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6/3/3 Marhaba



Badhiya Gunatilake
Chief Operating Officer

Nurturing Tomorrow: Guardians of Our Islands

In the delicate ecosystem of the Maldives, sustainability is not just a strategy it's our sacred promise. This year, we've transformed commitment into action through our Green Globe Certification and our groundbreaking Biodiversity Picture Book, demonstrating that responsible tourism can be a powerful catalyst for environmental preservation.

Our mission transcends traditional hospitality. We are educators, innovators, and fierce protectors of these extraordinary islands. By empowering our teams, engaging our guests, and championing biodiversity, we're creating a sustainable model that harmonizes human experience with environmental stewardship.

As Guardians of Our Islands, we don't just preserve paradise— we ensure its vibrant future.



Chris Earnest General Manager

Our sustainability journey began with a historic underwater pledge, highlighting the fragility of our environment. Today, achieving Green Globe Certification is a testament to our unwavering commitment to conservation. Guided by our theme, "Nurturing Tomorrow: Guardians of Our Islands," we continue to embrace responsible tourism, safeguard our ecosystem, and inspire positive change for future generations.





OUR SUSTAINABILITY ROADMAP

SUSTAINABILITY REPORT - 2024 - 25

OUR SUSTAINABILITY ROADMAP





"Our sustainability journey at Aitken Spence Resorts Maldives is guided by our Sustainability Management Plan and Policy, focusing on energy, water, waste, biodiversity, and more.

These ensure our decisions align with group objectives, minimizing our environmental impact, and promote well-being for employees, guests, and nature. We prioritize conservation in the Maldivian ecosystem, measure progress, comply with laws, and foster a team-wide commitment to sustainability. The detailed Sustainability Management Plan and Policy can be viewed through the given link and QR code for more insight into our commitment."

All policies and procedures can be accessed via the QR code.



V03/March/2024

REFLECTING ON OUR JOURNEY

Water, Energy, Wet and Dry Waste Management

Wet Garbage Digester Machine



Water, Energy, Wet & Dry Waste Management

At Adaaran Resorts, 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 Resorts



Scan the QR code to learn about our energy, water, and waste management initiatives.

Water, Energy, Wet & Dry Waste Management

Operational Sustainability Performance – FY 2023–24 vs. FY 2024–25 Overview Adaaran Select Hudhuranfushi remains committed to advancing sustainable practices in daily operations. Through targeted efficiency measures and conscious operational choices, the resort continues its efforts to improve key environmental metrics and enhance guest and employee awareness on conservation priorities.

	Total Guest Nights (with Complementary & House Use)		
	139,764	122,388	129,991
Metric	FY 2022-2023	FY 2023-2024	FY 2024-2025
Water Consumption / Guest Night	0.77	0.78	0.82
Energy Consumption / Guest Night	46.23	50.19	49.54
Waste (Dry & Wet) Consumption / Guest Night	0.37	0.30	1.95
Dry Waste Consumption / Guest Night	0.37	0.30	0.30
Wet Waste Consumption / Guest Night	0	0	1.65

♦ Water Consumption / Guest Night

Water consumption per guest night increased from 0.78 to 0.82 m³, marking a 5.1% rise. This was primarily influenced by a shift in guest stay patterns, with fewer long-stay bookings, resulting in more frequent room cleaning and increased linen and towel usage. To counter this trend, monitoring systems have been strengthened and staff awareness programs on water conservation have been implemented. Opportunities for further improvement lie in enhancing metering systems and promoting more sustainable guest service routines.

Energy Consumption / Guest Night

Energy consumption saw a slight reduction from 50.19 to 49.54 kWh per guest night, reflecting a 1.3% decrease. This was achieved through the installation of energy-efficient air conditioning units, LED lighting in public areas, and updated kitchen equipment. Operationally, the resort adhered to energy-saving SOPs, especially during peak hours, and prioritized low-energy appliances. Despite challenges posed by rising ambient temperatures, this outcome showcases the success of energy-conscious procurement and improved energy governance.

W Dry Waste Generation / Guest Night

Dry waste generation remained steady at 0.30 kg per guest night, with no change from the previous year. This consistency reflects ongoing efforts to reduce single-use plastics, increase reuse and recycling practices, and implement strict waste segregation procedures. Staff engagement on waste handling has been prioritized, with particular focus on plastic bottle reduction and improved waste categorization.

