

Rooted in Nature

Driven by Progress





REPORT AT A GLANCE

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This report has been published for the financial year 2025-26,
covering the period ending 31st March 2026
The publication date is 22nd April 2026.

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Marhaba



Badhiya Gunatilake Chief Operating Officer

In the Maldives, where nature defines our identity, sustainability is not simply a responsibility, it is the foundation of how we operate and grow. As we move forward, our journey continues to be guided by a deep respect for our island ecosystems and a commitment to responsible tourism.

This year, our focus reflects both our heritage and our ambition. Through initiatives such as nature-based experiences, strengthened Green Globe sustainability benchmarks, and the digital transformation of our sustainability audits, we are advancing our efforts to ensure that progress and conservation go hand in hand.

Our people remain at the heart of this journey. By empowering our teams, engaging our guests, and strengthening our sustainability systems, we continue to build a culture where environmental stewardship, innovation, and hospitality work together to shape a better future.

Rooted in nature and driven by progress, we remain committed to safeguarding the beauty of these islands while creating meaningful experiences that inspire responsibility, awareness, and lasting impact for generations to come.



Sanjaya Senanayake

Resort Manager

Sustainability is deeply embedded in our identity as one of the pioneering resorts in the Maldives. Our island has long embraced responsible tourism and environmental stewardship as essential elements of our hospitality philosophy.

Guided by this year's theme "Rooted in Nature, Driven by Progress," we will continue to strengthen our sustainability initiatives while preserving the natural beauty that has made Rannalhi a cherished destination for generations.



