



Nurturing Tomorrow Guardians of Our Islands

Heritage Aarah Sustainability Report - 2024 - 25



REPORT AT A GLANCE

This report has been published for the financial year 2024-25, covering the period ending 31st March 2025. The publication date is 25th April 2025.



Marhaba / Welcome

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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



Upul Gedarakumbura
General Manager

At Heritance Aarah, sustainability is at the heart of everything we do. This year, achieving Green Globe Certification and launching the Biodiversity Picture Book reaffirm our commitment to responsible tourism. Guided by our theme, "Nurturing Tomorrow: Guardians of Our Islands," we continue to protect our environment, inspire future generations, and drive sustainable excellence. Together, we are shaping a greener, more resilient future.



Jayampathi Hemachandra
Sustainability, Champion /Chief Engineer

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

Solar Power Generation and Rainwater Harvesting

Wet Garbage Management



Water, Energy, Wet & Dry Waste Management

Operational Sustainability Performance - FY 2023-24 vs. FY 2024-25 Overview

Heritage Aarah continues to strengthen its commitment to responsible tourism, with measurable results across key environmental indicators—demonstrating that operational excellence and sustainability go hand in hand.

💧 Water Consumption / Guest Night

Water consumption per guest night improved significantly from 1.20 to 1.00 m³, marking a 19% reduction. This success is attributed to enhanced leak monitoring and swift rectification within the cold-water distribution system. The implementation of a structured methodology for inspection and maintenance proved pivotal in achieving this efficiency gain.

⚡ Energy Consumption / Guest Night

Energy consumption per guest night showed a slight increase from 77.31 to 78.64 kWh, a rise driven by strategic upgrades. These include the installation of additional AC units in transformer and kids' club areas, enhanced lighting infrastructure (210 underdeck lights), and 24-hour ventilation support in the kitchen. While consumption grew, this was in pursuit of improving service reliability and guest comfort—showcasing our commitment to balancing guest experience with energy-efficient design.

Metric	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Water consumption/ Guest Night (CUM)	2.18	1.51	0.94	1.24	1.2	1.00
Energy Consumption/ Guest Night (Kwh)	140.9	95.19	66.37	69.48	77.31	78.64
Wet Waste Consumption/ Guest Night (Kg)	4.96	4.07	2.57	2.89	2.91	2.61
Dry Waste Consumption/ Guest Night (Kg)	8.27	6.79	1.63	3.7	8.93	10.52

Note: Per guest night metrics are based on total guest nights, including complimentary stays — 86,413 (2023-24) and 89,886 (2024-25).

🌿 Wet Waste Generation / Guest Night

Wet waste generation decreased from 2.91 to 2.61 kg per guest night, reflecting improved waste management processes and greater efficiency in food handling. This decline also aligns with adjusted service volumes and refined kitchen workflows, demonstrating our proactive approach toward waste minimization.

♻️ Dry Waste Generation / Guest Night

Dry waste increased from 8.93 to 10.52 kg per guest night, primarily due to landscape maintenance activities. These included solar panel area clearance, beachside tree pruning, and coconut tree cleaning in guest zones. Though volume rose, this outcome is part of our ongoing investment in long-term environmental care and cleanliness across the resort, contributing to an enhanced guest experience.

At Heritage Aarah, we remain committed to the mindful and efficient management of water, energy, and waste as part of our sustainability promise.

📄 **Explore More** - Scan the QR code or follow the link below to dive into our detailed resource management practices:

- [Managing Resources Sustainably at Heritage Aarah PDF](#)

🎥 **Watch Our Story** - Gain a deeper understanding of our efforts through a thoughtfully curated visual journey:

- [Heritage Aarah Sustainability Video](#)



Solar Power Generation and Rainwater Harvesting

"Our focus on clean energy has been a priority since the inception of the resort. We have installed 1,125 solar panels, covering an area of 1,920 square meters, which generate a substantial kilowatt peak (KWVP) output, effectively meeting the resort's energy needs. Our commitment to progress doesn't end here; we are continuously exploring new initiatives to further expand our renewable energy production capabilities."

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 **103,342 kg** of wet waste, transforming it into **41,402 kg** of eco-friendly soil additives, reinforcing our commitment to sustainability and environmental responsibility.

Sustainability Retrospect	Measure	FY 2023-24	FY 2024-25	2023-24 per Guest Night	2024-25 per Guest Night
Solar Power Generation	Kwh	437,274	421,271	5.06	4.69
Rain Water Harvest	CUM	720	720	0.01	0.01
Waste Composting Machine - Input	Kg	63,140	103,342	0.73	1.15
Waste Composting Machine - Output	Kg	15,695	41,402	0.18	0.46



SUSTAINABILITY CERTIFICATION

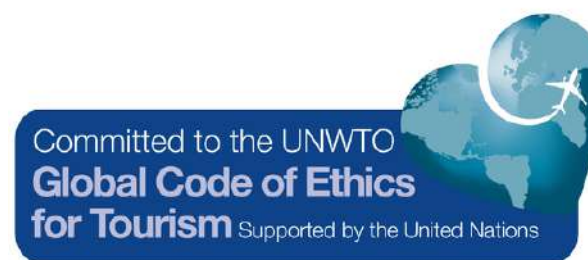
Sustainability is deeply embedded in our brand DNA. As a signatory to the UNWTO's Responsible Tourism - Global Code of Ethics for Tourism, sustainability is integral to how we operate and manage our resort.

