

EDUCATION

FOR SUSTAINABLE DEVELOPMENT



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This report is an overview of the new initiatives, activities and procedures that our resort undertakes to achieve our sustainability goals.



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MESSAGE FROM BADHIYA GUNATILAKE CHIEF OPERATING OFFICER

We believe that every action we take affects everyone around us. I am inspired to show you how we all have come together to save, manage, and do the right thing on these beautiful, lush islands.

Shedding light to this year's sector theme, we believe continuous education on sustainability is the key to lobbying together, working together and dreaming together to achieve sustainability in our operations. Our dream does not end at the sector level.

We constantly change and commit to the best possible actions to be more sustainable year on year. The consistency of our work paves the way for us to be better with the dawn of each year. This is not something we could achieve alone, and that's why awareness and education directed towards all stakeholders is important to us. We are concerned as to how well we can save our planet, and people and make a profit to thrive in the corporate world.

I'm happy to share our 2021-22 sustainability report where we give you a glimpse of what we have done in the books of sustainability. As you read, you will find some innovative projects rolled out by us. From identifying our island's flora and fauna on water and land to even usage of biodegradable products in our operations to name a few. By identifying what needs attention, we are better able to educate and communicate about them in creative ways where people will start showing equal interest as much as us, in conservation.

All of this starts with educating and inspiring others to make a change.

Marahaba!

We are humbled to have been acknowledged as one of the first international investors to have established ourselves in the Maldives since 1993. For the past three decades, the management of Aitken Spence Hotels & Resorts operates and manages the Heritance & Adaaran Resort Brands which represents the Maldivian chapter of Aitken Spence.



MESSAGE FROM GM SANJAYA SENANAYAKE

MARAHABA!

I'm proud to share the sustainability story of our beautiful island. It wouldn't have been possible if not for the collaborative efforts of our entire team.

I believe that the more we incorporate the concepts of sustainability into our everyday operations the more we are progressing towards achieving our sustainability goals. This report not only provides the reader with information on our sustainability practices but most importantly begins a dialogue to educate on inculcating value for the future.



Beed Perera
Executive Housekeeper
Travelife Champion



Sujith De Silva
Chief Engineer
Travelife Champion



Rimshan Razick
Front Office Manager



Mahesh Rukshan
Executive Chef



Danushka Chathuranga
Chief Accountant



Mohamed Nisham Hussain
Assistant HR Manager

WHO WE ARE

We are the Maldivian chapter of Aitken Spence Hotels & Resorts. Adaaran Resort operates in the Republic of Maldives, where the Aitken Spence Resorts Maldives company first commenced operations in August 1993.

Today, we operate 06 Resorts with 730 rooms and employ more than 1000 talented associates from approximately 20 diverse nationalities in the sector.

Adaaran Prestige Vadoo, the prestigious Maldives Luxury Resorts, where time ceases to exist, and the voice of the Indian Ocean beckons you to her shores. As the gateway to the South Atolls, Vadoo possesses an exotic reef with vibrant aquatic flora and fauna. Recognised with an award as the World's Leading Water Villa Retreat at the World Travel Awards in 2010, Adaaran Prestige Vadoo is a luxurious Maldives Island resort that stands out amongst the best.

Adaaran Prestige Vadoo started operating as a Premium all-inclusive property in the year 2009 and comprises of 50 beautiful villas with a butler service around the clock.

Located in the gateway to the south Malé atoll, the resort is accessible through a speedboat transfer arranged by Adaaran, which takes approximately 15 minutes from the Malé International Airport.

A proud member of Travelife Sustainability accommodation certification since 2017

50 Villas
04 Honeymoon Villas
26 Sunset Villas
20 Sunrise Villas
3 Dining Outlets
2 Beverage Outlets
160+ Associates
2 Acres

Adaaran Resorts maintains a high level of environmental consciousness that focuses on the fragility of the environment in which we live through strategizing and executing the best eco-sustainability practices.

Our sustainability journey is primarily built on a Sustainability Policy that weighs heavily on pertinent issues of the world such as energy, water, waste, biodiversity and others.



SUSTAINABILITY POLICY



For more details on our Sustainability Policy, please visit :

<https://www.adaaran.com/green-philosophy.html>



You can access all the sustainability related policies and procedures by scanning this QR code.

OUR VISION

Adaaran Resorts as a pioneer Sustainable Resort Operator in the Maldives, we are conscious of the impact our work has on the environment and therefore, we formulate our policies and procedures to minimise the impact on the environment in the Maldives while focusing on the long-term sustainability of the Island Nation.

