



Painting the Canvas of Conservation

Adaaran Select Hudhuran-Fushi Sustainability Report - 2023 - 24

ADAARAN
Select
HUDHURAN FUSHI
MALDIVES

REPORT AT A GLANCE

This report has been published for the financial year 2023-24, covering the period ending 31st March 2024. The publication date is 1st July 2024.

Marhaba / Welcome

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Marhaba



Badhiya Gunatilake

Chief Operating Officer

The past 12 months have tested our island nation and the world in myriad ways. As part of our commitment to responsible resort operation in Maldives, we have diligently maintained our properties with sustainability at the forefront of our operations.

Reflecting on our sector policies, we've refreshed our documentation, setting a clear trajectory for the years ahead. Sustainability has become a cornerstone of our approach, guiding us as we strive for continual improvement.

Our strategic efforts are crucial in painting the canvas of conservation for our natural environment. I'm pleased to announce that we have achieved the prestigious Green Globe Certification. This milestone underscores our enduring dedication to our stakeholders.

We take great pride in our accomplishments thus far, but our focus remains forward-looking. Research and development initiatives are underway to embrace green energy and implement best practices for a sustainable future.

As members of this remarkable team, I urge each of us to take ownership of our sustainability endeavors. Together, let's continue to paint the canvas of conservation for the environment we inhabit.

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Marhaba



Chris Earnest
General Manager

We were the first resort in the Maldives to pledge our sustainability policies at an underwater meeting, underscoring the fragility of our environment. This marked the start of our journey in embracing sustainable practices. Today, we are proud to be recognized with Green Globe certification, reaffirming our ongoing commitment to environmental conservation.



Thusitha Gunaratne
Sustainability, Champion /Chief Engineer

A young boy with dark hair, wearing a light blue t-shirt, is looking down at a plant specimen. An adult man, also in a light blue t-shirt, is leaning over him, looking at the same specimen. The background is a wooden deck and a body of water. The text 'OUR SUSTAINABILITY ROADMAP' is overlaid on the left side of the image in a white, serif font.

OUR SUSTAINABILITY ROADMAP

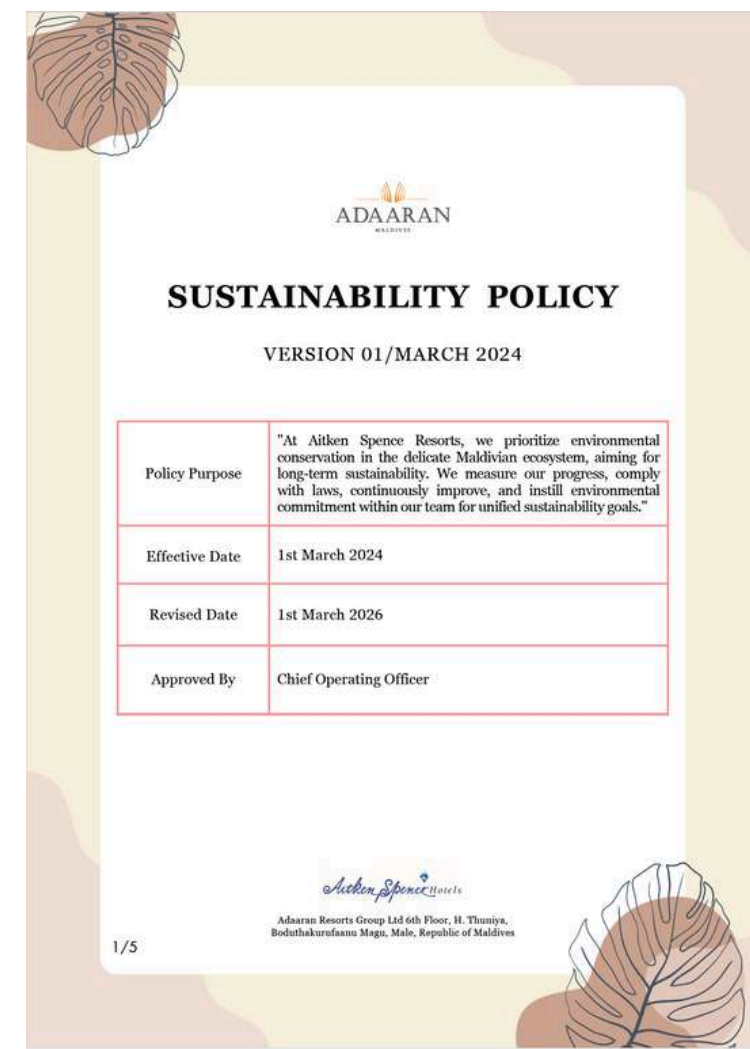
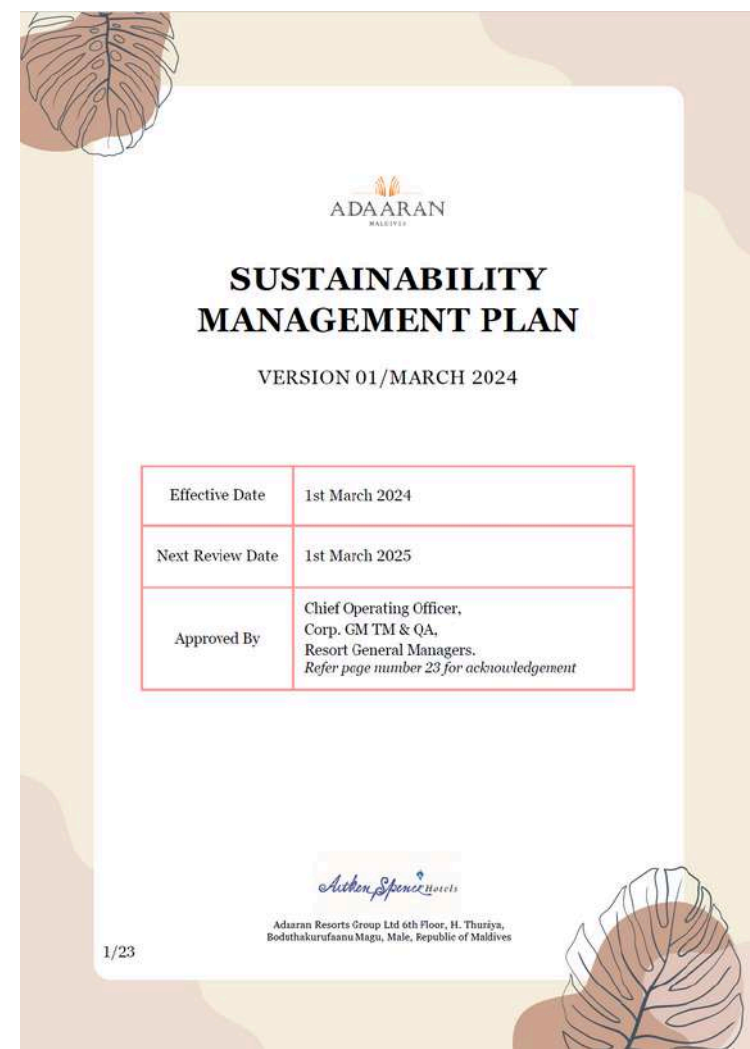
SUSTAINABILITY REPORT - 2023 - 24

