



BUILDING A SUSTAINABLE FUTURE TOGETHER

Sustainability Report
Adaaran Prestige Vadoo
Duration – April 2019 to March 2020 & April 2020 to March 2021 (Two Years)

CONTENT



OUR LEADERSHIP

Message from
our COO

Pg: 3

Message from
Our GM

Pg: 4

The Team

Pg: 4



WHO WE ARE

Property
Introduction

Pg: 5

Sustainability
Policy

Pg: 6



RETROSPECT

Energy

Pg: 7

Water

Pg: 8

Waste

Pg: 9

Social & Environment
Responsibility

Pg: 10



TALENT MANAGEMENT

Learning & Career
Development

Pg: 15

Awards

Pg: 15

A Message from COO

BUILDING A SUSTAINABLE FUTURE TOGETHER



Badhiya Gunathilake
Chief Operating Officer Maldives Sector

Marahaba!

The Maldives has one of the most unique and most delicate of landscapes in the world. Made up of 26 atolls, only 1% of the country is above water. With increasing environmental and social challenges being witnessed as its popularity grows, we all need to play our part by reducing waste and managing essential waste in an eco-friendly way.

We are humble to have been acknowledged as one of the first international investors to have established ourselves in the Maldives since 1993. For the past three decades, the management of Aitken Spence Hotels & Resorts operates and manages the Heritage & Adaaran Resort Brands which represents the Maldivian chapter of Aitken Spence. We have helped make a significant change for the Maldivian people; socially, economically, and environmentally.

We believe that every action we take affects everyone around us. I am inspired to see how we all have come together to save, manage, and do the right thing on these beautiful, lush islands.

The beauty seen in these small islands, the fresh air we breathe, the mystery behind the 1% soil and 99% underwater entity, the locality, people, culture, and heritage have been included as part of the core of our business. These entities have been embedded into our past, for today and the future.

I would like to express my gratitude to all my associates and stakeholders who have demonstrated to us their dedication and commitment towards encouraging and maintaining sustainability despite the many obstacles and challenges in a time when we are still amid the remnants of a global pandemic.

The past years have brought upon us extraordinary challenges. It has also been a time to recommit to our values, our priorities, and the sustainable change we want to make in the world. I am proud of how our Heritage & Adaaran team of associates stepped up to lead during a unique moment in history. We have been extremely fortunate to have had the chance to pick ourselves up, learn from each other, and realize how strong we are.



Marhaba !

“Following decades of correct steps taken and best practices have no doubt taught us the importance of managing properties in a sustainable manner and we will continue to do, for today and for the betterment of future generations”

Sanjaya Senanayake | Resort Manager



Rimshan Razick
Front Office Manager

Danushka Chathuranga
Chief Accountant

Beed Perera
Executive Housekeeper
7S+ Champion

Mahesh Rukshan
Executive Chef

Mohamed Nisham Hussain
HR Executive

Sujith De Silva
* Travelife Champion
Chief Engineer

Who We Are

We are the Maldivian chapter of Aitken Spence Hotels & Resorts. Heritage Aarah and Adaaran Resorts operate in the Republic of Maldives, where the company first commenced operations in August 1993. Today, we operate 07 Resorts with 750 rooms, and employ more than 1500 talented staff members from 35 diverse nationalities in the sector.



50 Over Water Villas

Adaaran Prestige Vadoo

Adaaran Prestige Vadoo, the prestigious Maldives Luxury Resorts, where time ceases to exist and the voice of the Indian Ocean beckons you to her shores. As the gateway to the South Atolls, Vadoo possesses its own exotic reef teeming with vibrant aquatic flora and fauna. Recognized with an award, as the World's Leading Water Villa Retreat at the World Travel Awards in 2010, Adaaran Prestige Vadoo is a luxurious Maldives Island resort that stands out amongst the best.

Adaaran Prestige Vadoo five-star Premium all-inclusive features property started operating in the year 2009 and comprises of 50 beautiful villas with a butler service around the clock.

Located in the gateway to the south Malé atoll, the resort is accessible through a speedboat transfer arranged by Adaaran which takes approximately 15 minutes from the Malé International Airport.



122+
Associates



2.8
Acres



Travelife GOLD
Since 2016

Sustainability Policy

Adaaran Prestige Vadoo maintains a high level of environmental consciousness that focuses on the fragility of the environment in which we live, through the strategizing and execution of best eco-sustainability practices.

Our sustainability journey is primarily built on a Sustainability Policy that weighs heavily on pertinent issues of the world such as energy, water, waste, biodiversity and others.

