

“Revolutionizing Tomorrow: One Sustainable Step at a Time”

SUSTAINABILITY REPORT 2022-23





"The Earth does not ask us where we come from,
but it welcomes us nonetheless."

Primoz Gabrijelcic

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



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MESSAGE FROM CHIEF OPERATING OFFICER BADHIYA GUNATILAKE

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Marahaba!

As we continue our journey towards creating a better tomorrow, we want to emphasize the importance of our efforts in this fragile environment. A nation that is particularly vulnerable to the impacts of climate change, rising sea levels, coral bleaching, and extreme weather conditions, just to name a few of the common threats we encounter.

But we aren't helpless in the face of these challenges. By continuing to reduce our carbon footprint, conserve resources and promote social responsibility, we are not only improving our own operations but also contributing to a better future for the Maldives.

We have already made progress towards sustainability, but there is still much more we can do. We can continue to reduce single-use plastics, promote sustainable tourism practices, and explore renewable energy options, etc. By working together, we can create a more sustainable environment for future generations.

Furthermore, our sustainability efforts can also have positive impacts on the tourism industry. Many tourists now seek out destinations that prioritize sustainability, and we can differentiate ourselves in the market by promoting our commitment to sustainable practices.

As a member of a great team, I encourage every one of us to continue to take ownership of our sustainability endeavors. Let us remain committed and focused on our journey, taking up challenges and working together to create a better future for the Maldives and to our mother earth.

Let us create a better tomorrow through our sustainability journey.



MESSAGE FROM GM

SUMEDHA YASARATHNE

Marhaba!

I strongly believe in the importance of promoting sustainable tourism practices as means of protecting the environment. On this end, we have implemented a range of initiatives to reduce our environmental impact and support the local community. In the last fiscal year, we invested in a water bottling plant to reduce the use of plastic water bottles at the resort. This initiative has significantly reduced our plastic waste output on the island.

We have also implemented a food waste composting program to reduce our waste output and promote sustainable food practices.

In addition to these initiatives, we have also launched a coral planting campaign to support the restoration of coral reefs in the Maldives. Coral reefs are essential to the marine ecosystem, and we are proud to support efforts to protect and preserve them.

Let's create a better tomorrow through our sustainability journey



Mohamed Ahamed
Resident Manager



Priyantha Amarasinghe
Chief Engineer
Travelife Champion



Karuppai Jeyakanth
Front Office Manager



Roshantha Jayamanna
Executive Housekeeper



Rohana Herath
Executive Chef



Mohamed Abdulla
F&B Manager



Ahmed Arsham
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 05 Resorts with 730 rooms and employ more than 1300 talented associates from approximately 20 diverse nationalities in the sector.

Adaaran Club Rannalhi is a four-star, premium, all-inclusive property and part of a group of other properties in the Maldives. Adaaran Club Rannalhi started operating in the year 1996 and today comprises of 122 total keys with a range of choices to suit guest preferences.

Located in a peaceful seclusion in the South Malé Atoll, the resort is accessible only through a speedboat transfer arranged by Adaaran which takes approximately 45 minutes from the Male' International Airport.

The picturesque resort offers 96 standard beach and 26 Water Bungalows. One dining and two beverage outlets with a range of activities and amenities available for our guests to make them feel at home.

122 Villas
96 Beach Villas
26 Water Bungalows
01 Dining Outlet
2 Beverage Outlets
180+ Associates
12 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.

Water, Energy, Wet & Dry Waste Management

This year, we have experienced a marginal rise in guest numbers and day visitors compared to the preceding fiscal year, leading to higher levels of consumption.

