



Sustainability Report



اللوفا أبو ظبي
LOUVRE ABU DHABI

2023



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About Louvre Abu Dhabi

Louvre Abu Dhabi stands as the first universal museum in the Arab world, exemplifying a groundbreaking blend of cultures and times. Established through an intergovernmental agreement between the United Arab Emirates and France in 2007, this extraordinary cultural collaboration is a symbol of artistic fusion and historical resonance. While embodying the universality of human creativity, the Louvre Abu Dhabi harmoniously merges diverse cultures and civilizations beneath its remarkable silver dome.

Designed by the visionary Pritzker Prize-winning architect Jean Nouvel, the architectural brilliance of Louvre Abu Dhabi is magnificent, as it allows a magical “rain of light” reminiscent of the shifting shadows in palm groves, achieving a blend of history and modernity, the entire space is designed as a medina while featuring interconnected pavilions, squares, shady alleys, and canals resembling the traditional falaj systems merged with contemporary elements. The dome contributes to the aesthetic appeal and functions as a natural thermal protection and ventilation system. Across 87,000 square meters, with 9,200 meters dedicated to galleries, the Louvre Abu Dhabi also provides a dynamic space that includes temporary exhibition halls, a Children’s Museum, workshops, an auditorium, and restaurants. The overall layout invites visitors to engage in a delightful strolling experience within this architectural marvel.

Our exceptional collection consists of artworks and artifacts from Asia, Africa, Europe, and the Middle East. The Louvre Abu Dhabi presents a narrative that transcends traditional categorizations, fostering a global dialogue on the shared human experience. The thematic organization of galleries encourages visitors to build connections across different cultures and periods from ancient sculptures to contemporary installations. The journey envisioned at the Louvre Abu Dhabi unfolds like a captivating narrative walk, including four acts that guide visitors from prehistory and early creative expressions to a profound immersion in the contemporary world. Twelve curated chapters align with the galleries, ensuring a seamless and continuous exploration marked by historical pauses and a museography reminiscent of temporary exhibitions. The narration is thoughtfully organized both chronologically and thematically, centring around the theme of exchanges in various forms, including conquests, pilgrimages, embassy interactions, trade transactions, exchanges of gifts, and scientific and intellectual discourse.

Beyond its role as a museum, the museum represents a dynamic hub for societal exchange and education, through its diverse programming involving educational workshops, performances, and temporary exhibitions, engaging visitors in the exploration of art and history. The museum also expresses the collaborative spirit between the United Arab Emirates and France, fostering international partnerships. Adding to its significance, the Louvre Abu Dhabi has a dedicated temporary gallery, offering visitors a selection of exhibitions that ensures a constant influx of fresh perspectives.

In maintaining our commitment to excellence, the Louvre Abu Dhabi has pursued an enduring partnership with France-Museums. This collaboration is a representation of the ongoing support and scientific expertise offered by partner museums, facilitating the organization of temporary exhibitions and loans from prestigious French public collections. This commitment to collaboration and enrichment enhances the cultural offerings of the museum.

Fundamentally, with our commitment to global dialogue, artistic excellence, and educational outreach, we stand as a source of enlightenment and a bridge between cultures, inviting visitors to embark on a transcendent journey through time, space, and the boundless realms of artistic expression.

About The Cultural District

Saadiyat Cultural District Abu Dhabi is a unique constellation of museums, cultural institutions, collections and public programming that celebrate the achievements of the United Arab Emirates, the region and the world.

Located on Saadiyat Island, Saadiyat Cultural District is a centre for innovation and creativity, research and knowledge and a place to encounter.

Offering one of the highest concentrations of cultural experiences, Saadiyat Cultural District is home to Louvre Abu Dhabi, Berklee Abu Dhabi and Manarat Al Saadiyat, and the future home of Zayed National Museum, Guggenheim Abu Dhabi, Natural History Museum Abu Dhabi, and teamLab Phenomena Abu Dhabi.¹

1. About Saadiyat Cultural District Abu Dhabi, (<https://scdabudhabi.ae/en>)

About The Department of Culture and Tourism – Abu Dhabi

The Department of Culture and Tourism conserves and promotes the heritage and culture of Abu Dhabi Emirate and leverages them in the development of a world-class, sustainable destination of distinction, which enriches the lives of visitors and residents alike. The organization manages the emirate's tourism sector and markets the destination internationally through a wide range of activities aimed at attracting visitors and investment. Its policies, plans, and programs relate to the preservation of heritage and culture, including protecting archaeological and historical sites and developing museums, including Zayed National Museum, Guggenheim Abu Dhabi, and Louvre Abu Dhabi. DCT Abu Dhabi supports intellectual and artistic activities and cultural events to nurture a rich cultural environment and honour the emirate's heritage. A key role is to create constructive collaboration in the destination's development through close coordination with its wide-ranging stakeholder base.

About France-Muséums

France-Muséums has been for 10 years a key link between France and the UAE in the accomplishment of the Louvre Abu Dhabi.

By gathering for the first time the collections and the expertise of the French cultural institutions involved, FM has provided its creation assistance and expertise to the authorities of the United Arab Emirates in the following areas: definition of the scientific and cultural program, assistance in project management for architecture including museography, signage, and multimedia projects, coordination of the loans from French collections and organization of temporary exhibitions, guidance with the creation of a permanent collection, and support with the museum's policy on visitors.

FM now continues its missions for Louvre Abu Dhabi after its opening with the training of the museum's professionals, the coordination of loans from French museums for 10 years, and the organization of temporary exhibitions for 15 years.

Saadiyat Island Map



Our Global Partners

- Musée du Louvre
- Musée des Arts décoratifs
- Cité de la Céramique – Sèvres et Limoges
- Musée d'archéologie nationale – Saint Germain en Laye
- Château de Fontainebleau
- Etablissement public de la Réunion des musées nationaux et du Grand Palais
- Ecole du Louvre
- Domaine national de Chambord
- OPPIC (Opérateur du Patrimoine et des Projets Immobiliers de la Culture)
- Musée d'Orsay et de l'Orangerie
- Centre Pompidou
- Bibliothèque nationale de France
- Musée du quai Branly – Jacques Chirac
- Musée national des arts asiatiques-Guimet
- Musée Rodin
- Château de Versailles
- Musée de Cluny – Musée national du Moyen Âge

Our Regional Partners

- National Museum of Ras Al Khaimah
- Ajman Museum (Department of Tourism Development) – Ajman
- Al Ain National Museum
- Guggenheim Abu Dhabi
- Nahar Productions
- National Museum – Saudi Arabia
- Saudi Ministry of Culture
- Sharjah Archaeology Authority
- Zayed National Museum
- Dubai Municipality
- Saudi Commission for Tourism and National Heritage
- National Museum – Sultanate of Oman
- Department of Antiquities of Jordan

Louvre Abu Dhabi. Annual Report 2022. Louvre Abu Dhabi, 2022. (The names of the regional and global partners referenced in the content above are sourced from this report.)



Management Message

Dear Distinguished Community and Honored Visitors,

It is with great enthusiasm that I share with you the remarkable progress we have made in advancing sustainability at Louvre Abu Dhabi. The extensive efforts meticulously introduced in our 2023 Sustainability Report highlight our dedication to environmentally conscious practices and, more importantly, our profound commitment to establishing meaningful connections with our community.

Recognizing the substantial influence on our journey, we extend our appreciation to our engaged stakeholders and valuable visitors who have been integral to our progress. Additionally, we would like to especially acknowledge the efforts of Asma Alkaabi of the Management Office, whose continuous support for sustainability has been important in driving our initiatives forward. The Louvre Abu Dhabi has become a prominent example of societal enrichment in the United Arab Emirates and impressively contributed to the broader tourism prospect in the region, leaving a positive impact on the national economy and global perceptions.

As a distinguished museum in the Arab world, the proactive adoption of sustainability measures sets the standard for institutions aspiring to align with global sustainability agendas. We consistently implement initiatives that combine cultural experiences with environmental and social responsibility, while ensuring a harmonious balance between intellectual preservation and sustainable practices.

Additionally, the museum has strategically pursued prestigious certifications such as LEED and Estidama, addressing the importance of meeting the expectations of green building and operational practices. Environmental Initiatives including waste mitigation and biodiversity conservation exhibit our conscientious efforts to minimize our ecological footprint. The

Louvre Abu Dhabi's social responsibility further extends to continuous community engagement initiatives and comprehensive employee welfare programs, fostering a sense of belonging and support among our employees. By aligning with global sustainability objectives, we aim to imprint on the cultural sector's evolution and inspire our peers to embrace the Environmental, Social, and Governance pillars.

We look forward to witnessing Louvre Abu Dhabi's ongoing success in its sustainability endeavors and its enduring contributions to the cultural and environmental landscape.

Manuel Rabaté
Museum Director



As a Sustainability Champion at Louvre Abu Dhabi, I am pleased to share the progress we have achieved in embedding sustainable practices throughout the museum. Our 2023 Sustainability Report highlights our strategic actions toward environmental responsibility and meaningful community involvement.

This progress is a result of a collaborative effort involving our stakeholders and visitors, who have significantly shaped our path forward. Louvre Abu Dhabi now is essentially a reference point for cultural development in the UAE, advancing sustainable tourism while elevating the region's global profile.

As a leading Emirati institution in the Arab world, we have embraced the integration of sustainability measures to set a benchmark for those aspiring to align with national global sustainability agendas. We have consistently pursued initiatives that blend cultural experiences with environmental and social responsibility, striving for an equilibrium between preserving our intellectual heritage and implementing sustainable practices.

Our pursuit of certifications such as LEED and Estidama reflects a stringent commitment to green building standards. Waste reduction, biodiversity conservation, and comprehensive community initiatives are part of our ongoing efforts to mitigate environmental impact. Concurrently, we prioritize our employees' welfare, fostering an environment that upholds inclusivity and support.

By aligning with the UAE's forward-thinking approach to sustainability, we aim to redefine cultural sector practices, driving the region toward a more robust integration of Environmental, Social, and Governance principles. This commitment reflects the UAE's leadership in setting new standards for cultural and environmental stewardship.

Ahmed Alblooshi
Technical Operations Director





Cultural Brilliance Meets Sustainability

Louvre Abu Dhabi and the UN SDGs

Illustrating cultural unity and embodying sustainable development, the Louvre Abu Dhabi meets the standards of artistic brilliance and global responsibility by seamlessly aligning with the United Nations' Sustainable Development Goals (SDGs). Elevating beyond traditional museum protocols, this architectural masterpiece stands as a symbol of cultural diplomacy, actively contributing to SDGs related to sustainable cities and communities, responsible consumption and production, climate action, life below water, life on land, quality education, decent work, and economic growth. Additionally, we actively foster partnerships for the goals, showcasing a holistic commitment to global sustainability and knowledge exchange. The Louvre Abu Dhabi's dedication to these goals is embedded in our daily operations, which include integrating modern technologies and environmentally conscious practices, setting an impressive benchmark for sustainability within the cultural sector. Our due diligence in establishing and maintaining partnerships with international cultural institutions further emphasizes our role in leading a shared vision of a culturally enriched and environmentally sustainable world.



Alignment with UAE Net Zero 2050 & Abu Dhabi Climate Change Strategy

Louvre Abu Dhabi is committed to advancing the United Arab Emirates' goal of achieving net zero emissions by 2050. Central to this commitment is the UAE's plan to reduce carbon emissions by 22% by 2027 (Abu Dhabi Climate Change Strategy - Government of Abu Dhabi) in the Abu Dhabi Climate Change Strategy. At Louvre Abu Dhabi, we prioritize energy-efficient practices, implement innovative waste reduction systems, and promote eco-friendly measures. Beyond internal efforts, we recognize the power of public engagement and education in achieving long-term sustainability. Through educational programs and community outreach, we aim to raise awareness and inspire collective action. Louvre Abu Dhabi stands firmly with the UAE's Net Zero by 2050 target and the Abu Dhabi Climate Change Strategy. We are committed to making meaningful contributions through continuous innovation, sustainable practices, and impactful educational initiatives.

About This Report

Embedded within the essence of our museum's enduring foundation is a devoted adherence to sustainability, a foundational principle that extends beyond the precious galleries of artistic treasures, we recognize our role as a conscientious global influencer, acknowledging the profound impact cultural institutions can wield on environmental and societal aspects. Our commitment to sustainability is a fundamental principle and a guiding force that shapes the museum's operational philosophy, historical contributions, and global resonance. This glimpse illuminates the deep connection between cultural heritage and sustainable practices, expressing the museum's standards in a harmonious symphony of preservation and responsibility.

