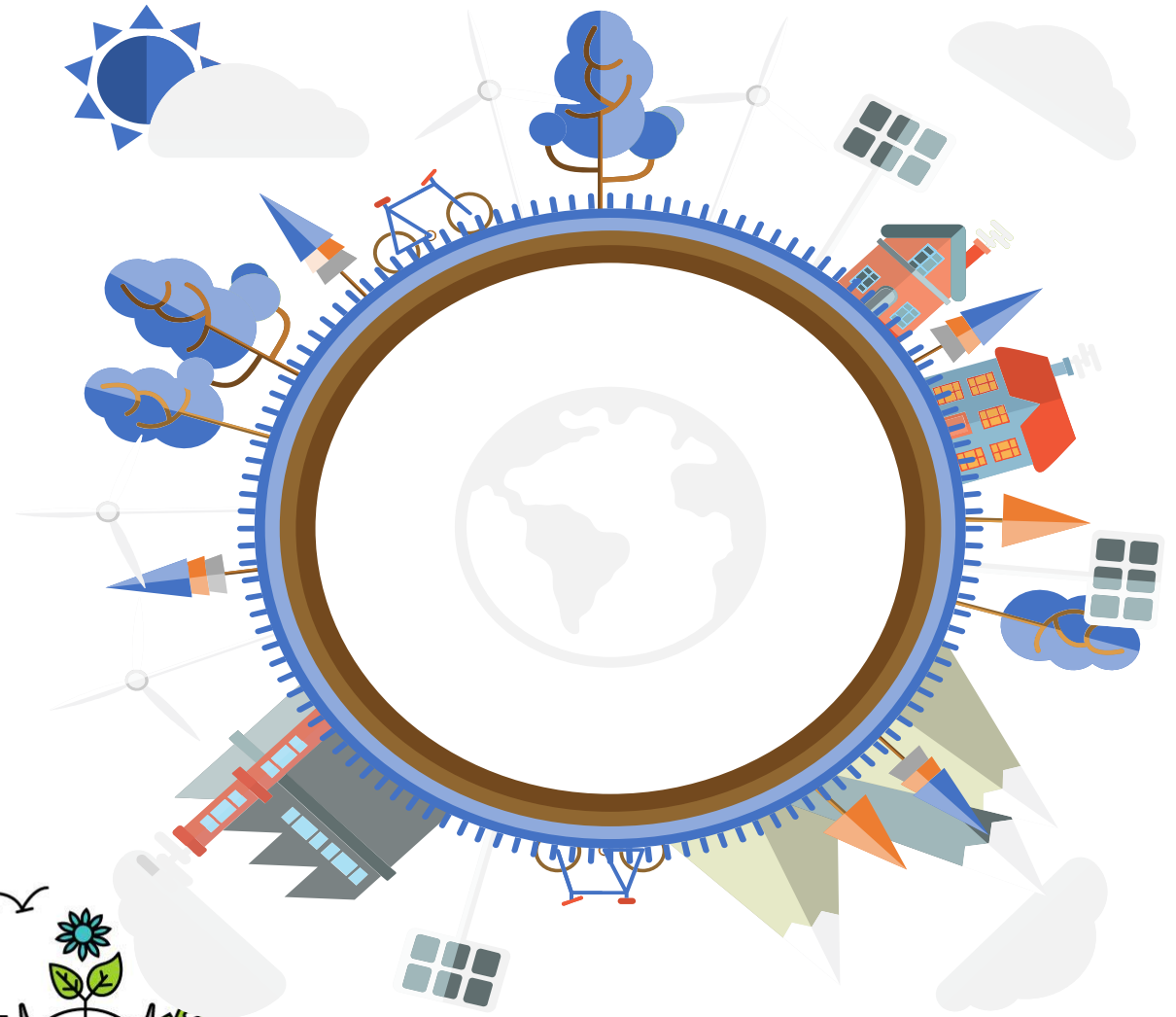


EDUCATION FOR SUSTAINABLE DEVELOPMENT



CONTENTS

This report is an overview of the new initiatives, activities and procedures that our resort undertakes to achieve our sustainability goals.



