



“Revolutionizing Tomorrow:
One Sustainable Step at a Time”
SUSTAINABILITY REPORT 2022-23



"The Earth does not belong to us; we belong to the Earth."

Marlee Matlin

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



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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

CHRIS EARNEST

Marhaba!

I am excited to share our sustainability efforts as the first resort at Raa Atoll in the Maldives. At our resort, we are committed to reducing our environmental impact and promoting sustainable practices.

One of our most innovative sustainability initiatives is our water bottling plant. With this technology, we are able to produce our own drinking water on-site, reducing the need for single-use plastic water bottles. In addition, we have also implemented a food compost machine, which allows us to convert our food waste in to compost which we use in our vegetable garden which is another milestone in our sustainable journey.

We are proud to offer our guests a truly sustainable vacation experience. Today, our property is open for sunbathing, a sea bath - swimming in the sea, and even forest bathing in our beautiful gardens. We believe that sustainability and luxury can go hand in hand, and we are committed to leading the way in sustainable tourism in the Maldives.

Let's Create a better tomorrow through our sustainability journey.



Chris Earnest
General Manager



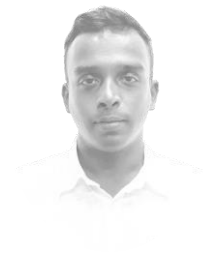
Manuj Gunawardhana
Assistant Engineer
Travelife Champion



Lakshman Pellawatta
Executive Chef



Jayampathi
Hemachandra
Chief Engineer



Manoj Lovell
Front Office Manager



Hamid Rasheed
Executive Housekeeper



Bharath Damoitharan
Villa Chief



Ahamed Anwar
HR cum L&D 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 first 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.

Water Villas and Meedhupparu are amongst the best Maldives luxury resorts that offer blissful accommodations for the discerning traveller to the Maldives. Bask under the healing sunshine and soak up the alluring sights and sounds of a truly enchanting island in the tropics. Settle into a holiday full of breathtaking experiences that will leave you with memories to last a lifetime.

Adaaran Select Meedhupparu - four-star Premium all-inclusive properties began operations in the year 2000 and presently have 221 beautiful villas with a butler service around the clock.

Situated in the Raa Atoll, the resort is accessible through a beautiful seaplane transfer arranged by Adaaran Resorts, which takes approximately 45 minutes from the Malé International Airport.

221 Villas
201 Land Villas
20 Water Villas
5 Dining Outlets
6 Beverage Outlets
313+ Associates
42 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, we have experienced a marginal rise in guest numbers compared to the preceding fiscal year, leading to higher levels of water consumption however, we were able to manage the energy and waste.



However, despite the increase in occupancy, we managed to mitigate energy usage and waste through the implementation of the following best practices:

| | FY 2018-2019 | FY 2019-2020 | FY 2020-2021 | FY 2021-2022 | FY 2022-2023 |
|---|--------------|--------------|--------------|--------------|--------------|
| Water Consumption / Guest Night | 0.67 | 0.76 | 1.38 | 0.58 | 0.64 |
| Energy Consumption / Guest Night | 45.42 | 50.45 | 97.16 | 43.69 | 42.71 |
| Waste Consumption / Guest Night | 2.41 | 2.93 | 3.52 | 2.11 | 2.00 |

- Conducted regular energy audits, pointing high energy consumption zones and implementing multiple energy-saving initiatives, such as altering peak hour timing.
- Elevated the frequency of energy-saving awareness training for our staff.
- Enhanced staff training and engagement, including education on best practices for reducing food waste.
- Vigilantly monitored waste segregation, differentiating between recyclable and non-recyclable items.

Adaaran Select Meedhupparu, 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 Adaaran Select Meedhupparu PDF](#)

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



Wet Garbage Digester Machine

Resorts frequently generate substantial waste due to consumer demands, a characteristic inherent in the industry. Given our unique geographical location on small islands, effective waste management has been an enduring challenge in our operations. While we have traditionally followed practices like waste segregation at its source and transportation to designated disposal islands, our waste management efforts have recently advanced significantly.

With an investment of around 50,857 USD, our management has introduced a Wet Garbage Digester Machine. This innovative addition enables us to effectively manage wet garbage, leading to not only enhanced waste management but also the transformation of waste into valuable soil enrichments.

The initiative started in May 2022, and 138,029 Kg of wet garbage has been converted into 46,910 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 water bottling plant at Meedhupparu Island has made a significant impact on removing single-use plastic bottles from the island.

This FY alone, we have produced 288,480 (1L bottles) and 44,072 (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
2,156 associates, 36 guests and 282 local community were involved with our different the CSR and engagement projects carried on in the year 2022-23.



42,544 Kg | \$ 85,274.27
Tuna Fish and other locally harvested fish were purchased from the local fishing community. During the year 2022-23.



118,000 | \$ 3,298.72
Paper straws were used In last financial year, which could have easily been plastic straws.



332,552
Single-use plastic bottles were able to stop coming into the islands with the installation of the **bottled water plants**.



1,500 | \$ 8,745.00
Cadjan bundles were purchased to uplift The local community.



138,029 Kg of wet garbage is been converted in to 46,910 Kg of eco friendly fertilizer through our inhouse **wet garbage composting machines** during the year 2022-23.



846 Bundles | \$ 3,298.72
Forest Stewardship Council certified papers were used in the day-to-day operation.



92 + square meters of an area with 510 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.