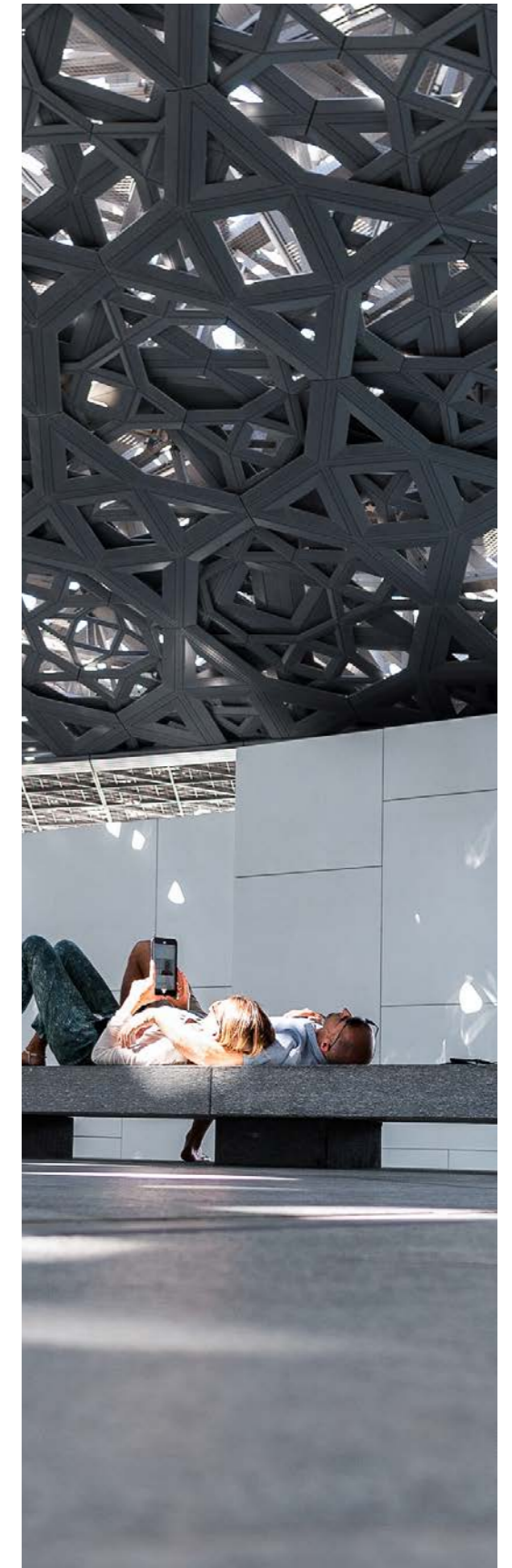
The Louvre Abu Dhabi cultivates a resilient cultural and social framework, marked by a profound dedication to inclusive educational programs and community engagement initiatives. The spectrum of initiatives, ranging from talks, community events, and school tours to public workshops, masterclasses, and the insightful display of universal collections, collectively shape a spirit of accessibility and intellectual refinement. Additionally, we attentively embrace responsible measures within our operational framework to effectively mitigate environmental impacts, through energy and water conservation actions, including the installation of light sensors and transitioning from fluorescent lights to LED fixtures. Furthermore, our fleet operations have undergone a transformative shift with the introduction of battery-operated vehicles, complemented by the installation of Electric Vehicle (EV) chargers to support their seamless integration into our sustainable transportation infrastructure. Meanwhile, waste segregation measures have been diligently implemented and maintained through a strategic alliance with a third-party waste management entity. Internally, a suite of policies has been enacted to support recycling methods designed to mitigate waste generation and promote responsible resource utilization. Among these policies, is the printing policy, which contributes to the responsible use of resources by reducing paper waste and energy consumption, associated with printing activities. Leading the charge in biodiversity and marine conservation, we have partnered with governmental and multiple agencies to conserve endangered turtle species using Louvre Abu Dhabi's waters. These strategic sustainability initiatives are thoroughly implemented in compliance with the United Nations' Sustainable Development Goals.



Furthermore, the Louvre Abu Dhabi has achieved significant milestones in sustainability excellence, obtaining Estidama Pearl and LEED Silver certifications. These massive achievements, including the prestigious Three Pearl Design Rating Certificate awarded by the Urban Planning Council (UPC) as part of its Estidama Pearl Building Rating System, reflect the museum's commitment to environmentally conscious practices. They also highlight the recognition of the Louvre Abu Dhabi's efforts in maintaining ambitious standards in sustainable building and operations.

Simultaneously, the museum strategically places considerable emphasis on financial viability, deploying sophisticated strategies such as hosting corporate events, delivering exclusive educational programs, and diversifying revenue streams, as collaborative alliances with different cultural institutions promote sustainable tourism and majorly contribute to the dynamic growth of the regional economy. These strategic efforts further translate into tangible benefits such as the creation of employment opportunities, robust community support, and the advancement of sustainable development objectives.

The culmination of these efforts is rigorously captured in the Louvre's 2023 Sustainability Report, where the museum's detailed strategies, initiatives, policies, and performance concerning the Environmental, Social, and Governance material issues are thoroughly documented. This report is a strategic process for proactive stakeholder engagement, navigating disclosure requirements outlined by the Global Reporting Initiative (GRI) standards. The materiality assessment conducted during the report's preparation represents our aim for adopting precision and relevance, ensuring alignment with important ESG material issues. This approach supports the overarching vision, along with intellectual growth, environmental stewardship, and financial foresight to ensure a sustainable and lasting impact. The importance of sustainability reporting for museums manifests in meeting sector standards, which results in upholding transparency, accountability, and a commitment to responsible practices, as well as contributing to a global discourse on sustainable development.





Engaging Stakeholders

Engaging Stakeholders: Our Approach to Collaboration

Louvre Abu Dhabi promotes an inclusive and dynamic cultural environment, characterized by robust relationships with stakeholders and diverse audiences. This connection is reflected by our ongoing engagement efforts, aimed at establishing meaningful bonds with both internal and external stakeholders, as well as the local community.

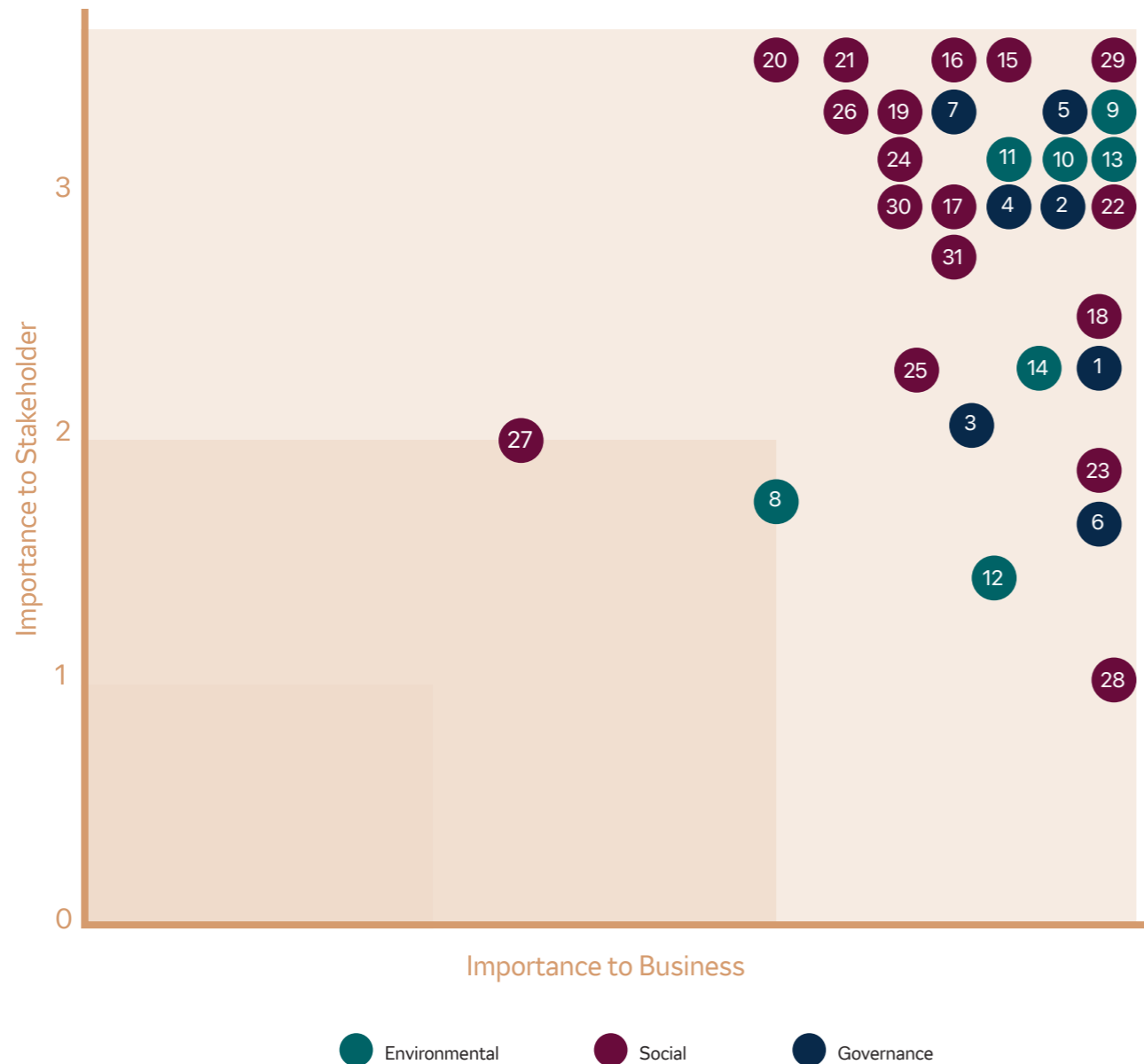
Within our principles of cultural collaboration, the Louvre Abu Dhabi proactively engages with various external stakeholders, displaying a detailed approach to intellectual engagement and partnership. Among these stakeholders are governmental entities, whose extensive support and regulatory frameworks provide the foundation upon which our cultural initiatives thrive. Simultaneously, strategic partnerships with valued international organizations facilitate a dynamic exchange of ideas, reinforcing the museum's global influence as a member of cross-cultural dialogue and understanding. Collaborative ventures with educational and cultural institutions provide the necessary knowledge dissemination and academic enrichment, further strengthening our position as a foremost leader in intellectual discourse. Our deliberate alliances with service providers and suppliers demonstrate our continuous pursuit of excellence across all ventures. This network of collaboration with external stakeholders reaffirms our status as a cultural hub. Internally, we prioritize developing robust relationships and engagements with stakeholders, acknowledging their indispensable role in our shared accomplishments.

Regular engagement with stakeholders, including our local community, guarantees that our reporting efforts are focused on the most pertinent sustainable issues, facilitating transparent and accountable communication regarding our actions and impact. The identification of key topics is informed by a comprehensive analysis of the economic, environmental, and social aspects of the museum's activities and offerings.

Materiality Assessment

In the detailed narrative of corporate sustainability reporting, the dynamic relationship between stakeholder engagement and materiality assessment emerges as a cornerstone. Stakeholder engagement, acting as a guiding compass, adeptly navigates organizations through the complex terrain of diverse stakeholder expectations and concerns. Through exclusive discourse and collaboration, organizations receive detailed insights into the critical issues that are significantly affecting both parties.

Materiality assessments offer a structured framework for assessing the major significance of environmental, social, and governance (ESG) factors. By integrating stakeholder engagement with materiality assessment in a cohesive manner, we align our sustainability efforts with stakeholder expectations while strengthening the foundation of our reporting, to ensure a narrative that organically resonates with the shared values and priorities of the Louvre Abu Dhabi and its stakeholders.



Regarding material topic issues related to indigenous peoples (25), it is important to note that these considerations are not applicable to Louvre Abu Dhabi, as there are no indigenous populations within the UAE.