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 & Dry Waste Management

Wet Garbage Management



Water, Energy, Wet & Dry Waste Management

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 Maldives](#)

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.

Compared to previous years, we achieved significant reductions in water, energy, and waste consumption by 14%, 5%, and 43%, respectively. However, due to a decrease in the number of guests, the per-guest figures may appear slightly higher.

Total water consumption in CUM	FY 2022-2023	FY 2023-2024	Saving in Qty	Saving in USD	Saving in % Qty	Total Guest Night		Average Guest Night / Water Usage	
						FY 2022-2023	FY 2023-2024	FY 2022-2023	FY 2023-2024
	108,183	95,156	13,027	18,238	14%	139,764.00	122,388.00	0.77	0.78
Total Energy consumption in KWh	FY 2022-2023	FY 2023-2024	Saving in Qty	Saving in USD	Saving in % Qty	Total Guest Night		Average Guest Night / Energy Usage	
						FY 2022-2023	FY 2023-2024	FY 2022-2023	FY 2023-2024
	6,461,891	6,142,306	319,585	63,917	5%	139,764.00	122,388.00	46.23	50.19
Total Waste generated in Kgs	FY 2022-2023	FY 2023-2024	Saving in Qty	Saving in Qty	Saving in % Qty	Total Guest Night		Average Guest Night / Waste Usage	
						FY 2022-2023	FY 2023-2024	FY 2022-2023	FY 2023-2024
	52,206	36,599	15,607	15,607	43%	139,764.00	122,388.00	0.37	0.30

Wet Garbage Digester Machine



"We follow stringent waste management practices by segregating waste at its origin and transporting it to designated disposal areas for optimal solutions. Wet waste is processed through our Wet Garbage Digester Machine, which transforms it into valuable soil enhancements. During 2023-24, we converted 24,665 kg of wet garbage into 1,228kg of eco-friendly soil additives.

Additionally, waste cooking oil and lubricant oil are carefully collected and transferred to a renowned supplier for refining into various products and services. This initiative, launched in 2024, has not only enhanced our sustainability efforts but also generated revenue from waste oil at 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.



