





# Marhaba / Welcome

Message from the COO	03
Message from GM	04
OUR SUSTAINABILITY ROADMAP	
Reflecting on Our Journey	07
Exemplary Approaches: Our Best Practices	
Sustainability Certification  Sustainability Retrospect In-house Vegetable Garden Sustainability Efforts  The Colours Of our Island  Biodiversity Survey  Learning & Development  Our Sustainability Journey: Key Milestones In Maldives	11 12 13 14 16 17
our oddian ability south by. Roy Willouton of in Watarvey	0

# 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.

6133 Marhaba



# Dushantha Perera General Manager

At Adaaran Club Rannalhi, sustainability is woven into our identity. Achieving Green Globe Certification with an outstanding score of 88% the highest in the sector reflects our deep commitment to conservation. This milestone inspires us to push boundaries, innovate, and enhance our eco-friendly initiatives.

As Guardians of Our Islands, we remain dedicated to protecting our environment and fostering a sustainable future for generations to come.



# 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 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 Club Rannalhi continues to enhance its operational efficiency while embedding sustainable practices across departments. Through consistent efforts in water and energy conservation, alongside improved waste handling, the property remains focused on delivering measurable environmental improvements year over year.

Metric	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Water Consumption / Guest Night	0.52	1.28	0.55	0.56	0.62	0.56
Energy Consumption / Guest Night	37.3	70.42	34.43	32.52	37.4	36.62
Waste (Dry & Wet ) Consumption / Guest Night			-0.0005		3.31	3.30
Dry Waste Consumption / Guest Night	0	0	О	0	1.65	
Wet Waste Consumption / Guest Night	0	0	0	0	1.66	1.68

## Water Consumption / Guest Night

Water consumption per guest night decreased from 0.62 to 0.56 m<sup>3</sup>, achieving a 9.7% reduction. This improvement stems from uninterrupted greywater recycling via the sewage treatment plant and upgrades to water-saving fixtures such as sensor taps and low-flow systems.

Regular awareness programs and close coordination between departments and engineering teams enabled faster leak resolution and promoted efficient water usage, even amidst high ambient temperatures.

# Energy Consumption / Guest Night

Energy usage dropped from 37.4 to 36.62 kWh per guest night, reflecting a 2.1% decrease. This decline was largely driven by reduced operational hours of the RO plant—one of the highest energy consumers on the property—thanks to overall water savings.

Further gains were achieved through retrofitting older lights, pumps, and fans with energy-efficient models, and by reinforcing energy-saving behaviors among staff. Operating high-consumption machines during off-peak times also supported energy control efforts.

# **W** Dry Waste Generation / Guest Night

Dry waste decreased slightly from 1.65 to 1.62 kg per guest night, a 1.8% reduction. This drop highlights improved recycling and segregation practices at the back-of-house level. New bins and collection points were introduced, and outsourced staff were educated on proper disposal practices, enhancing compliance across all teams. The resort also launched a buy-back program for used cooking oil and lubricants to promote circular waste handling.

# **Wet Waste Generation / Guest Night**

Wet waste increased marginally from 1.66 to 1.68 kg per guest night, showing a 1.2% rise. The increase is attributed to higher occupancy in staff zones due to renovation activities and temporary labor support. Despite this, the overall waste per guest night decreased slightly, thanks to consistent waste categorization, targeted staff training, and an emphasis on reducing dry waste volume.

# 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 43,886 kg of wet waste, transforming it into 14,420 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 88%.

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.













20, 332 Kg | \$ 70, 682 Tuna Fish and other locally harvested fish were purchased from the local fishing community during the year 2024-25.



231 | \$ 2309 Paper straws were used in the last financial year, which could have easily been plastic straws.



214, 887 Single-use plastic bottles were able to stop coming into the island with the installation of the bottled water plant.



100 | \$ 600 Cadjan bundles were purchased to uplift the local community.



43,886 Kg of wet garbage has been converted in to 14,420 Kg of ecofriendly fertilizer through our inhouse wet garbage composting machines during the year 2024-25.