Material Topics

Key	Material Topics	Relevant GRI Topics
1	Economic Performance	GRI 201: ECONOMIC PERFORMANCE 2016
2	Market Presence	GRI 202: MARKET PRESENCE 2016
3	Indirect Economic Impacts	GRI 203: INDIRECT ECONOMIC IMPACTS 2016
4	Procurement Practices	GRI 204: PROCUREMENT PRACTICES 2016
5	Anti-Corruption	GRI 205: ANTI-CORRUPTION 2016
6	Anti-Competitive Behavior	GRI 207: ANTI-COMPETITIVE BEHAVIOR 2016
7	Tax	GRI 207: TAX 2019
8	Materials	GRI 301: MATERIALS 2016
9	Energy	GRI 302: ENERGY 2016
10	Water and Effluents	GRI 303: WATER AND EFFLUENTS 2018
11	Biodiversity	GRI 304: BIODIVERSITY 2016
12	Emissions	GRI 305: EMISSIONS 2016
13	Waste	GRI 306: WASTE 2020
14	Supplier Environmental Assessment	GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016
15	Employment	GRI 401: EMPLOYMENT 2016
16	Labor/Management Relations	GRI 402: LABOR/MANAGEMENT RELATIONS 2016
17	Occupational Health and Safety	GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018
18	Training and Education	GRI 404: TRAINING AND EDUCATION 2016
19	Diversity and Equal Opportunity	GRI 405: DIVERSITY AND EQUAL OPPORTUNITY
20	Non-Discrimination	GRI 406: NON-DISCRIMINATION
21	Freedom of Association & Collective Bargaining	GRI 407: FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING 2016
22	Child Labor	GRI 408: CHILD LABOR 2016
23	Forced or Compulsory Labor	GRI 409: FORCED OR COMPULSORY LABOR 2016
24	Security Practices	GRI 410: SECURITY PRACTICES 2016
25	Rights of Indigenous People	GRI 411: RIGHTS OF INDIGENOUS PEOPLE 2016
26	Local Communities	GRI 413: LOCAL COMMUNITIES 2016
27	Supplier Social Assessment	GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016
28	Public Policy	GRI 415: PUBLIC POLICY
29	Customer Health and Safety	GRI 416: CUSTOMER HEALTH AND SAFETY 2016
30	Marketing and Labeling	GRI 417: MARKETING AND LABELING 2016
31	Customer Privacy	GRI 418: CUSTOMER PRIVACY 2016



Sustainability Beyond Art: Eco-Leadership

In the heart of artistic magnificence and cultural richness, Louvre Abu Dhabi appears as both a symbol of artistic brilliance and an advocate for environmental responsibility. From pioneering waste management practices to collaborative conservation projects, the museum sets a paradigm for cultural institutions globally by endorsing a high level of environmental stewardship.

We demonstrate an inclusive commitment to sustainability that extends beyond architectural design. The museum's architectural excellence is displayed in achieving Estidama and LEED Silver certifications, which emphasize the importance of energy efficiency and resource conservation. Also, through waste management practices, Louvre Abu Dhabi collaborates with a third-party waste collection company, ensuring that the majority of discarded materials undergo recycling and reuse processes to minimize our ecological footprint. Among our conservation efforts is the Turtle Rehabilitation Project, a joint effort with the Abu Dhabi Environmental Agency aimed at preserving and restoring marine biodiversity.

Comprehensive carbon footprint monitoring involves utilizing advanced measurement tools and methodologies. Our team regularly gathers data on energy consumption, transportation emissions, and other pertinent factors to precisely measure our environmental impact. It's important to note that while we diligently track transportation emissions, not all related factors may be included in our assessments due to the complexity of the data collection process. This approach allows us to monitor our progress over time while empowering us to establish ambitious goals for carbon reduction and work towards achieving carbon neutrality. Additionally, we strategically align our targets and actions with the United Nations' Sustainable Development Goals (SDGs), implementing comprehensive policies and waste reduction initiatives to tackle pressing environmental challenges.

From Waste Reduction to Resource Efficiency

Waste management represents an influential part of our environmental sustainability, intending to minimize the negative impacts of our activities on our surrounding environment. The process includes collecting, transporting, processing, recycling, and disposing of waste materials in a very systematic and definite method. Successful waste management strategies require the cooperation of individuals, communities, industries, and government entities.

Seeking to achieve compliance with local legislations and pollution prevention, we follow a strict environmental management framework and policies, as our waste management approach starts with conducting a thorough environmental assessment to identify the environmental aspects related to our operations and services, followed by waste segregation based on the local waste management hierarchy after which, the waste is either reused, recycled, or gets disposed of in landfills in a very efficient and systematic process.

Rolling out an awareness plan across the museum involved the strategic placement of waste bins in various areas. The installation of segregated bins throughout the premises highlights the museum's dedication to responsible stewardship. By strategically placing bins for different waste types, such as recyclables and general waste, we aim to simplify waste disposal processes and minimize environmental impact.

Our generated waste was collected and segregated as follows:

<p>General Waste (Non-Hazardous)</p>	<p>General waste includes the waste generated from daily and commercial activities, comprising items like food scraps, non-recyclable plastics and items and other non-hazardous materials. It is usually discarded in standard trash bins and subsequently collected by waste management services for either landfill deposition or incineration.</p>
<p>Recyclable Waste</p>	<p>Materials ready for recycling and capable of undergoing treatment and transformation into fresh products, avoiding their relegation to general waste disposal. Commonly recyclable.</p> <p>These materials encompass a spectrum ranging from: - Papers, Cardboard, Resyclable Plastics, and Metal waste.</p> <p>Our recyclable waste is transferred to licensed recyclers, where they are used as raw material to produce different products such as carton pallets, boxes, and other products depending on the type of recyclable.</p>

<p>Recyclable Glass Waste</p>	<p>Including glass bottles, the process of glass recycling involves sorting based on colour, then crushing and grinding into different sizes to produce granules which are considered to be secondary raw materials for glass manufacturing industries.</p>
<p>Wood Waste</p>	<p>Wood waste is collected in waste bins and sent to selected landfills in Abu Dhabi to be disposed of at designated areas where they are sorted again according to different designated purposes.</p>
<p>E-waste</p>	<p>Electronic waste is collected in bins and sent to a facility in Abu Dhabi where the waste is segregated again and dismantled to reuse and recycle different integrated elements.</p>
<p>Hazardous Waste</p>	<p>Hazardous waste is an integral part of our waste disposal and recycling program, managed meticulously to meet regulatory standards and ensure safe disposal.</p>
<p>Compost Waste (Food and Green Waste)</p>	<p>Compost waste, comprising food and green waste, includes organic materials suitable for natural decomposition. To reduce landfill waste and enrich soil, a food waste composting program has been implemented, to divert food waste from landfills to composting facilities, turning it into nutrient-rich soil enhancers for agricultural and landscaping purposes.</p>

Year - 2023	Generated waste in (KGs)
General Waste	428,200
Cardboard Waste	18,680
Plastic Waste	2,932
Paper Waste	11,240
Metal Waste	464
Wood Waste	11,105
Glass Waste	-
E-Waste	1,093
Hazardous Waste	695
Compost Waste (Food and Green Waste)	200

Leading a transformative path to environmental responsibility, the Louvre Abu Dhabi is taking concrete steps to elevate our waste management practices, by introducing refillable water bottles as a sustainable alternative to single-use plastics, aligning with the museum's goal of reducing plastic waste. In the spirit of embracing a circular approach to waste management, the museum is introducing a food waste composting program, which not only diverts materials from landfills but also enriches soil quality with nutrient-rich compost. Simultaneously, we are actively seeking to minimize paper consumption by implementing a printing policy to conserve valuable environmental resources.

Looking forward, our foremost objective lies in the implementation of a comprehensive environmental management system, as we are currently developing an intricate framework that will empower us to meticulously monitor and mitigate our carbon footprint, curtail waste generation, and judiciously manage our resources, leading us to obtain certification.

Initiative: Zero-waste

As sustainability becomes paramount to our goals, our aim is to achieve zero waste. The museum can benefit from the items created for LAD's stand. Following coordination with the Scientific, Curatorial and Collections Management team (SCCM), the Kalila wa Dimna elements were repurposed and placed in the temporary exhibition lobby, aligning with the theme of the current exhibition and enhancing an otherwise-empty space.



Integrated Pest Management Practices

Advocating for the significant role of pest management in environmental conservation, we acknowledge the serious impact that effective pest control has on ecosystem resilience, biodiversity preservation, and public health. Our integrated pest management methods, which combine biological, cultural, and chemical control methods, prioritize ecological balance and reduce the environmental footprint of pest control practices. Beyond conventional practices, our dedication extends to mitigating the spread of pest-borne diseases and protecting the well-being of our visitors and local communities.

Our approach to pest management involves a thorough and detailed assessment to deliver the optimum suitable measures summarized as follows:

Inspection and Identification of Pests: A mandatory step to determine the level of pest activity and identify areas that require treatment.

Evaluation of the Sanitation Levels: Our cleaning department assesses the present sanitation status and identifies any potential challenges across all designated areas.

Evaluation of the Proofing Measures: It is essential to determine whether current measures are effective or require alternatives. This evaluation informs the decision-making process regarding the utilization of chemical or non-chemical methods.

Within the revered confines of Louvre Abu Dhabi, the imperative of pest management arises as a reliable preserver, resolute in our responsibility to safeguard our collection that comprises the intricate fabric of cultural heritage. Recognizing the pernicious threat posed by pests, accelerating decay, and deterioration of fragile organic materials, diligent pest management practices stand as a stronghold against time's relentless advance, protecting the artworks from the depredations of nature's small adversaries.

Examples of the major encountered pests: rodents, insects (ants, spiders, flies), mites, and some species of birds.

Examples of the major inspection methods used are visual inspections and the use of UV light to detect nests and traces.

Risk assessments are conducted in line with OHSE regulations and policies. Sanitation Employees are 100% trained on these measures and procedures.

The meticulous oversight of galleries and art conservations is a core responsibility of our SCCM team, ensuring their preservation and integrity through regular monitoring. In addition, external pest control services, rigorously trained and certified in accordance with regulatory mandates, undertake comprehensive inspections. Galleries and art conservations undergo assessments biannually, with specific storage areas subject to scrutiny every three months to maintain optimal conditions. The remaining spaces within the premises receive monthly inspections, supplemented by on-demand assessments when warranted. It is important to emphasize that pest control services are exclusively handled by dedicated technicians, in adherence to stringent regulatory guidelines, and are distinct from the responsibilities of cleaners or sanitation staff.

Through the implementation of stringent measures, the museum aims to preserve the physical integrity of these invaluable artworks while fulfilling our pledge to ensure that the narratives and legacies enshrined within each display remain for generations to come. Pest management represents an indispensable component in this delicate interplay between artistry and preservation, ensuring that the cultural heritage remains an everlasting testament to human history and creativity.

Preserving Heritage, Protecting Nature: Turtle Rehabilitation Project

Commencing an unprecedented endeavor targeting environmental preservation and conservation of marine biodiversity, the Department of Culture and Tourism has initiated a strategic collaboration with prominent partners; Environment Agency in Abu Dhabi (EAD) and The National Aquarium (TNA), utilizing Louvre Abu Dhabi's waters to conserve endangered turtle species, considering them as vital contributors to the delicate balance of the region's marine ecosystem. From the cautious rehabilitation of injured and distressed turtles to the vigilant protection of vital nesting sites, every aspect of the project describes Louvre Abu Dhabi's efforts in supporting biodiversity, ensuring a long-lasting legacy of marine conservation, while inspiring global action and promoting a harmonious relationship between humanity and nature.

A comprehensive risk assessment was considered necessary for enhancing the long-term success and sustainability of artificial lagoons in the context of marine conservation. Various factors, such as the potential impact on local marine biodiversity, water quality, and the overall health of the ecosystem, were included in the assessment. To maintain the prosperity of artificial lagoons as marine conservation tools, regular monitoring and adaptive management strategies were integrated into the risk assessment process to effectively address unforeseen environmental, regulatory, or operational challenges. Responsible planning and management were supported by a foundational step in a thorough risk assessment, promoting the effective integration of artificial lagoons into broader marine conservation efforts.

