

# 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 31<sup>st</sup> March 2026.  
The publication date is 22<sup>nd</sup> 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



**Chris Earnest**  
General Manager

Our sustainability journey began with a symbolic underwater pledge, reminding us of the fragile beauty of the ocean that surrounds our island. Today, our commitment continues through responsible tourism practices, environmental conservation programs, and continuous awareness among our team members and guests.

Guided by this year’s theme, “Rooted in Nature, Driven by Progress,” we remain dedicated to protecting the ecosystems that make the Maldives unique while strengthening our efforts toward a more sustainable and responsible future.



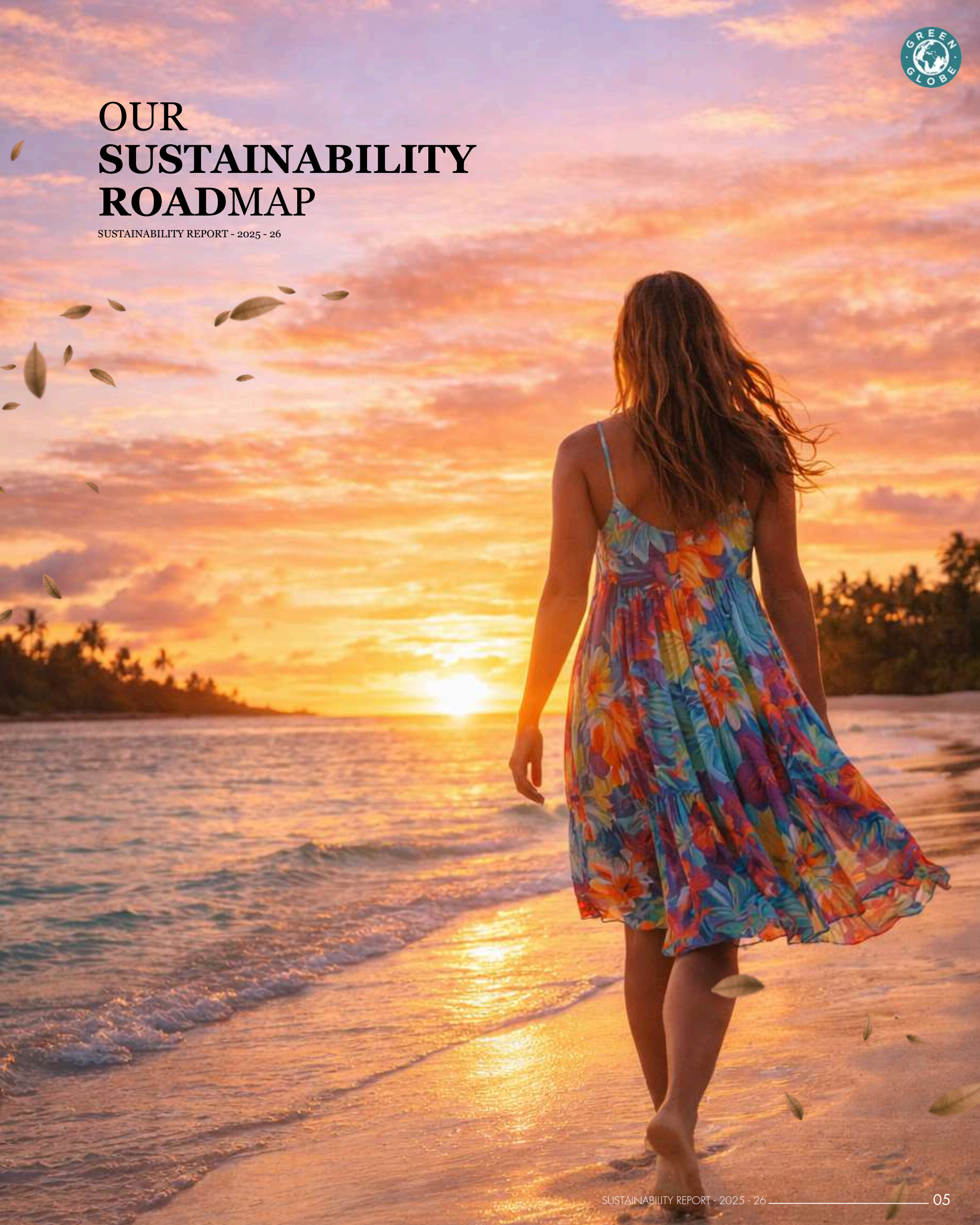
**Thusitha Gunarathna**  
Sustainability, Champion /Chief Engineer