THE TEAM

Manuj Gunawardhana
Sustainability, Champion /Chief Engineer





OUR SUSTAINABILITY ROADMAP

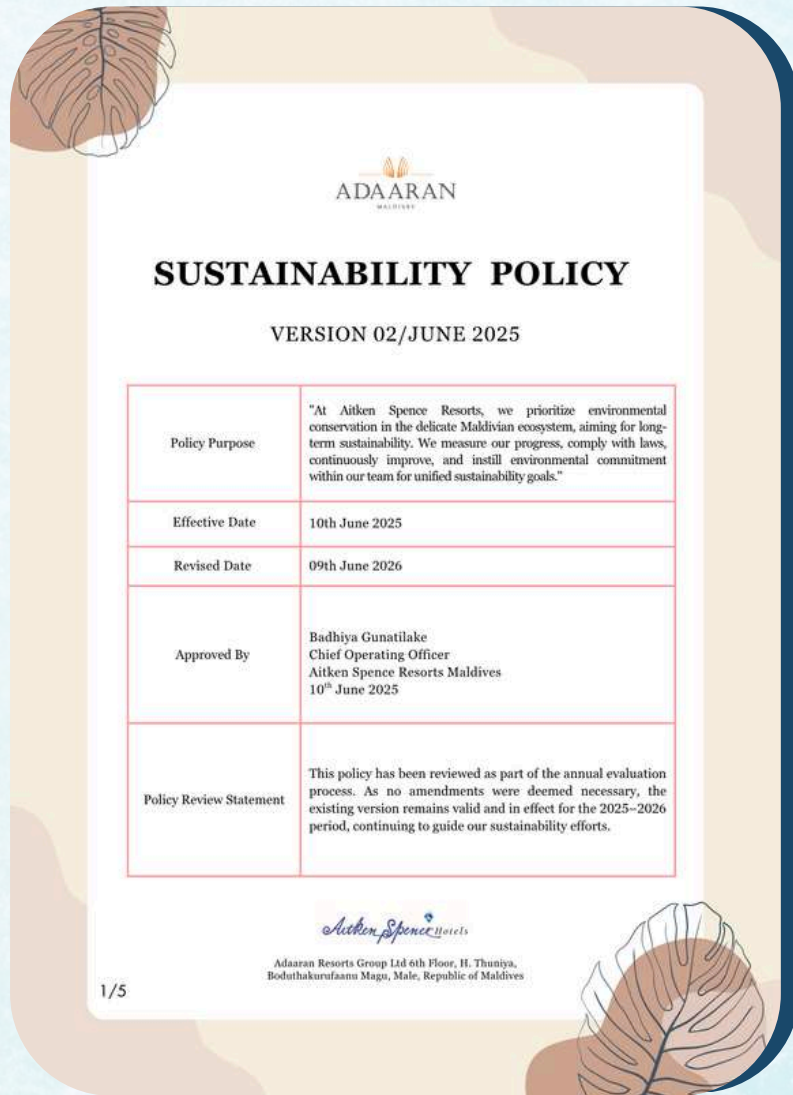
SUSTAINABILITY REPORT - 2025 - 26





OUR SUSTAINABILITY ROADMAP

SUSTAINABILITY REPORT - 2025 - 26



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.

REFLECTING ON OUR JOURNEY

- Water, Energy,
- Wet and Dry Waste Management



Water, Energy, Wet & Dry Waste Management

At Adaaran Resorts, 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 Resorts](#)



Operational Sustainability Performance

Adaaran Club Rannalhi continues to enhance its operational efficiency while embedding sustainable practices across departments. Through consistent efforts in water and energy conservation, alongside improved waste handling, the property remains focused on delivering measurable environmental improvements year over year.

Metric	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	FY 2025-2026
Water consumption/ Guest Night	0.52	1.28	0.55	0.56	0.6	0.53	0.61
Energy Consumption/ Guest Night	37.3	70.42	34.43	32.52	36.52	35.2	39.44
Dry Waste Consumption/ Guest Night	3.28	0.51	3.83	3.33	3.22	1.55	1.29
Wet Waste Consumption/ Guest Night					1.66	1.68	1.6

Water Consumption / Guest Night

Water consumption per guest night increased from 0.53 to 0.61 m³, reflecting a 15.1% rise. This was mainly driven by a 3.4% reduction in guest nights, increasing the KPI due to base load sharing, alongside higher temperatures elevating guest usage, increased laundry demand, and additional water consumption from construction activities.

Energy Consumption / Guest Night

Energy consumption per guest night increased from 35.2 to 39.44 kWh, reflecting a 12.0% rise. This was mainly driven by a 3.4% reduction in guest nights (base load impact), higher cooling demand due to elevated temperatures, extended AC usage, increased RO plant operations from higher water demand, construction activities, and the installation of a new wet waste disposal machine.

Dry Waste Generation / Guest Night

Dry waste generation per guest night decreased from 1.55 to 1.29 kg, reflecting a 16.8% reduction. This improvement was driven by enhanced waste segregation practices and reduced incineration, despite a 3.4% decline in guest nights, which had a marginal impact on the KPI.

Wet Waste Generation / Guest Night

Wet waste generation per guest night decreased from 1.68 to 1.60 kg, reflecting a 4.8% reduction. This improvement was achieved through strengthened waste segregation, continuous staff training and awareness, and enhanced processing capacity with the digester system, reinforcing efficient and sustainable organic waste management practices.

Wet Garbage Digester Machine



We implement strict waste management practices, ensuring segregation at source and responsible disposal at designated facilities. Our Wet Garbage Digester Machine plays a key role by converting organic waste into valuable soil enhancers.

In the 2025–26 financial year, 82,245 kg of wet waste was processed, generating 28,125 kg of eco-friendly soil additives, reinforcing our commitment to sustainability and environmental responsibility. To further improve efficiency and effectiveness, an additional digester machine was invested in during the previous financial year.



CO₂e emissions per guest night were recorded at 30.90 kg in FY 2025–26, reflecting our continued commitment to closely monitor, manage, and reduce carbon intensity across all resort operations.

This performance highlights our focus on energy efficiency, resource optimization, and responsible operational practices, while progressively aligning with global sustainability targets and low-carbon hospitality standards.