553 Bundles | \$ 2,991

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



**Committed Island Management** 

**548.4 Kg** of organic vegetables and **1,421** coconut/ Kurumba were harvested during this period with the worth of \$ 2,881.40.



**1,468** | \$ 1,445 Paper Cups and Paper Plates were used in last financial year, which could have easily been plastic cups and plates.



209, 871 -1L and 5,016 - 0.5L glass water **bottles** were produced through the in-house drinking water and bottling plants.



37, 750 | \$7,097 Biodegradable bags were used during this financial year, which could have easily been In-disposable bags.



# **IN-HOUSE VEGETABLE GARDEN**

As highlighted in our previous sustainability reports, our in-house vegetable garden remains a key initiative in promoting self-sufficiency and sustainability. Originally established during the lockdown period, this project has continued to thrive, even during peak hotel operations.

In 2024-25, we successfully harvested 553 kg of fresh vegetables and 1,386 coconuts, with a total estimated value of USD 2,857, reinforcing our commitment to sustainable practices and resource efficiency.



**Spinach** 46 Kg USD 187.7



Brinjal 1.1 Kg USD 3.2



Coconut 318 Nos USD 149



**King Coconut** 1,068 Kg USD 1,647



Radish 114 Kg USD 272.5



Banana 247 Kg USD 354



**Banana Blossom** 22 Kg USD 29.1



Ladies Fingers
0.2 Kg
USD 0.7



Pumpkin 49 Kg USD 30.1



Japanese Cucumber 74.2 Kg USD 183.9

# SUSTAINABILITY EFFORTS

As responsible corporate citizens, we actively support eco-conscious practices across our operations and communities, investing in sustainable tourism initiatives. Below are key projects from the past financial year that reflect our commitment to sustainability:

## World Environment Day & World Oceans Day – Tree Planting and Beach Cleanup

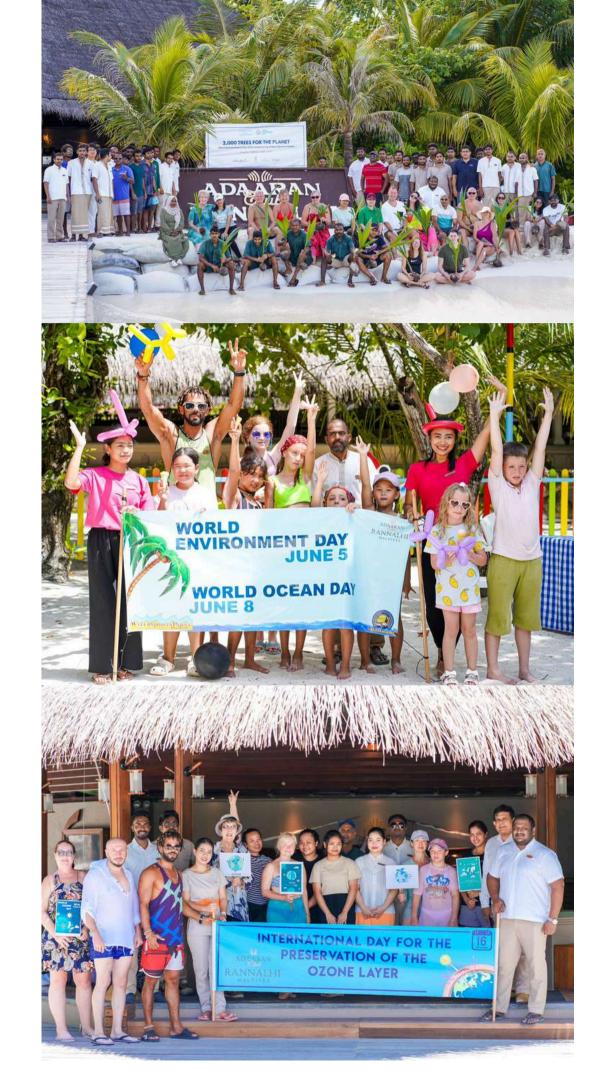
In celebration of World Environment Day and World Oceans Day, Adaaran Club Rannalhi organized a combined environmental initiative focused on coastal conservation and biodiversity. The program engaged both associates and guests in a collaborative effort involving beach cleaning activities and the planting of indigenous trees across selected areas of the island.

