



Latitude 0°
KAMPALA

Sustainability report 2020



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Message from the Director

The latitude 0 hotel was started with a deep belief in our people and in encouraging them to apply their energy, passion and unique abilities to make our hotels run in a truly remarkable way. When that happens, our guests experience the full capacity of the latitude, which is an industry leading ideal. Our guests benefit from what each and every associate does as a part of this unified team goal. We live the belief that we are so successful because of our associates, and that each and every role is important. As our broad client base grows, so does the hotel. We value you and what you do. As so many of our team say when joining the hotel, this is home. My goal is to continue to hire the best team of employees in order to provide the highest quality services to our esteemed guests. It's no secret that our world is changing, and changing fast, which requires both clairvoyance, boldness and flexibility.

Today, we are far more than hoteliers, we are also ambassadors of experience and we own the milliseconds that make up the journeys during which our guests explore luxury. We are spearheading a revolution that will change the face of hospitality. To achieve this, Latitude hotel treats the challenge of creating immersive experiences beyond the stay as an unprecedented opportunity such as "the other side" to mention but a Few. We have undertaken a dramatic transformation, culturally, technologically and physically in the hotel sector. We have achieved sustainable growth with innovative strategies. I believe one of the greatest strengths of the latitude hotels is being traditional going forward, the hotel will continue to facilitate long-term investment, principal management, and breakthrough innovation with everlasting ardor. Also, we promise to provide the highest quality of services with our leading corporate culture to share unforgettable memories with you. I deeply appreciate your consistent support and we look forward to serving you with the best services.

When staying at latitude 0, you are assured of the highest quality accommodation, services and facilities one would expect to enjoy in the pearl of Africa. Being frequent traveler myself, I am well aware that standards of service can make all the difference to one's overall expectations. For this reason, my team is deeply involved in the operating and maintenance of this gem which we all consider to be our second home. In this way, we ensure that the high expectations are readily available for you as our discerning guest. We work alongside our dedicated staff and have instilled significant qualities which are aimed at our guests and to guarantee the best possible experience. We assure you of warm, friendly and dedicated attention at all times from the moment you make your reservation to the time of your departure. You should find that your every need is anticipated. We trust that you will enjoy your visit at the latitude 0 hotel through our website and look forward to the pleasure of welcoming you.

Finally, we would like to thank the Uganda Manufacturers association and the global Reporting Initiative for letting us take part of this activity.

Michel Colona
(25th September 2020)

Company overview

The Latitude Hotels group is a unique African lifestyle hospitality brand based in urban environments across the continent. As well as hotels, the group offers members clubs, workspaces, and spa, gym and conferencing facilities. With best practice sustainability, we marry the very best of the local communities in which we are based, with all the conveniences a traveler would expect at home. With views stretching out over Lake Victoria, and over the city of Kampala, Latitude 0° sits among indigenous orchid-filled trees atop of Makindye Hill, approximately 6 kms from the CDB, and 45 minutes from Entebbe International Airport. We are more than just a hotel with 47 guest rooms and suites, a 24-hour front desk, and fast airport transfers.

We have two restaurants and three bars with culinary delights and a wide variety of drinks from all corners of the world. We are a haven for relaxation and fitness through our spa, gym and swimming pools.

We are a socializing and networking center with lounges, rooftop bar, private dining and entertaining spaces, and a calendar filled with music, art, fashion and business events. We are a co-working hub with private workspaces, meeting and conference rooms. A unique African lifestyle hospitality, blending modern urban Africa with a cosmopolitan twist.

Our profile, mission and vision

Mission

Our mission is to put hospitality services on the highest level in order to satisfy the demands and expectations of guests. Our aim is to make the Hotel Grand a place for encounters, business success, pleasant meetings and gala ceremonies.

Vision

The ideology of our vision is to continue to apply and set the highest standards of service quality and in that way justify and uphold the reputation that we have among the guests, partners, competitors and the wider community.

Objectives

To ensure customer satisfaction by achieving delivery of service quality norms through interaction with clients, prompt handling of guest requests, and complaint resolution

Our Achievements

Notwithstanding the infancy of our company, the standards and principles we maintain have quickly earned us a reputation as one of the most eloquent and trustworthy hospitality provider in Uganda.