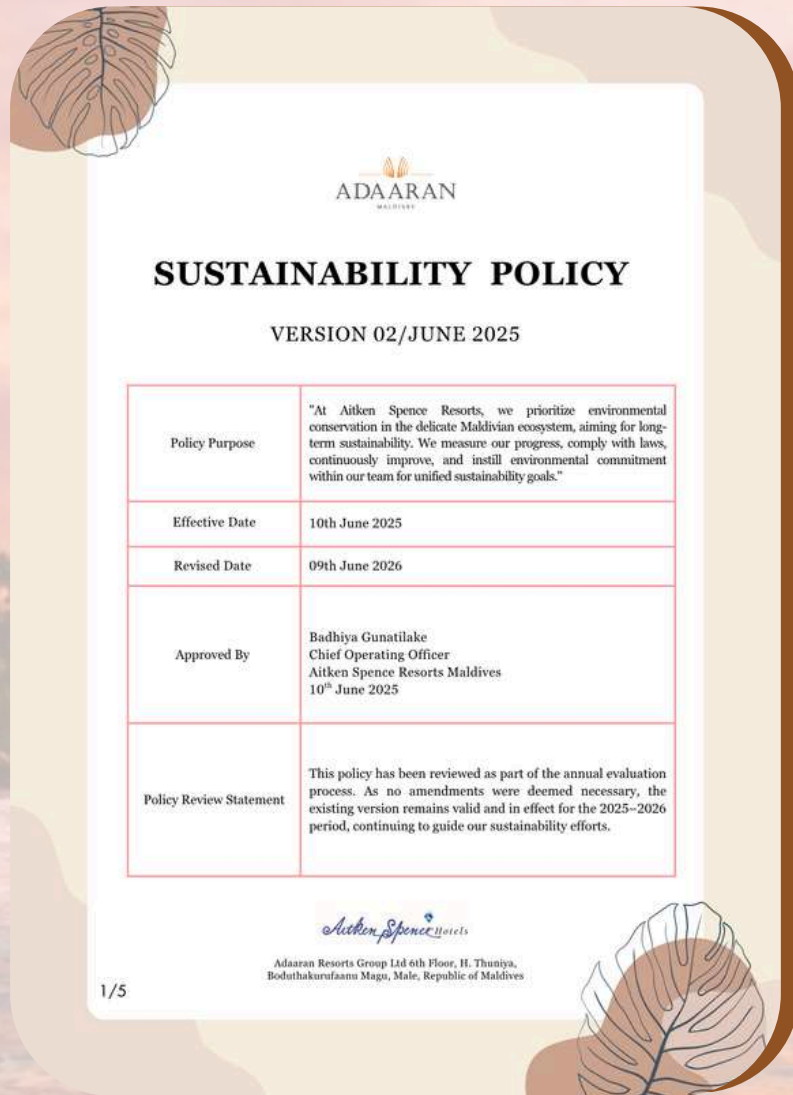
# OUR SUSTAINABILITY ROADMAP

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.