Partners:



These artificial lagoons inside the Louvre Abu Dhabi represent a pre-release turtle sanctuary as a last step in the rehabilitation process which involves:

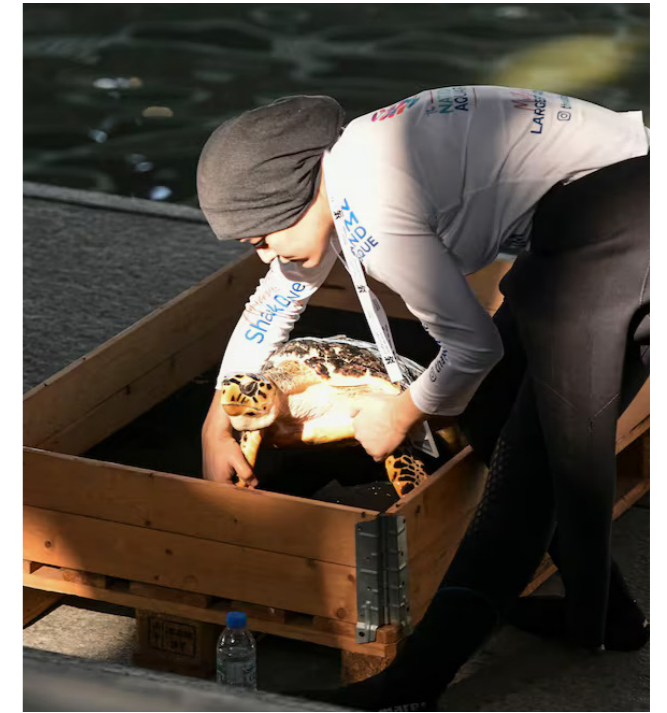
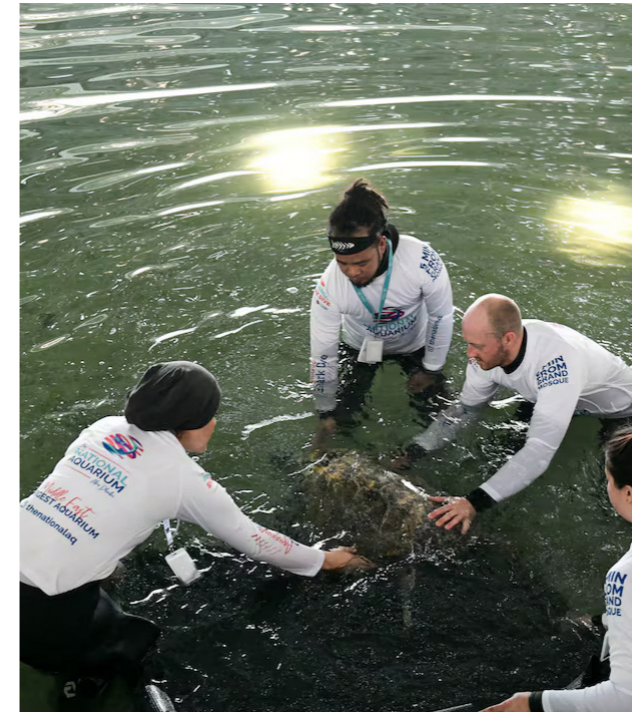
Rescuing injured and endangered turtles.

Providing medical treatment to the turtles.

Administering comprehensive care for the turtles.

Rehabilitating the turtles at the lagoons within the premises of the Louvre Abu Dhabi Museum.

Reintroducing the turtles to their original habitats.



Louvre Abu Dhabi's Sustainable Architectural Masterpiece

The Louvre Abu Dhabi takes pride in achieving the prestigious LEED Silver certification and Pearl Estidama design rating, highlighting our efforts to adopt environmentally responsible practices and enhance resource efficiency in the constructed environment. The attainment of these certifications is a testament to our firm resolve to incorporate sustainable principles in both building design and operations, displaying our leadership in sustainability performance.

Securing a three Pearl Estidama design rating from the Abu Dhabi Urban Planning Council is a validation of our relentless pursuit of sustainable excellence. The Estidama Pearl Rating System, deeply entrenched in sustainability principles, rigorously assesses projects across different criteria, including energy efficiency, water conservation, and the adoption of eco-friendly materials. The rating reflects a comprehensive approach to green building practices, where the architectural blueprint seamlessly integrates sustainable landscaping and water features, epitomizing an aesthetic fusion while prioritizing eco-consciousness.

Exceeding conventional expectations, Louvre Abu Dhabi is undertaking an impressive initiative aimed at increasing sustainability and operational efficiency through the strategic implementation of the LEED Operations and Maintenance (LEED O+M) framework. This internationally acclaimed certification system assumes the role of our guiding light, harmonizing facility management practices to uphold the pinnacle of environmental standards while optimizing resource allocation. Embedding the LEED O+M framework leads us to embrace a culture of sustainable excellence, ensuring that our operational efforts align with our overarching environmental principles.

With our effort to always exceed our stakeholders' expectations, The Louvre Abu Dhabi has been honoured with the titles of 'Sustainable Building Design of the Year' and 'GCC Project of the Year' at the MEP Middle East Awards.



Charting a Sustainable Path

In line with our environmental policy, we aim to foster a positive impact among stakeholders and employees, actively emphasizing environmental considerations. Through a diverse range of workshops, events, training programs, and management procedures, we have imprinted a sense of environmental responsibility and cultural appreciation, by blending sustainability with education and culture, which further raises public awareness and preserves artistic heritage.

In our attempts to reduce our ecological footprint, we have set a series of responsible practices, including:

Hosting environmental workshops for Louvre Abu Dhabi staff such as the “Climate Fresk workshop,” aimed at raising awareness about the relationship between human activities, global warming, and climate change, and encouraging action to reduce GHG emissions.

Installation of EV chargers in staff parking areas to promote the use of electric vehicles.

Regular cleaning and maintenance of the shallow freshwater pool to preserve local aquatic ecosystems.

Adoption of automation in manual workflows to enhance operational efficiency and resource optimization.

Migration to SharePoint online platform for improved collaboration and reduced paper usage.

Implementation of water-saving measures, particularly for dome cleaning, to minimize water consumption.

Establishment of dedicated green spaces with trees and plants to enhance biodiversity and provide natural habitats.

Progress towards adopting and implementing ISO 14001- Environmental management system to enhance environmental performance and sustainability practices.

Transitioning from fluorescent dome lights to energy-efficient LED lights to reduce energy consumption and environmental impact.



Sustainable Museography: Circular Approach to Waste Reduction

Commencing an exemplary initiative, the Louvre Abu Dhabi has initiated a commendable effort toward waste reduction through the repurposing of museography and display materials within our permanent galleries, which involves the diligent selection of materials suitable for various purposes, effectively extending their lifespan and mitigating the environmental impact associated with conventional disposal methods.

Our sustainable strategy is founded on the principle of circularity, which is a closed-loop system of resource use that prioritizes reducing, reusing, and recycling materials. Louvre Abu Dhabi's approach to museography is a prime example of circularity in action. The materials used in museography, and displays are primarily selected for their durability and longevity, ensuring that they can be used for multiple exhibitions and purposes.

Our Path to Eco-Efficiency

In a resolute pursuit of environmental harmony, Louvre Abu Dhabi has embarked on an extraordinary journey to mitigate our ecological impact and propel a paradigm shift towards sustainability, through a fusion of visionary strategies and the latest technologies.

Elevating the standard of energy efficiency to unprecedented levels, we have orchestrated a symphony of innovation, harnessing advanced lighting systems synchronized with effective automation and sensor-driven controls. These solutions are reinforced by solar-powered models and refined HVAC optimizations, introducing a new era of sustainable practices and environmental stewardship.

As for water consumption reduction, water-efficient practices are diligently adopted across the premises, including the installation of water-saving fixtures, the utilization of recycled water for non-potable purposes, such as employing condensed water from chillers for irrigation along with the active promotion of water conservation awareness among both staff and visitors while contributing to the responsible management of water resources by incorporating these measures.



Our Carbon Footprint Assessment

The Louvre Abu Dhabi recognizes the importance of managing our carbon footprint, by considering proactive measures aimed at reducing our ecological impact across various aspects of our operations. Within this framework, we comprehensively examine our carbon emissions through three distinct scopes, understanding the imperative of aligning our practices with both local and global sustainability imperatives, including the Paris Climate Accord, the Conference of The Parties, and national regulations. This dedication is tangible, as we leverage the expertise of the renowned Greenhouse Gas Protocol (GHG), an organization that provides comprehensive guidelines, tools, and training for quantifying and managing emissions contributing to global warming. Each of these scopes offers invaluable insights into our environmental footprint and presents opportunities for improvement, guiding our ongoing efforts to reduce our ecological impact.

As stated in our environmental policy, we pledge to align our practices with local legislation governing environmental standards, ensuring full compliance with regulations set forth by Abu Dhabi Government Departments, while actively engaging stakeholders in comprehensive environmental impact assessments, facilitating collaborative efforts to identify and implement effective mitigation strategies.

SCOPE 1

While the museum operations predominantly avoid reliance on fuel consumption, diesel is still considered a primary resource for backup generators, ensuring uninterrupted power supply during emergencies. Despite the periodic use of diesel, the museum diligently monitors its quality, acknowledging the critical need to maintain its effectuality. Through regular inspections, Louvre Abu Dhabi ensures the viability of the diesel reserves, mitigating any risks of adulteration or contamination, particularly within the museum's subterranean infrastructure. This diligent oversight is an example of the museum's adherence to operational excellence.

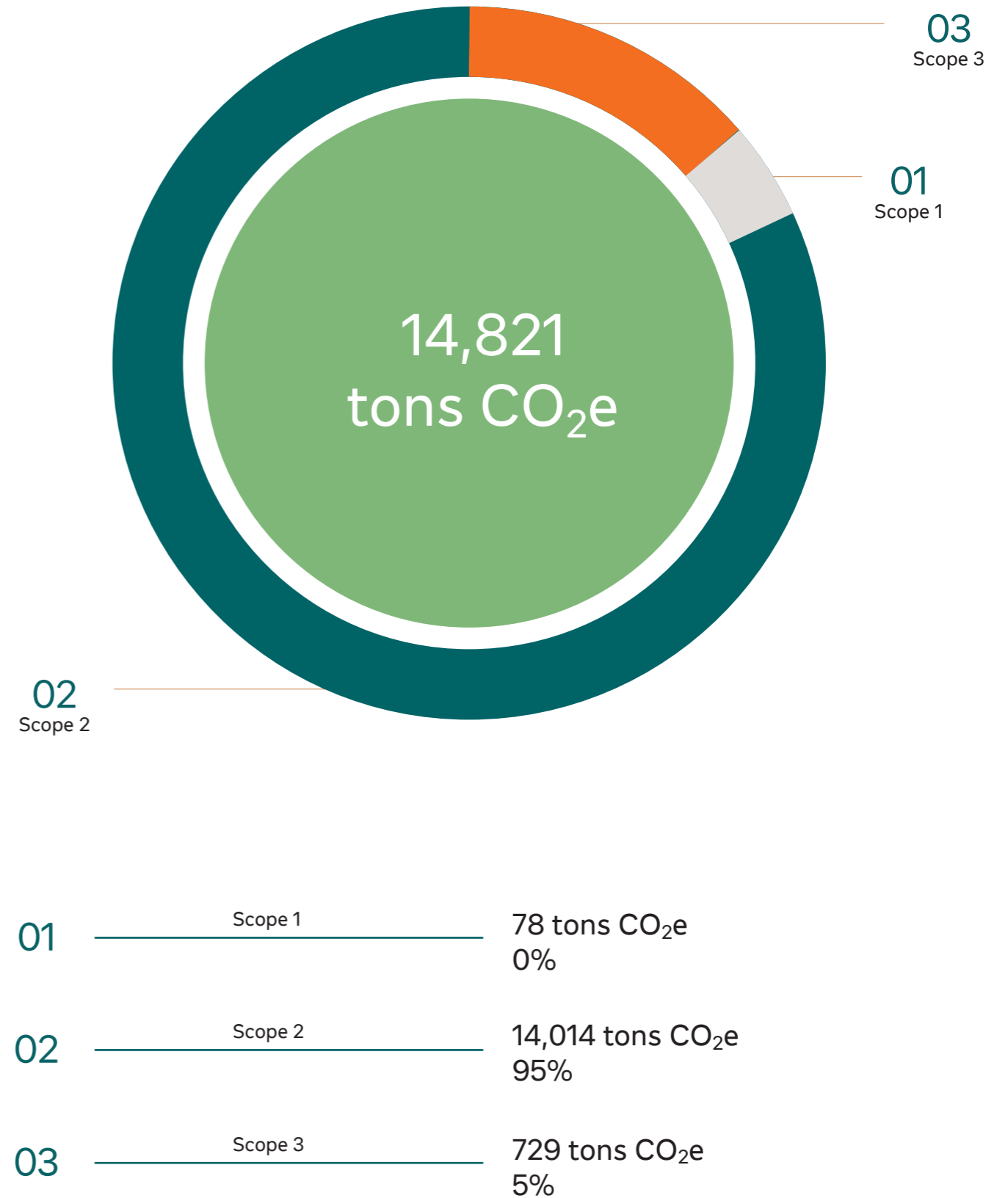
SCOPE 2

In Scope 2 emissions, the attention turns to indirect emissions stemming from the procurement of electricity and other energy sources. While the Louvre Abu Dhabi is an advocate of environmental responsibility, the unique architectural design of the building presents challenges in implementing solar energy solutions. Nevertheless, the museum actively pursues alternative avenues to mitigate these indirect emissions, through the continuous adoption of energy-efficient technologies and practices. By leveraging innovative approaches and remaining adaptable, the museum continues to explore sustainable options to reduce our environmental footprint.

SCOPE 3

We have carefully integrated three key categories out of the 17 specified by the GHG Protocol, considering data accessibility and operational relevance. Moving forward, we will identify additional pertinent categories and incorporate measurement methodologies into our action plans, ensuring a thorough assessment of our carbon footprint.