Products and services

- Accommodation
- Restaurants
- Bars
- Conference
- Gym and fitness center
- The spa
- The workshop

Description of products and services



- *Accommodation*

Whether you are visiting for business, or popping in before or after your safari adventures, Latitude 0° has guest rooms that surprise and delight. Each of our rooms and suites make use of natural light, and plentiful tree canopies to create spaces that are soothing and stylish, bedecked with luxurious linens, sumptuous fabrics and furniture, and bespoke artworks. Enticing beds, full sized baths and walk-in showers, Smart TVs, fresh Ugandan coffee and French Presses, complimentary still and sparkling Latitude purified water, and of course free Wi-Fi are just some of the amenities that our guests can look forward to in all of our rooms



- **Restaurants;**

The Latitude 0° kitchens create gastronomic delights that fuse together flavors from all corners of the world, and offer an alluring array of wines curated from some of the most renowned estates in South Africa and Europe. But our gourmet offering isn't just about the food; it's also about the surroundings, the atmosphere, and the buzz of your fellow diners. The experience will also be about where and how you decide to dine, whether our main restaurant, The Other Side, or even the rooftop bar. Inside or out? Garden, pool, or lake view



- **Bar**

Enjoy a drink in our spacious lounge bar, is a truly enjoyable experience – the views of the natural harbor, no ships just a variety of birds and may be even spot a stray seal or penguin and then across the water with the opposite side comprising of natural terrain, with the names of ships picked out by natural stones will help to ensure that you will have a “relaxing drink” There is a full range of bar drinks including a wide selection of spirits, Whisky, Brandy and Liqueurs, soft drinks and beer including and Falkland Islands only real ale. The wine list includes

a variety and styles of wine including the famous Montes premium wine produced in Chile, with wines by the bottle and glass.

A selection of teas and coffees are available throughout the day in the Lounge Bar.



- *Conference rooms*

Taking your business strategy to the next level? Launching your latest product? Or getting the entire board together to discuss that possible merger? Get away from the office and the distractions of daily office life, and really raise the attentiveness level to the task at hand. Our stylishly designed, modern private boardrooms and conferencing spaces accommodate up to 70 people, and all have access to Wi-Fi, large screen Smart TV's or projector screens, and anything else you may need to create the perfect environment for your meetings.

And all of our meeting and conferencing guests can take full advantage of the facilities at The Other Side Club for those celebratory post-meeting drinks, sit down dinner, or just a bit of networking.



- *The gym and fitness center*

We have treadmills, elliptical trainers, bikes and rowing machines for cardio workouts, plus weight cages, ab crunchers, benches, balls, dumbbells and kettlebells for strength sessions. Take your workout to water, and make use of our 18-metre lap pool to practice your strokes or wind down. And make use of the sauna to invigorate the body and brain, and relieve your tired muscles.

Our personal trainers will be on hand to help you meet your goals if you're looking for some extra coaching, whether you need to recover from the jet-lag or you're pushing towards your first triathlon. And if you're into something a little different, join one of our fitness & health-related classes to mix things up, be it music pump or meditation on our yoga deck with views over the gardens, and to the lake. Some people's pain. Others' pleasure. Working out, shedding pounds, staying healthy, pursuing goals, looking better, challenging friends, seeing a two-pack upgrade to four (and dreaming of six). We all have different reasons for heading to the gym.

At the latitude O gym we've created a cutting-edge fitness space for you, whether you're recovering from festive excesses or on the verge of your first triathlon. We have treadmills, elliptical trainers, bikes and rowing machines for cardio work, plus weight cage machines, ab crunchers, benches, bars, balls, dumbbells and kettlebells. And skipping ropes. But, as with everything else at Latitude O hotel, it all comes down to the people, so we'll have trainers on hand to mentor and motivate you, and advise you that even though it might be tempting to see if you can conquer 30kg bench presses on day one, it may be a little more sensible to master a single press-up first.



- *The spa*

We have three en-suite treatment rooms in which to pamper you, as well as two private group spaces where you can indulge with your friends, or that someone special. Our professional therapists and managers will take care of your every whim, while you sit or lie back and let them work their magic. The products we use in our Spa were born out of a love for Africa. They offer a range of products infused with the spirit of the continent.

Through harnessing a powerhouse of plant-based oils and extracts from African species that have adapted to cope with the harshest conditions on the planet, this unique product range can help your skin do the same. We are big believers in enhancing your gorgeousness the natural way and contain only absolutely essential ingredients. No synthetic chemicals, cheap fillers, nasty additives and parabens here.

