



**“Revolutionizing Tomorrow:
One Sustainable Step at a Time”**

SUSTAINABILITY REPORT 2022-23

ADAARAN
Prestige
VADOO
MALDIVES



"We do not inherit the earth from our ancestors,
we borrow it from our children."

Native American Proverb.

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MESSAGE FROM CHIEF OPERATING OFFICER BADHIYA GUNATILAKE

SUSTAINABILITY REPORT 2022-23

Marahaba!

As we continue our journey towards creating a better tomorrow, we want to emphasize the importance of our efforts in this fragile environment. A nation that is particularly vulnerable to the impacts of climate change, rising sea levels, coral bleaching, and extreme weather conditions, just to name a few of the common threats we encounter.

But we aren't helpless in the face of these challenges. By continuing to reduce our carbon footprint, conserve resources and promote social responsibility, we are not only improving our own operations but also contributing to a better future for the Maldives.

We have already made progress towards sustainability, but there is still much more we can do. We can continue to reduce single-use plastics, promote sustainable tourism practices, and explore renewable energy options, etc. By working together, we can create a more sustainable environment for future generations.

Furthermore, our sustainability efforts can also have positive impacts on the tourism industry. Many tourists now seek out destinations that prioritize sustainability, and we can differentiate ourselves in the market by promoting our commitment to sustainable practices.

As a member of a great team, I encourage every one of us to continue to take ownership of our sustainability endeavors. Let us remain committed and focused on our journey, taking up challenges and working together to create a better future for the Maldives and to our mother earth.

Let us create a better tomorrow through our sustainability journey.



MESSAGE FROM GM

SANJAYA SENANAYAKE

Marhaba!

I am pleased to have yet another opportunity to share our sustainability efforts and accomplishments with our valued stakeholders. We are proud to say that we still hold the first water villa in the Maldives and have since gained a reputation as a honeymooner's paradise. However, with this recognition comes a great responsibility to preserve and protect the natural environment that draws visitors to our shores.

We have taken many steps to reduce our environmental impact and promote sustainable practices at Vadoo. We have eliminated single-use plastics by the installation of our water bottling plant at sight and have implemented energy-efficient practices throughout the resort. Vadoo a small property in the Maldives yet holds a big heart at embedding sustainability into its operations and practice. It's our way of helping to protect this beautiful island.

Let's Create a better tomorrow through our sustainability journey



Beed Perera
Executive Housekeeper
Travelife Champion



Vimukthi Fernando
Chief Engineer



Octavius Adams
Front Office Manager



Roshan Kumara
Executive Chef



Murugaiah Srihushanth
Chief Accountant



Kasun Chameera
F&B Manager



Mohamed Nisham Hussain
Assistant HR Manager

WHO WE ARE

We are the Maldivian chapter of Aitken Spence Hotels & Resorts. Adaaran Resort operates in the Republic of Maldives, where the Aitken Spence Resorts Maldives company commenced operations in August 1993.

Today, we operate 05 Resorts with 730 rooms and employ more than 1300 talented associates from approximately 20 diverse nationalities in the sector.

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 an exotic reef with vibrant aquatic flora and fauna. Recognised 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 started operating as a Premium all-inclusive property 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.

A proud member of Travelife Sustainability accommodation certification since 2017

50 Villas
04 Honeymoon Villas
26 Sunset Villas
20 Sunrise Villas
3 Dining Outlets
2 Beverage Outlets
160+ Associates
1.8 Acres

Adaaran Resorts maintains a high level of environmental consciousness that focuses on the fragility of the environment in which we live through strategizing and executing the 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.



SUSTAINABILITY POLICY



For more details on our Sustainability Policy, please visit : <https://www.adaaran.com/green-philosophy.html>



You can access all the sustainability related policies and procedures by scanning this QR code.

OUR VISION

Adaaran Resorts as a pioneer Sustainable 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.

Water, Energy, Wet & Dry Waste Management

This year presented numerous challenges on a global and economic scale. The emergence of affordable travel destinations, coupled with restrictions in key markets, resulted in a marginal dip in international guest arrivals at the Vadoo property.

The rise in day visitors compared to the preceding fiscal year and new additions such as the wet garbage digester machine and water bottling plant have contributed to higher levels of energy, waste and water consumption.