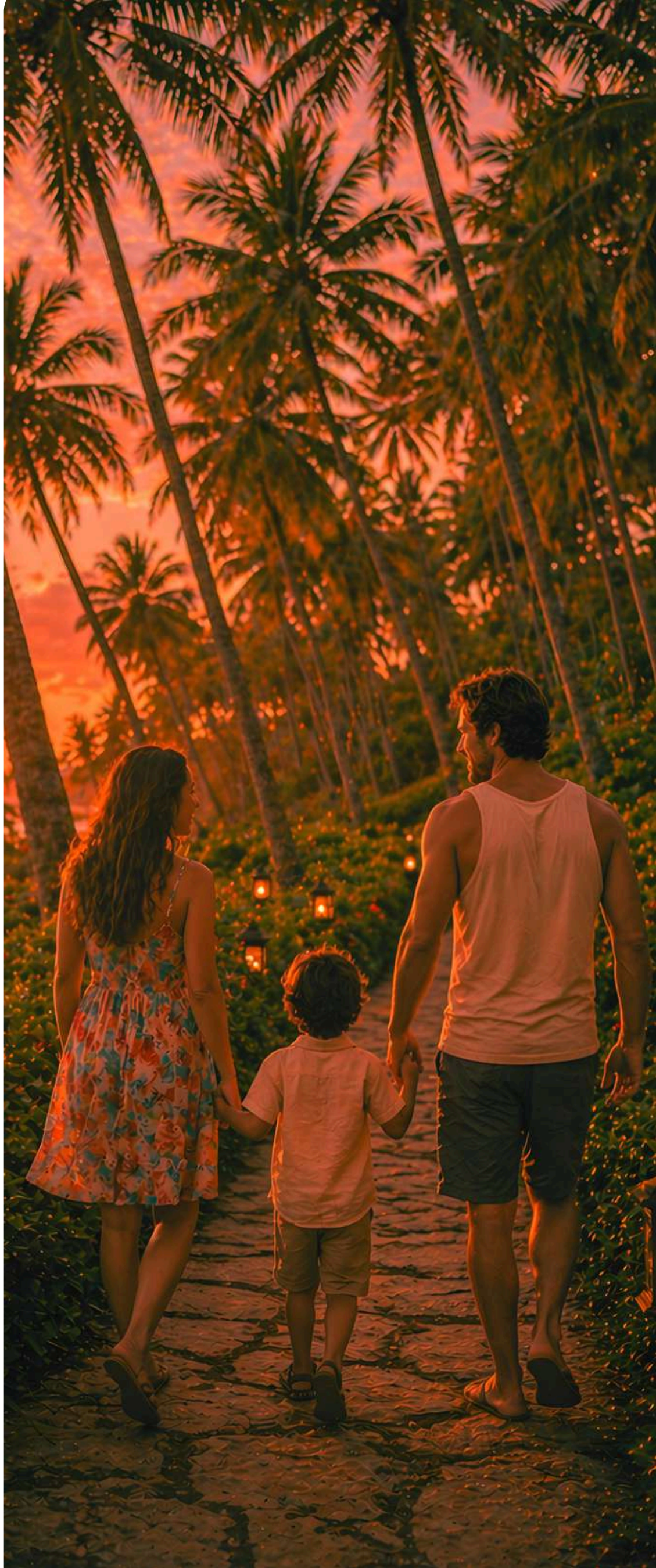
These ensure our decisions align with group objectives, minimizing our environmental impact, and promote well-being for employees, guests, and nature. We prioritize conservation in the Maldivian ecosystem, measure progress, comply with laws, and foster a team-wide commitment to sustainability. The detailed 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 Select Hudhuranfushi remains committed to advancing sustainable practices in daily operations. Through targeted efficiency measures and conscious operational choices, the resort continues its efforts to improve key environmental metrics and enhance guest and employee awareness on conservation priorities.

Metric	2022-2023	2023-2024	2024-2025	FY 2025-2026
Water consumption/ Guest Night	0.77	0.78	0.82	0.78
Energy Consumption/ Guest Night	46.23	50.19	49.19	49.35
Dry Waste Consumption/ Guest Night	0.37	0.3	0.3	0.3
Wet Waste Consumption/ Guest Nigh				2.3

### Water Consumption / Guest Night

Water consumption per guest night decreased from 0.82 to 0.78 m<sup>3</sup>, reflecting a 4.9% reduction. This improvement was achieved through closer monitoring of water usage, strengthened staff awareness on conservation, and better operational control measures.