- *Entertainment*

We also craft a wide range of events: there are parties, concerts, Ted-style talks, exhibitions, movies and workshops, all designed to stir the mind and body and stimulate exchange between you and your fellow members.

- *Workspace (The works)*

The Works is a concept conceived with entrepreneurs in mind, a forward-thinking, thoroughly modern business environment that's both stimulating and stylish. We offer a mix of open-plan 'hot-desking', as well as single and multiple-person private workspaces, and then of course, meeting rooms and conference areas. Why put up with outdated offices, a dingy and frantic coffee shop or distracting hotel lobby or a sleepy hotel room? The Works means modern facilities, consistent fortified Wi-Fi and full back office and IT support, all this whilst surrounded by like-minded individuals. Whether its office space, a desk or simply a quiet spot to tidy up a presentation or to close that deal it's all available at The Works. As a member of The Works, you'll also have access to our club The Other Side, The Spa and The Gym.

African craft and sales shop

As we continue to spread our physical footprint throughout Africa, we are passionate about keeping our other footprints as small and with as little impact as possible. Forging real connections and commitments allows us to create statement interiors that focus on local African authenticity, produced by local communities using recycled, upcycled and sustainable materials. We are proud to be ambassadors for emerging African talent.

Location

Address: 64 & 66 Kyadondo.

Mobutu Road, Makindye

Kampala, Uganda

Phone: +256 (0) 31 241 8300

Email: 0@thelatitudehotels.com

Ownership and legal form

Latitude 0 is a private limited company incorporated by Uganda Registration Service Bureau (URSB)

Markets served

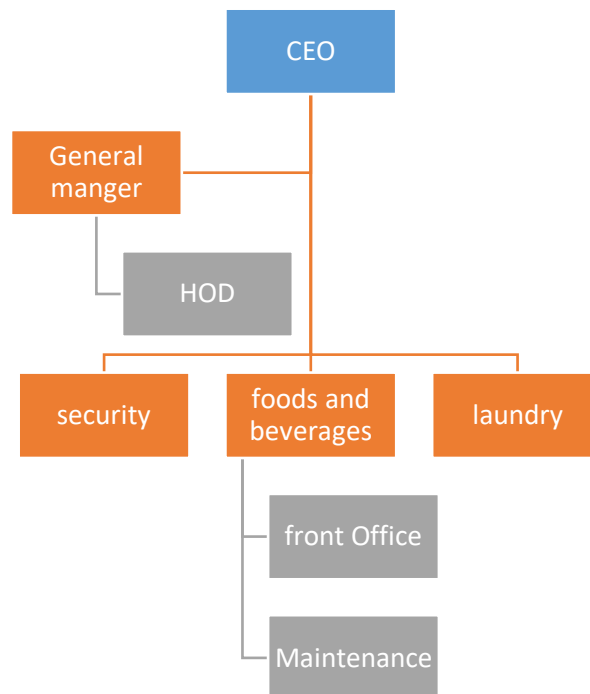
- Cooperate and commercial clients; Particular attention to latitude hotel pays its corporate clients. We understand how important it is for them to ensure comfortable conditions for corporate events. That's why we offer our business guests a full range of all the necessary tools for conferences, trainings, seminars, presentations and other corporate events of different levels. For corporate clients the hotel prepared a special comfortable conference area: Conference facilities for up to 45 people. This multi-purpose hall, which has all the necessary equipment for corporate events and celebrations-a multimedia projector, a stereo system and microphones, a flip chart and more.

We take care and nutrition of our guests during working meetings. A wide choice of menus, buffets and coffee breaks are always at their service. At the conclusion of the seminar or training for guests, you can organize a banquet, taking into account all their wishes regarding the menu and presentation. Choosing the latitude venue for your corporate event, you can perfectly combine workflow with comfortable accommodation in our hotel. we offer our corporate clients Service at the highest level, Rooms in several categories seats at single placing, beds for double occupancy, In the absence of numbers ordered categories-we are ready to provide rooms of higher category of costs ordered, Always available to help them in case if, at the time of reservation the hotel will not be seats available, and agree with our colleagues, not burden you with this problem, Organize a corporate event of any level, providing a complete package of services: meals, lodging, excursions (transport & Guide), shuttle service, Corporate clients can always count on a discount , which is considered individually for each

company and in fact depends on criteria such as: loyalty, massification and frequency properties

- International visitors; we also serve a host of international guests from various parts of the world such as Europe, Africa, Asia etc. Whether we're talking about vacations, business travels or single-night stays, international visitors are a big faction of our hotel's total number of guests
- Local market; We also serve various members and families of our local community that may seek to utilize our wide range of facilities such as our world class gym, our modern swimming pool as well as bars and restaurant as well as accommodation services in our wide range of suites available.