	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023
Water Consumption / Guest Night	1.57	1.72	2.48	1.59	1.98
Energy Consumption / Guest Night	77.44	85.08	117.41	82.36	90.76
Waste Consumption / Guest Night	2.63	1.26	1.76	2.57	2.87

However, we've successfully implemented two significant sustainability initiatives at the Adaraan Prestige Vadoo property:

- We've introduced an in-house water bottling plant, which effectively reduces the influx of single-use water bottles onto the island.
- We've also incorporated a wet garbage digester machine into our operations.

Additionally, in the previous fiscal year, we launched the following initiatives to optimize resource management:

- We've introduced solar pathway lights on the main jetty leading to the water villas.
- We've taken measures to manage the operation of energy-intensive machinery in our kitchen and laundry, coupled with staff awareness campaigns.
- A well-timed Managed Preventive Maintenance Program has been put in place to uphold the energy efficiency of our electrical machines and generators.

Adaraan Prestige Vadoo, 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 Adaraan Prestige Vadoo PDF](#)

Discover our initiatives through the thoughtfully curated Sustainability video, designed to offer a comprehensive understanding of our efforts. - [Adaraan Sustainability Video](#)





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Adaaran Prestige Vadoo
Closes doors to single-use water bottles!

To give a significant boost to our sustainability practices at Adaaran Prestige Vadoo, we make yet another milestone in our books of sustainability by completely eliminating single-use water bottles entering our island.

We unveiled this project by installing our own in-house water purification and glass bottling plant that eliminates our reliance on single-use plastic water bottles.

We take pride in that with such initiatives, we are making a positive and sustainable impact in our beautiful island nation and contributing to the world.

Wet Garbage Digester Machine

Resorts often produce abundant waste driven by consumer needs, a characteristic intrinsic to the industry. Given our geographical context of residing on small islands, waste management has consistently posed challenges within our operations. While we have long adhered to segregating waste at its origin and transporting it to designated disposal islands, our waste management endeavors have taken a significant step forward. With an investment of approximately 35,000 USD, our management has introduced a Wet Garbage Digester Machine. This innovative addition allows us to efficiently handle wet garbage, resulting in not only improved waste management but also the repurposing of waste as valuable soil enhancements.

The initiative started in the month of May 2022 and 91, 299 Kg of wet garbage has been converted into 15, 480 Kg of eco-friendly soil additives through our in-house wet garbage composting machines during 2022-23.



“Sustained Dedication to Creating Plastic-Free Paradise”



The opening of the water bottling plant in October 2022 at Vadoo Island has made a significant attempt to kick the plastic bottle habit eventually.

This FY alone, we have produced 20,899 (1L bottles) and 16,375 (0.5L bottles) With in-house drinking water and bottling production. We were able to stop the same number of single-use plastic bottles coming into the island.

SUSTAINABILITY

Retrospect 2022-23



CSR and engagement activities
1,816 associates, 210 guests and 23 local community were involved with our different the CSR and engagement projects carried on in the year 2022-23.



15,382.29 Kg | \$ 80,245.03
Tuna Fish and other locally harvested fish were purchased from the local fishing community. During the year 2022-23.



39,500 | \$ 1,182.20
Paper straws were used In last financial year, which could have easily been plastic straws.



37,274
Single-use plastic bottles were able to stop coming into the islands with the installation of the **bottled water plants**.



1,250 | \$ 6,310
Cadjan bundles were purchased to uplift The local community.



91,299 Kg of wet garbage is been converted in to 15,480 Kg of eco friendly fertilizer through our inhouse **wet garbage composting machines** during the year 2022-23.



320 Bundles | \$ 1,244.80
Forest Stewardship Council certified papers were used in the day-today operation.



1.2 + square meters of an area with 25 live **Soft and Finger corals** were dressed in discarded beds and Iron trees as a part of our coral planting project in the year 2022-23.



1,750 | \$ 83.14
Paper Cups and Paper Plates were used in last financial year, which could have easily been plastic cups and plates.



500 | \$ 103.80
Wood pegs (Clips) for cocktails were purchased from local market to eliminate the use of plastic pegs.



20,899 -1L and 16,375 - 0.5L glass water bottles were produced through the **in-house drinking water and bottling plants**.



29,000 | \$ 5,498
Biodegradable bags were used during this financial year, which could have easily been In-disposable bags.



3,500 | \$ 227.95
Wooden cocktail stirrers were used during this year, which could have easily been plastic Stirrers.



