

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.

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Marhaba



Vimukthi Fernando
Sustainability, Champion /Chief Engineer

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.



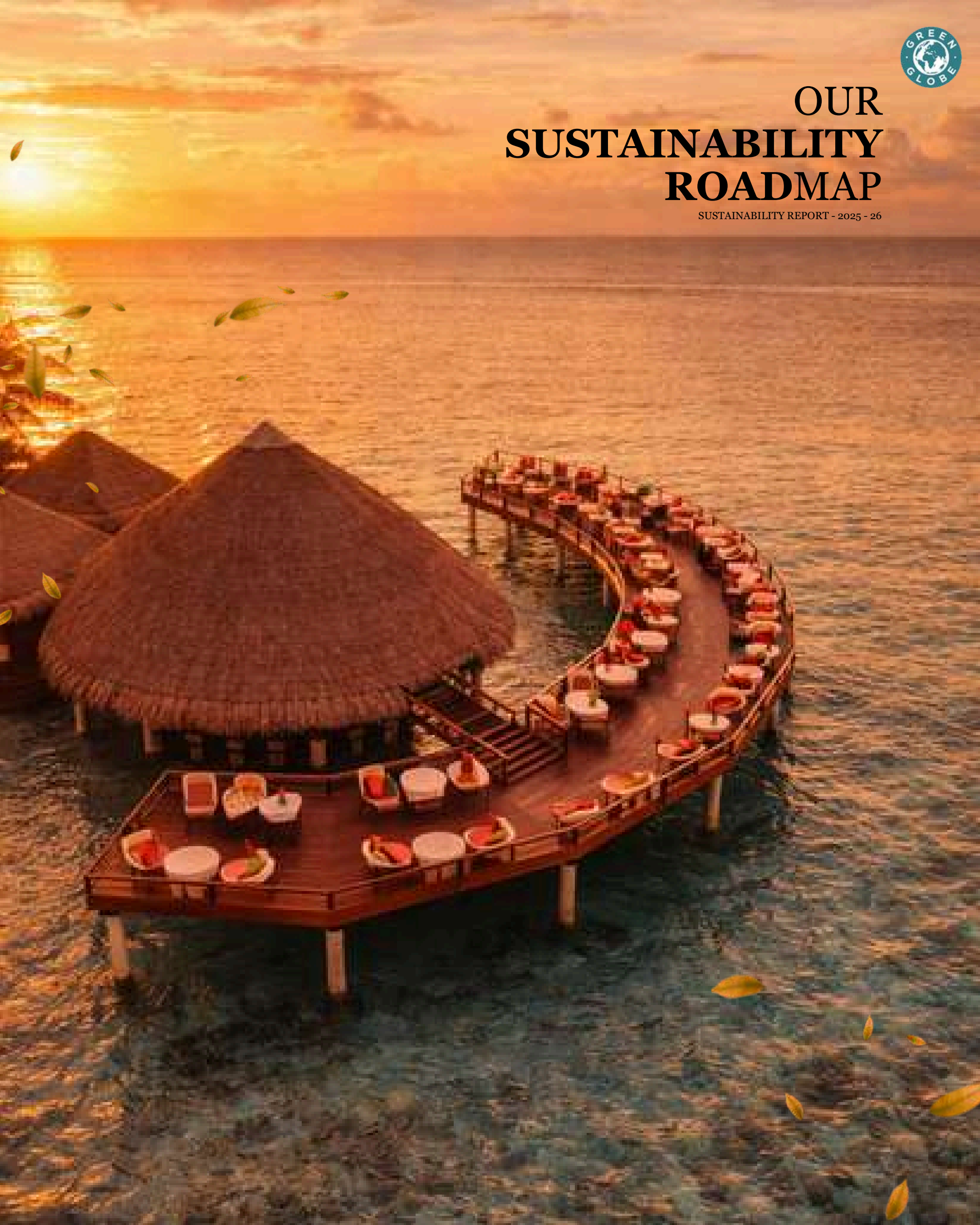
THE TEAM





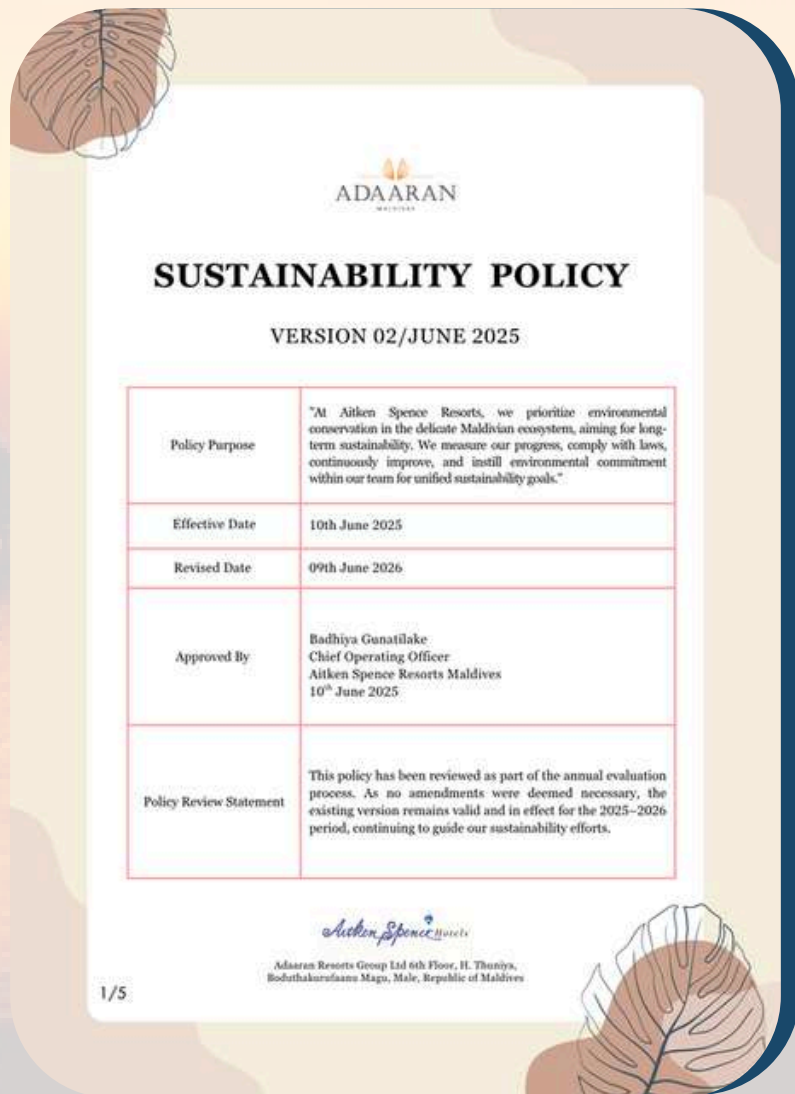
OUR SUSTAINABILITY ROADMAP

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 Prestige Vadoo 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.

Sustainability Retrospect	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	FY 2025-2026
Water consumption/ Guest Night	1.72	2.48	1.59	1.98	1.79	1.86	1.63
Energy Consumption/ Guest Night	85.08	117.41	82.36	90.76	93.41	109.21	102.37
Dry Waste Consumption/Guest Night						1.7	0.21
Wet Waste Consumption/Guest Night						5.8	4.25

Water Consumption / Guest Night

Water consumption per guest night decreased from 1.86 to 1.63 m³, reflecting a 12.4% reduction. This improvement was driven by the installation of aerators in guest room wash basin taps and strengthened water-saving practices. Despite an 8% reduction in guest nights, which typically elevates the KPI, effective **management contributed to the overall decrease.**

Energy Consumption / Guest Night

Energy consumption per guest night decreased from 109.21 to 102.37 kWh, reflecting a 6.3% reduction. This improvement was achieved through the installation of VFD systems in booster pumps and replacement of AC units with higher EER models. Despite an 8% reduction in guest nights, which typically increases the KPI due to base load sharing, efficiency gains supported the overall decline.

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 vital role in converting organic waste into valuable soil enhancers.

In the 2025–26 financial year, 127,085 kg of wet waste was processed, generating 30,354 kg of eco-friendly soil additives, reinforcing our commitment to sustainability and environmental responsibility. To further enhance efficiency and effectiveness, an additional digester machine was invested in during the previous financial year.



Dry Waste Generation / Guest Night

Dry waste generation per guest night decreased to 0.21 kg in FY 2025–26. This improvement was mainly due to the absence of major construction activities compared to the previous year's jetty replacement works. Despite an 8% reduction in guest nights, which typically increases the KPI, effective waste control and segregation supported the overall reduction.