### Energy Consumption / Guest Night

Energy consumption per guest night increased slightly from 49.19 to 49.35 kWh, reflecting a 0.3% rise. This was mainly driven by additional energy loads, including the installation of a 1000kg wet waste disposal machine, new air-conditioning units in operational areas for better operation quality, and the addition of 212 energy-efficient lights, supporting enhanced operational efficiency and facility improvements.

### Dry Waste Generation / Guest Night

Dry waste generation per guest night remained stable at 0.30 kg, indicating consistent waste management performance. This reflects effective waste segregation practices, controlled material usage, and sustained operational discipline, maintaining low dry waste levels while supporting overall environmental sustainability objectives across the resort.

# Sustainable Waste Management From Waste to Worth

## Wet Garbage **Digester Machine**



### **Wet Waste Management**

We implement strict waste management practices, ensuring segregation at source and responsible disposal through designated facilities. Our Wet Garbage Digester Machine converts organic waste into valuable soil enhancers.

In FY 2025–26, 203,420 kg of wet waste was processed, producing 37,307 kg of eco-friendly soil additives. The addition of a second digester machine has further strengthened our capacity and efficiency in sustainable waste management.



# SUSTAINABILITY



# CERTIFICATION

*This is to certify that*

## **Adaaran Select Hudhuranfushi**

**Maldives**

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

Category - Hotel & Resort



Expiration Date: 18 June 2026

*B. Pelayo*  
Birte Pelayo, CEO

AP01509H-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

3, 074 Associates were involved with 29 CSR and engagement activities carried out in the year 2025-26.



**41, 182.57 Kg | \$ 297, 494.84**

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



**29, 040 | \$ 2509.91**

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



**307, 214**

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



**203, 420 Kg**

wet garbage has been converted in to 37, 307 Kg of eco-friendly fertilizer through our in-house wet garbage composting machines.



**24, 959 | \$ 186, 410.36**

**Cadjan bundles** were purchased to uplift the local community.



**64, 349.88 | \$ 75, 210.51**

Worth Sustainable purchases were made in the year 2025-26.



**254, 487 -1L and 52, 727 - 0.5L**

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

## Sustainability Retrospect 2025-26 Adaaran Select Hudhuran fushi



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



**72, 800 | \$ 26, 983.62**

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



**10, 600 | \$ 749. 68**

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



### Committed Island Management

4552.40 Kg of organic vegetables, 11,758.20 Kg of banana bunches & 33, 227 of Coconut were harvested during this period with the worth of \$ 39, 704.

## IN-HOUSE VEGETABLE GARDEN

Rooted in nature, our in-house vegetable garden continues to thrive as a key sustainability initiative. Despite peak operational demands, our dedicated team remains committed to maintaining and expanding this project.

In the 2025–26 financial year, we harvested 16,524 KG kg of organic vegetables and 33, 327 coconuts, with a total value of USD 39,619.26 —driving progress in self-sufficiency and sustainable sourcing.

	<b>Capsicum</b> 17.5 Kg   USD 56.2
	<b>Long Beans</b> 2, 965.30 Kg   USD 2, 424.70
	<b>Bananas</b> 11, 758.19 Bunches   USD 15, 178
	<b>Coconut</b> 33, 327 Nos   USD 18, 811
	<b>Radish</b> 18.5 Kg   USD 36.10
	<b>Banana Blossom</b> 1171 Kg   USD 119.70
	<b>Bitter Guard</b> 36.5 Kg   USD 54.8
	<b>Brinjal</b> 112.50   USD 331.90
	<b>Green Chili</b> 124.80 Kg   USD 399.36
	<b>Ladies Finger</b> 232 Kg   USD 348
	<b>Sneak guard</b> 81 Kg   USD 113.40
	<b>Pumpkin</b> 7 Kg  USD 4.6
	<b>Green Leaves</b> 742.50 Kg   USD 1, 764.70



# 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:

## Educational Visit – Imaduddin School

A group of 32 students and 2 teachers from Imaduddin School visited Adaaran Select Hudhuranfushi as part of an educational tour. The visit provided students with valuable insight into resort operations and introduced them to career pathways within the hospitality industry. This initiative supported SDG 4 – Quality Education by promoting learning opportunities and industry awareness for young learners.