Total Carbon Footprint





Thrive Together: Employee Empowerment and Engagement

As a governmental entity, Louvre Abu Dhabi upholds the directives administered by the Human Resources Authority, covering every aspect of the employment spectrum, from the rigorous selection process to the intricacies of benefits administration, disciplinary protocols, retirement plans, and grievance procedures. In addition, we prioritize women's empowerment through proactive measures and visionary initiatives, while promoting a culture of gender equality and inclusivity, ensuring that all employees have equitable access to opportunities for growth and fulfillment, strategically building pathways for advancement, and comprehensive professional development.

Louvre Abu Dhabi also is heading a wide range of comprehensive employee engagement initiatives that create a sincere connection and well-being within our diverse manpower, including a broad scale of activities, ranging from team-building exercises and cross-departmental collaborations to regular feedback mechanisms and skill development programs. Through these strategic principles, the museum seeks to adopt a culture of collaboration, innovation, and mutual support, inevitably enhancing overall workplace satisfaction and productivity. Such collective efforts reflect Louvre Abu Dhabi's commitment to nurturing a dynamic and harmonious work environment devoted to excellence and growth.

Our Comprehensive Benefits Package

Our Employees are provided with a variety of benefits to support their well-being and ensure work-life balance. Among these benefits are different types of leaves, including:

- Annual Leave
- Sick Leave
- Work Injury Leave
- Compassionate Leave
- Idda Leave
- Hajj Leave
- Study Leave
- Parental Leave

Notably, annual leave entitlements are structured to accommodate various levels of seniority within the museum. Grade 5 and above employees are entitled to 30 days of annual leave, while the standard allocation stands at 22 days. This differentiation reflects Louvre Abu Dhabi's recognition of the importance of rewarding experience.

We place a strong emphasis on supporting employees during significant life transitions, particularly parenthood, as we recognize the importance of bonding time with a newborn child. The museum aligns with the Human Resources Authority's parental leave policy, which reflects our advocacy for employee well-being and work-life balance. For maternity leave, new mothers are entitled to a substantial period of 3 months, allowing them decent time to adjust to their new roles and responsibilities while nurturing their newborns. In 2023, more male employees took parental leave, attributed to an increase in births among our employees and a growing awareness of the benefits of active fatherhood in early childcare. Additionally, fathers are granted 3 days of paternity leave, acknowledging their vital role in supporting their partners and bonding with their new family members.

► **Disclosure 401-3: Parental leave in 2023**

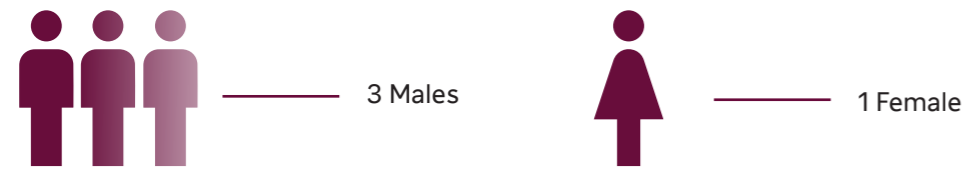
Total number of employees that took parental leave, by gender.



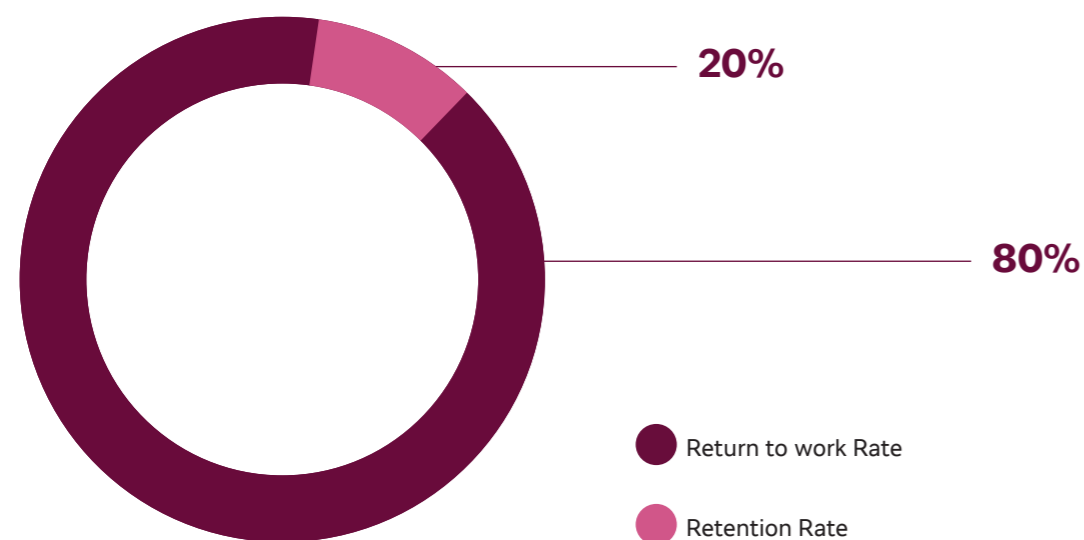
Total number of employees that returned to work in the reporting period after parental leave ended, by gender.



Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.



Return to work and retention rates of employees that took parental leave, by gender.



In line with modern work practices and evolving employee needs, Louvre Abu Dhabi also offers additional benefits such as the option to work from home, providing flexibility and convenience for employees to balance work and personal commitments, as well as comprehensive medical insurance coverage to all staff members which allows employees and their families to have access to high-quality healthcare services.

Louvre Abu Dhabi values equitable compensation, guaranteeing that our employees receive remuneration commensurate with their qualifications and expertise. In alignment with this principle and local laws, our hiring process evaluates both job requirements and candidates' relevant experience. If a candidate's experience exceeds the minimum requirements for the job, they may be eligible for a salary increase of up to 2% of their basic salary for each additional year of experience, with a maximum increase of 20% added to their basic salary. This decision is made by our Human Resources Department and approved by the Director of the museum.

Distinguished employees receive a 10% annual bonus as an acknowledgment of their outstanding contributions to our museum, to support rewarding excellence while maintaining a culture of achievement and recognition among our employees.

Strategic Performance Evaluation

The Department of Cultural and Tourism in Abu Dhabi is responsible for conducting performance reviews for all employees in Louvre Abu Dhabi, evaluating their contributions in line with the museum's strategic objectives and organizational structure. These assessments are intended to celebrate individual achievements while creating a unified team spirit that is motivated to achieve Abu Dhabi's overarching vision.

The performance management system is based on standards and performance indicators, directed to the unique responsibilities of each role within the museum. These evaluations are intricately linked to employees' personal goals and the prudent aims of their respective divisions, ensuring a seamless alignment with the museum's overarching mission.

Guiding this process are line managers who play a crucial role in nurturing employee growth and development by communicating clear job expectations, delineating responsibilities, and establishing achievable milestones, all while actively assessing and supporting employee competence. Collaboration between employees and their managers is encouraged, allowing for the mutual setting of goals that are directly relevant to office tasks and objectives.

Regular and rigorous performance assessments occur biannually, providing valuable opportunities for constructive feedback and refinement. In the event of dissatisfaction with the review outcome, employees are encouraged to submit a complaint through established channels, in adherence to the defined regulations and protocols.

Upholding Professional Conduct: Disciplinary Protocol

Louvre Abu Dhabi maintains rigorous disciplinary procedures in accordance with the Human Resources Policy by the Human Resources Authority Guidelines. Employees found breaching prescribed duties, job requirements, or the code of ethics and professional conduct are promptly subjected to disciplinary proceedings. These proceedings adhere strictly to a comprehensive list of violations and corresponding sanctions delineated within the Human Resources Policy. Prior to the implementation of any sanction, thorough investigations are conducted, allowing employees to present their cases through a formal written inquiry and provide statements in their defense. Only after careful deliberation and consideration of all relevant factors is a decision made to impose sanctions, ensuring fair and just outcomes. However, exemptions from sanctions may be granted in instances where it is demonstrated that the violation occurred under the direct instructions of the employee's line manager, provided that prior written warnings regarding the violation were duly issued. In such cases, accountability is appropriately assigned, ensuring equitable treatment and adherence to organizational standards of conduct.

Grievance Policy for Employee Concerns

We adhere to a comprehensive grievance policy, ensuring that employees have a structured process to address any concerns or issues they encounter within the workplace. Employees are encouraged to submit written complaints or grievances regarding actions taken or omitted by the museum that affect their interests or any aspect of the work environment. Within 15 working days of becoming aware of the decision, employees may file grievances regarding administrative resolutions related to their occupational affairs.

Upon receipt of a complaint or grievance, the museum promptly refers the matter to the Complaints and Grievances Committee for examination and diligently strives to resolve the complaint or grievance amicably whenever possible before initiating formal deliberations. The committee reviews the matter and issues justified recommendations for resolution. This comprehensive process ensures that employees' concerns are addressed in a timely and equitable manner, fostering a harmonious and supportive work environment at Louvre Abu Dhabi.



Training and Career Development: Unlocking Potential

As per the UAE Laws and Regulations, employee training is thoroughly managed by the Human Resource Policy established by the Human Resource Authority. The policy mandates that training for career development is provided based on a thorough assessment of employee performance, individual needs, and competency levels. Leveraging this framework, we ensure that the provided training initiatives meet the specific requirements of each employee, to maximize their potential for growth and contribution to the museum.

11 Programs

Total Number of Training Programs in 2023

Technical, Behavioural, Coaching

Types of Training Programs in 2023

We demonstrate the responsibility towards employee development by fully financing these training programs, which acknowledges the essential value of investing in our team members and reinforces a culture of accountability and excellence. The museum maintains records of the Training Plan, ensuring adherence to scheduled training activities and monitoring progress over time.

Our efforts to nurture talent are exemplified through initiatives such as the Masary program, which is an online platform that is used to manage the requirements of national and international qualifications as well as training courses offered within the CEC-ECAE.

50

Employees

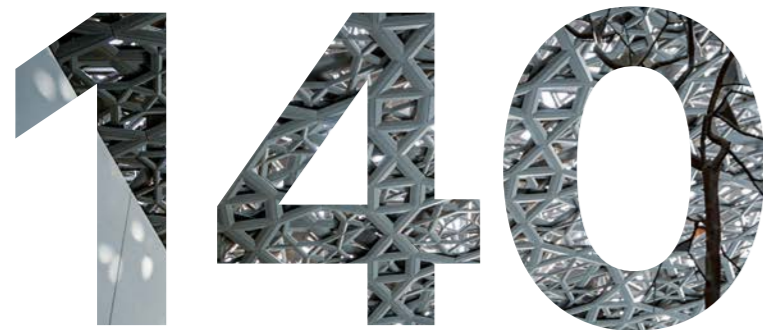
are have attended the CEC-ECAE training.

Advancing the traditional training standards by adopting a culture of collaborative learning and knowledge exchange, we have implemented internal training workshops, accelerated by experienced employees within various departments, which represent invaluable platforms for skill enhancement and professional enrichment. For instance, the Procurement Workshop held in June 2023 illustrates the importance of providing practical and relevant training opportunities. During these workshops, 29 employees had the opportunity to deepen their understanding of procurement processes, exchange best practices, and develop essential competencies.

Enhancing Employee Well-being

Employee engagement and well-being are ingrained in our organizational culture through devoted initiatives implemented to promote a healthy workplace, involving entertainment and team-building activities, where a welcome break from the usual work routine allows colleagues to bond over shared experiences and reform deeper connections beyond their professional roles. From trust-building exercises to collaborative challenges, every activity is strategically curated to support teamwork and camaraderie.

Embarking on a journey of professional enrichment and team cohesion, the museum orchestrated a series of team-building activities, with the collective participation of **140** employees. These efforts encouraged a culture of collaboration, innovation, and excellence. Through engaging activities such as Kahoot, Zonescape, and Eldorado, our teams delved into the domain of teamwork, communication, leadership dynamics, and problem-solving, each activity designed to foster essential skills and strengthen interdepartmental bonds.



Employees

collectively participated in the team-building activities.

Activity	Objective
Kahoot	<ul style="list-style-type: none"> Teamwork building Collaboration Analytical Flexibility Consistency
Zonescape	<ul style="list-style-type: none"> Group communication Leadership dynamics Conflict resolution Cooperation Teamwork Creative problem-solving
Eldorado	<ul style="list-style-type: none"> Team cooperation Sharing Information & Communication Honesty and integrity Problem-solving

In our efforts to celebrate diversity and cultural richness, we invited our employees to a global culinary journey, where they can try dishes from around the world, each reflecting the unique Flavors and traditions of our diverse team members' home countries. What sets this experience apart is the personal touch: some of these delectable dishes are lovingly prepared by our own colleagues, imprinting a deep sense of pride in our cultural heritage.