Wet Waste Generation / Guest Night

Wet waste generation per guest night was recorded at 4.25 kg in FY 2025–26. This reflects improved tracking accuracy through the Wet Garbage Digester system. Reduction efforts were supported by increased staff awareness in the cafeteria; however, an 8% decline in guest nights elevated the KPI due to base load impact.

SUSTAINABILITY



CERTIFICATION



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 Adaaan 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 Adaaan 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

3,172 Associates were involved with 57 CSR and engagement activities carried out in the year 2025-26



6,099.88 Kg | \$ 32, 260.99

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



653 | \$ 3. 269. 62

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



50, 313

Single-use plastic bottles were able to stop coming into the islands with the installation of the bottled water plants



127,085 Kg

wet garbage has been converted into 130, 354 kg of eco-friendly fertilizer through our in-house wet garbage composting machine.



4, 312 | \$ 31, 354.88

Cadjan bundles were purchased to uplift the local community.



353 Bundles | \$ 1,563.34

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



42, 310 -1L and 8, 003 - 0.5L

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

Sustainability Retrospect 2025-26 Adaaran Pretige Vadoo



10, 730

Numbers of coconut worth \$ 6, 929.98 were purchased from the local community.



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 71.16 kg in FY 2025-26, reflecting our ongoing focus on monitoring and managing carbon intensity across resort operations.



38,849 | \$ 9,092.73

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



17, 556 | \$ 1, 092.21

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

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 Health Day 2025

A special health camp was organised at Adaaran Prestige Vadoo, providing staff with access to a range of essential health check-ups. The initiative successfully promoted staff wellbeing in alignment with SDG 3 – Good Health and Well-Being.

