



# Nurturing Tomorrow Guardians of Our Islands

Adaaran Select Meedhupparu Sustainability Report - 2024 - 25



Marhaba / Welcome

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# REPORT AT A GLANCE





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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.



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Marhaba



**Suresh Athukorala**  
General Manager

As the first resort in Raa Atoll, we take pride in leading sustainable hospitality. Our Green Globe Certification reaffirms our dedication to reducing environmental impact and promoting sustainable practices. With ongoing initiatives, we continue to protect our surroundings while inspiring responsible tourism. This year's theme, "Nurturing Tomorrow: Guardians of Our Islands," reflects our commitment to safeguarding our paradise for future generations.



**Priyantha Amarasinghe**  
Sustainability, Champion /Chief Engineer





Part 1

# OUR SUSTAINABILITY ROADMAP

SUSTAINABILITY REPORT - 2024 - 25



# OUR SUSTAINABILITY ROADMAP

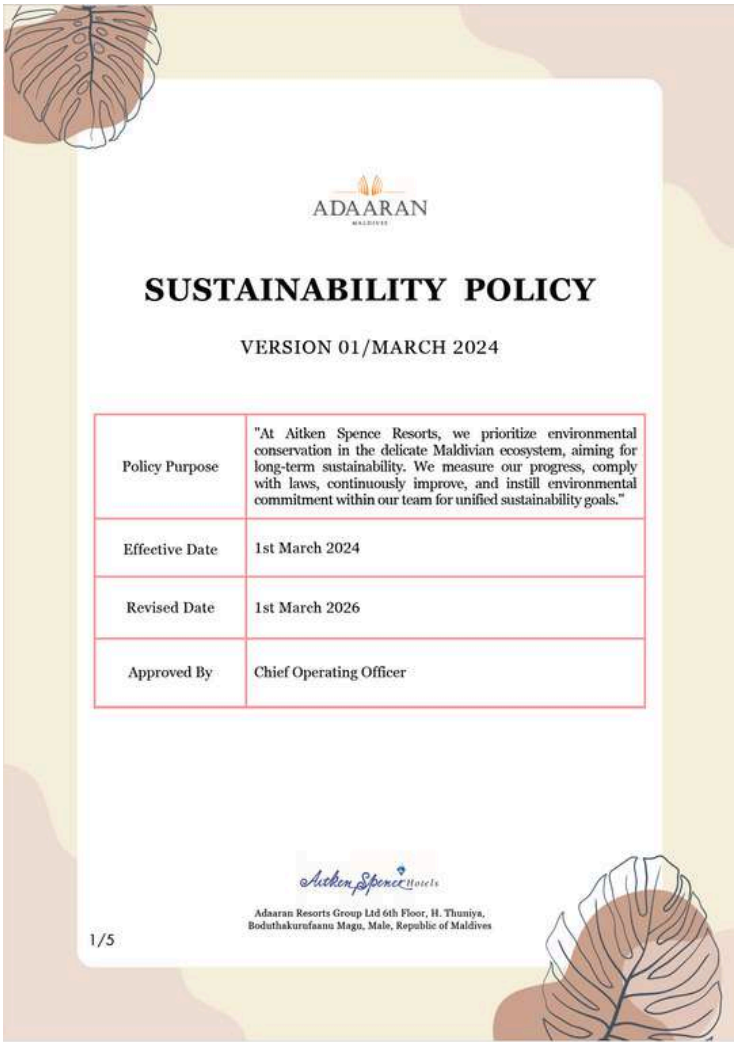
"Our sustainability journey at Aitken Spence Resorts Maldives is guided by our Sustainability Management Plan and Policy, focusing on energy, water, waste, biodiversity, and more.

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





## Part 2

# REFLECTING ON OUR JOURNEY

**Water, Energy, Wet and Dry Waste Management**

**Wet Garbage Management,  
Wet Garbage Digester Machine**





At Adaaran, we are committed to the responsible management of water, energy, and waste. Scan the QR code or follow the link to explore our tangible initiatives.

- Managing Resources Sustainably at Adaaran Resorts

Discover our initiatives through the thoughtfully curated Adaaran Resorts Sustainability video, designed to offer a comprehensive understanding of our efforts.

- Adaaran Resorts Sustainability Video



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

**Optimizing Sustainability at Adaaran Select Meedhupparu**

**Water Efficiency**

Water consumption per guest night reduced from 0.74 to 0.69 m<sup>3</sup>, marking a 6.8% improvement. This was achieved through demand-based pressure adjustments—particularly during nighttime—and the introduction of a water-saving task force to monitor usage daily.

**Energy Conservation**

We achieved a 2.12% reduction in energy consumption, bringing usage down from 44.39 to 43.45 litres per guest night. This positive shift reflects the impact of our ongoing energy-saving initiatives and our commitment to building a more sustainable future. These included inverter AC upgrades, solar walkway lighting, photocell and motion-sensor technologies, LED replacements, and increased solar panel maintenance. Collectively, these actions reduced energy intensity while maintaining guest comfort.

**Waste Management (Dry & Wet)**

Waste generation rose from 2.91 to 3.35 kg per guest night, mainly due to renovation activities (five jetties and 40 staff rooms), landscaping, and a 2% occupancy increase. While higher, this reflects a growth phase in infrastructure and landscaping, and highlights our transparency and preparedness to adopt advanced waste reduction strategies.