For more details on our Sustainability Policy, please visit -



OUR VISION

Adaaran Resorts – as a pioneer Resort Operator in the Maldives, we are conscious of the impact our work has on the environment and therefore, we formulate our policies and procedures to minimise the impact on the environment in the Maldives while focusing on the long-term sustainability of the island nation.

OUR COMMITMENT

We will measure our environmental performance against our objectives and targets, making sure that we regularly review our progress. We will comply with all applicable environmental laws and regulations. We will always look for ways to improve our environmental performance, in order to further reduce the impact of our property's operation. We will train our associates on our environmental commitments, so that they understand the role they play in delivering our objectives & targets.



Energy conservation and reduction of the carbon footprint

Our effort is to reduce energy consumption. However, as a result of the covid-19 pandemic situation and travel restrictions, the property had not operated for almost 05 months; from April 2020 to August 2020. However, for the upkeep and continuity of the quality and standards, even without business, there was a significant amount of energy being used. As a result, the numbers of Average Guest Night / Energy Usage has gone up and we strongly believe that with the ease of travel restrictions and with the new normal, we will be back on track very soon.

During the closure period we took all necessary measures to reduce energy usage and to manage in the best possible manner.

When purchasing equipment, the Group is mindful in choosing the most energy-efficient products. At the resort, all lighting facilities are energy-efficient and all unnecessary lights and other electronic appliances are turned off when not in use.

The resort, as a practice, records energy consumptions in order to keep the total kWh consumption to the lowest possible level whilst maintaining the highest level of services.

- Guests are encouraged to follow the towel reuse programme in the guest rooms
 - Bath Towel Reuse Method minimizes excessive use of water chemicals and energy.
- Awareness among staff on energy conservation and reduction of carbon footprint.
- All rooms operate on an energy-saving system with the key card activating the electricity and air conditioning.
- Newly installed timers for outdoor lights in the staff room’s new building.
- Photocell system for all water villas’ outdoor lights.
- Avoiding laundry operations during peak hours and after 02:00 whenever possible.
- Displayed loading capacity of each machine during laundry.

Total Energy consumption in KWh	FY 2018-19	FY 2019-20	FY 2020-21	Saving in Qty	Saving in USD	Saving in % Qty	Total Guest Night			Average Energy Usage per Guest Night			Target for 2021-22
							FY 2018-19	FY 2019-20	FY 2020-21	FY 2018-19	FY 2019-20	FY 2020-21	
	2,323,928	2,213,256	1,203,604	1,009,652	201,930	45.62%	30,008	26,015	10,251	77.44	85.08	117.41	80 Kwh/Guest night

Conservation of water in resort activities

Water is an essential commodity that has various applications throughout the business. The effective and efficient use of resources is therefore vital. We have been able to maintain watersaving best practices and will be continuing to conserve water in a sustainable manner.

We are surrounded by sealine water and the ecosystem is linked with the water. We take the responsibility of protecting and caring for the quality of water that surrounds us and the ecosystem.

- Water production and storage is closely monitored by a technical team.
- Sectional water usage is monitored daily for better understanding of water leaks and overuse.
- Frequent testing of water for quality assurance.
- Performing a 100% recycling of wastewater and reuse for gardening and W/C flushing.
- A dedicated member is on alert at all hours of the day for any urgent repairs or water system leaks.
- Awareness creation among associate on water conservation.
- Periodically monitoring the water flowrate for keeping the Travelife standard.
- Our usage of biodegradable chemicals in our daily activities do not harm the water and STP process.
- Bath Towel Re-use Method saves excessive use of water chemicals and energy.
- Sprinklers in the garden and watering only takes place during early mornings and evenings to save water.
- Laundry – Maximize the load for laundry, none of the laundry machines will run without minimum capacity.

Total water consumption in Cu M	FY 2018-19	FY 2019-20	FY 2020-21	Saving in Qty	Saving in USD	Saving in % Qty	Total Guest Night			Avg Water Usage per Guest Night			Target for 2021-22
							FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2018-2019	FY 2019-2020	FY 2020-2021	
	47,253	44,700	25,374	19,326	27,056	43.23%	30,008	26,015	10,251	1.57	1.72	2.48	1.72 Cu M/Guest night



Waste Management Efforts

Our effort is to reduce and reuse possible waste to adhere with waste to wealth practice at our properties. All waste that accumulates from our operation is identified and necessary actions / best practices are taken.

Due to the covid-19 pandemic, other than regular waste, a considerable number of biohazard waste were collected. These included single-use personal protective equipment and to ensure a covid-free environment for the betterment of all living beings, biohazard waste were destroyed using a property incinerator. Specially trained associates were used to handle biohazard waste at each property. The process will continue further till the pandemic comes to an end.