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.





THE MALDIVIAN VILLAGE

The Maldivian Village, inspired by our Heritage branding,

"Where tradition is alive."

is our sustainability initiative launched in 2020 at Aarah.

It offers guests a live museum experience showcasing Maldivian culture and lifestyle through traditional activities. This experience preserves and celebrates the Maldivian way of life, providing a learning platform for Guest, local schoolchildren and the community to connect with their heritage and keep the culture alive.

"Sustainability Education:

Since 2020, over 2,529 guests and associates have immersed themselves in our Maldivian Village Live Museum, with more than 493 experiencing it during the 2024-25 fiscal year."

YouTube



Click the icons to access the videos.

SUSTAINABILITY

Retrospect 2024-25



Sustainability Education

493+ Guest and Staff have experienced our very own Maldivian village live museum at Heritage Aarah property in the year 2024-25.



8,748 Kg | \$ 18,220

Tuna Fish and other locally harvested fish were purchased from the local fishing community during the year 2024-25



148,500 | \$ 3,769

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



261,768

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



103,342 Kg of wet garbage has been converted into **41,402 Kg** of eco-friendly fertilizer through our inhouse wet garbage composting machines during the year



540 Bundles | \$ 2,005

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



102 Engagement activities were conducted at Heritage Aarah with the participation of 179 representatives of the local community and 3,717 associates in the year 2024-25.



Committed Island Management harvested 839 kg of organic vegetables, 3,245 coconuts, and 68 bunches of bananas during this period, with a total value of **\$8,161**



14,300 | \$ 751

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



480 numbers of **wooden key cards** were purchased from the local market with the investment of **\$ 268**



85,050 | \$ 16,160

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



108,500 | \$ 6,187

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 remains a key initiative in our commitment to sustainability.

Originally established during the lockdown by our dedicated groundskeeping team and associates, the garden has continued to thrive even as hotel operations reached peak levels. This initiative not only promotes self-sufficiency but also reinforces our dedication to eco-friendly practices.

During this year, we were able to harvest a total of 839 Kg of vegetables, and 3,245 numbers of coconuts worth USD 8,161

AARAH THARUKAAREE DHANDU



Green Leaves
202 Kg
USD 498



Coconut
3245 Nos
USD 5,170



Radish
94 Kg
USD 172



Green & Long Beans
87 Kg
USD 170



Ridge Gourd & Snake Gourd
74 Kg
USD 156



Green Chili, Capsicum
18 Kg
USD 50



Papaya
49 Kg
USD 100



Banana
63 Kg
USD 1,328



Banana Flower
72 Kg
USD 76



Ash Plantain
139 Kg
USD 217

SUSTAINABILITY EFFORTS

CSR & Community Engagement

As part of our ongoing commitment to community well-being and responsible corporate citizenship, Heritance Aarah carried out the following key initiatives during the 2024–25 financial year:

- **Health Center Anniversary Donation – May 6th**

In celebration of the local Health Center's anniversary, Heritance Aarah donated 20 full protective clothing sets and 150 face shields, supporting regional health and safety initiatives.

- **World Nurses Day Support – May 12th**

In recognition of World Nurses Day, we contributed to the Kinolhas and Maduvvari Health Centers by donating 52 full protective clothing sets and 359 face shields, honoring the dedication of healthcare professionals in our neighboring communities.

- **World Environment Day Tree Planting**

In support of the Maldivian government's "5 Million Trees in 5 Years" campaign, Heritance Aarah marked World Environment Day by organizing a tree-planting event. Guests and associates came together to pledge and plant 26 trees, reinforcing our shared commitment to a greener and more sustainable Maldives.

- **Children's Day Celebration**

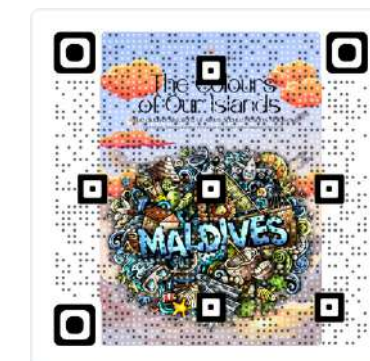
To celebrate Children's Day, associates from Heritance Aarah visited Maduvvari Preschool, bringing joy to young learners through interactive activities and meaningful engagement. The team donated 14 varieties of toys and created a fun-filled experience that encouraged learning through play.



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

[Heritage 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.

A Year of Growth, Learning & Impact at Heritance Aarah

The 2024/25 fiscal year marked a vibrant chapter for Heritance Aarah's learning journey. As the L&D partner, we're proud to have driven impactful training, championed professional growth, and celebrated key milestones.

Training hours per associate rose by 8.45 hours, a clear reflection of our deepened focus on capability building. This year, we proudly achieved Green Globe certification, conducted full-scale LQA audit preparations, and launched the LQA Training Drive. Signature initiatives such as the Butler Development Program and the high-energy Spence Mixology Training & Competition further underscored our commitment to excellence. Together, we continue to raise the bar—one training at a time.



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



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



"Small acts, when multiplied by millions of people,
can transform the world."
– Howard Zinn