Committed Island Management
332.30 Kg of organic vegetables, 16,820 Coconuts, 114 Kg of Bananas were harvested during this period with the worth of \$ 5,646.66.



15,700 | \$ 794.15
Paper Cups and Paper Plates were used in last financial year, which could have easily been plastic cups and plates.



288,480 -1L and 44,072 -0.5L glass water bottles were produced through the **in-house drinking water and bottling plants**.



107,600 | \$ 20,404
Biodegradable bags were used during this financial year, which could have easily been In-disposable bags.



61,500 | \$ 4,085.79
Wooden cocktail stirrers were used during this year, which could have easily been plastic Stirrers.



1,410 + participation on **sustainability awareness and educational programs** covering over 1,130 + human hours during the year 2022-23.

IN-HOUSE VEGETABLE GARDEN

Meedhupparu Vegetables Garden

Meedhupparu is renowned for its flourishing organic vegetable garden, a beloved attraction for both our guests and visitors alike. Our self-sustaining ecosystem is a source of great 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 332.3 kg of vegetables and 16,820 coconuts worth USD 5,646.66 (including coconuts)



Coconut
16,820 numbers
USD 4,205



Spinach, Basil and Mint leaves
96 kg
USD 471.08



Banana
114 kg
USD 134.52



Green Chili, Maldivian Chili, Kochchi
68.5 kg
USD 248.05



Curry leaves, Kopee leaves, Cabbage Kathurumurunga
68.5 kg
USD 137.29



Papaya
48 kg
USD 48



Pumpkin
6.5 kg
USD 5.01



Lime and Okra
12.5 kg
USD 20.32



Brinjal
10 kg
USD 27



Radish and Snake Gourd
25 kg
USD 80.39

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:

Hotel visits for the future of the industry

We have established a robust connection with the schools in our vicinity through the organisation of educational and enlightening excursions for students. These visits are thoughtfully arranged with the goal of acquainting the students with our splendid property while offering them insights into the practical aspects of hotel management. The total count of students who had the opportunity to explore the island through these visits amounted to 24.

We firmly believe in the power of education. Whenever our neighboring schools require assistance, we are more than willing to extend our support. For instance, we have facilitated Dhoni Transportation for Meedhoo School Scout Students, enabling them to journey to Kottafaru Island. Similarly, we provided Dhoni transfers for Maduvvai School Scout Students, ensuring their visit to Thavathaa Island was smooth and convenient.

Tree planting campaign

This is the most regular event organized in our island, which enhances the appearance and atmosphere combined with nature, we request you to visit and witness the success of these projects since words will not give justice to this amazing implementation and consistency of natural life in the Island.

Total participation: 14

World Days Celebration with the community

We believe that it is our duty to involve the community as an integral aspect of our sustainability endeavors. In the previous fiscal year, we took proactive steps in this direction. We commemorated World Teachers' Day by organizing a meaningful event for 75 students and educators at Meedhoo School. Additionally, as part of our commitment to International Women's Day, we extended invitations to 16 local women from the surrounding islands to partake in the celebratory gathering held at our resort.



SUSTAINABILITY WORK

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 425 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 1,414 participants, dedicating 1,132.4 Learning hours to our various sustainability-focused awareness and educational programs.

Training and Development opportunities

In addition to elevating the skills of our associates, we extend our support to fulfil training requests from the local community. In the preceding fiscal year, we orchestrated one comprehensive outbound training session for 30 civil service employees from Raa Atoll Council and Fainu Island. Moreover, we were committed to granting a deserving graduate from Meedhoo School the chance to participate in and receive certification from our exclusive 10-day "True Art of Service" Butler training program.

Our dedication extends to providing training and developmental avenues for the local community, bolstering their competencies in both general and hospitality-specific domains.



SAVE THE LUNGS SAVE THE OCEAN

At Adaaran Select Meedhupparu, our unwavering commitment to sustainability drives us to continually engage in projects that uphold our environment and give back to our precious planet.

This steadfast dedication propels us forward on our sustainability journey. Our sustainability reports serve as tangible evidence of the meaningful projects we champion.

Nonetheless, this year was no exception as we dedicated substantial effort to our cause. Over the year, we undertook three significant coral projects, encompassing an impressive area of 92 square meters. These projects played a pivotal role in our ongoing efforts to safeguard our magnificent oceans.

Meticulously handpicked and nurtured, the corals were adorned with specially crafted iron cages by our dedicated maintenance team. The selection process for these corals spanned several months and was undertaken only after comprehensive research of the house reef and lagoon.

| Project number | Number of cages | Cage size (m ²) | Number of corals |
|----------------|-----------------|-----------------------------|------------------|
| Project 01 | 01 | 8 x 1 = 8 | 45 |
| Project 02 | 08 | 6 x 8 = 48 | 240 |
| Project 03 | 09 | 4 x 9 = 36 | 225 |
| Total | 18 | 92 | 510 |





[Adaaran Select Meedhupparu Biodiversity Survey](#)



ADAARAN
Select
MEEDHUPPARU
MALDIVES


“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

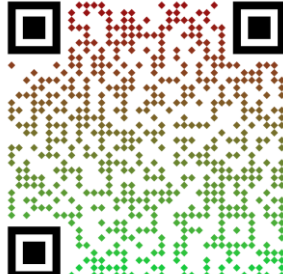


Talent Management Reports

- 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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