- Community cupboard for reusable items.
- Waste is separated at the source level and disposed of accordingly by trained associates.
- All wastewater (100%) is recycled and reused for gardening and W/C flushing systems.
- Daily monitoring of the recycling plant and measuring the recycled water consumption.
- Biohazard waste is separated and destroyed at the premises using a property incinerator by trained associates.
- The purchasing policy maximizes the purchase of sustainable products which are recyclable, more durable, long-lasting, organic and less harmful to the environment.
- The resort produces its own 100% eco-friendly fertilizer, which helps minimize chemical fertilizer usage and reduces the amount of waste disposal.
- Discarded cushion covers converted into garbage bags instead of using polythene.
- Discarded linen converted into dusters and rugs \ glass mats.
- Off cuts of jetty timbers converted into jetty lights along the jetty - 520 meters
- Used oil barrels were converted into nice seating arrangements for the staff.

Total Waste generated in Kgs	FY 2018-19	FY 2019-20	FY 2020-21	Saving in Qty	Saving in Qty wise	Saving in % Qty	Total Guest Night			Avg Waste produced per Guest Night			Target for 2021-22
							FY 2018-19	FY 2019-20	FY 2020-21	FY 2018-19	FY 2019-20	FY 2020-21	1.26 Kg/Guest night
	78,812	32,760	18,020	14,740	14740	44.99%	30,008	26,015	10,251	2.60	1.26	1.76	

Care for the environment through social responsibility

The Resort aims to create a holistic approach to eco-consciousness by the inclusion of all sections of the business and society. The environmental and nature care programs are designed to draw in contributions from stakeholders, guests, associates and the local community. A few of the projects hosted during the past financial years are ;



Adaaran Prestige Vadoo Resort marked World Ocean Day 2020

Adaaran Prestige Vadoo Resorts marked World Ocean Day by engaging with staff and conducting a beach clean-up day, where plastic and other leftover trash on the beach were collected. On the day, there was great enthusiasm and a clear passion for the need to spread the message of the ocean to the world. The ocean is an ecosystem in itself and should be protected in order for future generations to exist and prosper. Save Our Oceans!



Vadoo Celebrates World Environment Day

Today, we sit in the shade because someone planted a tree a long time ago. Adaaran Prestige Vadoo celebrates World Environment Day by adding 25 additional coconut trees to our beautiful island, in commemoration of this special day that falls on 5th June 2020. *Cocos nucifera* / the coconut tree (*Cocos nucifera*) is a member of the palm tree family (*Arecaceae*). Did you know that this is our national tree and its fruit, the kurumba is our national drink? The coconut tree has become part and parcel of our island's lifestyle and has been so from the very beginning.



Adaaran Resorts embraced darkness for an hour - 2019

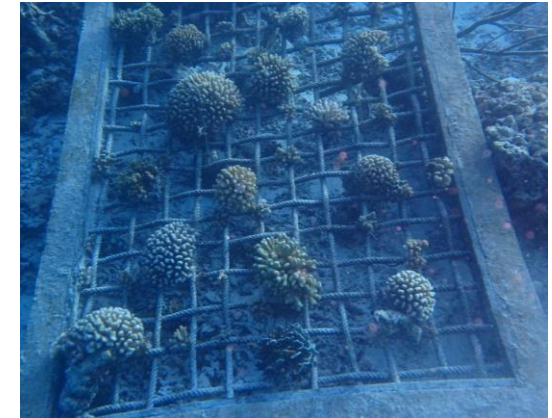
Adaaran Prestige Vadoo embraced darkness for an hour to mark the Earth Hour! Setting in mind a common mission towards protecting our planet, Adaaran Resorts and guests came together to celebrate Earth Hour by switching off electricity for an hour!

SAVE THE LUNGS SAVE THE OCEAN

We, at Adaaran Prestige Vadoo, planned another sustainability project aimed towards caring for our environment and giving back to the planet we live in.

During this lockdown period, we came back with another worthy venture, taking the most out of the luxury of time that we have as hoteliers and engaging in sustainability activities to save our beautiful oceans.

The project was launched during the month of June 2020 while commemorating World Environment Day and World Ocean Day. A special concrete frame with ropes were dressed covering 64 Sq.ft area with carefully selected and nurtured corals. The selection of the corals were done by the dive centre expertise after months of research on the house reef and lagoon.



Adaaran Celebrates Women's Day in Style

We, at Adaaran strongly believe in inclusivity and especially on the importance of encouraging an enabled world. We saw that it fit with this year's campaign theme for International Women's Day, which went as [#EachforEqual](#). In light of this and to show our gratitude to all women out there, Adaaran Resorts hosted 20 female lecturers from the Maldives National University where they were invited to spend time at the Adaaran Prestige Vadoo and enjoy some quality time while taking a much-needed break from work and home.