OUR LEADERSHIP - Message from the COO | - Message from GM (pg. 3 - 4)



INTRODUCTION - Who we are (pg. 5) | Sustainability policy (pg. 6)



RETROSPECT

- Energy management (pg. 7)
- Water management (pg. 8)
- Waste management (pg. 9)
- Hudhuran-fushi retrospect – 2021-2022 (pg. 10)



OUR BEST PRACTICES

- Sustainability work (pg. 11) Hudhuran-fushi Tharukaaree Dhandu (pg. 12)
- sustainability certifications (pg. 13)



HERITANCE AARAH BIODIVERSITY

- Biodiversity survey - flora (pg. 14)
- Biodiversity survey - fauna (pg. 15)
- Biodiversity survey - endemic marine fauna (pg. 16)
- Biodiversity survey - common marine creatures (pg. 17)



LEARNING, DEVELOPMENT & ACHIEVEMENTS (pg. 18)



MESSAGE FROM BADHIYA GUNATILAKE CHIEF OPERATING OFFICER

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

Shedding light to this year's sector theme, we believe continuous education on sustainability is the key to lobbying together, working together and dreaming together to achieve sustainability in our operations. Our dream does not end at the sector level.

We constantly change and commit to the best possible actions to be more sustainable year on year. The consistency of our work paves the way for us to be better with the dawn of each year. This is not something we could achieve alone, and that's why awareness and education directed towards all stakeholders is important to us. We are concerned as to how well we can save our planet, and people and make a profit to thrive in the corporate world.

I'm happy to share our 2021-22 sustainability report where we give you a glimpse of what we have done in the books of sustainability. As you read, you will find some innovative projects rolled out by us. From identifying our island's flora and fauna on water and land to even usage of biodegradable products in our operations to name a few. By identifying what needs attention, we are better able to educate and communicate about them in creative ways where people will start showing equal interest as much as us, in conservation.

All of this starts with educating and inspiring others to make a change.

Marahaba!

We are humbled 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 Heritance & Adaaran Resort Brands which represents the Maldivian chapter of Aitken Spence.

MESSAGE FROM GM DUSHANTHA PERERA

Marahaba !

Our world is undergoing transformational change day by day. Many factors are influencing the way we operate, serve and live. With all these changes, there is a crucial need to provide the basis for sustainable approaches in our operations.

At the center of our value proposition is innovative solutions that help us improve energy efficiency, enhance productivity and reduce waste. We are constantly working on education and training to meet our sustainability expectations. Through this report, we commit to be transparent and invite you to join hands with us on our journey towards a sustainable future.



Ahmed Nashid
Assistant Manager



Thusitha Gunaratne
Chief Engineer
Travelife Champion



Dussiharan
Wijayanantam
Front Office Manager



Edward Perera
Executive
Housekeeper



Sanjeewa Kumara
Executive Chef



Prabath Darshana
F&B Manager



Shaminda Peiris
Chief Accountant



Octavius Adams
Villa Chief



Isuru Kodagoda
L&D Executive

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 first commenced operations in August 1993.

Today, we operate 06 Resorts with 730 rooms and employ more than 1000 talented associates from approximately 20 diverse nationalities in the sector.

Adaaran Prestige Ocean Villas is our five-star property while, Adaaran Select Hudhuranfushi is a four-star property operating with the features; Premium, All inclusive, in beautiful Islands of Maldives.

Adaaran started operating in the year 2006, and today, comprises of 192 total keys with a range of choices to suit our guest preferences.

Located in a peaceful seclusion in the North Malé Atoll, the resort is accessible only through a speedboat transfer arranged by Adaaran which takes approximately 30 minutes from the Malé International Airport.

The picturesque resort offers 192 villas including Beach Villas, Garden Villas, Deluxe Beach Villas, Family Beach Villas, Sunrise Ocean Villas and Sunset Ocean Villas; plenty of dining options, exclusive access to the famous Lohis Surf Break and many more.

192 Villas
152 Beach Villas
40 Ocean Villas
4 Dining Outlets
5 Beverage Outlets
380+ Associates
83 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.



ENERGY MANAGEMENT

- Our effort to reduce energy consumption is always consistent.
- After a tough year with travel restrictions, this financial year was good in business and subsequently there was a significant amount of energy being used compared to the previous financial year .
- However, average per guest night energy usage numbers have reduced, which proves the effectiveness of our energy saving initiatives as well as the practical implementation of the best practices.
- We still explore and strive to contribute towards energy conservation, as a responsible hotel operator we always embrace innovative best practices to improve ourselves consistently in every 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 the energy consumption to keep the total kWh consumption to the lowest possible level whilst maintaining the highest level of standards.



