



"The greatest threat to our planet is the belief that someone else will save it."

Robert Swan

Guardians of Tomorrow's World Message from the COO (pg. 04)

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A Glimpse into Our Being Who We Are (pg. 06)

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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.



Retrospect: Reflecting on Our Journey

Energy, Water, Waste management (pg. 08)

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Adaaran Select Hudhuranfushi Sustainability retrospect (pg. 11)



Exemplary Approaches: Our Best Practices"

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Adaaran Select Hudhuranfushi Biodiversity

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MESSAGE FROM CHIEF OPERATING OFFICER BADHIYA GUNATILAKE

SUSTAINABILITY REPORT 2022-23

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 DUSHANTHA PERERA

Marhaba!

I am proud to share our sustainability journey and achievements with you. We were the first resort in the Maldives to pledge our sustainability policies at an underwater meeting to showcase the sensitivity and fragility of our pristine environment. This pledge marked the beginning of our journey towards implementing sustainable practices throughout our resort. Since then, there has been no looking back.

One of our key initiatives has been for the last financial year is to reduce our plastic footprint by installing a water bottling plant. This has significantly reduced our use of single-use plastic water bottles. Additionally, we have invested in a Wet Garbage Digester Machine to reduce our waste output and promote sustainable food practices.

We have also implemented a range of energy-saving measures, such as using energy-efficient lighting and air conditioning systems and a waste management program to reduce the amount of waste generated by our operations.

Let's Create a better tomorrow through our sustainability journey.



Thusitha Gunaratne Chief Engineer Travelife Champion



Dussiharan Wijayanantar Front Office Manager



Gamini Karunathilaka Executive Chef



Prabath Darshana F&B Manager



Pavithra Halloluwa Chief Accountant



Hussain Shah Resident Manager



Manuja Gunadasa L&D Executive



Edward Perera Executive Housekeeper



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 Select Hudhuranfushi is a four-star property operating with the features; Premium All Inclusive, in beautiful Islands of Maldives.

Adaaran started operating in the year 2006, and today, comprises of 192 total keys with a range of choices to suit our guest preferences.

Located in a peaceful seclusion in the North Malé Atoll, the resort is accessible only through a speedboat transfer arranged by Adaaran which takes approximately 30 minutes from the Male' International Airport.

The picturesque resort offers 192 villas including Beach Villas, Garden Villas, Deluxe Beach Villas, Family Beach Villas, Sunrise Ocean Villas and Sunset Ocean Villas; plenty of dining options, exclusive access to the famous Lohis Surf Break and many more.

192 Villas
152 Beach Villas
40 Ocean Villas Villas
4 Dining Outlets
5 Beverage Outlets
380+ Associates
83 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 ecosustainability 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 waste and water consumption.









	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023
Water Consumption / Guest Night	0.73	0.79	1.73	0.72	0.77
Energy Consumption / Guest Night	41.63	44.40	116.60	49.02	46.23
Waste Consumption / Guest Night	0.52	0.60	0.58	0.28	0.37

- However, despite the increase in occupancy, we managed to mitigate energy usage through the implementation of the following best practices:
- Incorporating and utilizing inverter-type washing machines in the laundry to enhance energy efficiency.
- Introducing and operating inverter-type kitchen equipment in the culinary section with a focus on energy conservation.
- Implementing solar-powered outdoor lights in guest areas to harness renewable energy.
- Expanding the use of low-energy-consuming LED lights for outdoor functions.

In our pursuit of water-saving enhancements, we have implemented inverter-type washing machines in the laundry. Additionally, we have escalated the frequency of servicing sanitary fittings such as water taps, showerheads, and sink taps. These efforts are anticipated to lead to a reduction in water consumption in the upcoming year.

The establishment of a Water bottling plant has significantly curtailed the influx of plastic waste onto the island. As a result, we are optimistic about observing a decline in waste consumption in the years to come.