These improvements are the result of strong engineering leadership and resort-wide collaboration, reinforcing Meedhupparu’s position as a forward-thinking, sustainable hospitality destination.

Metric	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Water Consumption / Guest Night	0.76	1.38	0.58	0.64	0.74	0.69
Energy Consumption / Guest Night	50.45	97.16	43.69	42.71	44.39	43.45
Waste (Dry & Wet ) Consumption / Guest Night	2.93	3.52	2.11	2	2.91	3.35
Dry Waste Consumption / Guest Night	0	0	0	0	0	0.86
Wet Waste Consumption / Guest Night	0	0	0	0	0	2.49



## Sustainable Waste Management: From Waste to Worth



### Wet Garbage Digester Machine

At our resort, we uphold strict waste management protocols, beginning with source-level segregation to ensure each waste stream is directed to the most appropriate and sustainable disposal method. Our commitment to circularity is exemplified through the use of a Wet Garbage Digester Machine, which transforms organic waste into nutrient-rich soil enhancers.

In the fiscal year 2024–2025, we successfully processed 127,834 kg of wet waste, yielding 32,719 kg of eco-friendly soil additives that support our landscaping and horticultural efforts.

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.



# 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.







**40,199 Kg | \$ 72,834**

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



**9,529 | \$ 6,170**

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



**394, 974** - Single-use plastic bottles were able to stop coming into the island with the installation of the bottled water plant.



**500 | \$ 3,534** - Cadjan bundles were purchased to uplift the local community.



**127,834 Kg of wet garbage** has been converted in to 32,719 Kg of ecofriendly fertilizer through our inhouse wet garbage composting machines.



**576 Bundles | \$ 2,056** - Forest Stewardship Council certified papers were used in the day-today operation.



### Supporting Local Agriculture

We sourced 83,732 kg of fresh fruits and vegetables from local growers and suppliers, contributing approximately \$87,773 to the local economy.



**Sustainability Education** - A total of 385 staff members participated in 36 different sustainability education programs, contributing approximately 386 collective learning hours.



### Committed Island Management

**362 Kg** of organic vegetables & **33,351 Nos** of Coconut and Kurumba were harvested during this period with the worth of **\$ 14, 696**



**481 | \$ 1,445**

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



**344,892 -1L and 50,082 - 0.5L**

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



**2,617 | \$ 24,862**

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



**320 | \$ 1,897**

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



IN-HOUSE VEGETABLE GARDEN

Our in-house vegetable garden, initially established during the lockdown period, continues to thrive as a key sustainability initiative.

Despite the hotel's peak operational demands, our dedicated groundskeeping team and associates have remained committed to maintaining and expanding this project.

In the 2024-25 financial year, we successfully harvested 362 kg of organic vegetables and 33,351 coconuts, contributing to a total value of USD 14,696. This initiative not only supports our commitment to sustainability but also enhances our self-sufficiency in fresh produce.



**Snake Gourd**  
7.6 Kg  
USD 15.8



**Bananas**  
103.7 Kg  
USD 125.4



**Coconut**  
33,675 Nos  
USD 13,802.5



**Radish**  
5.4 Kg  
USD 16.1



**Sweet Potato**  
16.3 Kg  
USD 36.6



**Pumpkin**  
2.2 Kg  
USD 2.6



**Brinjal**  
21.1 Kg  
USD 58.10



**Green Chili & Hot Chili**  
15.5 Kg  
USD 74



**Ladies Fingers**  
7.7 Kg  
USD 19.3



**Tomato**  
3.3 kg  
USD 4.6



**Bitter Gourd**  
15.7 Kg  
USD 58.30



**Green Leaves**  
152.1 Kg  
USD 480.2



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:

### World Oceans Day Celebration

To commemorate World Ocean Day, ASM organized a special school visit for 10 students from Meedhu School, aiming to raise awareness about the importance of ocean conservation. The students participated in an interactive learning session on protecting marine ecosystems and expressed their creativity through a poster-making competition, showcasing their artistic talents and commitment to ocean preservation.



### Leadership program for Girl Guides

The Girl Guides of Meedhu School participated in a leadership training program at ASM, where they engaged in a series of interactive activities designed to enhance their leadership and teamwork skills. Through hands-on learning experiences, they developed essential qualities such as collaboration, decision-making, and problem-solving, equipping them with the confidence to take on future leadership roles.



# Sustainability Efforts



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

*Yes, we want you to fall in love with nature—because,  
We will conserve only what we love, we will love only what we understand;  
and we will understand only what we are taught.*





# The Colours of Our Islands

The Biodiversity Story of Aitken Spence Resorts Maldives

Part of Our Journey. Painting the Canvas of Conservation Initiative (2024-25)



## 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 Meedhupparu 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](mailto: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





**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



Click me :  
**[Key Milestones In Maldives](#)**





ADAARAN  
*Select*  
MEEDHUPPARU  
MALDIVES

"Sustainability is no longer about doing less harm.  
It's about doing more good."  
– Jochen Zeitz

*Autken Spence* Hotels