Wet Waste Generation / Guest Night

Wet waste generation, previously unrecorded, was monitored this year at 1.65 kg per guest night. As this is the first year of tracking, no comparative percentage is available. The result marks a proactive step in separating waste streams and improving reporting accuracy. It also highlights progress in monitoring food waste and enhancing kitchen efficiency, with further refinement planned in waste tracking and reduction practices.

Wet Garbage Digester Machine



We implement strict waste management practices, ensuring waste segregation at the source and proper disposal at designated facilities. Our Wet Garbage Digester Machine plays a crucial role in this process, converting organic waste into valuable soil enhancers. In the **2024-25** financial year, we successfully processed **16,877 kg** of wet waste, transforming it into **1,525 kg** of eco-friendly soil additives, reinforcing our commitment to sustainability and environmental responsibility.

Recognizing the potential to manage 100% of our wet waste sustainably, we have invested in an additional Wet Garbage Digester Machine, scheduled for installation in the coming months. This upgrade will allow us to process our total wet waste output onsite, reduce dependency on external disposal, and extend the operational lifespan of each unit through optimized usage cycles. With this expansion, we not only close the loop on organic waste but also reinforce our vision of turning waste into a resource, minimizing environmental impact while enhancing soil health across the property.

This is to certify that

Adagran Select Hudhuranfushi Maldives

has met the requirements of the Green Globe Standard 1.7.

Category - Hotel & Resort



Expiration Date: 18 June 2025

SUSTAINABILITY CERTIFICATION

Sustainability is deeply embedded in our brand DNA. As a signatory to the UNWTO's Responsible Tourism -Global Code of Ethics for Tourism, sustainability is integral to how we operate and manage our resort.

We take pride in having GSTC (Global Sustainable Tourism Council) recognized certifications that have shaped our sustainability journey at Adaaran Resorts since 2017.

In 2024, we reached another sustainability milestone by achieving the prestigious Green Globe Standard 1.7 with an impressive score of 87%.

This accolade underscores our unwavering dedication to sustainable stewardship and leadership in responsible tourism within one of the world's most pristine marine environments.

Additionally, all Adaaran properties are certified with HACCP and ISO 22000:2018 food safety certifications, demonstrating our commitment to group quality standards.







ADAARAN ADAARAN HUDHURAN FUSHI



CSR and Engagement Activities

1,359 Associates were involved with our CSR and engagement activities carried out in the year 2024-25.



38,621 Kg | \$ 169,304.28

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



25,566 | \$ 692.64

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



300,773 Single-use plastic bottles were able to stop coming into the island with the installation of the bottled water plant.



29,341 | **\$ 198,982.95 Cadjan bundles** were purchased to uplift the local community.



14,411 Kg of wet garbage has been converted in to 1,314 Kg of eco-friendly fertilizer through our inhouse wet garbage composting machines.



158 Bundles | \$ 570.27

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



82,946 | \$ 98,813.07

Worth **Sustainable purchases** were made in the year 2024-25.



Committed Island Management

13,135.6 Kg of organic vegetables, 5,812 bunches of banana & 8,949 Nos of Coconut were harvested during this period with the worth of \$ 28,687.



38,566 | \$ 2,100.33

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



 $249,\!882$ -1L and $50,\!892$ - 0.5L glass water

bottles were produced through the in-house drinking water and bottling plants.



78,162 | \$ 14,997.67

Biodegradable bags were used during this financial year, which could have easily been Indisposable bags.



4,875 | \$ 345.43

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



IN-HOUSE VEGETABLE GARDEN

As highlighted in our previous sustainability reports, our in-house vegetable garden continues to thrive, a testament to the dedication of our groundskeeping team and associates. Originally initiated during the lockdown period, the garden has flourished even with full-scale hotel operations.

In 2024-25, we successfully harvested 24, 079 kg of organic vegetables and fruits, 11, 448 kg of bananas, and 33,991 coconuts, amounting to a total value of USD 42,927. This initiative underscores our commitment to sustainable practices and self-sufficiency while promoting eco-conscious hospitality.



Green Beans

11,154 Kg USD 6,655



Snake Gourd

177.7 Kg USD 270.8



Bananas

11, 448 Kg USD 14, 815



Green Chili

143.5 Kg USD 452.6



Coconut & Kurumba

33,991 Nos USD 18,633



Ladies Fingers

197.7 Kg USD 297.1



Radish

21.7 Kg USD 34.5



Aloe Vera

34.2 Kg USD 43.9



Banana Blossom

380.6 Kg USD 266.4



Bitter Gourd

61 Kg USD 198.7



Pumpkin

21 Kg USD 14.3



Green Leaves

440.2 Kg USD 1,246.3

SUSTAINABILITY REPORT - 2024 - 25

SUSTAINABILITY EFFORTS

We strive to foster eco-consciousness across all areas of our business and society, investing our knowledge, time, and resources in sustainable tourism as responsible corporate citizens. Here are a few of the projects we've hosted during the financial years:

True Art of Service – Butler Training Scholarship Program

As part of our ongoing commitment to Corporate Social Responsibility and the promotion of gender and social inclusion, we launched the True Art of Service – a 10-day intensive butler training program valued at USD 5,000. In a landmark initiative, we awarded TWO full scholarships to two Maldivian female participants from outside our resort network.

