharge that demand depends on. The peak-demand months of May through September are exactly the months in which the aquifer is most stressed.

What we do about it: an effluent treatment plant on premises, government-required and meeting the discharge standards set by the State Pollution Control Board for hospitality establishments. Internal water-quality checks are logged manually by the maintenance team. Demand-management on the guest-room side is handled through low-flow fixtures where they have been retrofitted, awareness signage in rooms, and staff training as part of FSSAI-aligned protocols.

Dialogue with local stakeholders runs through the All Ladakh Hotels Association. There were no incidents of non-compliance recorded for FY 2025.



WITHDRAWAL SOURCE

100%

Groundwater · on-site bore.

AREAS WITH WATER STRESS

All

Leh region: glacier-fed aquifer.

A KNOWN DATA GAP · REASON FOR OMISSION

Total volumetric withdrawal and consumption (in megalitres) are not yet metered. Wastewater data is recorded manually by staff at the ETP and is being compiled. Quantitative disclosure under 303-3, 303-4 is therefore information unavailable for this first reporting period; volumetric metering is a stated FY 2026 priority.

MATERIAL TOPIC 03 · GRI 306

Waste.

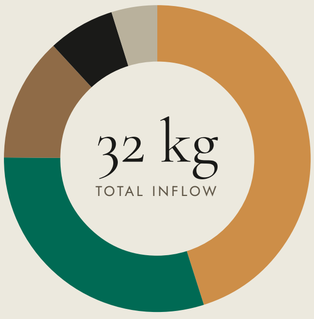
Thirty-two kilograms in a single peak-season day.



WASTE AUDIT · 24 JUNE 2025

GRI 3-3 | 306-1 | 306-2 | 306-3

A peak-season day, weighed.



Indicative ≈ 1.87 kg/room/day at full house, consistent with regional benchmarks for budget & mid-tier accommodations during peak season.

COMPOSITION BY STREAM

STREAM	COMPONENTS	SHARE
Plastics	PET, HDPE, MLP, clear film, single-use packaging	~45%
Organics	Food scraps, vegetable peels, kitchen prep waste	~30%
Paper / cardboard	Napkins, cartons, packaging boxes	~13%
Metals & glass	Beverage cans, jars, bottles	~7%
Residual	Mixed, non-recoverable	~5%

Source: thesis-led waste audit conducted on premises. The audit measured a total inflow of 32 kg, with plastic-based items representing a significant proportion of the segregated stream alongside metals, cardboard, and residual waste — illustrating the dominance of plastics during peak tourist occupancy.

AUDIT DATE
24 Jun
2025 · single-day snapshot

ROOMS IN SERVICE
41
95% occupancy

PER-ROOM INTENSITY
~0.78
kg / occupied room / day

PLASTIC SHARE
~45%
of segregated stream

WASTE

GRI 306-1 | 306-2

Where it comes from, where it goes.

KITCHENS
Organic food waste, multi-layer packaging from imported ingredients.

GUEST ROOMS
Plastic bottles, toiletry sachets, paper, cardboard.

BANQUETING & F&B
High-volume plastics and cardboard during peak occupancy and events.

BACK-OF-HOUSE
Metals, residuals, cleaning packaging.

Our waste streams emerge from four places: the kitchens, the guest rooms, banqueting and F&B during peak occupancy and events, and back-of-house.

The principal upstream driver of plastic intensity is single-use packaging on airfreighted goods, a structural feature of operating at altitude, not a procurement choice we can fully escape.

Downstream, our impacts are amplified by Leh's limited municipal waste infrastructure. In a fragile cold-desert ecosystem, poorly managed waste rapidly degrades soils, snowpack, and the very tourism appeal we depend on. There is no offsite treatment system that quietly absorbs what we send out the back door.