## Empowering Women & Sustainability in Action

Adaaran Select Hudhuranfushi, in collaboration with the Girl Guide Association of Maldives, organised a community initiative focused on women’s empowerment and environmental sustainability. The programme featured tree-planting activities and knowledge-sharing sessions, encouraging active community participation. This initiative supported SDG 13 – Climate Action and reinforced our commitment to sustainable community development.



## Blood Donation Campaign

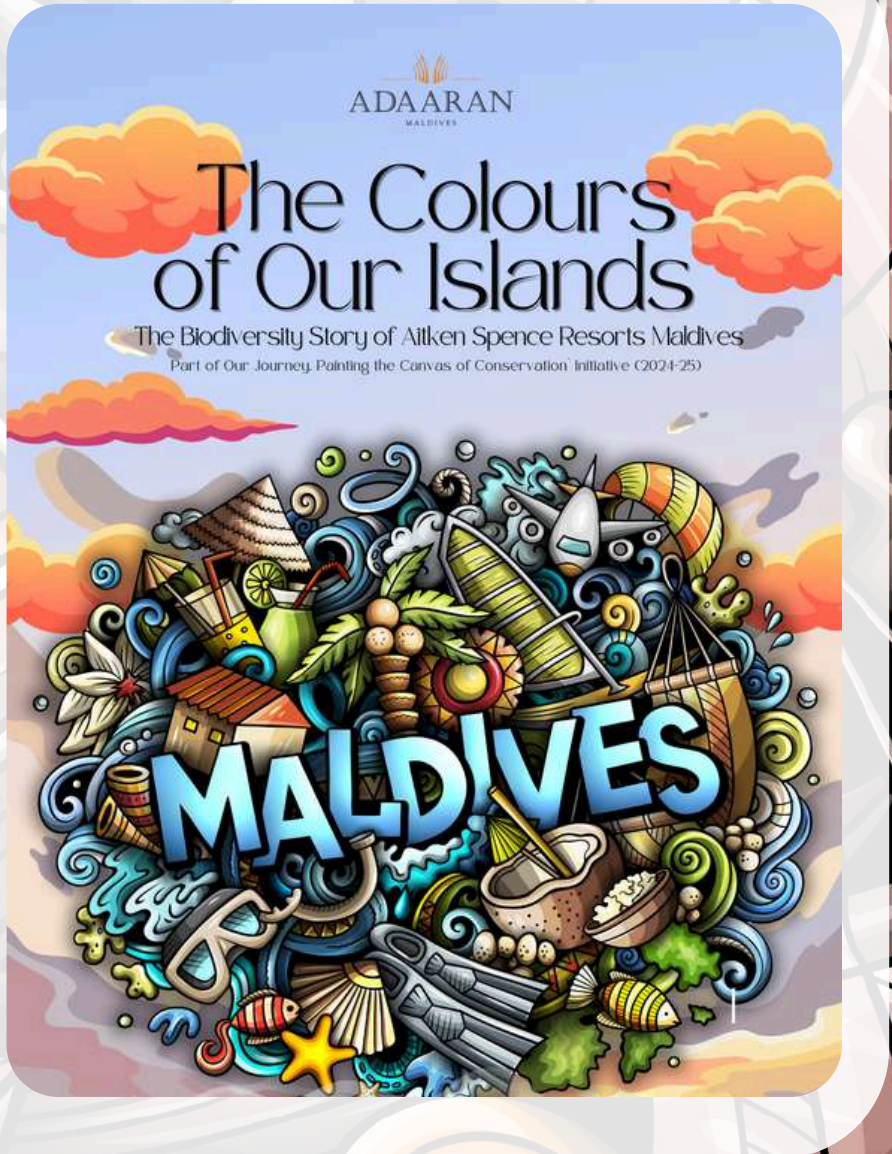
Adaaran Select Hudhuranfushi, in collaboration with the Maldivian Blood Service, organized a blood donation camp to support patients with Thalassemia and promote the importance of voluntary blood donation. This initiative reflects the resort’s commitment to public health and community wellbeing, aligning with SDG 3 – Good Health and Well-Being.



