



Marhaba / Welcome

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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.

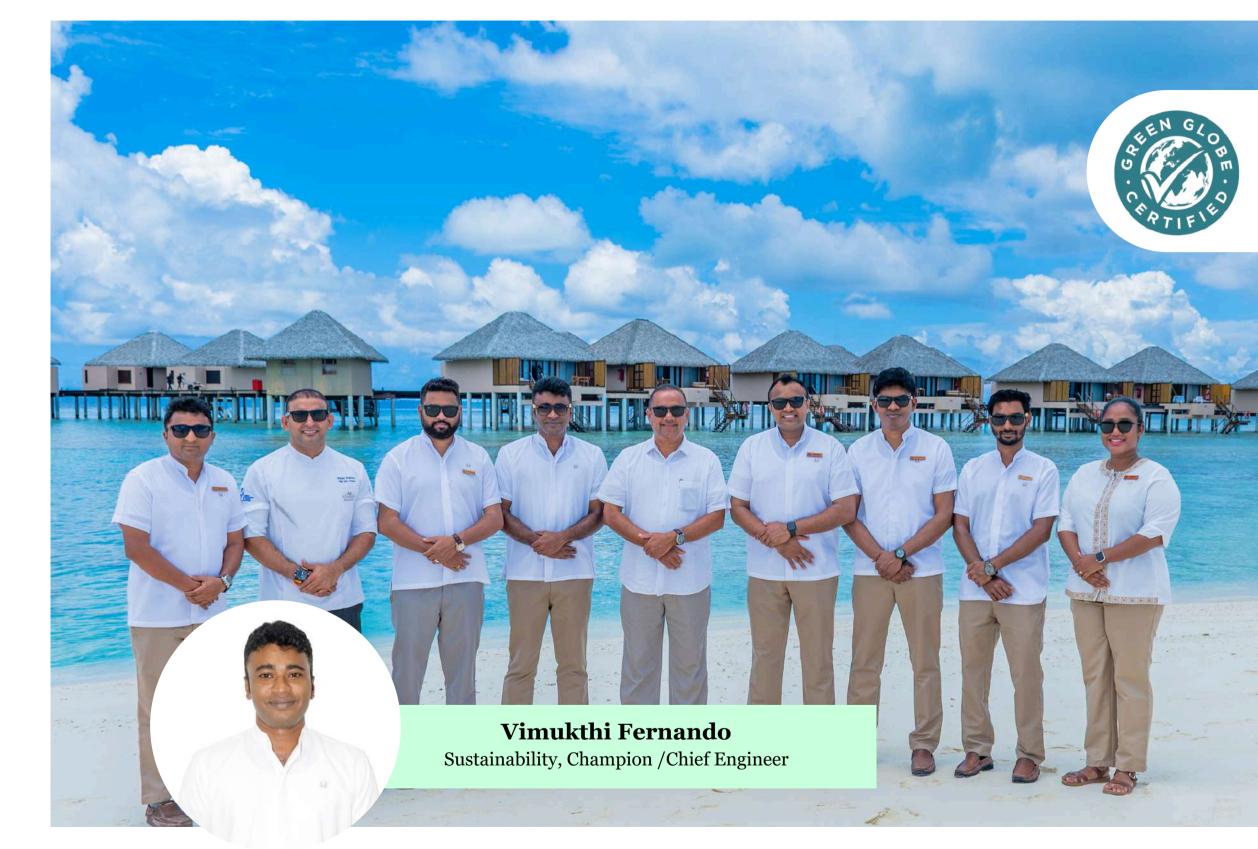




Sanjaya Senanayake General Manager

Sustainability is at the core of our operations and achieving Green Globe Certification is a proud milestone in our journey. With continuous efforts in conservation and responsible tourism, we remain dedicated to protecting our environment.

Embracing this year's theme, "Nurturing Tomorrow: Guardians of Our Islands," we will keep making a meaningful impact for a greener, more sustainable future.



OUR SUSTAINABILITY ROADMAP

SUSTAINABILITY REPORT - 2024 - 25



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 Management



SUSTAINABILITY REPORT - 2024 - 25

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 Prestige Vadoo remains focused on refining its resource management practices to balance luxury guest experiences with environmentally responsible operations. Strategic culinary and infrastructure enhancements this year contributed to shifts in consumption patterns, particularly in energy and waste metrics.