- Guests are encouraged to follow the towel reuse program which minimize excessive use of water chemicals and energy.



- Daily monitoring of power consumption and diesel consumption by section.



- Awareness among associates on energy conservation and reduction of carbon footprint.
- Introduction of inverter type of air-conditioning and temperature control system for guest and associate rooms.

Total energy consumption in KWh	FY 2019-20	FY 2020-21	FY 2021-22	Saving in Qty	Saving in USD	Saving in % Qty	Total Guest Night			Average Energy Usage per Guest Night			Target for 2022-23
							FY 2019-20	FY 2020-21	FY 2021-22	FY 2019-20	FY 2020-21	FY 2021-22	48
	5,377,286	2,607,531	5,847,179	(3,239,648)	(647,929)	(124%)	121,119	22,364	119,272	44.40	116.60	49.02	



WATER MANAGEMENT

- One of the main objectives of the hospitality industry is to make their customers feel as comfortable as possible and water plays an important role to ensure guest comfort.
- As a hospitality partner engaged in the Maldives, fresh water is an essential commodity that has various applications throughout the business.
- After a tough year with travel restrictions, this financial year was good in business and subsequently there was a significant amount of water being used compared to the previous financial year . However, average per guest night water usage numbers have gone down
- The effective and efficient use of resources is vital therefore, We have been able to maintain water-saving best practices and we will be continuing to conserve water in a sustainable manner.



- A technical team closely monitors water production and storage.
- Sectional water usage is monitored daily to understand water leaks and overuse better.
- Frequent testing of water for quality assurance.
- Performing 100% wastewater recycling 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 and regular reminders among associates on water conservation. Periodically monitoring the water flow rate to keep the Travelife standard.
- Introduced water outlet aerator system to save water.
- Our Usage of Biodegradable chemicals in our daily activities does not harm the water and STP process.
- Bath towel reuse method saves excessive water, chemicals and energy use.
- The garden sprinklers and watering only occur during early mornings and evenings. A technical team closely monitors water production and storage

Total water consumption in Cu M	FY 2019-20	FY 2020-21	FY 2021-22	Saving in Qty	Saving in USD	Saving in % Qty	Total Guest Night			Avg Water Usage per Guest Night			Target for 2022-23
							FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2019-2020	FY 2020-2021	FY 2021-2022	
	95,566	38,798	85,346	(46,548)	(65,167)	(120%)	121,119	22,364	119,272	0.79	1.73	0.72	



WASTE MANAGEMENT

- Our effort is to reduce and reuse possible waste to practice the wasteto-wealth process at our properties.
- All waste accumulated in our operation is identified, and necessary actions / best practices are taken.
- Post-pandemic operations commenced with the new inclusion of single-use biohazard wastes such as personal protective equipment. We made sure to destroy them using an incinerator. All associates are trained on the process and the best practices in handling them.
- The eagerness to continue improving our contributions towards nature led us to install a Food Waste Composting Machine, which converts 100% of our wet garbage into eco-friendly fertilizer, which is then used in our in-house gardens, and the excess will be distributed among the local community.



- Waste is separated at the source level and disposed 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.
- A waste management procedure for generating and reusing recycled waste for day-to-day activities is in place.
- All waste is appropriately segregated, recorded and transferred without harming nature.
- Biohazard waste is separated and destroyed at premises using 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.
- Installation of Food waste composting machine produces its own 100% eco-friendly fertilizer, which helps to minimize the usage of chemical fertilizer and completely stopped the dispose of wet garbage.

Total waste generated in Kgs	FY 2019-20	FY 2020-21	FY 2021-22	Saving in Qty	Saving in % Qty	Total Guest Night			Avg. Waste Usage per Guest Night			Target for 2022-23
						FY 2019-20	FY 2020-21	FY 20201-22	FY 2019-20	FY 2020-21	FY 2021-22	
	72,400	13,000	32,875	(19,875)	-153%	121,119	22,364	119,272	0.60	0.58	0.28	

ADAARAN SELECT HUDHURANFUSHI RETROSPECT – 2021-2022



Committed Island Management
1110 kg organic vegetables and 10,895 number of coconuts worth of \$ 15,242, harvested during the period.