OUR COMMITMENT

We will measure our environmental performance against our objectives and targets, making sure that we regularly review our progress. We will comply with all applicable environmental laws and regulations. We will always look for ways to improve our environmental performance, in order to further reduce the impact of our property's operation. We will train our associates on our environmental commitments so that they understand the role they play in delivering our objectives & targets.



ENERGY MANAGEMENT

- Our effort to reduce energy consumption is always consistent.
- After a tough year with travel restrictions, this financial year was good in business and subsequently there was a significant amount of energy being used compared to the previous financial year .
- However, average per guest night energy usage numbers have reduced, which proves the effectiveness of our energy saving initiatives as well as the practical implementation of the best practices.
- We still explore and strive to contribute towards energy conservation, as a responsible hotel operator we always embrace innovative best practices to improve ourselves consistently in every possible manner.



- When purchasing equipment, the group is mindful in choosing the most energy-efficient products.



- At the resort, all lighting facilities are energy-efficient, and all unnecessary lights and other electronic appliances are turned off when not in use.



- The resort, as a practice, records the energy consumption to keep the total kWh consumption to the lowest possible level whilst maintaining the highest level of standards.



- Guests are encouraged to follow the towel reuse program which minimize excessive use of water chemicals and energy.



- Daily monitoring of power consumption and diesel consumption by section.



- Awareness among associates on energy conservation and reduction of carbon footprint.
- Introduction of inverter type of air-conditioning and temperature control system for guest and associate rooms.

| Total energy consumption in KWh | FY 2019-20 | FY 2020-21 | FY 2021-22 | Saving in Qty | Saving in USD | Saving in % Qty | Total Guest Night | | | Average Energy Usage per Guest Night | | | Target for 2022-23 |
|---------------------------------|------------|------------|------------|---------------|---------------|-----------------|-------------------|------------|------------|--------------------------------------|------------|------------|--------------------|
| | | | | | | | FY 2019-20 | FY 2020-21 | FY 2021-22 | FY 2019-20 | FY 2020-21 | FY 2021-22 | |
| | 2,213,256 | 1,203,604 | 2,173,423 | (969,819) | (193,963) | -81% | 26,015 | 10,251 | 26,390 | 85.08 | 117.41 | 82.36 | 80.96 |



WATER MANAGEMENT

- One of the main objectives of the hospitality industry is to make their customers feel as comfortable as possible and water plays an important role to ensure guest comfort.
- As a hospitality partner engaged in the Maldives, fresh water is an essential commodity that has various applications throughout the business.
- After a tough year with travel restrictions, this financial year was good in business and subsequently there was a significant amount of water being used compared to the previous financial year . However, average per guest night water usage numbers have gone down
- The effective and efficient use of resources is vital therefore, We have been able to maintain water-saving best practices and we will be continuing to conserve water in a sustainable manner.



- A technical team closely monitors water production and storage.
- Sectional water usage is monitored daily to understand water leaks and overuse better.
- Frequent testing of water for quality assurance.
- Performing 100% wastewater recycling and reuse for gardening and W/C flushing.
- A dedicated member is on alert at all hours of the day for any urgent repairs or water system leaks.
- Awareness and regular reminders among associates on water conservation. Periodically monitoring the water flow rate to keep the Travelife standard.
- Introduced water outlet aerator system to save water.
- Our Usage of Biodegradable chemicals in our daily activities does not harm the water and STP process.
- Bath towel reuse method saves excessive water, chemicals and energy use.
- The garden sprinklers and watering only occur during early mornings and evenings. A technical team closely monitors water production and storage

| Total water consumption in Cu M | FY 2019-20 | FY 2020-21 | FY 2021-22 | Saving in Qty | Saving in USD | Saving in % Qty | Total Guest Night | | | Avg Water Usage per Guest Night | | | Target for 2022-23 |
|---------------------------------|------------|------------|------------|---------------|---------------|-----------------|-------------------|--------------|--------------|---------------------------------|--------------|--------------|--------------------|
| | | | | | | | FY 2019-2020 | FY 2020-2021 | FY 2021-2022 | FY 2019-2020 | FY 2020-2021 | FY 2021-2022 | |
| | 44,700 | 25,374 | 41,923 | (16,549) | (23,168) | -65% | 26,015 | 10,251 | 26,390 | 1.72 | 2.48 | 1.59 | 1.57 |



WASTE MANAGEMENT

- Our effort is to reduce and reuse possible waste to practice the wasteto-wealth process at our properties.
- All waste accumulated in our operation is identified, and necessary actions / best practices are taken.
- Postpandemic operations commenced with the new inclusion of single-use biohazard wastes such as personal protective equipment. We made sure to destroy them using an incinerator. All associates are trained on the process and the best practices in handling them.
- The eagerness to continue improving our contributions towards nature led us to install a Food Waste Composting Machine, which converts 100% of our wet garbage into eco-friendly fertilizer, which is then used in our in-house gardens, and the excess will be distributed among the local community.