CSR and Engagement Activities

1,382 Associates were involved with our CSR and engagement activities carried out in the year 2023-24.



39,237.44 Kg | \$ 205,129.75

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



1,050 | \$ 585.93

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



280,433 Single-use plastic bottles were able to stop coming into the island with the installation of the bottled water plant.



13,099 | \$ 78,681.75 Cadjan bundles were purchased to uplift the local community.



24,665 Kg of wet garbage has been converted in to 1,228.25 Kg of eco-friendly fertilizer through our in-house wet garbage composting machines.



13,618 Bundles | \$ 17,663.09

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



5,900 | \$ 1,720.58

Worth **Sustainable purchases** were made in the year 2023-24.



Committed Island Management

1,847.8 Kg of organic vegetables, **1,076** bunches of banana & **28,650** Nos of Coconut were harvested during this period with the worth of **\$ 33,131.59**.



22,900 | \$ 1,150.79

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



261,773 -1L and 18,660 - 0.5L glass water bottles were produced through the in-house drinking water and bottling plants.



14,400 | \$ 2,910.40

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



7,500 | \$ 527.97

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

SUSTAINABILITY EFFORTS

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 Reef Day

In June 2023, 30 associates came together to celebrate World Reef Day by conducting a reef cleaning initiative. This effort helped clean the surrounding area of the resort and promoted the health of the natural ecosystem.

World Ocean Day

In June 2023, 12 guests and 7 associates participated in a coral planting event to celebrate World Ocean Day. A total of 70 soft corals were planted as part of this initiative to support marine conservation.

Environment Day

In June 2023, 30 students and 5 associates participated in Environment Day activities. An awareness session was conducted for the students of Huraa School, focusing on the importance of protecting the environment.

Erasmus+ Sustainability Leadership for Hotel Managers Program

In October 2023, 15 delegates from the Maldives and around the world gathered at ASH to discuss sustainable tourism practices in the Maldivian context, followed by a tree-planting activity. We had the honor of speaking at the Erasmus+ Sustainability Leadership for Hotel Managers program, where we shared Aitken Spence Maldives' sustainability journey with international delegates and our local team. We also served as the hospitality partner for this event.



IN-HOUSE VEGETABLE GARDEN

If you have gone through our previous sustainability report for the financial years, you will be well aware of our in-house vegetable garden.

Our dedicated groundskeeping team and associates came up with the idea to maintain a garden during the lockdown period. We have continued working on our vegetable garden even with the hotel operation at its peak.

During this year, we were able to harvest a total of 1,847.8 Kg of organic vegetables, 1,076 bunches of banana & 28,650 Nos of Coconut worth USD 33,131.59.



Green Beans
 1.3 Kg
 USD 4.55



Snake Gourd
 43 Kg
 USD 60.20



Bananas
 1,629 Bunches
 USD 17,190.79



Green Chili
 134.2 Kg
 USD 372.72



Coconut
 28,650 Nos
 USD 13,681



Ladies Fingers
 164.55 Kg
 USD 202.91



Radish
 5 Kg
 USD 9.65



Aloe Vera
 5.8 Kg
 USD 0.05



Ash Gourd
 2 Kg
 USD 1.32



Bitter Gourd
 22 Kg
 USD 84.04



Pumpkin
 15 Kg
 USD 13.50



Green Leaves
 405.95 Kg
 USD 732.96



BIODIVERSITY SURVEY

Adaaran Select Hudhuran-fushi Biodiversity Survey



LEARNING & DEVELOPMENT

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.

During the fiscal year 2023/24, we successfully increased per-person training hours within the sector, rising from 32.3 hours to 33.81 hours per person. This was achieved with an average staff strength of 1,266 associates employed at Aitken Spence Resorts Maldives sector.

Major highlights of the L&D team include securing the prestigious Green Globe sustainability certification, executing comprehensive training programs, audits, and documentation, and launching the HO3 and 96+ Heritage and Adaaran Resorts Service Culture Training initiative. Additionally, we introduced the sector Learning Menu, completed the 7S+ Industrial Housekeeping Certification training and audits, and hosted signature programs such as the Butler Development Program, Train The Trainer and the Tea Master's Competition.

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

Tharaka Appuhamy - General Manager
Talent Management & Quality Assurance (Sustainability)
Aitken Spence Resorts - Maldives



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.

	Talent Management Reports <ul style="list-style-type: none">○ FY – 2018/19○ FY - 2019/20○ FY - 2020/21○ FY - 2021/22○ FY – 2022/23
	Sustainability Reports <ul style="list-style-type: none">○ 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 talent development reports, and the previous Years Sustainability Reports.

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



Key Milestones In Maldives


ADAARAN
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"The greatest threat to our planet is the belief that someone else will save it."

Robert Swan