Metric	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Water Consumption / Guest Night	1.72	2.48	1.59	1.98	1.79	1.83
Energy Consumption / Guest Night	85.08	117.41	82.36	90.76	93.41	106.81
Waste (Dry & Wet) Consumption / Guest Night	1.26	1.76	2.57	2.87	2.65	5.28
Dry Waste Consumption / Guest Night	0	0	0	0	0	0.17
Wet Waste Consumption / Guest Night	0	0	0	0	0	5.11

Water Consumption / Guest Night

Water consumption per guest night increased from 1.79 to 1.83 m³, marking a 2.2% rise. This growth is linked to the launch of three new kitchens—Seafood, Indian (with tandoor oven), and Japanese—each contributing to higher water usage for food preparation and cleaning.

The resort will continue exploring efficiency improvements in kitchen workflows and promoting water conservation practices.

Energy Consumption / Guest Night

Energy consumption rose from 93.41 to 106.81 kWh per guest night, reflecting a 14.3% increase. This was driven by the introduction of the new Seafood Kitchen (20 pax capacity), Indian Kitchen (with tandoor oven), and Japanese Kitchen—all fully equipped with electrical appliances due to the unavailability of gas infrastructure in those locations.

While the expansion supports diversified guest dining experiences, it also highlights the need for further investment in energy-efficient appliances and optimized equipment scheduling which the team is working on.

Dry waste generation was newly recorded this year at 0.17 kg per guest night, marking the resort's continued progress in waste tracking and reporting. Enhanced data accuracy supports better waste segregation and informs targeted reduction strategies.

Wet Waste Generation / Guest Night

Wet waste generation was also recorded for the first time at 5.11 kg per guest night. The significant value stems from accurate data capture via the Wet Garbage Machine outlet, providing a clearer picture of food and organic waste output. With this baseline established, the resort can now introduce initiatives to monitor, minimize, and repurpose wet waste moving forward.

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 123, 664 kg of wet waste, transforming it into 28, 493 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 ext<mark>end the</mark> 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.

CHATIFIED



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 86%.

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.

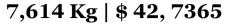










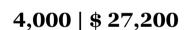


Tuna Fish and other locally harvested fish were purchased from the local fishing community.



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

50, 127 Single-use plastic bottles were able to stop coming into the islands with the installation of the bottled water plants.



Cadjan bundles were purchased to uplift the local community

123,664 Kg of wet garbage has been converted into 28,493 kg of eco-friendly fertilizer through our inhouse wet garbage composting machine.

389 Bundles | \$ 1,507

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



8,680 numbers of coconut worth \$4,304were purchased from the local community.



18, 638 kg of organic vegetables worth \$ 18, 479 were purchased from the local farming community.



13, 275 | \$867 Paper Cups and Paper Plates were used in last financial year, which could have easily been plastic cups and plates.



48,614 -1L and 1,513 - 0.5L glass water bottles were produced through the in-house drinking water and bottling plants.



37,449 | \$ 9,435

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



13,400| \$ 741

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

SUSTAINABILITY EFFORTS

At Adaaran Prestige Vadoo, we are dedicated to promoting eco-consciousness by investing our time, expertise, and resources in sustainable tourism. As part of our commitment, we've implemented key initiatives that support environmental conservation and community well-being this financial year.

International Women's Day Celebration

To honor the incredible women within our team and our valued guests, Adaaran Prestige Vadoo organized a series of engaging events. These included interactive activities, motivational programs, and a unique opportunity for guests to craft their own signature cocktails, creating a memorable and empowering experience for all participants.

World Environment Day Celebrations

On June 5th, 2024, in honor of Mother Earth Day and World Environment Day, our associates and guests united for a meaningful tree-planting initiative. Together, they planted 27 trees, reaffirming their dedication to environmental conservation and sustainability. This initiative reflects our ongoing commitment to preserving natural resources and fostering a greener future.