36,885 Kg | \$ 259,205
Tuna Fish were purchased from the local fishing community. During the year 2021-22



92,750 | \$ 4,028
Paper straws were used In last financial year, which could have easily been plastic straws.



17,970 | \$ 84,951
Cadjan bundles were purchased to uplift The local community.



34 training hours per associate during this financial year.



31,000 Nos | \$ 2,703
Paper Cups and Paper Plates were used in last financial year, which could have easily been plastic cups and plates.



80,045 | \$ 19,353
Biodegradable bags were used during this financial year, which could have easily been In-disposable bags.



5,200 Nos | \$ 821
Wooden cocktail stirrers were used during this year, which could have easily been plastic Stirrers.



1,160 Bundle | \$ 13,267
Forest Stewardship Council-certified papers were used in the day-to-day operation.



21,600+ **Cigarette buds** the most widespread manmade pollutant was properly managed which could have easily been damaging our lands.

SUSTAINABILITY WORK

We aim to create a holistic approach to eco-consciousness by including all sections of the business and society. We continuously invest our knowledge, time and money in sustainable tourism as responsible corporate citizens.

A few of the projects hosted during the financial years are as follows;

Reef cleaning campaign

We heard cries for help from the polluted ocean, and no way could we turn back without doing our part! We found none other than World Ocean Day as the best opportunity to organize a clean-up program. The areas targeted through this program were the supply jetty area, the arrival Jetty area, the sunset deck, the Sunset Restaurant lagoon and all outdoor space adjacent to the beach villas. Total participation – 22 associates from various departments

Island cleaning campaign

In commemoration of World Environment Day, ASH organised an Island Cleaning Campaign. The main idea behind this project was to collect single-use plastic that has become a significant threat to the ocean. The team collected 102kg (17 sacks) of waste over 5-6 acres of the beach area. Total participation: 32 associates from various departments

Will you fill a bottle campaign?

Sustainability is how we live. Discarded cigarette Filters are the most widespread manmade pollutant. Not only does it harm humans over time, but it also significantly contributes towards the permanent damage of the soil in this beautiful island. So, we introduced this campaign on collecting cigarette filters to a bottle and handing them over to the HR department, an action that called for a reward system to motivate the task.

Total number of cigarette filters received: 21,600+



HUDHURAN-FUSHI THARUKAAREE DHANDU

If you have gone through our previous sustainability report for the financial year 2020-21, you would already know that Hudhuranfushi is well known for its 04 Acres of Agricultural land and Preserved Mangrove Ecosystem. The ingrown ecosystem is a pride for us.

We have continued working through our vegetable gardens even with the hotel operation at its peak, During this year we were able to harvest a total of 1110.1 kg vegetables and 10895 coconuts worth of USD 15242.42 (including coconuts)

With the intention of adding value to our in house vegetable garden, we have a brand new initiative to be implemented during the financial year 2022-23. We invite you to read through our next sustainability report. which will include more details on this subject. We promise this will be worth the wait.



Coconut
10895 numbers
USD 6972.80



Long beans & Okra
129.5 kg
USD 177.01



Banana & Ash plantain
362 kg
USD 6834.70



Pumpkin
16.5 kg
USD 9.90



Curry & Pandan leaves
54.4 kg
USD 90.58



Snake gourd
28.5 kg
USD 51.58



Banana Blossom
242 kg
USD 363.00



Sweet potato
26 kg
USD 59.28



Brinjal
130 kg
USD 359.49



Lemongrass & mint
9.2 kg
USD 7.49



Spinach & Chinese spinach
56 kg
USD 98.75



Green Chili
56 kg
USD 217.84



SUSTAINABILITY CERTIFICATION

The enduring measures taken by Aitken Spence Maldives Resorts' sustainability journey started with the Green Dive in 2016, by signing the sustainability pledge underwater. Since then, the Travelife Gold Certification has been the standard sustainability certification of the Aitken Spence Group. All our properties maintain these standards in par with the Travelife hotel and accommodation standards.



BIODIVERSITY SURVEY- FLORA

COMMON PLANTS THAT YOU SEE ON OUR ISLAND

Approximately 270,000 plant species have been recorded around the world. Without plants, life on earth would not be possible. In Maldives's warm and humid tropical climate, 583 plant species have been recorded. 260 species are native or natural species 323 species are cultivated. Native plants play an important role in the prevention of beach erosion and protection against large waves. 300 plant species are used in traditional medicinal practices in the Maldives.