Governance structure



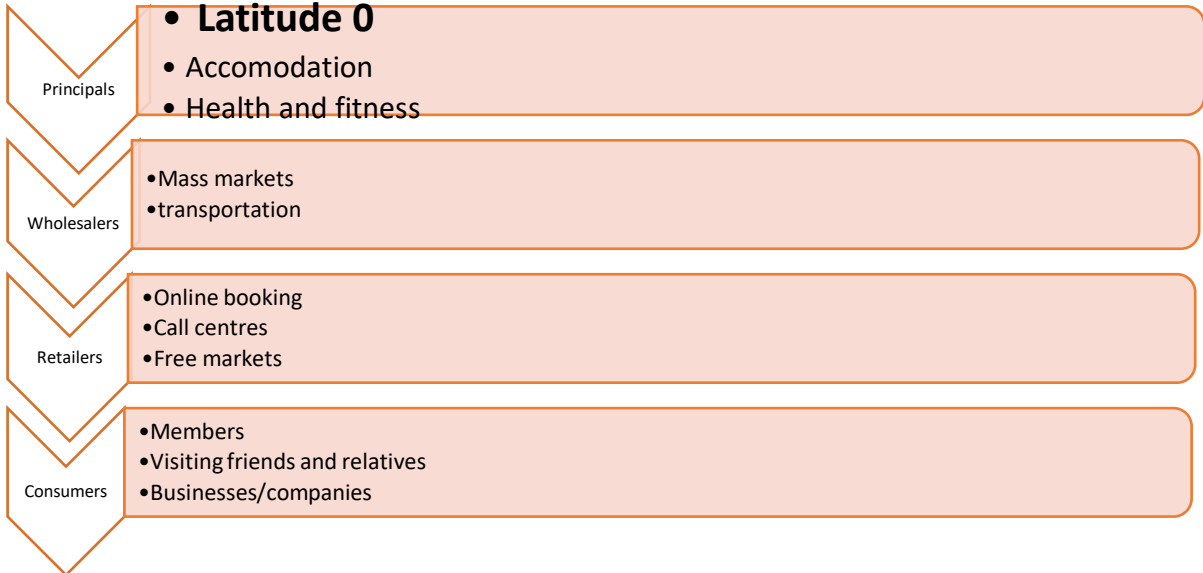
Information on employees

Latitude 0 boasts of a diverse, qualified and united workforce of 160 employees who ensure that we provide quality, hospitable and commendable services and products that match the expectations of all our various customer needs. It is important for a company as well as co-workers to operate at the same wavelength to ensure great possibilities of success business wise and to create a positive work environment and thus the business endeavors to provide important incentives in form of bonuses and allowances as a way of expressing appreciation for tasks well done by the workers. This enables us to keep our employees motivated and happy which maintains the standard of quality services offered.

The company has a standard recruitment Policy regardless of Age, Sex, Religion and tribe. Employees must present their identification and qualification in the recruitment process. Our recruitment for job vacancies is carried out after a screening test from applications, which are reviewed. This is followed by analyzing the job requirements, reviewing applications and finally selecting the right candidate. A contract is then offered to employees for confirmation of their appointment.

Supply chain

Below is an illustration of the sequence of processes involved in the production and distribution of products and services at Latitude 0 to the final consumer.



Significant changes to organization

The hotel has come up with a policy to adopt the standard operating procedures as provided by the government of Uganda in response to the corona virus pandemic in a move to prevent the spread of the virus. In that respect we have been forced to effect a significant change, whereby several facilities such as the swimming pool and the gym have been narrowed down for use by hotel stay in guests only. This has been coupled by use of sanitizers at various points as well as distribution of free masks to every resident and social distancing measures.