- Waste is separated at the source level and disposed accordingly by trained associates.
- All wastewater (100%) is recycled and reused for gardening and W/C flushing systems.
- Daily monitoring of the recycling plant and measuring the recycled water consumption.
- A waste management procedure for generating and reusing recycled waste for day-to-day activities is in place.
- All waste is appropriately segregated, recorded and transferred without harming nature.
- Biohazard waste is separated and destroyed at premises using property incinerator by trained associates.
- The purchasing policy maximizes the purchase of sustainable products which are recyclable, more durable, long-lasting, organic and less harmful to the environment.
- Installation of Food waste composting machine produces its own 100% ecofriendly fertilizer, which helps to minimize the usage of chemical fertilizer and completely stopped the dispose of wet garbage.

| Total waste generated in Kgs | FY 2019-20 | FY 2020-21 | FY 2021-22 | Saving in Qty | Saving in % Qty | Total Guest Night | | | Avg. Waste Usage per Guest Night | | | The target for 2022-23 |
|------------------------------|------------|------------|------------|---------------|-----------------|-------------------|------------|------------|----------------------------------|------------|------------|------------------------|
| | | | | | | FY 2019-20 | FY 2020-21 | FY 2021-22 | FY 2019-20 | FY 2020-21 | FY 2021-22 | 2.52 |
| | 32,760 | 18,020 | 67,794 | (49,774) | (276%) | 26,015 | 10,251 | 26,390 | 1.26 | 1.76 | 2.57 | |

ADAARAN PRESTIGE VADOO RETROSPECT – 2021-2022



CSR Participation

180 associates and 67 guests were involved with the CSR projects in 2021-22.



27,850 Kg | \$ 90,234

Tuna Fish were purchased from the local fishing community. During the year



108,525 | \$ 4,326

Paper straws were used In last financial year, which could have easily been plastic straws.



3,300 | \$ 17,957

Cadjan bundles were purchased to uplift The local community.



64 + Sq Feet of area **Soft and Finger corals** were dressed in iron cages as a part of our coral planting project.



2,150 Nos | \$ 193

Paper Cups and Paper Plates were used in last financial year, which could have easily been plastic cups and plates.



25,700 | \$ 6,366

Biodegradable bags were used during this financial year, which could have easily been In-disposable bags.



1050 Nos | \$ 91.53

Wooden cocktail stirrers were used during this year, which could have easily been plastic Stirrers.



34 training hours per associate during this financial year.



405 Bundle | \$ 1,492

Forest Stewardship Council-certified papers were used in the day-today operation.



1,500 **Cigarette buds** the most widespread manmade pollutant was properly managed which could have easily been damaging our lands.



SUSTAINABILITY WORK

We aim to create a holistic approach to eco-consciousness by the inclusion of all sections of the business and society. We invest our knowledge, time and money continuously on sustainable tourism as a responsible corporate citizen.

A few of the projects hosted during the financial years are as follows;

Sustainability Awareness

We believe the education and awareness on sustainability is one of the most effective methods to implement the best practices in the ground level, we carried out several awareness sessions in line with the World environment day, world ocean day, world health day and international women's day.

Total participation: 44

Reef cleaning campaign

Adaaran Prestige Vadoo, is a resort known to have one of the most beautiful reefs in the country, we regularly carry out reef cleaning projects with the assistance of our dive partners. During this year we carried out several beach and reef cleaning projects with the participation of our associates as well as our inhouse guests.

Total participation: 56

Tree planting campaign

This is the most regular event organized in our island which enhances the appearance and atmosphere combined with nature, we request you to visit and witness the success of these projects with your own eyes. Since, words will not bring forth justice to the amazing implementation and consistency of natural life in the Island.

Total participation: 21



SUSTAINABILITY CERTIFICATION

The enduring measures taken by Aitken Spence Maldives Resorts' sustainability journey started with the Green Dive in 2016, by signing the sustainability pledge underwater. Since then, the Travelife Gold Certification has been the standard sustainability certification of the Aitken Spence Group. All our properties maintain these standards in par with the Travelife hotel and accommodation standards.