SUSTAINABILITY



CERTIFICATION

This is to certify that

Adaaran Club Rannalhi

Maldives

*has met the requirements
of the Green Globe Standard 1.7.*

Category - Hotel & Resort



Expiration Date: 26 June 2026

B. Pelayo
Birte Pelayo, CEO

AP01508H-2025
Certificate Number

Tiana Amann
Auditor

greenglobe.com

Sustainability is deeply embedded in our brand DNA, guiding how we operate and manage our resorts. As a signatory to the UNWTO Responsible Tourism – Global Code of Ethics for Tourism, we continue to uphold responsible and ethical practices across our operations.

Rooted in nature, our journey began with a landmark underwater pledge in 2017, highlighting both the beauty and vulnerability of the Maldives. Since then, we have continuously strengthened our efforts through education, innovation, and the implementation of best practices, supported by GSTC-recognized certifications that have shaped our sustainability journey.

Driven by progress, in 2024 we achieved Green Globe Standard 1.7 across all Adaaran resorts with scores above 85, marking a significant milestone in our commitment to sustainable stewardship within one of the world's most pristine marine environments.

Additionally, all Adaaran properties are certified with HACCP, ISO 22000:2018, and 7S+ internal quality assurance standards, reinforcing our dedication to safety, quality, and operational excellence.





CSR and Engagement Activities

769 Associates were involved with 20 CSR and engagement activities carried out in the year 2025-26



14,198 Kg | \$ 54,658.30

Tuna Fish and other locally harvested fish were purchased from the local fishing community during the year 2024-25.



400 | \$ 2650.86 Paper

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



220,438

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



82,245 kg

Wet garbage has been converted in to 28,125 kg of ecofriendly fertilizer through our inhouse wet garbage composting machines during the year 2025-26.



12256 | \$ 87368

Cadjan bundles were purchased to uplift the local community.



467 Bundles | \$ 1,950.38

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



217,457 -1L and 2,981 - 0.5L

Glass water bottles were produced through the in-house drinking water and bottling plants.



Sustainability Retrospect

2025-26

Adaaran Club Rannalhi



Training hours per associate increased from 33.81 to 37.99 hours, reflecting a 12.36% growth in learning and development efforts during FY 2025-26.



CO2e emissions per guest night recorded at 30.90 kg in FY 2025-26, reflecting our ongoing focus on monitoring and managing carbon intensity across resort operations.



30,350 | \$ 5,736.18

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



19,813 | \$ 2,456.46

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



Committed Island Management

72 Kg of organic vegetables, 180 Kg of Banana bunches and 1,672 coconut/ Kurumba were harvested during this period with the worth of \$ 2,457.70

IN-HOUSE VEGETABLE GARDEN

Rooted in nature, our in-house vegetable garden continues to play a vital role in promoting self-sufficiency and sustainable practices. Established during the lockdown period, the initiative has steadily thrived alongside full-scale resort operations.

In the 2025–26 financial year, 252 kg of fresh vegetables and 1,672 coconuts were harvested, with a total value of USD 2,466.54—driving progress in resource efficiency and sustainable sourcing.



Spinach

18.3 Kg | USD 82.4



King Coconut

1179 Kg | USD 1674.20



Bananas

180.3 Kg | USD 289.80



Coconut

493 Kg | USD 349.20



Radish

18.5 Kg | USD 14.6



Banana Blossom

5 Kg | USD 5.3



Drumsticks

5 Kg | USD 12.8



Brinjal

5.7 | USD 14.54



Capsicum

5.2 Kg | USD 8



Pumpkin

18 Kg | USD 14.6



Digital Transformation

As part of our ongoing commitment to sustainability, operational excellence, and enhanced guest experiences, we continue to leverage digital transformation across key resort functions. By introducing innovative digital solutions we have significantly reduced paper consumption, improved operational efficiency, and strengthened data accuracy and transparency.

These initiatives support our journey toward smarter operations, responsible resource use, and a future-ready hospitality environment.

Implementation of e-GRC (Electronic Guest Registration Card)

To enhance guest experience and reduce environmental impact, the resort implemented an Electronic Guest Registration Card (e-GRC) system integrated with Opera Cloud and digital signature functionality.