However, despite the increase in occupancy, we managed to mitigate energy and waste usage through the implementation of our best best practices:



	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023
Water Consumption / Guest Night	0.59	0.52	1.28	0.55	0.56
Energy Consumption / Guest Night	35.46	37.30	70.42	34.43	33.09
Waste Consumption / Guest Night	3.38	3.28	0.51	3.83	3.33

We've successfully implemented two significant sustainability initiatives at the Adaaran Club Rannalhi property:

- We've introduced an in-house water bottling plant, which effectively reduces the influx of single-use water bottles onto the island.
- We've also incorporated a wet garbage digester machine into our operations. Additionally,
- To reduce energy consumption compared to previous years, we've upgraded all air conditioning units with inverter compressors and transitioned from CFL bulbs to LED bulbs (covering approximately 80% of the resort).
- The reasons included a significant reduction in waste usage compared to previous years and the adoption of glass bottles in place of plastic ones.

Adaaran Club Rannalhi, we remain dedicated to the conscientious management of water, energy, and waste. Scan the QR code or follow the link to gain insight into our tangible initiatives.

[Managing Resources Sustainably at Adaaran Club Rannalhi PDF](#)

Discover our initiatives through the thoughtfully curated Sustainability video, designed to offer a comprehensive understanding of our efforts. - [Adaaran Sustainability Video](#)



Wet Garbage Digester Machine

Resorts often produce abundant waste driven by consumer needs, a characteristic intrinsic to the industry. Given our geographical context of residing on small islands, waste management has consistently posed challenges within our operations. While we have long adhered to segregating waste at its origin and transporting it to designated disposal islands, our waste management endeavors have taken a significant step forward.

With an investment of approximately 35,000 USD, our management has introduced a Wet Garbage Digester Machine. This innovative addition allows us to efficiently handle wet garbage, resulting in not only improved waste management but also the repurposing of waste as valuable soil enhancements.

The initiative started in April 2022, and 75 310 Kg of wet garbage has been converted into 25 210 Kg of eco-friendly soil additives through our in-house wet garbage composting machines during 2022-23.



“Sustained Dedication to Creating Plastic-Free Paradise”



The opening of the water bottling plant in October 2022 at Vadoo Island has made a significant attempt to kick the plastic bottle habit eventually.

This FY alone, we have produced 80,502 (1L bottles) and 2,571 (0.5L bottles) With in-house drinking water and bottling production. We were able to stop the same number of single-use plastic bottles coming into the island.

SUSTAINABILITY

Retrospect 2022-23



CSR and engagement activities

1,020 associates, 427 guests and 29 local community were involved with our different the CSR and engagement projects carried on in the year 2022-23.



24,267.76 Kg | \$ 97,675.14

Tuna Fish and other locally harvested fish were purchased from the local fishing community. During the year 2022-23.



9,780 | \$ 8,736.90

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



83,073

Single-use plastic bottles were able to stop coming into the islands with the installation of the **bottled water plants**.



15,100 | \$ 87,279.58

Cadjan bundles were purchased to uplift The local community.



75,310 Kg of wet garbage is been converted in to 25,210 Kg of eco friendly fertilizer through our inhouse **wet garbage composting machines** during the year 2022-23.



671 Bundles | \$ 2,680.83

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



162 + square meters of an area with 920 live **Soft and Finger corals** were dressed in discarded beds and Iron trees as a part of our coral planting project in the year 2022-23.



Committed Island Management

48 Kg of organic vegetables, 2,486 Coconuts, 300 Kg of Bananas were harvested during this period with the worth of \$ 4,183.56.



2,140 | \$ 6,112.07

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



80,502 -1L and 2,571 - 0.5L glass water bottles were produced through the **in-house drinking water and bottling plants**.



34,850 | \$ 6,625

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



300 | \$ 34.30

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



1,215 + participation on **sustainability awareness and educational programs** covering over 1,285 + human hours during the year 2022-23.

IN-HOUSE VEGETABLE GARDEN

Rannalhi Vegetables Garden

Rannalhi is renowned for its flourishing organic vegetable garden, a beloved attraction that captivates both our guests and visitors. Utilizing the available space, we proudly maintain this organic vegetable garden, with the harvests being served to both our internal and external customers.