What we are doing now: source segregation at point of generation with colour-coded bins in kitchens, guest rooms and back-of-house. Composting of organic kitchen waste on-site where feasible. Plastic and metal recovery handed to local recyclers. Cardboard back-hauled with suppliers where possible. Single-use plastic reduction through guest amenity dispensers in selected rooms and a glass water-carafe pilot in-room. Staged conversation with regular suppliers on take-back of bulk packaging.

STATED FY 2026 COMMITMENTS

- → Quarterly waste audits across all four seasons
- → In-room glass carafes phased into all 41 rooms
- → Annual disclosure of waste diverted vs landfilled (kg)
- → Supplier take-back pilot with top 3 vendors

MATERIAL TOPIC 04 · GRI 401

Employment & labour practices.

Year-round employment, in a place that closes for the winter, is the most consequential thing this hotel does for the community of Leh.



EMPLOYMENT & LABOUR PRACTICES

GRI 3-3 | 401-1 | 401-2 | 401-3

Our people, our hotel.

PERMANENT FT

100%

All 80 employees are permanent full-time.

YEAR-ROUND OPERATION

12 months

Through Ladakh's harsh winter, when most hotels close.

COMPENSATION RATIO

2.48:1

NON-EMPLOYEE WORKERS

1

BENEFITS FOR FULL-TIME EMPLOYEES · 401-2

- On-site accommodation for non-local staff
- Structured staff meal plans
- Statutory benefits per Indian labour law (PF, ESI where applicable, gratuity)
- Training as part of operational commitments

The Abduz operates year-round. The positive impact is plain: stable income for eighty households through the winter when the broader Ladakh hospitality sector contracts. The impacts we have to manage are also plain: a high migration distance for roughly four-fifths of our staff, accommodation density on-site, and the reliance of those eighty households on a single family-governed hotel.

We operate under Ministry of Tourism five-star labour and accommodation standards, Indian labour law, an active POSH (Prevention of Sexual Harassment) policy, and Nidhi pledge alignment on responsible business conduct. Onboarding documentation captures gender and home state for every employee. Non-local staff receive on-site accommodation and structured meal plans. Staff training is part of the FSSAI-aligned operating commitments. Communication channels run through HR and the Guest Relationship Executive, open, with documented escalation paths.

Effectiveness today is tracked through retention, the absence of grievance escalation, and online reviews. That is honest, but it is not yet enough. Formal turnover and new-hire metrics under GRI 401-1 are a stated FY 2026 disclosure priority.

Limitations & reasons for omission. 401-1 (turnover by gender, age group, region), 401-3 (parental leave), 403 (occupational health & safety statistics), and 405-2 (ratio of basic salary by gender) are reported as information unavailable for FY 2025 and are stated baseline-build priorities.

MATERIAL TOPIC 05 · GRI 405

Diversity & equal opportunity.

A workforce drawn from seventeen states. A board drawn from one family.



DIVERSITY & EQUAL OPPORTUNITY

GRI 3-3 · 405-1

Our strength lies in diversity.

DIVERSITY OF GOVERNANCE AND EMPLOYEES

GOVERNANCE BODY · GENDER

90% male · 10%

9 male · 1 female · n=10

WORKFORCE · GENDER

87.5% male · 12.5%

70 male · 10 female · n=80

BOARD FUNCTION

5 executive · 5 non-executive

INDEPENDENCE

6 independent · 4 non-independent

TENURE

In perpetuity (family table)

On regional diversity, this hotel is genuinely unusual: eighty employees from seventeen Indian states, working alongside each other in a town of barely thirty thousand people. The linguistic and regional mix that produces is one of the things that makes this property what it is, and we count it as a positive impact.

On gender, we have to be more honest. Our workforce is twelve and a half percent female, concentrated in front-of-house and administrative roles, which is below sectoral aspiration. Our board is ninety percent male, a single woman among ten, a direct consequence of family-table governance, and the most acknowledged limitation in this entire report. Underrepresented social groups beyond gender are not separately tracked today; an age-band breakdown is committed for FY 2026.