Precautionary principle

In order to limit the effects of risks that may occur at any time during work and no work hours. Waterworks limited has taken a number of measures to safeguard against the actual occurrence of these risks and this includes the installation of CCTV cameras in the business premises as a security measure against any form of theft that may happen. This has been done in conjunction with installation of an alarm system as well as the presence of 24-hour security guards at the premises. The company has also taken a measure to provide protective gear to

our workers such as gumboots, gloves to protect their hands from any form of cuts or injury, overalls to guard against staining of clothes in the course of work etc. The company also endeavors to provide its customers with the best possible quality products from the best line of foods and beverages such as meat, dairy and vegetables, beverages etc. in their production. Our services are also carried out with the use of best possible equipment by the highest qualified workers such as in the kitchen as well as in the cleansing of hotel rooms with standardized products etc. to ensure standard service delivery to expectations of customers. This is all capped off with carrying out of effective planning by the business management, characterized by setting of targets and objectives that help to provide much needed standards of service provision by the hotel. We also have an active quality assurance department that plays an important role of supervising and making sure that the highest quality of products and services are being provided to our hotel clients every day.

Memberships and partnerships

- ✓ Latitude 0 is a member of Uganda Hotel Owners Association (UHOA)



Core values, principles, standards, norms and culture of behavior

The supply of quality services and products is the key priority in our mode of transaction at latitude. We strive to ensure that our business operations create value in our community. Our core values, standards and behavior norms determine the direction in which we intend for our company to move and these include;

- ✓ Integrity

We promote integrity through our respect for individuals, communication of expectations, consistency and fairness in our actions. This integrity permeates through all we do.

- ✓ Achievement

We continually strive to find better ways to pursue our company and personal goals. Latitude hotel is committed to providing training, support and growth opportunities for its team members to ensure a rewarding and secure future.

- ✓ Teamwork

We work as a team at all levels, recognizing each team player contributes to the team's success by their competence, preparation, determination, and commitment.

✓ Excellence

We commit our best in everything we do, striving for professional excellence by exceeding expectations and distinguishing ourselves through superior performance.

✓ Innovation

We foster a culture where independence of thought and personal strengths are valued, where team members are recognized for their creativity, motivation, tenacity, and passion. We encourage innovative thinking that promotes beneficial change for both the individual and the company alike.

Stake holder engagement

Latitude 0 hotel as a business realizes the importance of its stakeholders in as far as the success of its operations as a whole is concerned. Many Decisions made by the company affect both our external and internal stakeholders and these include;

- Service providers; These include various providers such as Banks whereby many transactions are made through credit cards and cheques as well as insurance agencies that provide services to the organization in areas such as fire insurance policy.
- Customers and clients; These include our wide range of guests such as local and international guests as well as corporate clients as mentioned previously who utilize our various facilities such as the workspace as well as our bar and restaurant, accommodation etc.
- Employees; The employees participate in the general provision of a wide range of services to the hotel clients such as in the restaurant, in the laundry service department as well as 24 hour security etc. They also ensure running of daily business activities, rewarded with monthly salary at the months' end as well a regular incentives and bonuses in accordance with their performance.
- Government; The government of Uganda collects taxes from latitude hotel and thus benefits from the company's profits which are later used in the execution of countrywide projects of national interest such as schools, roads, infrastructure etc. that are a key area in the process of attracting the stay of both national and international guests in the area.

Reporting Practices

Entities included in consolidated financial statement

None. Latitude 0 does not have any subsidiary companies that operate underneath it nor does it operate as a franchise. Thus there are no entities included in the consolidated financial statement.

Defining Report content and topic boundary

Indeed, in the desire to increase our market share as a business entity with each passing day, this has not deterred us from the importance of a fully functional and harmonious labor management relationship as our employees are the engine behind our ever rising levels of achievement and success. Thus in this report we have opted to report on the importance of providing quality products and materials in execution of services in the process of expanding our company market share as well as the importance of keeping each and every one of our employees' content and focused as they carry out their various assignments.

List of material topics

The following material topics have been included in this report; Market presence and labor/management relations.

Restatements of information

Not Applicable

Changes in reporting

This is the first time Latitude 0 is preparing a sustainability Report

Reporting period

1 July 2019 to 30 June 2020

Date of most recent report

This is the first sustainability report to be prepared.