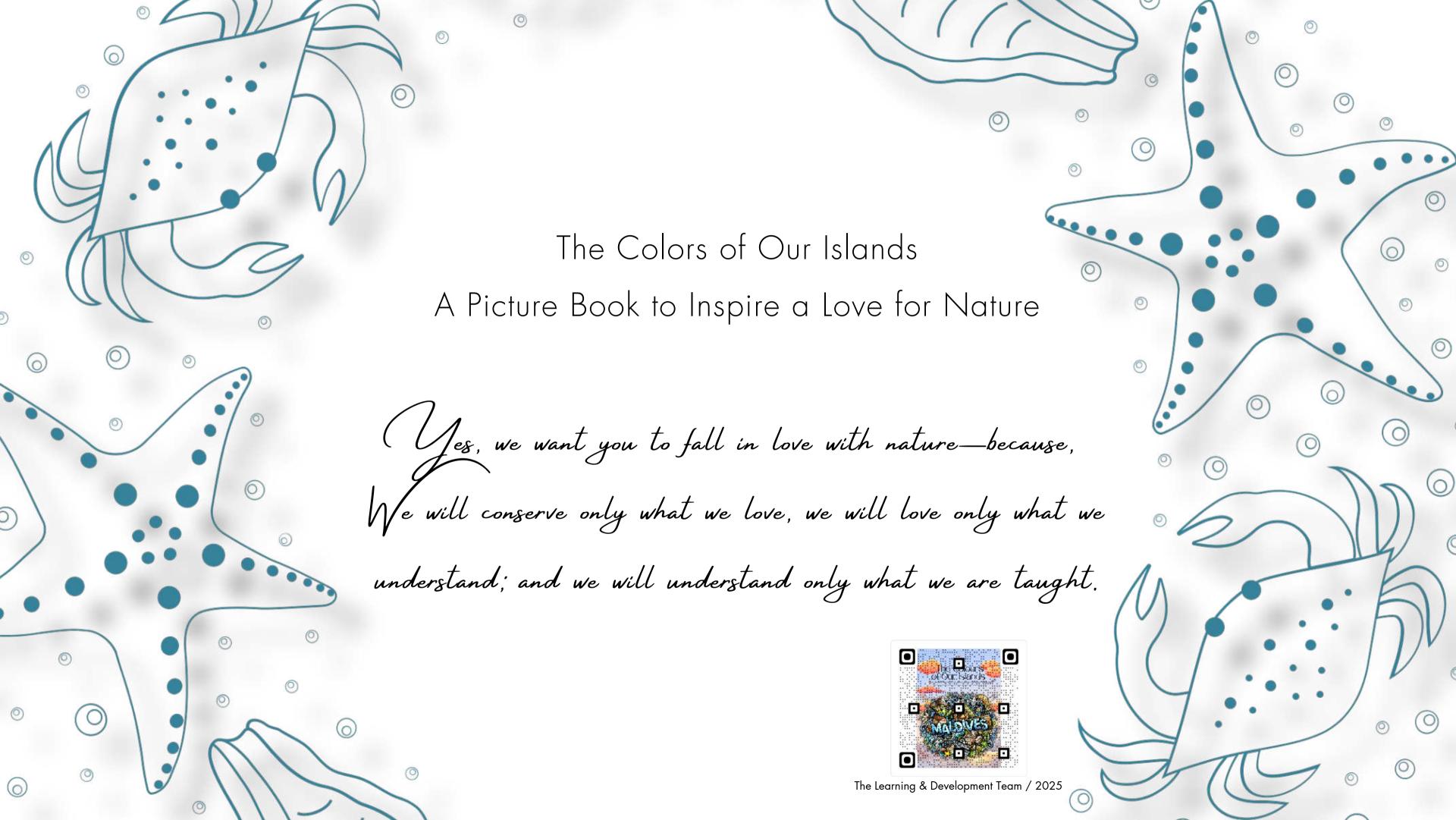
## **Blood Donation Campaign**

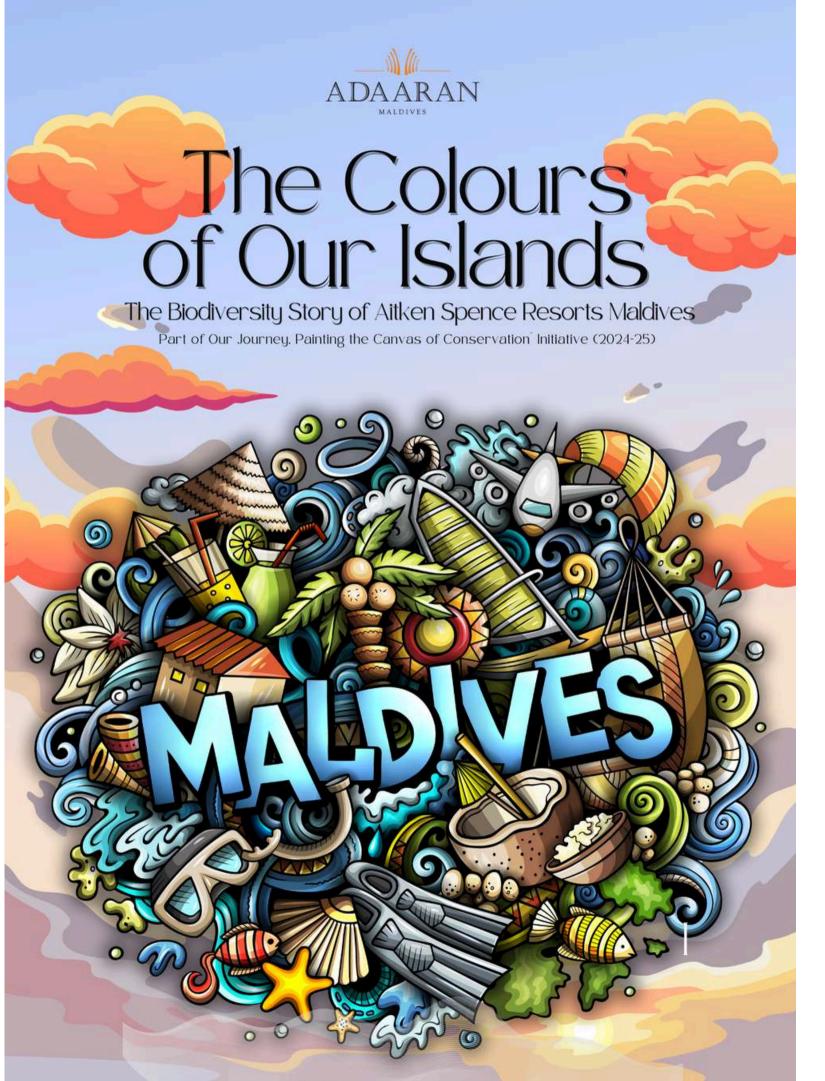
Demonstrating a strong commitment to community welfare, the team at Adaaran Club Rannalhi organized a blood donation campaign in collaboration with local health authorities. The initiative saw active participation from associates who volunteered to donate blood, reinforcing the resort's dedication to life-saving causes and social responsibility. This act of compassion underscored the spirit of giving and the importance of supporting healthcare needs beyond the resort community.

## International Day for the Preservation of the Ozone Layer – Awareness Session & Tree Planting

In observance of the International Day for the Preservation of the Ozone Layer, Adaaran Club Rannalhi conducted a special awareness session for both guests and associates, focusing on the importance of protecting the ozone layer and adopting sustainable practices. The event also included a symbolic tree planting campaign, emphasizing our continued commitment to environmental education and ecological restoration. This initiative aimed to inspire mindful action and environmental stewardship within our resort community.







# 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

Heritance Aarah 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



SUSTAINABILITY REPORT -

2024

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