This initiative reflects our dedication to empowering local talent, enhancing employability, and expanding the reach of our learning and development programs beyond organizational boundaries. By doing so, we not only contributed to individual career growth but also reinforced our role as a socially responsible hospitality leader in the Maldives.

World Environment Day 2024 – Contribution to the Five Million Tree Planting Program

In celebration of World Environment Day 2024 and in support of the national Five Million Tree Planting Program, our resort proudly planted 20 trees representing five different plant varieties. This meaningful initiative was carried out with the enthusiastic participation of 25 guests and team members. Additionally, awareness boards were installed in the designated area to educate and inspire continued environmental stewardship.



Butler Scholarship Program

5 Scholarships, value of \$10,000

Young Talented Maldivian to be the next Generation Hoteliers

Eligibility:

- Female Maldivian associates passionate about Hospitality
- With or without service industry experience
- · Certificate or Diploma in hospitality industry will be an added advantage

pplication Process

- Submit your CV on or before 15th June 2024
- General Placement Test
 Interview process with our HR team
- Join the True Art of Service: 10-day Butler Program conducted by Aitken Spence L&D Tear
- Successful Completion: Opportunity to work with us
- 10-day on-site training accommodation provided.

talentmle@aitkenspence.lk

Be the Next Generation of Hospitality Leader

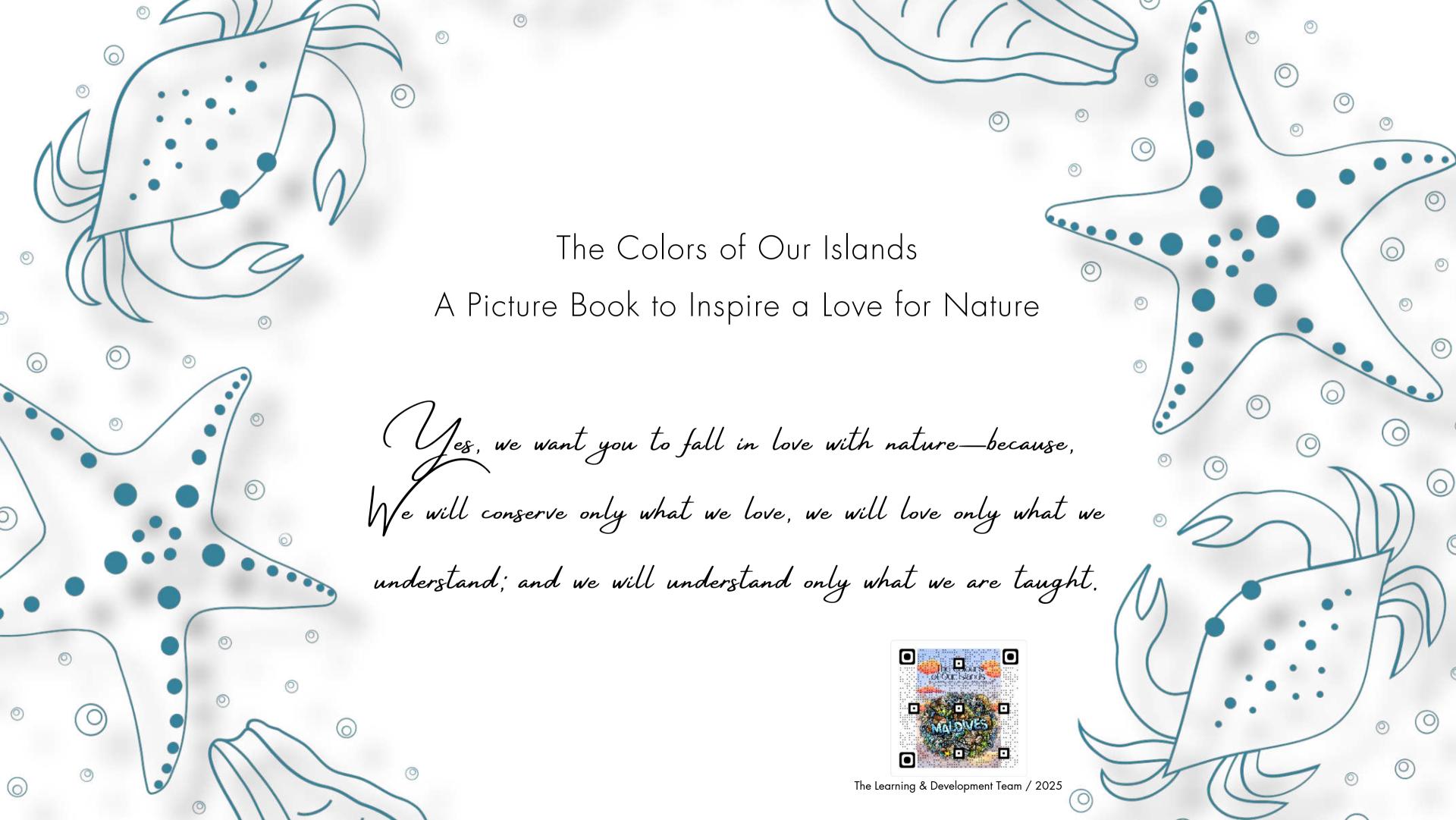
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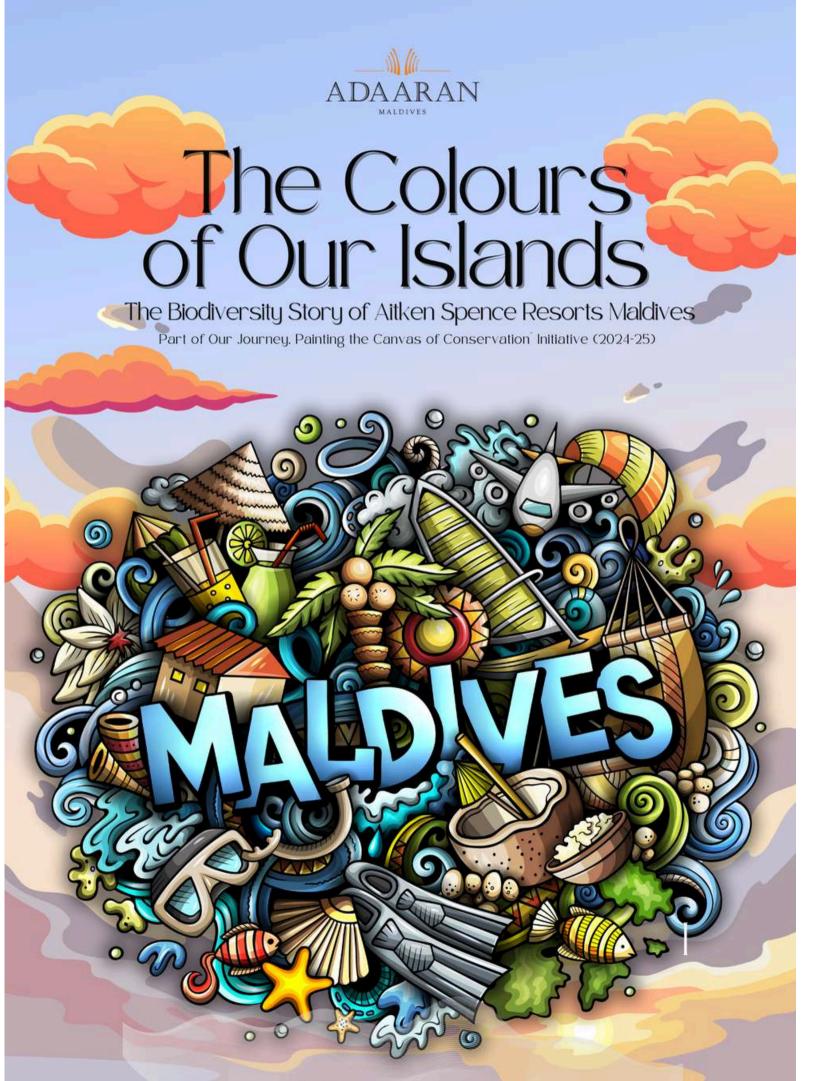












The Colors of Our Islands A Picture Book to Inspire a Love for Nature

In line with our 2023–24 last year sustainability theme, *Painting the Canvas of Conservation*, Aitken Spence Resorts Maldives proudly launched/Curated The Colors of Our Islands—a beautifully illustrated picture and activity book that celebrates the biodiversity of our islands. This unique initiative was developed by our Learning & Development Team based on our own biodiversity research and field surveys across the resorts.