Moreover, we embarked on an exhilarating staff trip to the captivating Manar Abu Dhabi Artwork on Lulu Island, which was a breathtaking experience and a rewarding break from our daily routines while providing a platform for us to connect on a deeper level. As we explored the artistry and beauty of Lulu Island.



Employees

were part of the trip to Manar Abu Dhabi Artwork on Lulu Island.

Through these initiatives, Louvre Abu Dhabi remains committed to nurturing a workplace culture characterized by collaboration, inclusivity, and employee well-being. We understand that engaged and fulfilled employees are the cornerstone of our success, and we spare no effort in ensuring that they feel supported, empowered, and motivated to thrive.



Exemplifying Excellence: Our Integrated OHS Framework

In an era marked by heightened awareness, there is a growing recognition of the paramount importance of occupational health and safety considerations, elevating sustainability, and responsible practices within our operations. The Louvre Abu Dhabi, a beacon of intellectual heritage and artistic expression, stands ahead of this movement, recognizing that occupational health and safety measures are not just a legal obligation, but a moral imperative and a cornerstone of our operational standards.

At the heart of the Louvre Abu Dhabi's responsibility to Health and Safety, lies the precisely implemented HSE policy, which encompasses all activities within the premises, extending our commitment beyond employees to include all stakeholders, such as visitors, contractors, and the surrounding community. This comprehensive approach ensures that every aspect of museum operations prioritizes safety and environmental responsibility. From routine maintenance tasks to large-scale events, each activity adheres to stringent safety and environmental guidelines. By engaging all stakeholders in the implementation process, the museum promotes a collective responsibility for upholding these standards, creating a culture where safety and environmental consciousness are within every aspect of the Louvre Abu Dhabi experience.

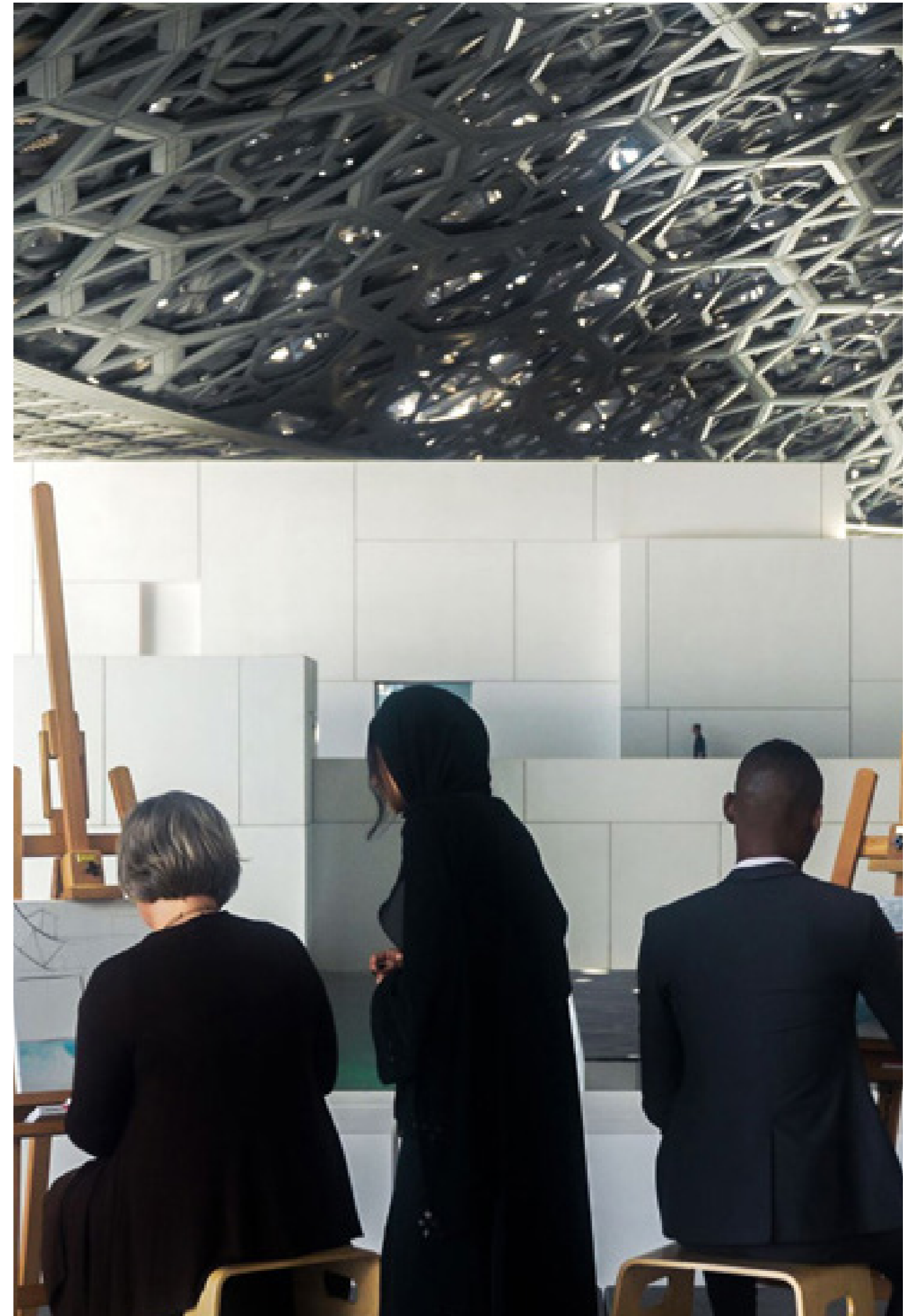
Comprehensive OHS Manual: A Blueprint for Safety

Integral to the implementation of the HSE policy is the Louvre Abu Dhabi's inclusive HSE manual. The Manual of Occupational Health and Safety Management System (OHSMS) is a document developed to achieve fundamental objectives, by delivering a general framework aimed at preventing work-related injuries and illnesses among our staff. Additionally, it aspires to create and maintain safe and healthy work environments, ensuring the well-being of all stakeholders.

Central to the philosophy of our OH&S Management System is the recognition of the critical importance of hazard elimination and risk mitigation. Within the manual, preventive and protective measures are outlined to tackle existing hazards while identifying and mitigating potential risks before they escalate. Remarkably, our OH&S Management System strictly adheres to regulatory requirements and internationally recognized health and safety standards along with the rigorous guidelines set forth by local authorities, such as the OSHAD-SF requirements.

The systematic execution of procedures described within the manual ensures the successful implementation of our OH&S management system, as these procedures are responsible for addressing various OH&S concerns, ranging from workplace hazards to emergency response protocols. Moreover, the performance of these procedures is regularly evaluated through a set of Key Performance Indicators, allowing for continuous improvement and refinement of our OH&S practices.

To maintain accountability and effectiveness in the execution of OH&S protocols, the Louvre Abu Dhabi has internal and external audits, along with internal management reviews, to support overseeing the implementation of the manual, monitoring compliance, and encouraging a culture of OH&S awareness and consciousness throughout the museum.



Guidelines and Designed Procedures: Precision in Action

Developed in consultation with industry experts and regulatory authorities, these guidelines deliver a roadmap for stakeholders, outlining best practices, risk mitigation strategies, and emergency response protocols. From delicately handling marvellous artifacts to the safe evacuation of visitors during emergencies, every action is regulated by a precise set of procedures delegated to prioritize safety and minimize risk.

01.	Control of Documents
02.	Control of H&S Records
03.	Formatting and Coding
04.	Legal and Other Requirements
05.	Roles and Responsibilities
06.	Incident Reporting and Investigation
07.	Objectives and Targets
08.	Management of Contractors
09.	Performance Monitoring and Reporting
10.	Operational Control
11.	Audits
12.	Non-conformance, Corrective and Preventive Action
13.	Training and Competency
14.	Permit to Work System
15.	OHSMS Management Review
16.	Inspection
17.	Management of Change
18.	Compliance Management
19.	Control of Substances Hazardous to Health
20.	First Aid
21.	Confined Space Entry
22.	Lock Out Tag Out (LOTO)
23.	Hot Works
24.	Personal Protective Equipment
25.	Fire System Isolation and Impairment Program
26.	Portable Power Tools
27.	Performance Management Procedure
28.	Occupational Illness Reporting and Recording Procedure
29.	System Assurance Plan
30.	Fire Gear Donning and Doffing
31.	Fire Load Calculation Procedure
32.	Fire Risk Assessment Procedure
33.	FLS Statutory Test Compliance Procedure
34.	Occupancy Load Assessment

► Disclosure 403-5: Worker Training on Occupational Health and Safety

Louvre Abu Dhabi OHS Performance Indicators

Indicator	2023	Other Relevant Indicators	2023
A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	First Aid Training, ISO 45001 Lead Auditor certification	Number of trainings conducted in 2023	External Training: 2 Internal Training including Safety Inductions: 304 Sessions
	PTW Training OHSMS Framework Training Incident Reporting Training		
		Number of employees that are trained on HSE	43 LAD Employees



► **Disclosure 403-9: Work-related Injuries**

Indicator	2023
For all employees: The number and rate of fatalities as a result of work-related injury	0
For all employees: The number and rate of high-consequence work-related injuries (excluding fatalities) - any lost time injuries for 3 working days	0
For all employees: The number and rate of recordable work-related injuries	0
For all employees: The main types of work-related injury	No work-related injuries were recorded in 2023
For all employees: The number of hours worked	338,107 Hours (For LAD Employees)
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number and rate of fatalities as a result of work-related injury	0
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number and rate of high-consequence work-related injuries (excluding fatalities);	1
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number and rate of recordable work-related injuries	43 Nos. Frequency rate of recordable injuries; 26.3
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The main types of work-related injury	Abrasion/Bruising Cut/Lacerations
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number of hours worked	1,634,790 Hours
Whether the rates of work-related hazards have been calculated based on 200,000 or 1,000,000 hours worked	100,000,000

► **Disclosure 403-10: Work-related ill Health**

Indicator	2023
For all employees: The number of fatalities as a result of work-related ill health	0
For all employees: The number of cases of recordable work-related ill health;	0
For all employees: The main types of work-related ill health	No work-related ill health cases were recorded in 2023
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number of fatalities as a result of work-related ill health	0
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number of cases of recordable work-related ill health;	0
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The main types of work-related ill health	No work-related ill health cases were recorded in 2023



Beyond Boundaries: Our Inclusive Community Connection

We actively engage with our surrounding community through a diverse range of inclusive initiatives, leaving a lasting positive impact while recognizing the profound importance of community involvement in embracing cultural appreciation. The museum aspires to create meaningful connections with residents and visitors by offering fascinating experiences that ignite curiosity, encourage creativity, and celebrate cultural diversity. From educational outreach programs designed to inspire local youth to collaborative partnerships with community organizations, Louvre Abu Dhabi seeks to bridge intellectual divides and create a sense of belonging for everyone. Through interactive workshops, guided tours, and events, the Louvre Abu Dhabi ensures accessibility and inclusivity for individuals of all ages and backgrounds. Moreover, we eagerly seek feedback and input from community members, valuing their perspectives in shaping the museum's programming and outreach efforts. By nurturing these collaborative relationships, our goal is to enrich the cultural horizon of Abu Dhabi and strengthen bonds within the community, leaving a sincere and enduring positive influence for generations to come.

Accessing Art: Louvre Abu Dhabi's Inclusive Vision

In a contemporary context where societal inclusivity is primary, we aim to divert our attention to inclusivity through sophisticated accessibility measures, the museum's commitment to accommodating the diverse needs of visitors is demonstrated through a variety of accessibility features. Essential to these provisions is the availability of complimentary wheelchairs and strollers, conveniently curated and accessible from the Loan Desk which is strategically positioned opposite the Boutique along with the provision of handicapped parking in close proximity to the premises. These amenities facilitate the seamless exploration of the museum's exceptional galleries while illustrating our dedication to ensuring equitable access to our cultural attractions.

This emphasis on accessibility not only enhances the visitor experience but also reflects the museum's role as a global cultural ambassador, providing a sense of belonging and engagement within the community.



Harmonizing Humanity and Nature: The Singing Tree Cultural Initiative

Invoking the theme of "The Changing Society" at Louvre Abu Dhabi, the launch of the Singing Trees offers a transformative musical encounter, emphasizing the significant role of human intervention in shaping our environmental future. Commissioned jointly by Louvre Abu Dhabi, Bloomberg Philanthropies, and Paris Théâtre du Châtelet, with invaluable support from the UAE Ministry of Climate Change and Environment, this groundbreaking initiative coincides with the nation's Innovation Month.