Reporting cycle

Annually

Claims of reporting in accordance with GRI standards

This report has been prepared in accordance with the GRI standards: Core option

External assurance

This report has not been externally verified. However, the following aspects are externally audited; Quality Management system and occupational health and safety management system.

Material topics

200: Economic impact

Management approach (GRI 103) -2016

Here at Latitude O hotel, we understand market presence as the percentage of a market accounted for by a specific entity. A company's market share is its portion of total sales in relation to the market or industry in which it operates. The main reason as to why we chose market presence as our material topic is because one of our primary objectives is the timely increase of our market share while directly and consistently conforming to the wide range of demands held by our customers and this is why we always endeavor to come up with diverse innovations to ensure our services and products have a significant advantage in the industry in contrast with competitors. Thus in this year's report, we are primarily highlighting the process and means by which we acquire, establish and increase our market share as a company.

Our management approach in the improvement of our market presence involves the steady increase of our market presence and share through the consistent meeting of our customer demands. This has been achieved through increasing our language and currency capabilities as we realize that if a hotel doesn't have multi-language and multi-currency optimized, it's very likely experience a high number of abandoned bookings. Guests may love the look of our website or property images, but if they're unable to read about our features in their own language, or view rates into their own currency, they'll quickly become frustrated and look for a hotel that can accommodate these needs. Thus we have endeavored to mitigate this factor by providing various language and currency options via our website.

Translating our web pages is not the only priority. To give international guests the full experience we offer translated brochures or audio tours to give guests an idea of what to do and see during their trip. Employing multi-lingual staff has also been a huge benefit. Communicating with clients prior to their arrival in their own language makes them feel more comfortable. When our guests arrive we ensure their trip runs smoothly enabling us to receive positive reviews from various customers. In addition, as with the use of various social media handles such as Instagram, Facebook and twitter, we have been able to advertise our host of services worldwide and this has enabled us to maintain and increase our market share. With over 2 billion social media users worldwide, that view their pages 24 times a day, we are rest assured this is a method for our hotel to expand its market base in a short period of time. Travel blogs and websites have proven to effectively reach far and wide audiences worldwide, and thus we get into contact with a few chosen ones that may prove useful overtime in marketing the hotel. Creating links with local publications has also been a strong driver of international traffic towards our hotel. Few things are more important than the overall aesthetic and functionality of our hotel website. If it looks old and is slow, guests will view this as a representation of your property and service. This is especially important when international visitors are often coming from a location that expects an optimal experience online; such as China, which has very fast internet speeds. Of equal importance are our online reviews. International travelers generally trust their peers so if our rating isn't high, our bookings would suffer. We endeavor to do your best to manage online reviews by being

responsive, calm, and patient. Quality is not simply about offering a product or service that exceeds the standard, but also about the reputation that we gain for consistently delivering a customer experience that is above and beyond expectations which is vital in the increase of our market share as a business unit.

GRI 202: Market Presence

At Latitude 0 hotel, we have 98% locals part of the senior management team except the chief executive officer as well as the country director and these officials take part in decision making of the company and these include the general manager, the accountants, the department heads, among others. Senior management is generally the team of individuals at the highest level of management of the organization who have the day to day tasks of managing the company. In regards to salary the company is proud to mention that their lowest minimum wage provided to the least paid worker is 400.000 Ugandan shillings which is a yardstick that reflects the amount of money that other employees in the company earn. As management we are aware of the fact that our employees have various personal demands in their own lives as well as families to take care of and this compassionate perspective enticed us to set this figure as our lowest minimum payment in the business to any employee. Amounts of salary paid to each worker vary according to different factors such as level of qualification held in a particular field, level of expertise held in a field, level of experience held in a particular field as well as level of performance that one has shown in the execution of his or her tasks.

GRI 400 social impact

Management approach (GRI 103) -2016

As a company, we are cognizant of the fact that conflicts and poor relations at a workplace have an adverse effect on the overall productivity of the organization. In this year's report, we considered labor management relations as our material topic because we understand the pivotal role our employees as stakeholders play in the expansion and success of our company and in that respect we endeavor to provide the best working conditions possible to our workers to ensure that they are content and focused on achieving set business goals. Our management approach to labor/management relations involves insuring that we keep our workforce motivated as we are aware that great management and human resources professionals know the benefits of effective working relationships. These are relationships between co-workers, managers and staff, and employees with the public. Positive interactions increase good feelings, increase morale and improve work satisfaction. Negative interactions create confusion, anxiety, tension and uncertainty, which adversely affect work efficiency and company productivity. As the management, we don't leave workplace interactions to chance. But rather take the time and energy to help everyone in the organization develop the skills for positive interactions, whenever possible. There are many benefits to having effective working relationships. When people are happy at work, they tend to do a better job. Errors are reduced, productivity increases and customer service improves. Having great office interaction also improves teamwork, which makes an entire team more efficient during times of high stress, such as holiday sales or end-of-year report production.