Designed for both the young and the young at heart, the book transforms learning into an adventure, guiding guests through a colourful journey of discovery—introducing them to native marine life, island flora, and iconic Maldivian creatures in an interactive, engaging format. Each page is an invitation to understand, appreciate, and fall in love with nature—because, as the book reminds us: We will conserve only what we love; we will love only what we understand; we will understand only what we are taught.

This initiative not only supports environmental education but also instills a sense of guardianship in our guests, inspiring them to become ambassadors of conservation. Through The Colors of Our Islands, we continue our mission to nurture environmental consciousness and ensure that the natural treasures of the Maldives are cherished and protected for generations to come.











BIODIVERSITY SURVEY

Adaaran Select Hudhuran-Fushi Biodiversity Survey





LEARNING & DEVELOPMENT

At our resorts, we're passionate about supporting our associates in reaching their career goals, while nurturing a team that's both skilled and inspired. Learning, development, and quality initiatives are driven by our corporate team to ensure everyone has the tools and support they need to grow.

Raising the Bar in Learning & Development

In FY 2024-25, we recorded a 7.31% increase in training hours per associate, rising from 33.81 to 36.28 hours—a strong testament to our continued investment in people and performance.

This remarkable growth reflects our unwavering focus on capability building and sector-wide engagement. Over the year, we proudly conducted 3,955 training programmes, achieved the prestigious Green Globe certification, and delivered standout initiatives such as the Butler Development Program and the dynamic Spence Mixology Training & Competition.

We're not just training—we're transforming. And we're just getting started.



Sustainability Reports

FY - 2018/19 FY - 2019/20 FY - 2020/21 FY - 2021/22

FY - 2022/23 FY - 2023/24 You may scan the following QR codes to explore our previous Talent Development and Sustainability Reports and learn more about our ongoing journey.

We value your input in helping us enhance our talent development goals and social responsibility initiatives. You may share your comments or suggestions with us by emailing talentmle@aitkenspence.com.



Talent Management Reports

FY - 2018/19 FY - 2019/20 FY - 2020/21 FY - 2021/22

FY - 2022/23 FY - 2023/24

Tharaka Appuhamy - General Manager Talent Management, Quality Assurance and Sustainability

Aitken Spence Resorts - Maldives



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Aitken Spence Resorts entered Maldives, bringing significant investment, renowned Sri Lankan hospitality, and sustainability strategies. As part of the UNWTO's Responsible Tourism initiative, sustainability is ingrained in our ethos, guiding how we operate and manage our resort operations.

2016: Began our sustainability journey with the Travelife Gold certification, becoming the first international chain to pledge our sustainability policy underwater.

2016: Initiated structured sustainability policies with effective management, auditing, and documentation, published annually in sustainability reports.

2017: Launched a Sustainability and UN Celebration Days Activity Calendar to engage associates in sustainability and social activities.

2017: Introduced Talent Development reports to highlight our initiatives in developing talent.

2017: Started Adaaran Kurimagu, a Management Training program for young Maldivians as part of our CSR efforts.

2019: Launched our plastic-free islands initiative by installing a water bottle plant at Meedhupparu, now producing 900,000 glass bottles annually across all properties.

2019: Built and opened the Maldives' first LEED-certified (Leadership in Energy and Environmental Design) resort at Heritance Aarah, setting a new standard for sustainable resort development in the region.

2019: Introduced paper straws, cups, plates, and biodegradable bags to further support the plastic-free initiative.

2000: Launched the Coral Replantation project to help save the ocean's ecosystems.

2021: Began measuring sustainable practices under the Sustainability Retrospect column, focusing on social, economic, and environmental aspects.

2021: Launched the Maldivian Village live museum experience at Heritance Aarah to preserve and showcase Maldivian heritage.

2022: Conducted the "We Love Trees" Campaign to document flora and fauna across all resorts, emphasizing environmental conservation.

2023: Invested in a Wet Garbage Digester Machine to enhance waste management and repurpose waste as soil enhancements.

2024: Achieved Green Globe Certification for the entire sector, marking a significant milestone in our sustainability journey.

As we continue our path towards greater sustainability, we recognize that our actions today shape the future of our planet. We are proud of our collective efforts and invite you to join us by watching the following video. Simply scan the QR code or click the video link to view the Video



Key Milestones In Maldives





"The future depends on what we do in the present." Mahatma Gandhi