## Iftar for Thulusdhoo Police Station

A special Iftar was organized for the staff of Thulusdhoo Police Station during Ramadan. The resort team arranged a dedicated table and provided meals to express appreciation for their service to the community.





## 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.”

## 01. Marine Reptiles

“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 Select Meedhupparu 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 - 2025/26



Talent Management Reports  
 FY - 2018/19  
 FY - 2019/20  
 FY - 2020/21  
 FY - 2021/22  
 FY - 2022/23  
 FY - 2023/24  
 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.

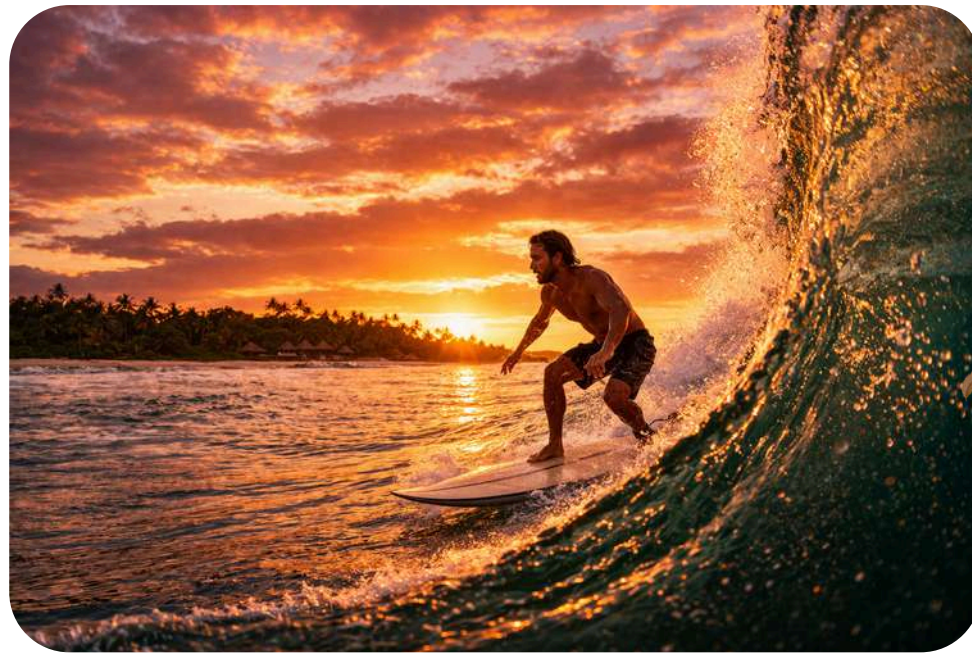
We value your input in helping us enhance our talent development goals and social responsibility initiatives. You may share your comments or suggestions with us by emailing [talentmle@aitkenspence.com](mailto:talentmle@aitkenspence.com).