International Mother Earth Day 2025

The team at Adaaran Prestige Vadoo marked International Mother Earth Day with a meaningful tree-planting initiative, joined by participating guests. This activity supported SDG 13 – Climate Action and reinforced our ongoing commitment to environmental conservation.

World Environment Day Celebrations

Adaaran Prestige Vadoo celebrated World Environment Day with a guest-engaging sand art competition, raising awareness on the importance of protecting the environment, particularly marine life in the Maldives. The celebration also included a tree-planting activity with active participation from guests and staff. Both initiatives supported SDG 13 – Climate Action and SDG 14 – Life Below Water.





Sustainability Efforts



World Tourism Day 2025

At Adaaran Prestige Vadoo, World Tourism Day 2025 was celebrated through a series of meaningful sustainability-focused activities. Guests and staff joined together for reef and beach cleaning, tree-planting events. These activities fostered community engagement while highlighting key Sustainable Development Goals and the importance of responsible tourism.

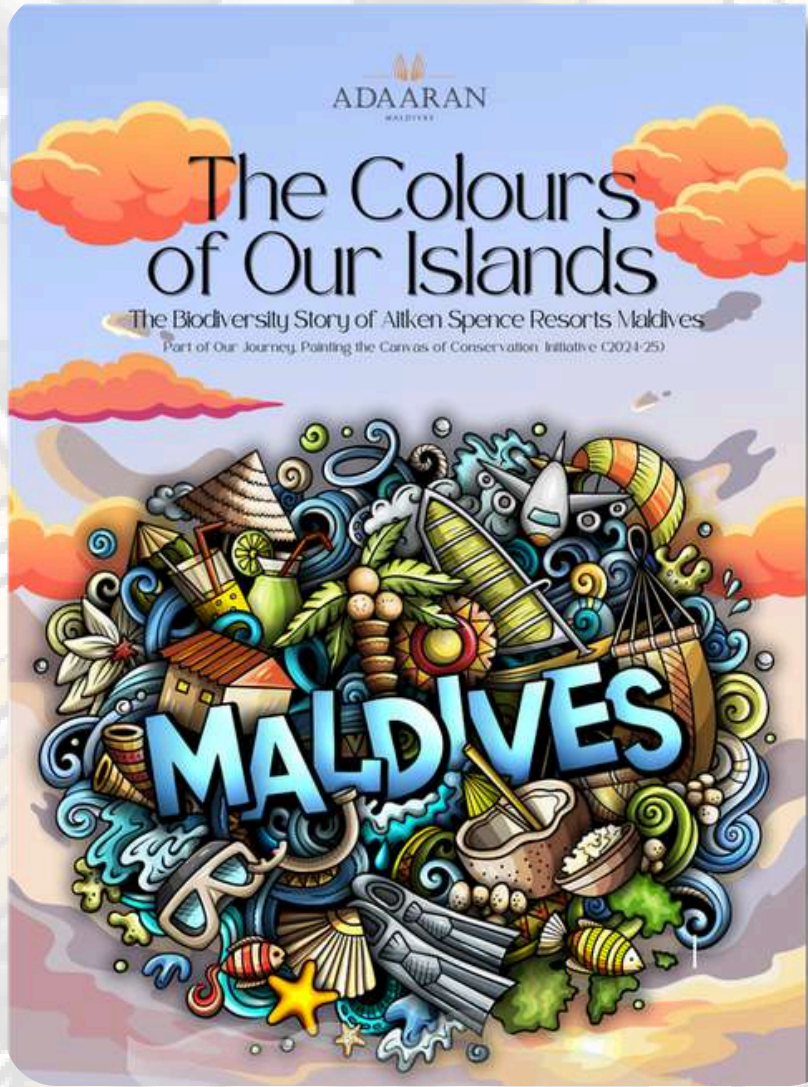
World Ocean Day

Adaaran Prestige Vadoo marked World Ocean Day with a meaningful reef and beach-cleaning initiative organized by the resort team. The activity supported SDG 13 – Climate Action and SDG 14 – Life Below Water, reinforcing our commitment to protecting marine ecosystems.

International Women's Day 2026

Adaaran Prestige Vadoo celebrated International Women's Day 2026 with strong participation from female guests and staff. Activities included a swimming competition, a special cocktail-making contest, and a dedicated staff dinner. The celebration highlighted our commitment to promoting gender equality in alignment with SDG 5.





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 Prestige Vadoo 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



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

talentmle@aitkenspence.com.

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



Our Sustainability Journey

Key Milestones In 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](#)





Green Globe Certification



Best Shape Practice - 7S
2nd Runner-Up - Learning Menu developed
by L&D Department
Aitken Spence PLC



ISO 22000 certification

FHAM 2025 Awards



**Most Outstanding Culinary
Organization - FHAM 2025
Champions**

Winner
Gold with distinction 1
Gold 12
Silver 11
Bronze 9
Merit 3



Mocktail Competition
Champion & 2nd Runner-up





“Every mindful step today builds a more sustainable tomorrow.”