The transition supports efficient operations while eliminating the paper-based registrations, significantly reducing associated waste, and operational costs. On average, the initiative has eliminated approximately 400,000+ A4 papers annually, contributing to meaningful environmental savings and improved resource efficiency.

Migration to Opera Cloud

The migration from on-premise Opera PMS to Opera Cloud across all five properties supported sustainability by eliminating the need for local servers, reducing energy consumption and IT maintenance requirements. The cloud-based platform enables real-time data access and centralized reporting, improving operational efficiency while supporting a more environmentally responsible, low-infrastructure IT environment.



Service 360

A centralized digital maintenance system was implemented to streamline maintenance requests, improve response times, and enable proactive asset upkeep. This initiative eliminated paper-based maintenance requests and reduced the time spent on manual data entry, enhancing operational efficiency while supporting paper reduction and more sustainable facility management practices.

Digital Guests Feedback

At Heritance Aarah the implementation of a digital guest feedback system across the arrival, mid-stay, and departure stages has enhanced the overall guest experience through timely insights and improved responsiveness. At the same time, this initiative has completely eliminated paper-based feedback forms, supporting resource efficiency, reducing paper waste, and reinforcing the resort's commitment to environmentally responsible operations.

Sustainability Efforts

Driven by progress and guided by our responsibility to nature, society & People, we continue to foster eco-consciousness across our operations and communities. By investing our knowledge, time, and resources, we promote sustainable tourism and responsible corporate citizenship.

Below are some of the key initiatives carried out during the financial year:

World Ocean Day

As part of the World Ocean Day celebrations, the Adaaran Club Rannalhi team, together with guests, participated in a beach-cleaning initiative. This activity reinforced awareness on environmental responsibility and supported ocean conservation efforts.

Aligned with UN SDG 13 – Climate Action, it reflects our continued commitment to sustainability and protecting our natural environment.

World Tourism Day Celebrations

To commemorate World Tourism Day, a cake-cutting ceremony was held for all in-house and visiting guests. In support of sustainable tourism, the team also organised a beach-cleaning activity, reinforcing our commitment to environmental stewardship which aligned SDG: SDG 13 – Climate Action and SDG 14 – Life Below Water.