Ozone Day

On World Ozone Day, 11 guests and 17 associates took part in a tree-planting initiative, successfully planting 28 trees. This effort underscores our commitment to environmental sustainability and raising awareness about the importance of protecting our planet's ozone layer.

World Tourism Day Celebrations

In celebration of World Tourism Day, our associates and guests came together to embrace the spirit of travel and hospitality through creative sand art and engaging activities. This initiative highlighted the essence of tourism, fostering a sense of connection, culture, and appreciation for the industry.









SUSTAINABILITY REPORT - 2024 - 2

SUSTAINABILITY EFFORTS

World Health Day – Staff Health Check-up Program

In celebration of World Health Day, Adaaran Prestige Vadoo organized a staff health check-up program, with 45 associates participating. This initiative reinforced our commitment to employee well-being and preventive healthcare.

Global Wellness Day - Zumba Session

To mark Global Wellness Day, Adaaran Prestige Vadoo hosted a special Zumba session with the participation of 16 guests and staff. The event promoted physical well-being and a healthy lifestyle in a fun and engaging way.

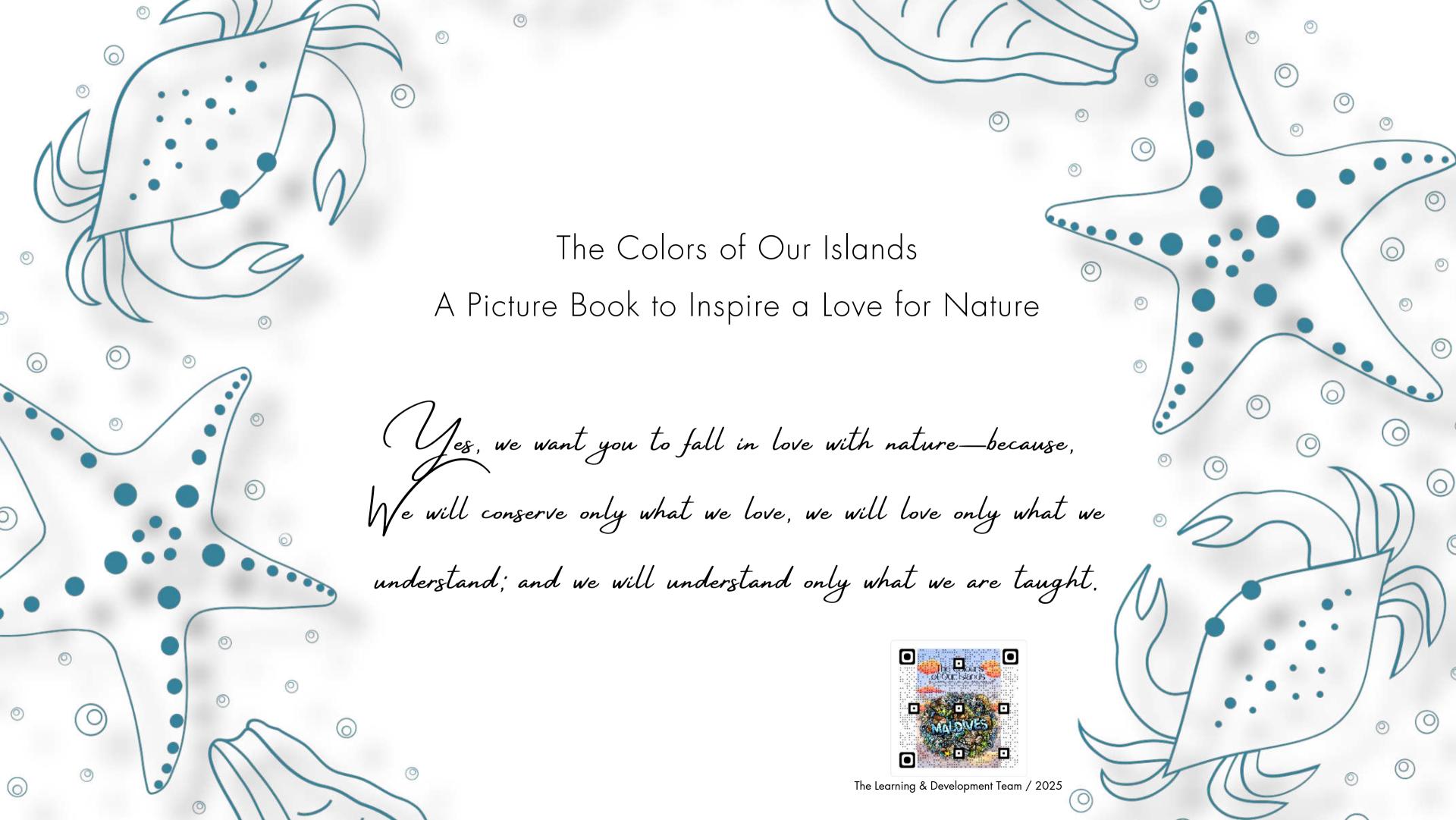
Earth Hour

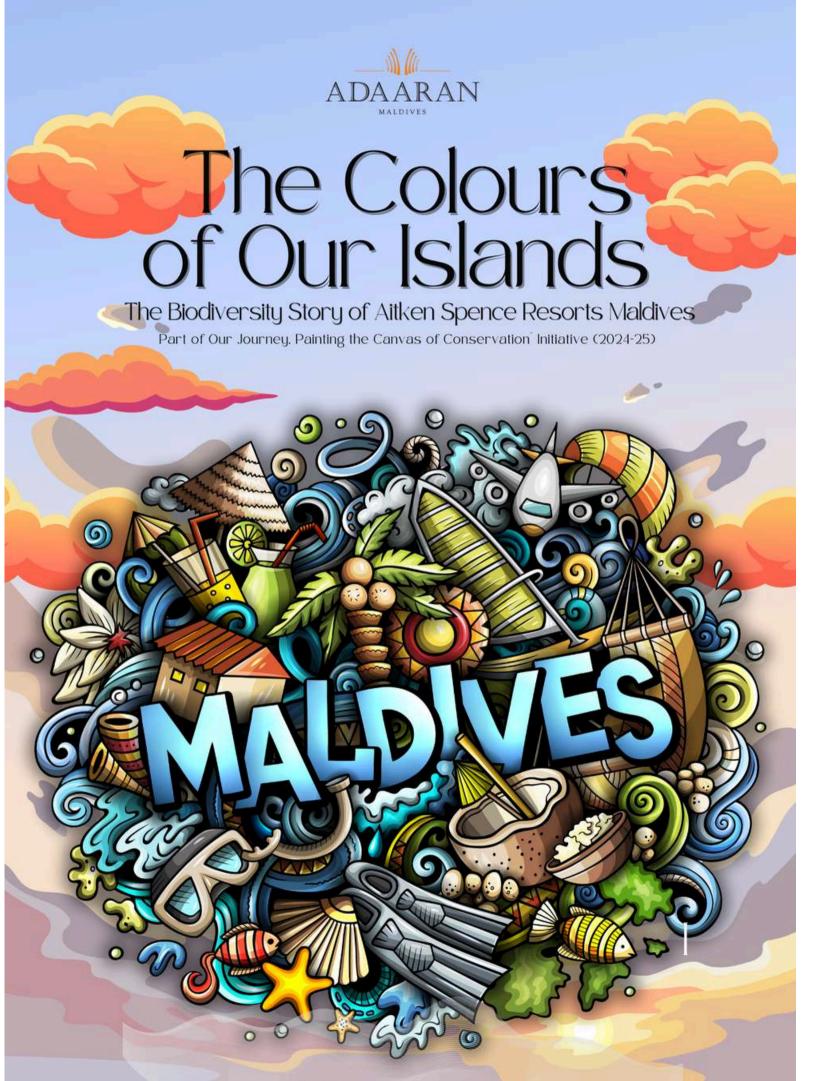
Adaaran Prestige Vadoo joined the global Earth Hour movement by switching off non-essential lights and organizing a special gathering, with 28 guests and staff participating. The event highlighted our commitment to energy conservation and climate action.

Reef Cleaning Initiatives

During the last financial year, Adaaran Prestige Vadoo conducted three reef cleaning events with the participation of 46 staff. These efforts aimed to preserve marine biodiversity and ensure the continued health of our surrounding reef ecosystem.





