

# 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

## CHRIST EARNEST

### Marahaba!

As a leading conglomerate, our commitment to sustainability is among many inspiring aspects that create passion, expertise and integrity within our team.

I'm absolutely humbled to be apart of such a strong foundation of ethical practices, community support and responsible sourcing. During this year our main focus was on sustainability development through means of education. We wanted to voice out that – 'The time is always ripe to do right' and as you flip through this report you will discover that we abide to what we state.



Mohamed Sobe  
Resident Manager



Manuj Gunawardhana  
Assistant Engineer  
Travelife Champion



Lakshman Pellawatta  
Executive Chef



V.B. Basnayake  
Chief Engineer



Praveen Sampath  
Food & Beverage Manager



Anil Indika  
Finance Manager



Shashika Lahiru  
Front Office Manager



Sarathchandra Gamage  
Executive Housekeeper



Bharath Damotharan  
Villa Chief



Ahamed Anwar  
HR cum L&D 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.

Water Villas and Meedhupparu are amongst the best Maldives' luxury resorts that offer blissful accommodation for the discerning traveller to the Maldives. Bask under the healing sunshine and soak up the alluring sights and sounds of a truly enchanting island in the tropics. Settle into a holiday full of breathtaking experiences that will leave you with memories to last a lifetime.

Adaaran Prestige Water Villa - five-star Premium all-inclusive and Adaaran Select Meedhupparu - four-star Premium all-inclusive properties began operations in the year 2000 and presently of 215 beautiful villas with a butler service around the clock.

Situated in the Raa Atoll, the resort is accessible through a beautiful seaplane transfer arranged by Adaaran Resorts which takes approximately 45 minutes from the Malé International Airport.

215 Villas  
195 Beach Villas  
20 Water Villas  
5 Dining Outlets  
6 Beverage Outlets  
313+ Associates  
42 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	
	5,497,441	2,727,950	5,381,554	(2,653,604)	(530,720)	(97%)	108,976	28,078	123,176	50.45	97.16	43.69	42.29



# 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 2019-20	FY 2020-21	FY 20201-22	FY 2019-20	FY 2020-21	FY 2021-22	
	82,649	38,798	71,905	(33,107)	(46,349.80)	(85%)	108,976	20,078	123,176	0.76	1.38	0.58	0.56





# 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% eco-friendly 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			Target for 2021-23
						FY 2019-20	FY 2020-21	FY 2021-22	FY 2019-20	FY 2020-21	FY 2021-22	
	319,000	98,800	260,108	(161,308)	(163%)	108,976	28,078	123,176	2.93	3.52	2.11	2.06

# ADAARAN SELECT MEEDHUPPARU RETROSPECT – 2021-2022



## Committed Island Management

315 kg organic vegetables and 14,746 number of coconuts worth \$ 4,235, harvested during the period.



50,640 Kg | \$ 98,384

**Tuna Fish** were purchased from the local fishing community. During the year 2021-22



167,500 | \$ 7,424

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



159 | \$ 980

**Cadjan bundles** were purchased to uplift The local community.



34 training hours per associate during this financial year.



11,200 Nos | \$ 886

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



91,500 | \$ 21,973

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



40,100 Nos | \$ 2,812

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



## CSR Participation

64 associates and 71 students were involved with the CSR projects in 2021-22.



1,020 Bundle | \$ 3,548

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



287,878 -1L and 26,712 - 0.5L glass water bottles were produced through the in-house drinking water and bottling plant.



314,590 / Year Single-use plastic bottles were able to stop coming into the island as water bottles with the installation of the **bottled water plant**

# SUSTAINABILITY WORK

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

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

## Hotel visits for the future of the industry

We have built a strong rapport with the schools in our vicinity by facilitating educational and awareness visits for the students. These visits are carried out with the aim of giving the students an opportunity to get familiar with our beautiful property and educate them on the practical aspects of hotel management so that they are well-equipped and ready to enter the industry as aspiring hoteliers. Total number of students who visited the island: 44

## Reef cleaning campaign

Meedhupparu 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. This year we carried out the project on the 8<sup>th</sup> of June 2021, "World ocean day", as a tribute to our mother nature. Total participation: 26

## Tree planting campaign

This is the most regular event organised in our island, which enhances the appearance and atmosphere combined with nature, we request you to visit and witness the success of these projects since words will not give justice to this amazing implementation and consistency of natural life in the Island.

Total participation: 31





# MEEDHUPPARU THARUKAAREE DHANDU

If you have gone through our previous sustainability report for the financial year 2020-21, you would already know that our dedicated groundskeeping team and associates came up with a vegetable garden during the lockdown and plucked vegetables worth of USD 1,563.

We have continued working through our vegetable gardens even when the hotel operation is at its peak, During this year, we were able to harvest a total of 315.3 kg of vegetables and 14, 746 coconuts worth of USD 5,235.32 (including coconuts)

To add value to our in-house vegetable garden, the food & Beverage team initiated an organic vegetable garden dining experience, which has been admired by many of our guests.