Conceived by acclaimed digital artist Usman Haque and his London-based company, Umbrellium, in partnership with sound engineers from IRCAM in Paris, the project involves adorning 30 palm trees with discreet belts. These belts enable the trees to harmonize collectively, matching to a choir, when approached, prompting participants to embrace the trees metaphorically and fostering a deep sense of environmental solidarity and consciousness.

Volunteers will orchestrate a choreographed journey through the palm grove, inviting visitors to engage with the trees and join in the melodic ensemble. As participants gradually disengage, their voices will seamlessly blend into nature's chorus, creating a captivating interplay between human expression and the natural world. The musical repertoire traverses traditional melodies such as Greensleeves (English), Ayyala (Arabic), and L'Amour de Moy (French), celebrating cultural diversity and artistic fusion.

This visionary effort, transcends geographical boundaries, crossing from Abu Dhabi to Paris, London, New York, and potentially Tokyo, culminating in a grand finale at the 2024 Olympics in Paris. Through the Singing Tree Cultural Initiative, audiences worldwide are invited to embrace the intersection of art, technology, and environmental stewardship, creating a harmonious relationship between humanity and the environment.

Through our interactive and immersive experiences, the initiative encourages individuals to engage with their surroundings and develop a perspective of responsibility toward preserving the environment. Additionally, the project's outreach raises awareness on a broader scale and inspires communities worldwide to take meaningful steps toward sustainability, as the Singing Tree Cultural Initiative aims to leave a lasting legacy of environmental stewardship and cultural celebration.

9,995

Visitors

participated in the Singing Tree Cultural Initiative.

Sustainability In Museums: Empowering Tomorrow

As a part of our adherence to the Year of Sustainability, we have embarked on an ambitious journey to redefine our cultural landscape, by initiating multifaceted programming that revolves around the intricate intersections of social, economic, and environmental sustainability, inviting participants to explore these dimensions through an engaging and thought-provoking lens.

Louvre Abu Dhabi boasts an enriching educational program comprising 8 School themes tailored for all 3-grade cycles. These themes offer a diverse array of daily thematic activities, including explorations of "Nature in Art," "Trade Your Way," "Future Architecture," "Treasures of the UAE," and more. Additionally, students enjoy insightful exhibition visits, such as the captivating "Picturing of Cosmos" at the Children's Museum and the mesmerizing "Letter of Lights." Furthermore, thematic workshops provide hands-on experiences, allowing students to craft artifacts like sustainable pots and paper growth, alongside creating landscape paintings. In 2023, a remarkable 45,364 students actively participated in these engaging and educational activities, fostering a deeper understanding and appreciation of art, culture, and sustainability.

	Cycle One KG/Grades 1-4	Cycle Two Grades 5-8	Cycle Three Grades 9-12
Daily Thematic Activities	Nature in Art	Nature in Islamic Art	Islamic Art
	Treasures of the UAE	Treasure of the UAE	Treasure of the UAE
	Stories in Art	Stories of Past, Present and Future	Stories of Past, Present and Future
	Sports in Art	Sports in Art	Furniture Architecture
Exhibition Visits		Trade Your Way	Trade Your Way
	Picturing the Cosmos (Children's Museum)	Letters of Light	Letters of Light
	Cartier, Islamic Inspiration and Modern Design	Cartier, Islamic Inspiration and Modern Design	Cartier, Islamic Inspiration and Modern Design
	East and West: from Kalila wa Dimna to the Fable of La Fontaine	East and West: from Kalila wa Dimna to the Fable of La Fontaine	East and West: from Kalila wa Dimna to the Fable of La Fontaine
Thematic Workshops	Make a Constellation	Make a Sustainable Pot	Make a Sustainable Pot
	Make a Space Painting	Make a Landscape Painting	Make a Landscape Painting
	Make a Mask	Make Paper Grow	Make Paper Grow
	Materiality Treasure Hunt	Materiality Treasure Hunt	Materiality Treasure Hunt
		Drawing Islamic Art	Drawing Islamic Art

From dedicated school themes across all three grade cycles to our university program exploring Tangible and Intangible Heritage, we offer enticing educational experiences that challenge conventional thinking and ignite a passion for sustainable living. Encouraging active engagement, university students are invited to contribute their unique perspectives and innovative concepts to Louvre Abu Dhabi's ambitious challenge: "Make the Intangible Tangible or the Tangible Intangible."

In addition, the Education and Learning Resources department design a specialized program for youth, Summer Art Lab focused on material culture and heritage under the theme of "In with the Old, Out with the New". And for our adult visitors, a specialized Adult Express Tour titled Sustainability by Design exploring object materiality and sustainable architectural design of the museum. The team is also developing The Material Hunt Game inviting young visitors to solve riddles and learn about natural and sustainable materials used in creating artworks and artifacts.



81

University Students

participated in the Louvre Abu Dhabi's program "Make the Intangible Tangible or the Tangible Intangible" in 2023.

Harnessing the profound inspiration found within the museum's fine collection, students are empowered to creatively explore sustainability, drawing upon the rich tapestry of artworks, messages, and core values. This collaborative harmony between academia and the museum extends its reach across 5 universities.

67

University Students

from 5 universities participated in workshops and discussions, drawing creative inspiration from the museum's collection to explore themes of sustainability.

Through dynamic discourse and interactive exchanges, this transformative initiative nurtures a new cohort of sustainability advocates and visionary leaders, leaving a positive effect and enduring change within their communities and beyond.

In our pursuit to encourage critical thinking and environmental consciousness, we are working on introducing a dynamic Learning Resource: The Scavenger Hunt on Sustainable Materiality. Featuring a curated selection of 9 artworks from the fine collection of Louvre Abu Dhabi and regional loans, this innovative initiative encourages participants to immerse themselves in the exploration of sustainable materials. Through interactive engagement with these artworks, individuals are inspired to investigate and reflect upon the intricate nuances of sustainable practices, as this hands-on experience sparks curiosity while fostering a deeper understanding of sustainability as well as empowering participants to become champions of environmental stewardship.

One of our educational events is the Art Lab Youth Camp, which provides a creative sanctuary where budding artists can unleash their imagination while exploring themes of sustainability. We acknowledge that sustainability is a fundamental principle that shapes our collective future, and we aim to motivate action, promote awareness, and encourage a culture of sustainability that transcends boundaries and transforms communities. During 2023, 292 visitors were a part of this inspiring initiative, enriching their understanding of sustainability through artistic exploration.

Louvre Abu Dhabi is dedicated to aligning its initiatives with the global movement towards sustainability, particularly in conjunction with the objectives of COP28. Through a series of innovative programs and seminars, the museum actively engages diverse audiences in exploring the intersections of art, culture, and environmental responsibility. By fostering a deeper understanding of sustainability, Louvre Abu Dhabi demonstrates its commitment to supporting the urgent global agenda of combating climate change.

In alignment with COP28, on December 7th, 2023, Louvre Abu Dhabi hosted two pivotal events as part of the France Museums Talk series. The first event, "Rewiring Arts and Culture for Climate Change," brought together an esteemed panel of museum and cultural experts who presented compelling case studies and exemplary practices addressing climate change. The discussion covered multiple dimensions, from reducing museums' environmental footprints to strategies for advancing artists' social consciousness while preserving their creative autonomy. Additionally, it examined the role of environmental exhibitions in enriching cultural practices and strengthening community resilience. The event attracted 94 attendees, adding a wealth of diverse perspectives to the dialogue.

94

Attendees

participated in the "Rewiring Arts and Culture for Climate Change" event.

The second event, "The Sustainable Journey of Cultural Institutions: Landscape, Population, and City Transformation," delved into the influential role of museums and cultural spaces in shaping their environments. This dynamic discourse extended beyond the museum buildings to include adjacent parks and visitor navigation areas. With 60 attendees, the discussion brought forward diverse insights into how cultural institutions can drive sustainable urban transformation.

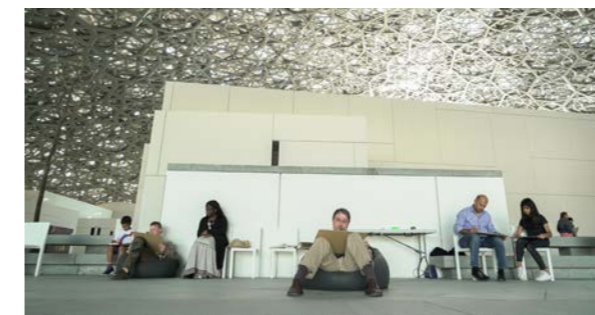
60

Attendees

attended the "France Museums Talk 2: The Sustainable Journey of Cultural Institutions: Landscape, Population, and City Transformation" event.

We also offer a Group Express Tour "Sustainability by Design", which is a curated tour that offers participants a unique opportunity to explore the concept of sustainability through a fascinating examination of the museum's architecture and design. Inspired by the Al Ain Oasis, the tour highlights how the museum's design embraces an environmental micro-climate. Participants will also engage in insightful discussions around specific artworks, delving into concepts of materiality and sustainability in cultural heritage.

As part of Louvre Abu Dhabi's community development initiative, we work with the Red Crescent to welcome a group of orphaned children to the museum through various programs and activities, as these initiatives aim to provide meaningful experiences and opportunities for these individuals, promoting inclusivity and unity.



Visitors (%)

Visitors	%
IVS	72
UAE Residents	28

Top 5 Residents

Country	Total (%)
Philippines	25.0
India	20.7
United Arab Emirates	8.1
Russian Federation	4.1
United Kingdom of Great Bahrain and Northern Ireland	3.2

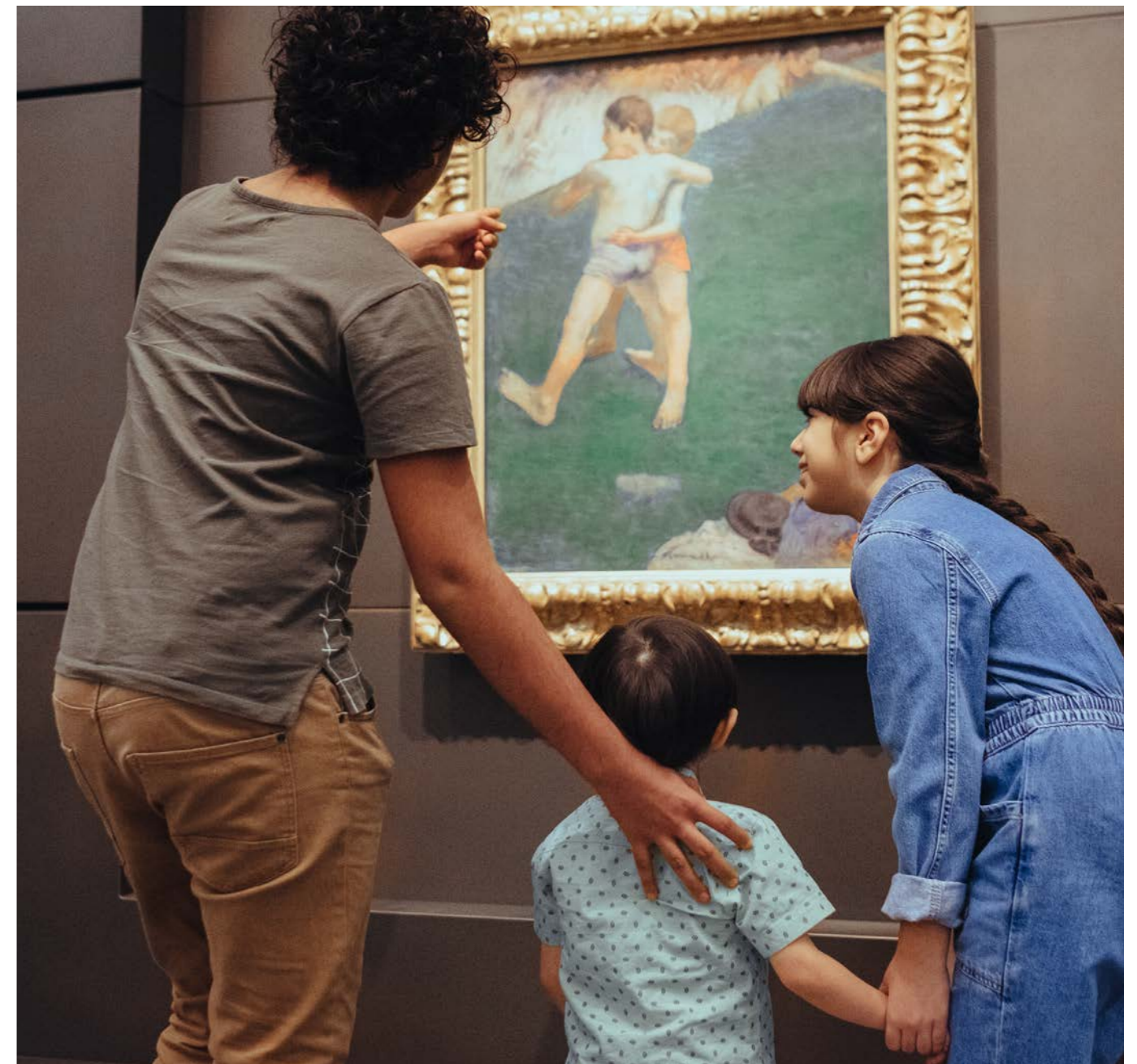
Top 5 IVS

Country	Total (%)
Russian Federation	12.2
China	8.3
India	8.3
France	6.9
United States of America	6.8

Visitor Distribution

This a representation of Louvre Abu Dhabi's visitor demographics, offering a comprehensive breakdown of both international visitors and UAE residents, along with insights into the most prominent nationalities within each category. These findings reveal the museum's expansive global appeal, highlighting its role as a cultural nexus that fosters diverse engagement. By attracting such a varied audience, Louvre Abu Dhabi solidifies its standing as a cultural institution while also reinforcing its commitment to fostering cross-cultural dialogue and exchange.