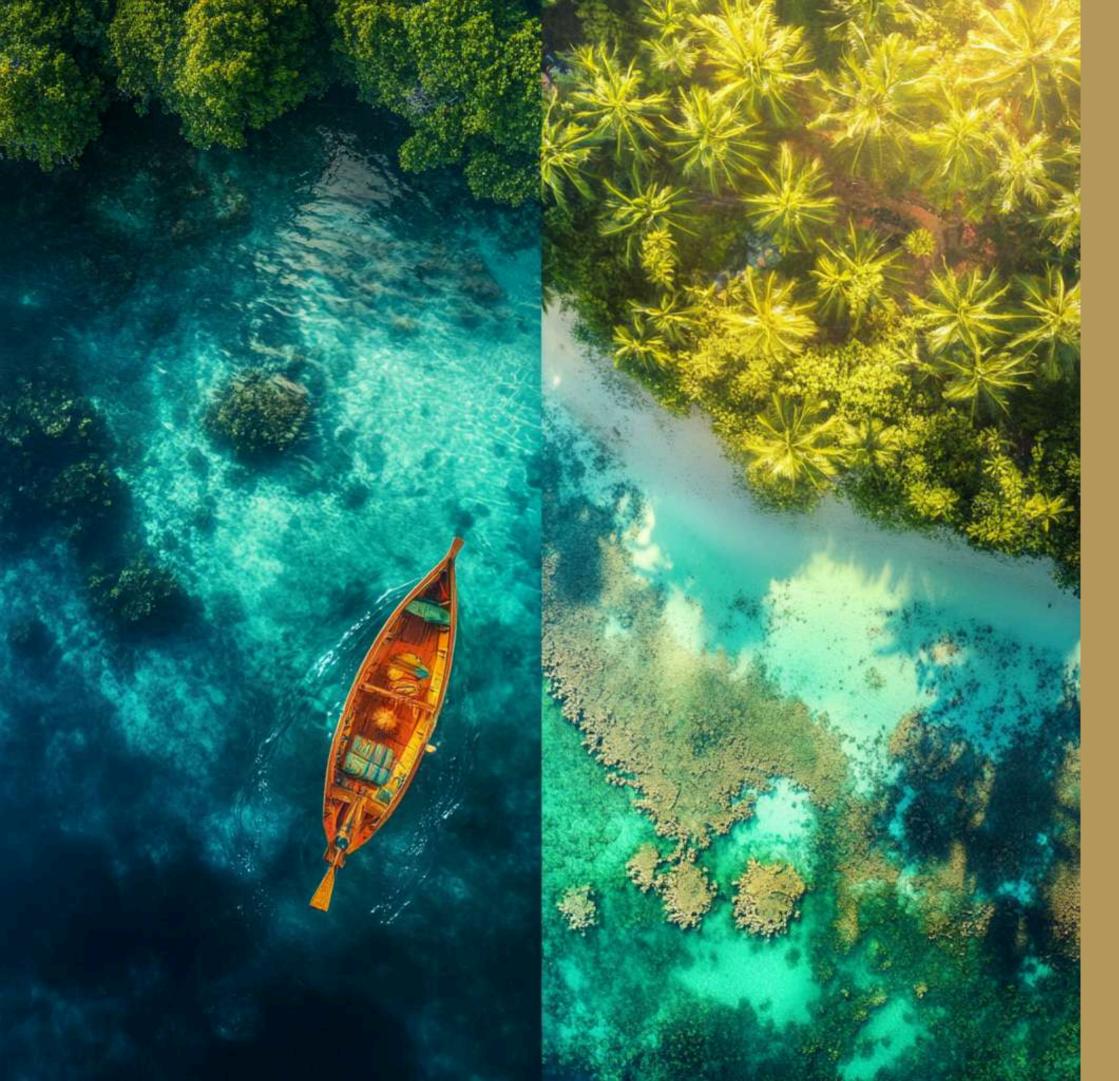


The Colors of Our Islands A Picture Book to Inspire a Love for Nature

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 Prestige Vadoo 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





"Sustainability is not a goal to be reached but a journey to be embraced—where every action, no matter how small, contributes to the wellbeing of our planet and future generations."