The POSH (Prevention of Sexual Harassment) policy is in force; remediation runs through disciplinary action and managerial escalation.



MATERIAL TOPIC 06 · GRI 416

Customer health & safety.

Winter slows down, and comfort takes over.



CUSTOMER HEALTH & SAFETY

GRI 3-3 | 416-1 | 416-2

Guests are our priority.

Most of our guests arrive from low-lying India. A measurable share of them experience some form of acute mountain sickness in their first twenty-four hours. Our operating contract, the implicit promise of a five-star hotel at this altitude, is that we know this, that we plan for it, and that we are prepared for the moment it stops being a mild headache and becomes a real medical concern.

The dominant risks we manage are altitude-related (acute mountain sickness on arrival), food-borne illness in a remote location with limited medical access, and physical safety in winter operations. All food and beverage outlets are FSSAI certified, with all food handlers trained under FSSAI-aligned protocols. Arrival briefings include altitude advisory; oxygen support is available on request; first-aid stations are present in public areas. An on-call medical liaison handles anything beyond the front desk's scope. Guest concerns reach the Guest Relationship Executive directly.

Tracking runs through post-stay feedback, online reviews, and FSSAI audit outcomes. No significant guest health-and-safety incidents requiring regulatory disclosure are known to have been recorded in FY 2025. No fines or warnings have been disclosed.

ASSESSMENT OF IMPACT CATEGORIES · 416-1

RISK CATEGORY	COVERAGE	NOTE
Food safety	FSSAI	All F&B outlets certified; staff trained.
Altitude / AMS	SOP	Arrival advisory, oxygen on request, medical liaison.
Fire & physical safety	5-STAR	Per Ministry of Tourism 5-star fire & safety norms.
Water quality (potable)	RO + FILT.	In-house RO; in-room glass-carafe pilot underway.
Wellness offerings	SPA	Spa & gym; trained therapists.
Information privacy	GRI 418	Guest data on closed PMS; no breaches disclosed.

> *"They do good work in terms of sustainability measures, but more should be made visible for the guests and how they can contribute, if they wish to."*

A guest, in our stakeholder survey — actioned in FY 2026 through in-room sustainability cards.

LOOKING AHEAD · FY 2026 PRIORITIES

GRI 2-22

An honest year two.

01

MEASURE WHAT WE SHOULD

Volumetric water metering on the bore, ETP discharge logbook digitisation, GHG Scope 1 & 2 inventory using India-specific emission factors, and quarterly waste-stream audits to convert the June 2025 snapshot into a defensible annual figure.

02

REDUCE WHAT WE SHOULD

Phase out single-use plastic in all 41 rooms via in-room glass carafes, dispenser amenities, and paper takeaway packaging in F&B. Pilot supplier take-back with the top three vendors. Evaluate solar-thermal for hot-water demand, the single largest energy line.

03

GOVERN WHAT WE PROMISE

Formalise the grievance log, institute board-level sustainability training (closing the 2-17 gap), and capture quantitative critical-concern data (closing the 2-16 gap). Surface our work to guests with in-room sustainability cards answering the survey's clearest request.

"Ladakh is changing faster than at any time in living memory. This report is our first formal accounting of what that change is costing the land and what one family-owned hotel is willing to do about it."

PROPRIETOR & CEO · THE ABDUZ · LEH

JOIN US IN PRESERVING OUR LADAKH

Every action makes a difference.

FOR OUR GUESTS

"Enjoy a luxurious stay while helping protect one of the world's most fragile environments."

- Reuse towels and linens
- Be mindful of water and energy use and waste generation
- Minimise the use of single-use plastic

Look for the QR code in your room, served with a complimentary apricot, Ladakh's signature fruit. It links to this report and our stakeholder survey.

FOR OUR TEAM

"Your actions help protect our environment and strengthen The Abduz's future."