Adaaran Select Hudhuran-Fushi, 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 Adagran Select Hudhuran-Fushi 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 the month of August 2022 and 21,845 Kg of wet garbage has been converted into 1,800 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 August 2022 at Hudhuran-Fushi Island has made a significant attempt to kick the plastic bottle habit eventually.

This FY alone, we have produced 100,513 (1L bottles) and 1,080 (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.



CSR and engagement activities

3,985 associates and 10 guests were involved with our different the CSR and engagement projects carried on in the year 2022-23.



Committed Island Management

1,306.05 Kg of organic vegetables, 23,355 Coconuts, 13,460 Kg of Bananas were harvested during this period with the worth of \$ 37,129.21.



37,953.47 Kg | \$ 209,301.81

Tuna Fish and other locally harvested fish were purchased from the local fishing community.

During the year 2022-23.



26,800| \$ 1,298.57

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



57,000| \$ 2,530.22

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



100,513 -1L and 1,080 - 0.5L glass water bottles were produced through the in-house drinking water and bottling plants.



101.593

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



84,809|\$ 16,307.33

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



21,845 Kg of wet garbage is been converted in to 1,800 Kg of eco friendly fertilizer through our inhouse wet garbage composting machines during the year 2022-23.



9,200 | \$ 1,112.27

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



™ 85 For

859 Bundles | \$ 3,437.71 Forest Stewardship Council certified papers were used in the day-today operation.



1,505 + participation on sustainability awareness and educational programs covering over 1,655 + human hours during the year 2022-23.

IN-HOUSE VEGETABLE GARDEN

Hudhuran-Fushi Vegetables Garden

Hudhuranfushi is well known for its 04 Acres of Agricultural land and Preserved Mangrove Ecosystem, which our guests and visitors love. The ingrown ecosystem is a pride for us.

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 1,306 kg of vegetables, 13,460 Kg of Banana, and 23,355 coconuts worth USD 37,129 (including coconuts)







Coconut 23, 355 numbers USD 21, 019



Banana & Ash plantain 13, 700 kg USD 13, 748



Curry leaves, Pandan leaves, Kathurumurunga 167 kg USD 324



Banana Blossom 295 kg USD 442



Brinjol 34.5 kg USD 95



Long beans, Ladies' Fingers & Okra, 350 kg USD 1,055



Green Chili 77 kg USD 299





Bitter Gourd & Thampala 10 kg USD 21



Ginger 37 kg USD 97

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 total of 464 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 1509 participants, dedicating 1659.04 Learning hours to our various sustainability-focused awareness and educational programs.

Tree planting and Island cleaning campaigns

This event stands as a frequent occurrence on our island, cultivating an enriched ambience harmonizing with nature. In the past fiscal year, we orchestrated five tree-planting and island-cleaning campaigns. We extend an invitation to you to visit and witness firsthand the triumph of these initiatives—the total number of participants in multiple tree-planting campaigns: 235 guests and associates at the resort.

Blood donation Campaign

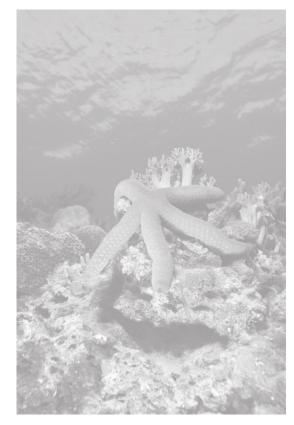
On November 29, 2022, Adaaran Select Hudhuranfushi spearheaded a successful blood donation campaign on the island premises. The event saw active participation from 70 dedicated employees. Moving forward, our enthusiasm to continue making meaningful contributions to society remains unwavering as we seek out diverse ways to give back and make a positive impact.













Adaaran Select Hudhuranfushi **Biodiversity Survey**





HUDHURAN FUSHI "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
- o FY 2020/21
- o FY 2021/22
- o FY 2022/23

Sustainability Reports

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



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



75+

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.

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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SUSTAINABILITY REPORT 2022-2023

Atken Spence
HOTELS & RESORTS