The morale of our employees is directly related to the types of interactions they get on a regular basis. Evidently working with people who consistently create negative interactions leads to long-term morale issues, which leaves employees feeling that no one cares whether or not anyone does their job. This "why bother" attitude is infectious in hotels and in leisure centers. The best way to resolve this is to prevent it, as much as possible. Developing positive company morale among all employees is no easy task. It requires business leaders who take into consideration employees' talents, workloads and their general personality traits. It also requires that business leaders examine the processes and procedures to try to find areas in which gaps or backlogs frequently happen and we have done this through engaging the employees in team building exercises through our group of professionals in the hotel human resource department. This has enabled us to keep our workforce focused and motivated throughout our operations. Workers are kept happy and motivated through consistent payment of salaries of all employees as well as provision of vital incentives such as transport and lunch allowances daily as well as bonuses for outstanding performance for employees. To cap this of the hotel also offers full uniform and cloth for each employee of the business including shoes and trousers which reduces the burden on them financially to have to quire these items with their own salary. Such a compassionate policy provides the employees with a sense of care extended by the management and this inspires the best to be brought out of them during service provision

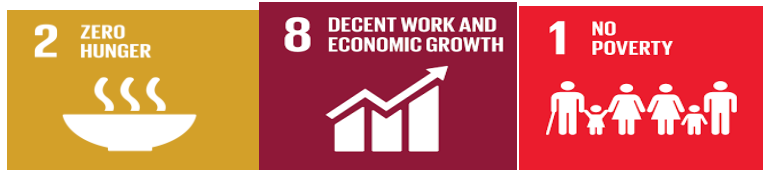
GRI 402: Labor/Management relations

At Latitude 0, we have strived to maintain excellent labor management relations through ensuring that employee expectations are met by the business in order to create a favorable working environment focused on achieving company targets. In case of potential serious organizational changes that the management takes, the business drafted a policy to give our employees a 2 weeks' notice about any significant change that may be going to take place. The gym instructors and swimming pool assistants that have not been working during this pandemic were given a 2 weeks' notice after the management decided to take this decision to cope with the spread of the virus.

The UN Sustainable Development Goals [SDG's]

As a company, we joined the global community as partners in contributing to Uganda's achievement of the sustainable Development goals. Thus through our business practices and principles, the following goals have been achieved;

Through Market presence, we have contributed to Uganda's achievement of the 1st goal of 'No Poverty' through the creation of various employment opportunities for various people in Uganda mainly in the central region where our premises are located. We have over one hundred sixty permanent employees (male and female) and this is a significant way of contributing to the struggle to eradicate the problem of unemployment in Uganda. Through employment, people are generally in position to acquire basic needs such as food easily hence achieving the 2nd goal of 'zero hunger' in both the short and long run. Our market presence has also contributed to the 8th goal of "Good Jobs and Economic growth" due to the fact that we consistently fulfill our legal obligation of paying taxes to the Uganda Revenue Authority, which is a statutory body under the government of Uganda and it is important to state the fact that a large the tax base of the country reflects a faster rate of economic growth.



About this report

This is Latitude 0's annual sustainability report, covering the period of 2019. This report addresses the parent company and all stake holders including; the government of Uganda, customers, employees and service providers.

Acknowledgements

We would like to thank all our colleagues, suppliers, customers for their support in providing the information required for completion of this report. In particular, we are grateful for the assistance provided by Daphine Kemigisha and Dickens Dembe, the research assistants in drafting this report and Professor Ven Taurigana of the University of Southampton, The UK for providing the technical expertise. Finally, we acknowledge the funding from Business School Small research grants which made the preparation of this report possible.

Further information

Further information about the Latitude 0 Sustainability Report 2019 can be found at our Website <https://0.thelatitudehotels.com>

Contact Person

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