1,330 + participation on **sustainability awareness and educational programs** covering over 2,110 + human hours during the year 2022-23.

SUSTAINABILITY WORK

Our objective is to foster a comprehensive strategy for promoting environmental mindfulness, involving every facet of our business and community. We consistently dedicate our expertise, time, and financial resources to sustainable tourism, demonstrating our commitment as responsible corporate stewards.

A selection of the initiatives undertaken in various fiscal years is outlined below:

Sustainability education, awareness and celebrations

Promoting education, raising awareness, and commemorating special occasions emerge as the most influential strategies for embedding best practices at the grassroots level. In the preceding fiscal year, a collective total of 634 employees, guests, and local community members participated in sustainability and corporate social responsibility (CSR) initiatives orchestrated by the resort. Moreover, we successfully engaged and educated 1330 participants, dedicating 2110.5 human hours to our various sustainability-focused awareness and educational programs.

Reef cleaning campaign

Adaaran Prestige Vadoo is renowned for possessing one of the most captivating reefs in the nation. To uphold its beauty, we consistently undertake reef-cleaning endeavours in collaboration with our trusted dive partners. This financial year, we took significant strides by organizing multiple beach and reef cleaning initiatives. These efforts were embraced by both our dedicated associates and cherished in-house guests, resulting in the participation of more than 50 individuals in these impactful campaigns.

Tree planting campaign

This is our island's most recurring event, carefully designed to elevate the visual aesthetics and ambiance in harmony with nature. During the course of the year, we conducted two tree planting initiatives aligned with the International Day for the Preservation of the Ozone Layer and Earth Day. These campaigns were conducted in collaboration with our dedicated employees and esteemed guests. Total participation: 53



SAVE THE LUNGS – SAVE THE OCEAN

At Adaaran Prestige Vadoo, we believe in the continuity of our sustainability project, which is aimed towards caring for our environment and giving back to the planet we live on. This financial year – 2022-23, we were able to invest a considerable amount of time in engaging with sustainability activities, which will be evident upon the comparison of numbers from the previous sustainability report.

Nevertheless, we made sure to invest some quality time this year alongside busy operations. We hosted a coral planting project in line with World Ocean Day, which covered up to 1.2 square meters. We take pride in saying that such projects create a big impact in saving our beautiful oceans.

Carefully selected and nurtured corals were dressed in special Iron bars / substracts made by our maintenance team. The selection of the corals took several months as it had to be followed after the research on the house reef and lagoon was complete.

Project number	Number of cages	Total size (m ²)	Number of corals
Project 01	1	1.2	25





[Adaaran Prestige Vadoo
Biodiversity Survey](#)



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“BIODIVERSITY SURVEY”

LEARNING, DEVELOPMENT & ACHIEVEMENTS

The Resort is committed to creating an environment for associates to achieve their career aspirations while nurturing a team of competent, motivated professionals. Companywide learning and development and quality assurance are conducted at a corporate level. For more details, please refer to the following Talent Development Reports.

Training Hours (per associate)

FY2019-20 = 22.5 | FY2020-21 = 19.0 | FY2021-22 = 34. | FY2022-23 = 32.3

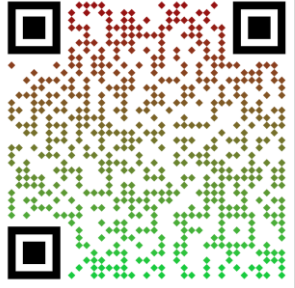


Talent Management Reports

- FY – 2018/19
- FY - 2019/20
- FY - 2020/21
- FY - 2021/22
- FY – 2022/23

Sustainability Reports

- FY – 2018/19
- FY - 2019/20
- FY - 2020/21
- FY - 2021/22
- FY – 2022/23



You can scan the above QR code to download the relevant company talent development reports, and the previous Years Sustainability Reports.



7S+



ReviewPro

Ensuring our food safety through Food Safety Management System

Aitken Spence 5 STAR Rated property. Occupational Health and safety standard. 7S+ is the extended version of 5S concept)

Leading Quality Service Assurance Audit – Internal Quality Assurance Audit standard of the group.

ReviewPro is the world leader of Guest Intelligence solutions, with more than 60,000 hotels in 150 countries.

Your ideas count:

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 talentmle@aitkenspence.com

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