BIODIVERSITY SURVEY- FLORA

COMMON PLANTS THAT YOU SEE ON OUR ISLAND

Approximately 270,000 plant species have been recorded around the world. Without plants, life on earth would not be possible. In Maldives's warm and humid tropical climate, 583 plant species have been recorded. 260 species are native or natural species 323 species are **cultivated**. Native plants play an important role in the prevention of beach erosion and protection against large waves. 300 plant species are used in traditional medicinal practices in the Maldives.

Reference – Common plants of Maldives Series 01 www.livelearn.org

Banyan Tree

Scientific name: *Ficus benghalensis*
Dhivehi name: nika/ Kiri



Sea Lettuce, Half Flower Tree

Scientific name: *Scaevola taccada*
Dhivehi name: Magoo/Gera



Coconut Palm

Scientific name: *Cocos nucifera*
Dhivehi name: Dhivehi ruh
National Tree of Maldives



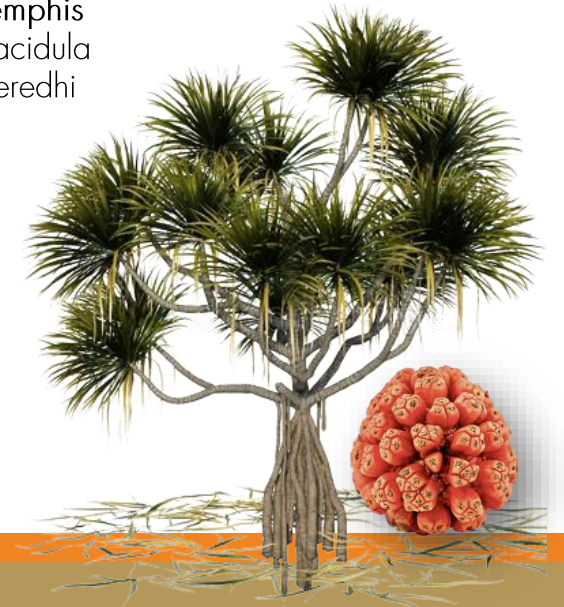
Coastal Iron Wood / Pemphis

Scientific name: *Pemphis acidula*
Dhivehi name: Kuredhi/Keredhi



Seashore Screw Pine/Pandanus

Scientific name: *Pandanus tectorius*
Dhivehi name: Boakashikeyo



BIODIVERSITY SURVEY –FAUNA

COMMON ANIMALS THAT YOU SEE ON OUR ISLAND

Asian Koel

Scientific Name: eudynamys

Dhivehi Name: Dhivehi Koveli

This bird is protected under the Environmental Protection and Preservation Act (4/93),

White Breasted Water-hen

Scientific Name: Amaurornis phoenicurus

Dhivehi Name : Kanbili

This bird is protected under the Environmental Protection and Preservation Act (4/93),

Indian Flying Fox / fruit bat

Scientific Name: Pteropus giganteus

(Order Chiroptera, family Pteropodidae)

Dhivehi Name: Vaa

The name “fruit bat” is mainly due to the fact they look as if dark fruit hanging in trees.

Grey Heron

Scientific Name: Ardea cinerea

Dhivehi Name: Maakanaa

The IUCN red list currently classifies the grey Heron under least concern. In Maldives it is illegal to catch or to pet.



House Crow, Common Crow

Scientific Name: Corvus splendens

Dhivehi Name: Kaalhu

There are no known endemic species of birds in the Maldives, but there are a few endemic subspecies which includes the Maldivian house crow.

White-Tailed Tropicbird

Scientific Name: Phaethon lepturus

Dhivehi Name: Dhan’difulhu dhooni

This bird is protected under the Environmental Protection and Preservation Act (4/93),

Land Hermit Crab

Scientific name: Coenobita species

(order Decapoda)

Dhivehi Name: Baraveli

A common error made by people is completely submerging these crabs in water, mistaking them for marine animals. They can only survive for a few minutes when completely submerged.

Variable Lizard, Garden Lizard, Crested Tree Lizard

Scientific Name: Calotes versicolour (Squamata)

Dhivehi Name: Bon’dū

Is referred to as the “Bloodsucker” in many areas, a name that stirs up unnecessary fears. Obviously, they are insect-eaters and does not suck blood, especially not from humans.

BIODIVERSITY SURVEY - ENDEMIC MARINE FAUNA

IF YOU ARE LUCKY, YOU WILL SPOT THEM AT OUR ISLAND

Maldives grubfish/ Sandperch

Scientific Name: *Parapercis hexophtalma*.