During their stay at Adaaran Prestige Vadoo, the ladies were part of an agenda that included a Social Etiquette training and awareness session which also included a dining etiquette program conducted by the Learning & Development department of Aitken Spence Hotels in the Maldives. Taking into account the recognition that Adaaran Prestige Vadoo portrays as the recipient of the prestigious 7S+ Award, the ladies were also provided with an informative session where they were able to experience the 7S+ Industrial Housekeeping concept adopted by the resort and witness best practices exercised at the resort.

The agenda also included fun and engaging activities such as a cake decoration session and competition titled 'Dress Your Own Cake', a session the Housekeeping task where they were exposed to bed-making techniques aligned to hotel standards, a Towel Art competition. These demonstrative sessions ended with the ladies getting the chance to experience some watersports and a guided snorkeling tour at Adaaran Prestige Vadoo. This gesture was one to make the MNU group feel involved and celebrated on this special day. But, we at Adaaran also believe that every day is Women's Day!





SUSTAINABILITY

The enduring measures taken up by Adaan Resorts' sustainability journey started with the Green Dive in the year 2016, by signing the sustainability pledge underwater at Adaan Select Hudhuranfushi. Since then the Travelife Gold Certification has been the standard sustainability certification of the Aitken Spence Group, and all our properties maintain these standards in relation with the Travelife hotel and accommodation standards.



Retrospect – Our contribution at Adaaran Prestige Vadoo



Water usage per average guest night
FY 2019-20
1.7 in Cu M
FY 2020-21
2.5 in Cu M



118,800 | 4,755 \$
paper straws were used last two years, which could have easily been plastic straws.



650 Bundle | 2,287 \$
Forest Stewardship Council Certified Papers were used in the day today operation.



Avg Guest Night Energy Usage
FY 2019-20
85 in KWh
FY 2020-21
117 in KWh



45,100 | 6,562 \$
biodegradable bags were used last two years, which could have easily been In-disposable bags.



1,800 Nos | 256 \$
Wooden Cocktail Stirrers were used last two years, which could have easily been plastic straws.



Avg Guest Night Waste Usage
FY 2019-20
1.26 in Kgs
FY 2020-21
1.76 in Kgs



11,520 Kg | 44,928 \$
Tuna Fish were purchased from local fishing community. Year 2019 - 21



6,200 Nos | 332 \$
Paper Cups and Paper Plates were used last two years, which could have easily been plastic cups and plates.



3050 | 16,775 \$
Cadjan Bundles were used last two years, to uplift local community.



64 Sq.ft area of
Finger corals were dressed in concrete and rope structure specially made for the coral planting project in the year 2020.



Since 2016
Property is maintained in relation with the Travelife hotel and accommodation standards.

Learning & Career Development

The Resort is committed to creating an environment for associates to achieve their career aspirations while nurturing a team of competent and motivated professionals. Companywide learning and development as well as quality assurance is conducted at a corporate level. For more details, please refer Talent Development Report 2019-20 and 2020-21 / You may write to request talent management reports of the group.

Training hours per associate :2019-20 - 22.5 hrs. |2020-21-19 hrs

Awards

- 2021 - Top 3 Regional Finalists / AllInclusive Island Resort by Galatian Signature Hotel
- 2020 - Stelliers South Asia Winner Award – Housekeeping Hotelier award
- 2020 - 7S+ - 5 Star Rating / Category among 22 hotels in the Aitken spence hotel sector
- 2020 - Best creative Improvement category - Best Shape Practice In The Hotel Sector Winner
- 2020 - Best Shape Practice In The Group Winner goes to Adaaran Prestige Vadoo
- 2020 - Best 7s+ Team Award goes to Adaaran Prestige Vadoo Adaaran Resorts – Maldives
- 2020 - TripAdvisor Travelers choice
- 2020 - Booking.com - 8.9 score
- 2020 - Luxury Lifestyle Awards 2020



Your ideas count:

Curated by – Tharaka Appuhamy Asst. General Manager - Talent Management & Quality Assurance together with The Management of Vadoo property.

We welcome your suggestions to help us enhance our sustainability objectives and social responsibilities. Please leave your comments through our guest review system or e-mail us at talentml@aitkenspence.com. Address: Adaaran Group Ltd 6th Floor, H. Thuniya, Boduthakurufaanu Magu, Male, Republic of Maldives. Phone: +960-7971472

2019 – 2020 – 2021 SUSTAINABILITY REPORT
BUILDING A SUSTAINABLE FUTURE TOGETHER

Learning & Development

.....We make diamonds ...