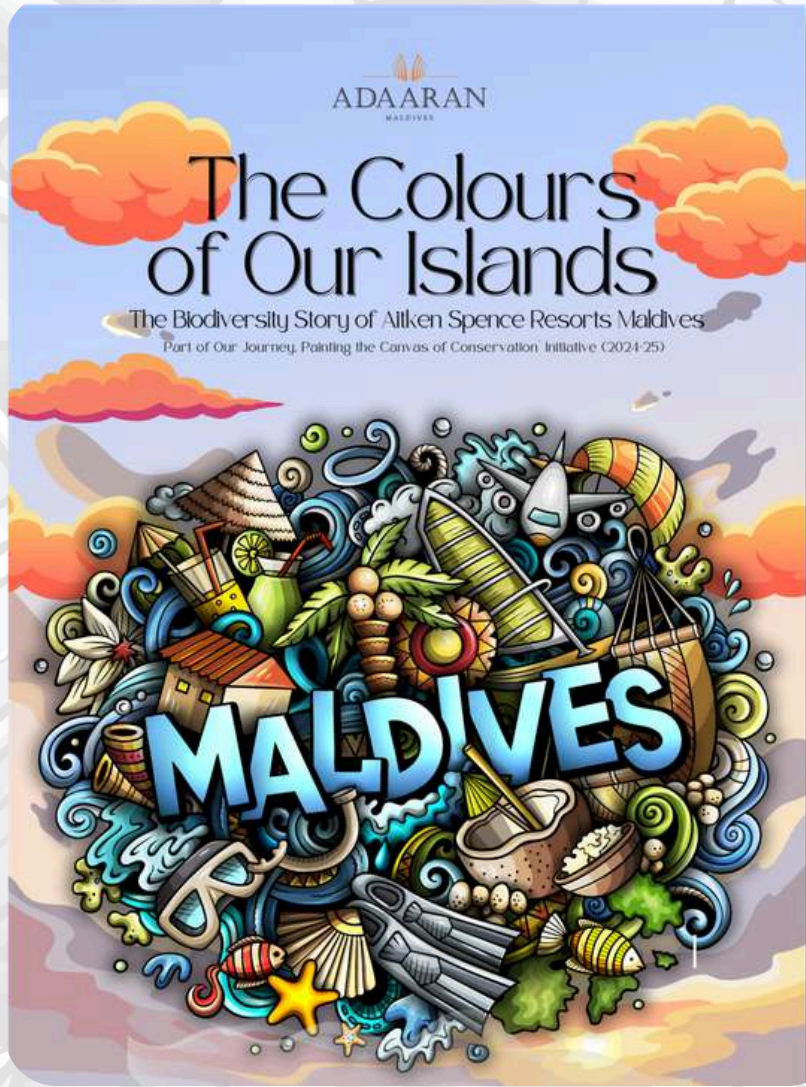
International Earth Day

To commemorate International Earth Day, the Adaaran Club Rannalhi team organised a coconut tree-planting initiative, bringing together staff and guests to plant 50 trees across the island. This activity supports Global Sustainability Goal 13 – Climate Action, reinforcing our commitment to environmental responsibility and long-term ecological resilience.

International Women’s Day

Adaaran Club Rannalhi celebrated International Women’s Day with a special dinner for all female guests and team members, followed by a beachside dance event. The initiative honoured and promoted gender equality, aligning with SDG 5 – Gender Equality.





The Colors of Our Islands

A Picture Book to Inspire a Love for Nature

Yes, we want you to fall in love with nature because,
We will conserve only what we love, we will love
only what we understand; and we will understand
only what we are taught.

Aligned with this year's theme "Rooted in Nature, Driven by Progress," Aitken Spence Resorts Maldives continues to promote environmental education through The Colors of Our Islands—a biodiversity picture and activity book developed by the Learning & Development team based on in-house research.

By transforming learning into an engaging and interactive journey, the initiative deepens awareness of Maldivian marine life and island ecosystems, inspiring guests to appreciate, protect, and become ambassadors of conservation for future generations.



Biodiversity Survey

“The Maldives is home to several IUCN-listed sea turtle species.”

“These species highlight the Maldives’ rich marine biodiversity and the urgent need for continued conservation efforts.”



Leatherback Sea Turtle
(*Dermochelys coriacea*)



Green Sea Turtle
(*Chelonia mydas*)



Loggerhead Sea Turtle
(*Caretta caretta*)



Olive Ridley Turtle
(*Lepidochelys olivacea*)



Hawksbill Sea Turtle
(*Eretmochelys imbricata*)



Adaaran Club Rannalhi Biodiversity Survey

02. Corals

No.	Name	Risk Level
1	<i>Acropora clathrata</i>	Critically Endangered
2	<i>Acropora digitifera</i>	Critically Endangered
3	<i>Acropora gemmifera</i>	Critically Endangered
4	<i>Acropora hemprichii</i>	Critically Endangered
5	<i>Acropora hyacinthus</i>	Critically Endangered
6	<i>Acropora muricata</i>	Critically Endangered
7	<i>Acropora robusta</i>	Critically Endangered
8	<i>Acropora rudis</i>	Critically Endangered
9	<i>Ctenactis echinata</i>	Vulnerable
10	<i>Diploastrea heliopora</i>	Critically Endangered
11	<i>Galaxea astreata</i>	Critically Endangered
12	<i>Galaxea fascicularis</i>	Vulnerable
13	<i>Goniopora albiconus</i>	Vulnerable
14	<i>Goniopora stokesi</i>	Vulnerable
15	<i>Heterocyathus aequicostatus</i>	Vulnerable
16	<i>Hydnophora exesa</i>	Critically Endangered
17	<i>Isopora palifera</i>	Critically Endangered
18	<i>Leptastrea purpurea</i>	Critically Endangered
19	<i>Leptoseris hawaiiensis</i>	Near Threatened