Dhivehi Name: Lah'nigoo'alathandu

Size : 25 cm



Maldives anemone fish

Scientific Name: *Amphiprion nigripes*

Dhivehi Name: Dhivehi Maagandumas

Size : 9 cm



Maldives cardinalfish

Scientific Name: *Cercamia laamu*

Size : 3.5 cm



Maldives triplefin

Scientific Name: *Helcogramma maldivensis*

Dhivehi Name: Kuraki Lah Jehi Funna

Size : 2.8 cm



Maldives blenny

Scientific Name: *Ecsenius minutus*

Dhivehi Name: Dhivehi venfunna

Size : 5 cm

BIODIVERSITY SURVEY - COMMON MARINE CREATURES AT VADOO

WE GUARANTEE YOU WILL SPOT THEM THROUGH A SINGLE DIVE AT OUR ISLAND

Blacktip reef shark

Scientific Name: *Carcharhinus melanopterus*

Dhivehi Name: Falhu'miyaru

is the most commonly encountered species of shark in tropical Indo-Pacific reefs. As its name suggests, it has brilliant black fin tips

Pacific green turtle

Scientific Name: *Chelonia mydas*

Dhivehi Name: Velaa

Are highly migratory and use a wide range of broadly separated localities and habitats during their lifetimes

Bluefin kingfish

Scientific Name: *Caranx melampygus*

Dhivehi Name: Fani handhi

The species is easily distinguishable by their electric blue fins, which are more vibrant in real life more than in the photographs.

Snubnose rudder fish

Scientific Name: *Kyphosus cinerascens*

Dhivehi Name: Kirulhiya mas

Occurs in shallow coastal waters, swims in groups in high water column during the day but at night it swims alone near to the bottom



Groupers

Scientific Name: *Epinephelinae*

Dhivehi Name: Faana

Groupers may undergo a sex reversal as they age. All young yellowmouth groupers (*Mycteroperca interstitialis*) are born females, but as they grow larger they change into males

Parrotfish

Scientific Name: *Scaridae*

Dhivehi Name: Landaa

There are many different species of Parrotfish, and they all belong to the family *Scaridae*. Despite their very colourful, parrot-like appearance, these beautiful fish actually get their name from their unique set of teeth.

Bluestripe snapper

Scientific Name: *Lutjanus kasmira*

Dhivehi Name: Dhon reendho mas

This species inhabits coral reefs, occurring in both shallow lagoons and on outer reef slopes to depths of at least 60 m

Common rock lobster

Scientific Name: *Panulirus versicolor*


Dhivehi Name: Falhu ihi

It is prohibited by the Maldives government, to catch and use commercially the juveniles(10cm) and females with eggs.

LEARNING, DEVELOPMENT & ACHIEVEMENTS

The Resort is committed to creating an environment for associates to achieve their career aspirations while nurturing a team of competent and motivated professionals.

Companywide learning and development and quality assurance are conducted at a corporate level. For more details, please refer to the following Talent Development Reports

| | | |
|---------|---|---|
| 2019-20 |  | Training Hours (per associate) |
| 2020-21 | | FY 2019-20 = 22.5 FY 2020-21 = 19.0 FY 2021-22 = 34.0 |
| 2021-22 | | |
| | | |

You can scan the above QR code to download the relevant company talent development reports.

Your ideas count:

We welcome your suggestions to help us enhance our sustainability objectives and social responsibilities. Please leave your comments through our guest review system or e-mail us at talentmle@aitkenspence.com

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Our Sustainability quality certification since 2017



Ensuring our food safety through Food Safety Management System

7S+

Aitken Spence 5 STAR Rated property.
Occupational Health and safety standard.
7S+ is the extended version of 5S concept)



Leading Quality Service Assurance Audit – Internal Quality Assurance Audit standard of the group.

ReviewPro

ReviewPro is the world leader of Guest Intelligence solutions, with more than 60,000 hotels in 150 countries.

AWARDS

2021 - Top 3 Regional Finalists / All-Inclusive Island Resort by Galatian Signature Hotel
2022 - Booking.com - Traveller Review Award 8.8 out of 10

References:

www.livelearn.org - Common plants of Maldives Series 01
www.researchgate.net | www.maldives-magazine.com
www.diveclubmaldives.com | www.maldivesbiodiversity.org
www.bluepeace.maldives.org



SUSTAINABILITY REPORT 2021-2022