The visitor distribution outlines a clear divide between international visitors, who constitute 72% of the total, and UAE residents, making up 28%. This significant international interest points to Louvre Abu Dhabi's success in positioning itself as a destination of global cultural relevance. The high percentage of overseas visitors marks the international influence of the museum and its impact on international tourism, contributing to the UAE's reputation as a cultural hub and promoting cross-border appreciation of art and heritage.





Governance

Governance: The Ethical Pillars of Louvre Abu Dhabi

At the core of Louvre Abu Dhabi's mission lies an unyielding obligation to exemplary governance standards, characterized by relentless pursuit of transparency, accountability, and ethical conduct. Through a robust framework of policies, including the Code of Conduct, Conflict of Interest, Anti-Competitive Behaviour, Anti-Bribery, and Confidentiality Agreement, the museum maintains the highest level of integrity across all operational domains. These policies are guiding pillars of employee conduct, consolidating the museum's dedication to promoting a culture of responsibility and ethical leadership. Notably, the Code of Conduct is aligned with governmental work principles, ensuring compliance with prevailing Human Resources legislation applicable to all government employees.

Code of Conduct

We have implemented a comprehensive set of policies, supported by a robust Code of Conduct, to avoid employee misconduct. Aligned with the principles of governmental work and in compliance with the Human Resources laws applicable to governmental employees, this code establishes the ethical standards and professional conduct expected at Louvre Abu Dhabi. Emphasizing transparency as a fundamental tenet of our governance framework, we prioritize open communication and information sharing, ensuring that all stakeholders, both internal and external, have access to relevant and accurate information, fostering trust and accountability.

Code of conduct Objectives:

Educating Abu Dhabi Government Employees on the fundamental principles of governmental operations.

Detailing the obligation of government employees to adhere to these principles in their daily professional efforts.

Promoting discipline, transparency, integrity, objectivity, efficiency, and loyalty in service to the UAE and its leadership, fostering a culture of professional conduct among employees.

Code of Conduct Themes

Roles and responsibilities of government employees.

Confidentiality, information security, and social media.

Protecting public survey.

Appropriate use of granted authority.

Employee conduct.

Bribes, gifts, and Favors.

Conflict of interest reporting and management.

Good conduct and respect.

Safe work environment.

Uniform and appearance.

100%

of the management and employees are trained on the code of conduct and ethical business practices.

Conflict of Interest Policy

To mitigate conflicts of interest, Louvre Abu Dhabi has instituted a comprehensive Conflict of Interest Policy. This policy delineates clear guidelines and procedures designed to identify, manage, and effectively address situations wherein personal interests could impede the attainment of the museum's objectives. By proactively addressing potential conflicts we uphold the preservation of the integrity of our decision-making processes, maintaining the trust of all our stakeholders.

Confidentiality Agreement and Policy

We prioritize confidentiality as a cornerstone of our governance framework. Recognizing the sensitivity of certain information, we have instituted a confidentiality agreement policy, protecting all confidential data pertaining to the museum's operations, collections, and strategic endeavors, while ensuring it is handled with the highest level of discretion and shared only with authorized parties.

Anti-Competitive Behaviour and Anti-Bribery Policies

We firmly uphold principles of fair competition and ethical conduct at Louvre Abu Dhabi, as our policies are developed to prevent any acts that could undermine fair competition or ethical standards, fostering an environment of integrity and compliance with legal requirements. By adhering to these standards, we demonstrate our diligence in conducting operations with fairness and justice, establishing trust in the museum's commitment to ethical excellence.



Sustainable Sourcing

Exemplifying ethical and sustainable procurement practices, the museum prioritizes adherence to local laws, particularly in supplier evaluations related to social and environmental factors, ensuring that procurement processes meet legal mandates while upholding ethical business standards.

Conducting supplier social assessments allows us to confirm adherence to social responsibility criteria, including fair labour practices and humane working conditions. Similarly, environmental assessments ensure that vendors prioritize sustainable practices in alignment with local regulations.

In line with our dedication to enhancing the socioeconomic and environmental prosperity of the Abu Dhabi Emirate, we adhere to sustainable practices that align with the visionary Abu Dhabi Economic Vision 2030 and the directives of the Department of Culture and Tourism in Abu Dhabi. These directives outline key practices that guide our efforts, including:

- Fostering sustainable solutions and embracing green practices
- Prioritizing suppliers dedicated to empowering UAE Nationals
- Encouraging joint ventures and partnerships with local businesses

Extending beyond conventional compliance measures, our collaboration with conscientious suppliers of social and environmental standing adds significant value, representing the museum's responsibility to sustainability. Environmental assessments are considered primary in curtailing the museum's ecological footprint by actively engaging vendors in sustainable practices and making tangible contributions to global conservation efforts. From a social perspective, our application of fair labour practices encourages a supply chain that reveres and upholds human rights. The reverberations of these supplier assessments extend far beyond the confines of the Louvre Abu Dhabi, motivating enterprises that actively enrich the region's social and economic domain. Embracing local suppliers who prioritize rigorous social and environmental standards promotes sustainable development and aligns our procurement practices with cultural preservation, responsible business conduct, and environmental stewardship.

The Louvre Abu Dhabi is devoted to enriching the community, both socially and environmentally, through ethical and sustainable procurement practices while maintaining compliance with local laws. Additionally, promoting the development and provision of environmentally friendly goods and services, backed by our suppliers and contractors, remains a core objective of our environmental policy. This initiative seamlessly integrates with our sustainability commitment, ensuring that our procurement practices consistently prioritize eco-conscious solutions. By partnering with suppliers and contractors who share our dedication to environmental stewardship, we actively advance sustainable practices throughout our supply chain, contributing to a greener and more sustainable future.

Information Security and Data Privacy

Aligned with regulations stipulated by the Abu Dhabi Digital Authority, the museum has thoroughly devised policies to support information security while upholding the highest standards of data privacy. Through strict adherence to these rigorous protocols, the museum ensures compliance with regulatory frameworks.

This concerted effort allows us to establish a digital stronghold where art and history find sanctuary among the complexities of the digital era. Within this dynamic aspect, our responsibility to information management transcends the tangible, extending into digital and information security.

We persistently review and refine our information security policies, recognizing that the efficacy of our IT systems hinges upon the vigilance and adherence of all stakeholders. Thus, our unwavering pursuit of excellence in information security stands as a testament to our enduring commitment to the preservation and protection of cultural heritage for posterity. The methodical and proactive approach to preserving the integrity of invaluable artifacts and protecting sensitive data includes:

- Data breach policy
- Data management policy
- Information security policy
- IT change management and organization policy



Internal data breach cases were identified.
cases of non-compliance with procedures.
cases of complaints from stakeholders.

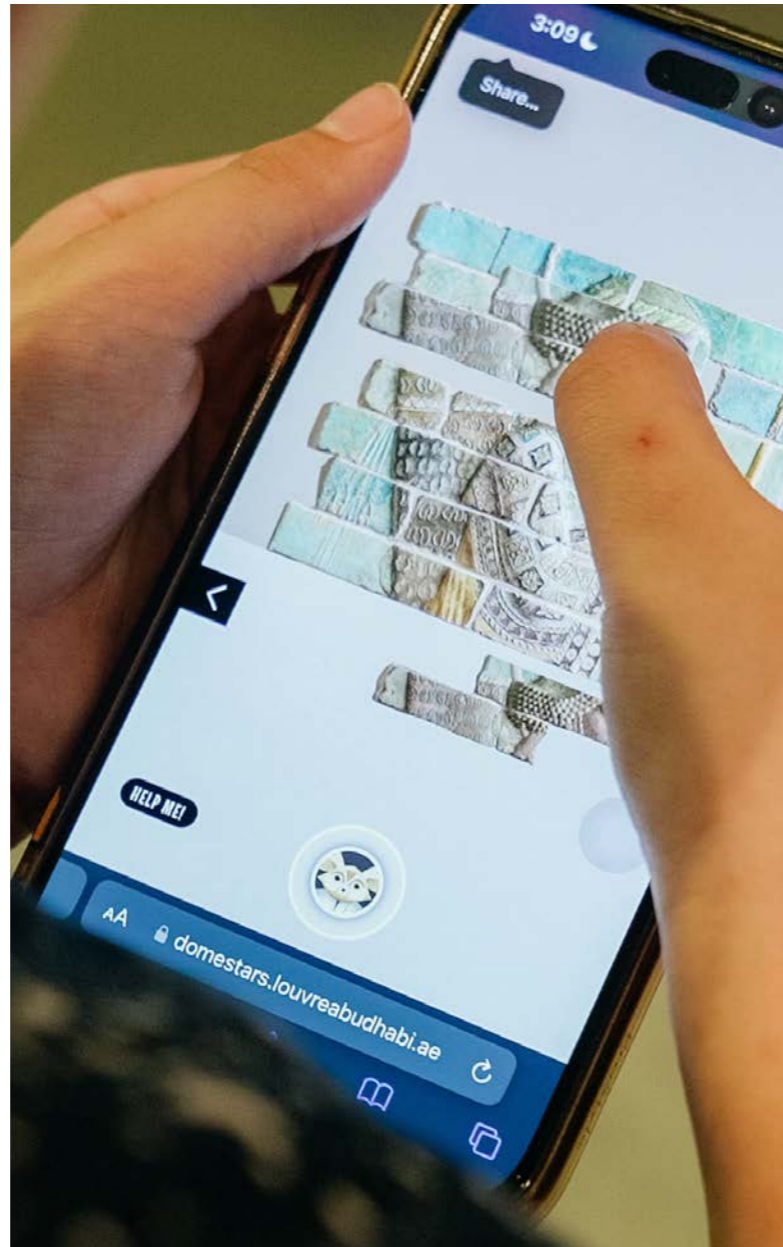
Full local legal compliance.



of our employees are trained in cyber security.

Exploring Art and Culture: The Digital Experience at Louvre Abu Dhabi

The Louvre Abu Dhabi offers a comprehensive digital support system to enhance visitors' understanding and enjoyment of the museum's rich cultural offerings. Through our mobile application, visitors can delve into the museum's extensive collection of artworks and international exhibitions. With features like the "Around Me" function and interactive maps, navigating the museum becomes seamless, allowing visitors to explore galleries and architectural wonders effortlessly. Available in seven languages, the app caters to a diverse audience, ensuring accessibility for all. Additionally, our app provides access to over 150 audio pieces, videos, texts, pictures, and 3D views, offering a virtual tour of the museum's treasures. Furthermore, our learning resources are tailored to engage visitors of all ages, including children, educators, and families, facilitating deeper connections with the collections and exhibitions. Through these digital initiatives, we aim to extend the Louvre Abu Dhabi experience beyond the physical space of the museum, fostering a deeper appreciation for art and culture.



Call For Action

As we conclude our 2023 Environmental, Social, and Governance (ESG) report, we reaffirm Louvre Abu Dhabi's commitment to sustainability and responsible stewardship. This year has been a significant journey toward embedding sustainable practices across our institution, reflecting our dedication to preserving cultural heritage, fostering social equity, and minimizing our environmental impact.

Our progress this year is a testament to the collective efforts of our team, partners, and stakeholders who share our vision of a more sustainable and inclusive future. We are proud of the milestones we have achieved, yet we recognize that this is just the beginning. The challenges of the modern world require continuous innovation, collaboration, and a relentless pursuit of excellence.

As we look ahead, we are more determined than ever to lead by example in the cultural sector. We will continue to integrate ESG principles into our operations, programming, and community engagements, ensuring that our legacy is one of positive impact and lasting change.

Thank you for joining us on this journey. Together, we will create a future where art, culture, and sustainability thrive in harmony.