No.	Name	Risk Level
20	<i>Leptoseris yabei</i>	Endangered
21	<i>Montipora foliosa</i>	Critically Endangered
22	<i>Montipora lobulata</i>	Critically Endangered
23	<i>Pachyseris rugosa</i>	Critically Endangered
24	<i>Pachyseris speciosa</i>	Critically Endangered
25	<i>Pavona explanulata</i>	Critically Endangered
26	<i>Pavona maldivensis</i>	Critically Endangered
27	<i>Pavona varians</i>	Endangered
28	<i>Pavona venosa</i>	Critically Endangered
29	<i>Physogyra lichtensteini</i>	Critically Endangered
30	<i>Plerogyra sinuosa</i>	Critically Endangered
31	<i>Pocillopora damicornis</i>	Endangered
32	<i>Pocillopora meandrina</i>	Endangered
33	<i>Pocillopora verrucosa</i>	Vulnerable
34	<i>Porites cylindrica</i>	Endangered
35	<i>Porites rus</i>	Near Threatened
36	<i>Stylophora pistillata</i>	Critically Endangered
37	<i>Stylophora subseriata</i>	Critically Endangered
38	<i>Tubastraea micranthus</i>	Near Threatened
39	<i>Turbinaria stellulata</i>	Vulnerable

Learning & Development



At our resorts, we remain deeply committed to supporting our associates in reaching their career goals while building a team that is skilled, confident, and inspired. Our learning, development, and quality initiatives are driven by the corporate team to ensure every associate has the right tools, guidance, and opportunities to grow.

Raising the Bar in Learning & Development

In FY 2025–26, training hours per associate increased from 33.81 to 37.99 hours, recording a 12.36% growth over the previous year. This reflects our continued investment in people development and our strong focus on building capability across the sector.

During the year, we successfully conducted 3,640 training programmes, reinforcing our commitment to continuous learning, performance improvement, and team engagement. This progress highlights our ongoing efforts to create a culture where learning is not just encouraged, but embedded into the way we work and grow.

We're not just training—we're continuously shaping stronger people, better teams, and a more capable future.



Sustainability Reports
 FY - 2018/19
 FY - 2019/20
 FY - 2020/21
 FY - 2021/22
 FY - 2022/23
 FY - 2023/24
 FY - 2024/25
 FY - 2025/26

You may scan the following QR codes to explore our previous Talent Development and Sustainability Reports and learn more about our ongoing journey.

We value your input in helping us enhance our talent development goals and social responsibility initiatives. You may share your comments or suggestions with us by emailing.

talentmle@aitkenspence.com.



Talent Management Reports
 FY - 2018/19
 FY - 2019/20
 FY - 2020/21
 FY - 2021/22
 FY - 2022/23
 FY - 2023/24
 FY - 2024/25
 FY - 2025/26

Tharaka Appuhamy
 Asst. Vice President
 Talent Management, & Quality Assurance
 Aitken Spence Resorts - Maldives



Our Sustainability Journey

Key Milestones In The Maldives



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.

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

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.

2025: Launched The Colors of Our Islands biodiversity picture book to inspire a love for nature, while also advancing digital transformation through the implementation of the e-GRC system.

Click me : 
Key Milestones In Maldives



Awards & Recognitions



Green Globe Certification



Spence Mixology Challenge
2025 - 1st Runner-up



Best Fun & Friendly Resort - Winner



ISO 22000 certification



Recognition as a Top Hotel Partner 2026
by Schausland Reisen



FHAM 2025 Awards
Culinary – 2 Silver, 3 Bronze, 1 Merit

Authentic Spence Hotels

ADAARAN
Club
RANNALHI
MALDIVES



"The future depends on what we do in the present."
Mahatma Gandhi