- Reduce water and energy usage
- Properly manage waste
- Take part in sustainability training and initiatives
- Encourage sustainable practices — and earn the Sustainability Champion Award

Sustainability is a part of every task, every day.

APPENDIX

GRI content index.

STATEMENT OF USE	GRI 1 USED	APPLICABLE GRI SECTOR STANDARD(S)
The Abduz has reported with reference to the GRI Standards for the period April 2025 – March 2026.	GRI 1: Foundation 2021	N/A

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	At a glance	
	2-2 Entities included in the organization's sustainability reporting	At a glance	
	2-3 Reporting period, frequency and contact point	At a glance	
	2-4 Restatements of information	At a glance	
	2-5 External assurance	At a glance	
	2-6 Activities, value chain and other business relationships	At a glance · Value chain	
	2-7 Employees	Our people	
	2-8 Workers who are not employees	Our people	
	2-9 Governance structure and composition	Governance	
	2-10 Nomination and selection of the highest governance body	Governance	
	2-11 Chair of the highest governance body	Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance	
	2-13 Delegation of responsibility for managing impacts	Governance	
	2-14 Role of the highest governance body in sustainability reporting	Governance	
	2-15 Conflicts of interest	Governance	
	2-16 Communication of critical concerns	Governance	
	2-17 Collective knowledge of the highest governance body	Governance	
	2-18 Evaluation of the performance of the highest governance body	Governance	
	2-19 Remuneration policies	Governance	
	2-20 Process to determine remuneration	Governance	
	2-21 Annual total compensation ratio	Governance	
	2-22 Statement on sustainable development strategy	Letter · At a glance · Governance · Looking ahead	
	2-23 Policy commitments	Our people · Strategy · Diversity onward	
	2-24 Embedding policy commitments	Strategy · Diversity onward	
	2-25 Processes to remediate negative impacts	Strategy	
	2-26 Mechanisms for seeking advice and raising concerns	Strategy	
	2-27 Compliance with laws and regulations	Strategy	
	2-28 Membership associations	Strategy	
	2-29 Approach to stakeholder engagement	Stakeholders	
	2-30 Collective bargaining agreements	Stakeholders	
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	How we chose	
	3-2 List of material topics	Materiality	
ENERGY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy	
	302-2 Energy consumption outside of the organization	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
	302-3 Energy intensity	Energy	
	302-4 Reduction of energy consumption	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
	302-5 Reductions in energy requirements of products and services	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
WATER AND EFFLUENTS			
GRI 3: Material Topics 2021	3-3 Management of material topics	Water	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water	
	303-2 Management of water discharge-related impacts	Water	
	303-3 Water withdrawal	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
	303-4 Water discharge	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
	303-5 Water consumption	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
WASTE			
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste	
	306-2 Management of significant waste-related impacts	Waste	
	306-3 Waste generated	Waste	
	306-4 Waste diverted from disposal	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
	306-5 Waste directed to disposal	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
EMPLOYMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Employment	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment	
	401-3 Parental leave	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity	
	405-2 Ratio of basic salary and remuneration of women to men	—	Omitted · information unavailable/incomplete · unavailable for FY 2025
CUSTOMER HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Health & safety	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Health & safety	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Health & safety	

CONTACT · ABOUT THIS REPORT

Thank you for reading.

CONTACT

Faisal Qadir
Proprietor and Sustainability Head
faisalqadir@gmail.com
P. Namgyal Road, Sheynam, Leh, Ladakh — 194101

COMPILED BY

Declan Maddison · Kanchi Dave · Maha Labban
Corporate Sustainability: Reporting & Strategy term project, in collaboration with The Abduz Hotel.

The ABDUZ

LEH

SUSTAINABILITY REPORT
FISCAL YEAR 2025
FIRST EDITION
APRIL 2026

GRI 1: 2021 · IN REFERENCE TO