Reference – Common plants of Maldives Series 01 www.livelearn.org

Banyan Tree

Scientific name: *Ficus benghalensis*
Dhivehi name: nika/ Kiri



Sea Lettuce, Half Flower Tree

Scientific name: *Scaevola taccada*
Dhivehi name: Magoo/Gera



Coconut Palm

Scientific name: *Cocos nucifera*
Dhivehi name: Dhivehi ruh
National Tree of Maldives



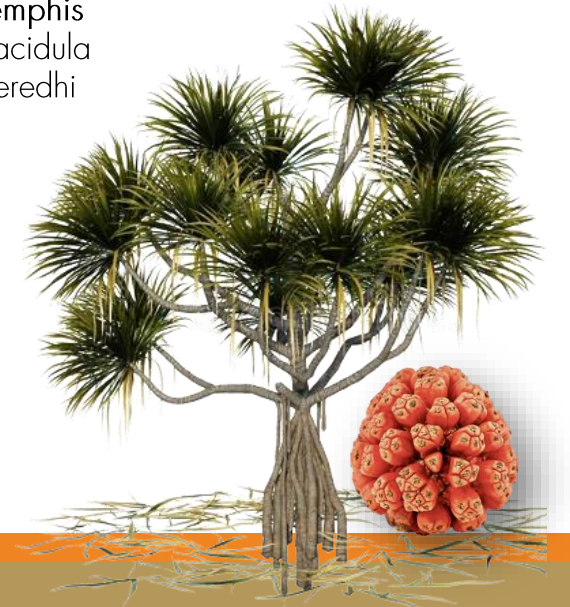
Coastal Iron Wood / Pemphis

Scientific name: *Pemphis acidula*
Dhivehi name: Kuredhi/Keredhi



Seashore Screw Pine/Pandanus

Scientific name: *Pandanus tectorius*
Dhivehi name: Boakashikeyo



BIODIVERSITY SURVEY – FAUNA

COMMON ANIMALS THAT YOU SEE ON OUR ISLAND

Asian Koel

Scientific Name: eudynamys

Dhivehi Name: Dhivehi Koveli

This bird is protected under the Environmental Protection and Preservation Act (4/93),



White Breasted Water-hen

Scientific Name: Amaurornis phoenicurus

Dhivehi Name : Kanbili

This bird is protected under the Environmental Protection and Preservation Act (4/93),



Indian Flying Fox / fruit bat

Scientific Name: Pteropus giganteus

(Order Chiroptera, family Pteropodidae)

Dhivehi Name: Vaa

The name “fruit bat” is mainly due to the fact they look as if dark fruit hanging in trees.



Grey Heron

Scientific Name: Ardea cinerea

Dhivehi Name: Maakanaa

The IUCN red list currently classifies the grey Heron under least concern. In Maldives it is illegal to catch or to pet.



House Crow, Common Crow

Scientific Name: Corvus splendens

Dhivehi Name: Kaalhu

There are no known endemic species of birds in the Maldives, but there are a few endemic subspecies which includes the Maldivian house crow.

White-Tailed Tropicbird

Scientific Name: Phaethon lepturus

Dhivehi Name: Dhan’difulhu dhooni

This bird is protected under the Environmental Protection and Preservation Act (4/93),



Land Hermit Crab

Scientific name: Coenobita species
(order Decapoda)

Dhivehi Name: Baraveli

A common error made by people is completely submerging these crabs in water, mistaking them for marine animals. They can only survive for a few minutes when completely submerged.



Variable Lizard, Garden Lizard, Crested Tree Lizard

Scientific Name: Calotes versicolour (Squamata)

Dhivehi Name: Bon’d�

Is referred to as the “Bloodsucker” in many areas, a name that stirs up unnecessary fears. Obviously, they are insect-eaters and does not suck blood, especially not from humans.



BIODIVERSITY SURVEY - ENDEMIC MARINE FAUNA

IF YOU ARE LUCKY, YOU WILL SPOT THEM AT OUR ISLAND

Maldives grubfish/ Sandperch

Scientific Name: *Parapercis hexoptalma*.