**Brinjol**  
102.4 kg  
USD 248.83



**Curry leaves**  
03 kg  
USD 4.50



**Coconut**  
14746 numbers  
USD 3686.50



**Banana**  
74 kg  
USD 111.74



**Hummingbird**  
68 kg  
USD 71.40



**Papaya**  
18 kg  
USD 18



**Spinach**  
19 kg  
USD 50.16



**Long beans**  
02 kg  
USD 5.00



**Pumpkin**  
16 kg  
USD 19.20



**Brinjal (Thalana Batu)**  
08 kg  
USD 10.00



**Githo Chili**  
02 kg  
USD 5.00



**Green Chili**  
2.9 kg  
USD 4.98

# SAVE THE LUNGS SAVE THE OCEAN

At Adaaran Select Meedhupparu, we never failed in continuing our sustainability projects aimed towards caring for our environment and giving back to the planet we live on.

And that is why even when the world was facing a pandemic, we still continued our sustainability journey. The sustainability reports will stand as testimony for the projects hosted.

Nevertheless, we made sure to invest some quality time this year around as well, Having conducted three coral projects, covering up to 41.46 square meters hosted in the contribution of saving our beautiful oceans

Carefully selected and nurtured corals were dressed in special Iron bars / subtracts made by our maintenance team. The selection of the corals took several months and was carried out only once research on the house reef and lagoon was complete.

Project number	Number of cages	Cage size (m <sup>2</sup> )	Number of corals or area (m <sup>2</sup> )
Project 01	06	1.57	9.42
Project 02	16	1.44	23.04
Project 03	06	1.5	9
Total	28	4.51	41.46







# 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](http://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



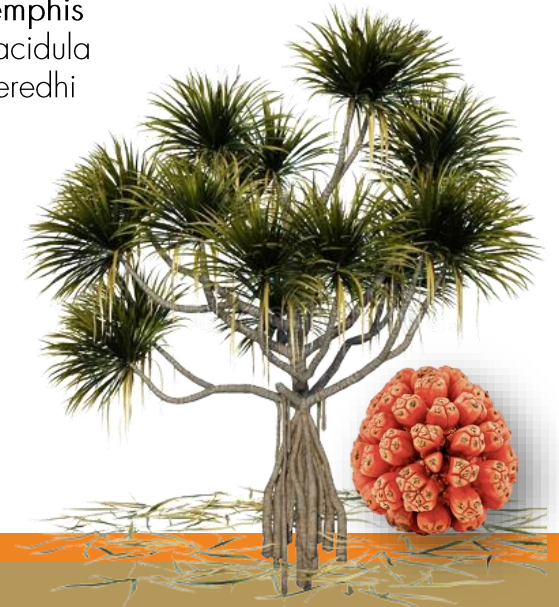
### Coastal Iron Wood / Pemphis

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'du

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 MEEDHUPPARU

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



## Threadfin butterflyfish

Scientific Name: *Chaetodon auriga*

Dhivehi Name: Naruvaa bibee

found singly, in pairs, and in aggregations that roam over large distances in search of food.



## Titan triggerfish

Scientific Name: *Balistoides viridescens*

Dhivehi Name: Maarondu

Often hostile towards divers and may attack unprovoked when caring for eggs.

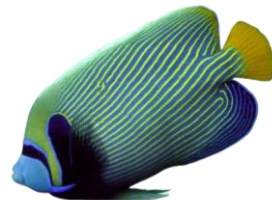


## Emperor angelfish

Scientific Name: *Pomacanthus imperator*

Dhivehi Name: Ras kokaamas

This species inhabits a wide variety of habitats with individuals usually reported from coastal and outer reefs, deep lagoons, often in areas of rich coral growth.



## 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 get their name from their unique set of teeth.



## 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.



## 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



## Moorish Idol

Scientific Name: *Zanclus cornutus*

Dhivehi Name: Dhidha Mas


Something special about the Moorish Idol is that they mate for life. A pair will stay together throughout their lifespan, unless one of the dies or is killed by a predator.



# 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](mailto:talentmle@aitkenspence.com)

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Our Sustainability quality certification since 2017



Ensuring our food safety through Food Safety Management System



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

## References:

[www.livelearn.org](http://www.livelearn.org) - Common plants of Maldives Series 01  
[www.researchgate.net](http://www.researchgate.net) | [www.maldives-magazine.com](http://www.maldives-magazine.com)  
[www.diveclubmaldives.com](http://www.diveclubmaldives.com) | [www.maldivesbiodiversity.org](http://www.maldivesbiodiversity.org)  
[www.bluepeace.maldives.org](http://www.bluepeace.maldives.org)



## SUSTAINABILITY REPORT 2021-2022