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



Group 7S Excellence  
Sector 7S Excellence – Hotels  
1st Runner-Up  
Aitken Spence PLC



Best White Belt Practice - 7S  
Winner - Hotels Sector  
Group - 1st Runner-Up  
Aitken Spence PLC



Spence Mixology Challenge  
2025 - Winner



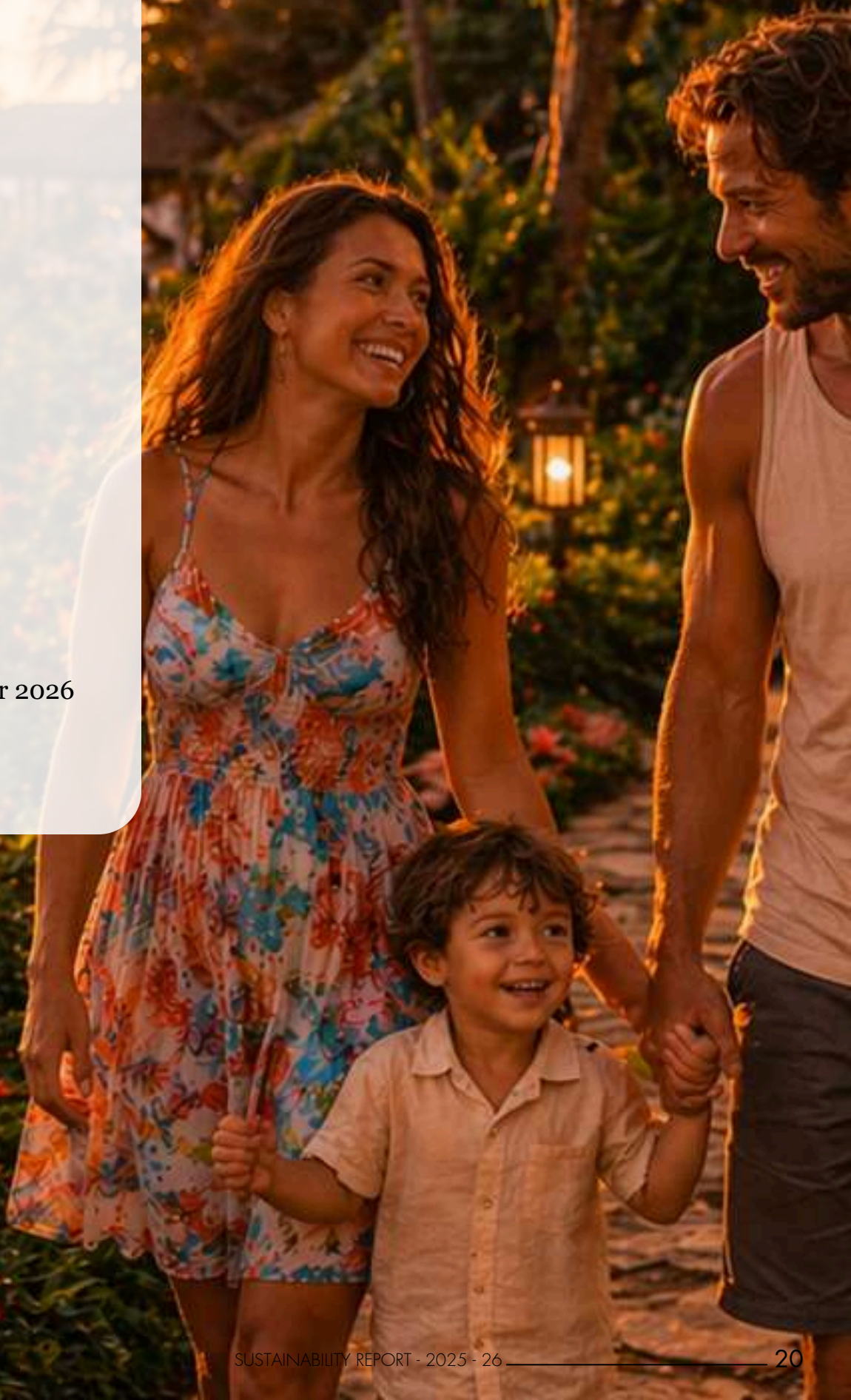
Best Surfing Resort - Winner



ISO 22000 certification



Recognition as a Top Hotel Partner 2026  
by Schauinsland Reisen



*Authentic Spence Hotels*

ADAARAN  
*Select*  
HUDHURAN FUSHI  
MALDIVES



Sustainability is not a destination,  
but a responsibility we live every day.