We have continued working through our vegetable gardens even with the hotel operation at its peak, during this year, we were able to harvest a total of 48 kg of vegetables, 300kg of bananas and 2,486 coconuts/ kurumba worth of USD 4,183.56 (including coconuts)



Coconut
848 numbers
USD 1099.86



Banana
15 bunches
USD 300



Radish
8 kg
USD 27.84



Pumpkin
15 kg
USD 11.55



Kurumba
1638 numbers
USD 2655.64



Okra
2 kg
USD 5.12



Snake Gourd
13.7 kg
USD 45.90



Long beans
7.70 kg
USD 37.65

SUSTAINABILITY WORK

Our objective is to foster a comprehensive strategy for promoting environmental mindfulness, involving every facet of our business and community. We consistently dedicate our expertise, time, and financial resources to sustainable tourism, demonstrating our commitment as responsible corporate stewards.

A selection of the initiatives undertaken in various fiscal years is outlined below:

Sustainability education, awareness and celebrations

Promoting education, raising awareness, and commemorating special occasions emerge as the most influential strategies for embedding best practices at the grassroots level. In the preceding fiscal year, a collective 500+ employees, guests, and local community members participated in sustainability and corporate social responsibility (CSR) initiatives orchestrated by the resort. Moreover, we successfully engaged and educated 1217 participants, dedicating 1289.75 human hours to our various sustainability-focused awareness and educational programs.

Worlds Days Celebration

In our continuous pursuit of heightening awareness and fostering a deeper connection to nature, culture, and global benchmarks, we diligently observed a series of world days on the island. Collaborating with our employees, guests, and local community, we marked occasions including World Water Day, Earth Hour, International Mother Earth Day, International Women's Day, World Ocean Day, World Health Day, World Tourism Day, International Day for Biological Diversity, and International Day for the Preservation of the Ozone Layer. These celebrations garnered enthusiastic participation, totaling over 500 guests, employees, and members of the local community.

Tree planting campaign

This is our island's most frequent event, designed to augment the aesthetics and ambience in harmony with nature. In the current year, we undertook the planting of 100 flowering trees across the island, further enriching the environment's allure and innate beauty. This endeavor was made possible through the joint efforts of our associates and guests. Total participation: 55



SAVE THE LUNGS – SAVE THE OCEAN

At Adaaran Club Rannalhi, we believe in the continuity of our sustainability project, which is aimed towards caring for our environment and giving back to the planet we live on. During the pandemic, last financial year, we were able to invest a considerable amount of time in engaging with sustainability activities, which will be evident upon the comparison of numbers from the previous sustainability report.

Nevertheless, we made sure to invest some quality time this year alongside busy operations. We hosted four coral planting projects, which covered up to 162 square meters. We take pride in saying that such projects create a big impact in 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 as it had to be followed after the research on the house reef and lagoon was complete. Total participation in all projects: 386



Project number	Number of cages	Total size (m ²)	Number of corals
Project 01	6	12 X 6 = 72	265
Project 02	4	9 X 4 = 36	235
Project 03	3	14 X 3 = 42	280
Project 04	2	6 X 2 = 12	140
Total	15	162	920



[Adaaran Club Rannalhi](#)
[Biodiversity Survey](#)



ADAARAN
Club
RANNALHI
MALDIVES

“BIODIVERSITY SURVEY”

LEARNING, DEVELOPMENT & ACHIEVEMENTS

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

Training Hours (per associate)

FY2019-20 = 22.5 | FY2020-21 = 19.0 | FY2021-22 = 34. | FY2022-23 = 32.3

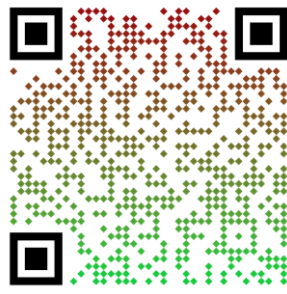


Talent Management Reports

- FY – 2018/19
- FY - 2019/20
- FY - 2020/21
- FY - 2021/22
- FY – 2022/23

Sustainability Reports

- FY – 2018/19
- FY - 2019/20
- FY - 2020/21
- FY - 2021/22
- FY – 2022/23



You can scan the above QR code to download the relevant company talent development reports, and the previous Years Sustainability Reports.



7S+



ReviewPro

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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.

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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