Dhivehi Name: Lah'nigoo'alathandu

Size : 25 cm

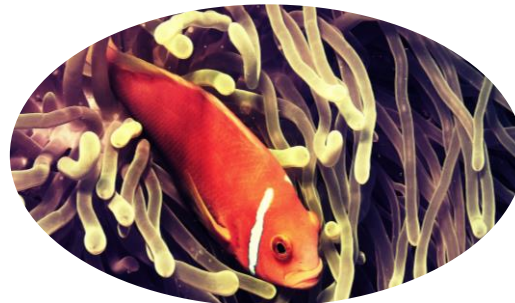


Maldives anemone fish

Scientific Name: *Amphiprion nigripes*

Dhivehi Name: Dhivehi Maagandumas

Size : 9 cm



Maldives cardinalfish

Scientific Name: *Cercamia laamu*

Size : 3.5 cm



Maldives triplefin

Scientific Name: *Helcogramma maldivensis*

Dhivehi Name: Kuraki Lah Jehi Funna

Size : 2.8 cm



Maldives blenny

Scientific Name: *Ecsenius minutus*

Dhivehi Name: Dhivehi venfunna

Size : 5 cm

BIODIVERSITY SURVEY - COMMON MARINE CREATURES AT HUDHURAN-FUSHI

WE GUARANTEE YOU WILL SPOT THEM THROUGH A SINGLE DIVE AT OUR ISLAND

Blacktip reef shark

Scientific Name: *Carcharhinus melanopterus*

Dhivehi Name: Falhu'miyaru

is the most commonly encountered species of shark in tropical Indo-Pacific reefs. As its name suggests, it has brilliant black fin tips

Nurse shark

Scientific Name: *Nebrius ferrugineus*

Dhivehi Name: Nidhan miyaru

The most remarkable feature is, its ability to change colour between grey and sandy brown depending on the surroundings.

Pacific green turtle

Scientific Name: *Chelonia mydas*

Dhivehi Name: Velaa

Are highly migratory and use a wide range of broadly separated localities and habitats during their lifetimes

Spotted eagle ray

Scientific Name: *Aetobatus narinari*

Dhivehi Name: Vaifiya madi

Has a long snout, flat and rounded like a duck's bill, a thick head, and a pectoral disc with sharply curved, angular corners, and no caudal fin; jaws usually with single row of flat, chevron-shaped teeth. Each tooth is a crescent-shaped plate joined into a band.



Groupers

Scientific Name: *Epinephelinae*

Dhivehi Name: Faana

Groupers may undergo a sex reversal as they age. All young yellowmouth groupers (*Mycteroperca interstitialis*) are born females, but as they grow larger they change into males

Blue-faced angelfish

Scientific Name: *Pomacanthus xanthometopon*

Dhivehi Name: Boa reendhoo kokaamas

It is especially associated with areas that have caves and large crevices. It occurs as solitary animals or in pairs..

Red snapper

Scientific Name: *Lutjanus campechanus*

Dhivehi Name:

Red snapper are a deep rosy red color, with a dark fringe around the dorsal and tail fins. Adults average 2-4 pounds but can reach over 50 pounds.

Powder blue surgeonfish

Scientific Name: *Acanthurus leucosternon*


Dhivehi Name: Noo' kaalhu

The powder blue tang is rarely harvested for anything other than the marine aquarium industry. It is a commonly sold fish that is moderately difficult to care for, although its popularity is easily exceeded by the Blue tang and Yellow Tang.

LEARNING, DEVELOPMENT & ACHIEVEMENTS

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 and quality assurance are conducted at a corporate level. For more details, please refer to the following Talent Development Reports

2019-20		Training Hours (per associate) FY 2019-20 = 22.5 FY 2020-21 = 19.0 FY 2021-22 = 34.0
2020-21		
2021-22		

You can scan the above QR code to download the relevant company talent development reports.

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

Address: Adaraan Select Hudhuran-Fushi, South Male Atoll, Republic of Maldives.
Phone: +960-7971472

Curated by – Tharaka Appuhamy
Corporate General Manager
Talent Management & Quality Assurance (Sustainability)
talentmle@aitkenspence.com



Our Sustainability quality certification since 2017



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.

AWARDS

2022 - Booking.com - Traveller Review Award 8.7 out of 10
2021 - Tripadvisor - Travelers' Choice Awards

References:

www.livelearn.org - Common plants of Maldives Series 01
www.researchgate.net | www.maldivesmagazine.com
www.diveclubmaldives.com | www.maldivesbiodiversity.org
www.bluepeacemaldives.org



SUSTAINABILITY REPORT 2021-2022

