

Rooted in Nature

Driven by Progress





REPORT AT A GLANCE

Marhaba / Welcome

Message from the COO.....	03
Message from the GM	04

Our Sustainability Roadmap

Reflecting on Our Journey.....	07
Water, Energy, Wet & Dry Waste Management.....	08
Solar Power Generation and Rainwater Harvesting.....	09
Wet Garbage Digester Machine.....	09

Exemplary Approaches: Our Best Practices

Sustainability Certification.....	10
Sustainability Retrospect.....	11
In Vegetable Garden.....	12
Digital Transformation.....	13
Sustainability Efforts.....	14
The Colours of our island	15
Biodiversity Survey.....	16
Learning & Development.....	18
Our Sustainability Journey: Key Milestones In Maldives.....	19
Awards & Recognition.....	20

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.

މިއަހަރު
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.

මාර්හබා
Marhaba



Suresh Athukorala
General Manager

Our sustainability journey is deeply connected to the natural environment that surrounds us. As pioneers in the Raa Atoll, we remain committed to protecting our island's ecosystems while creating experiences that reconnect guests with nature. This year, we proudly introduce the Dyana Forest Bath experience, inviting guests to immerse themselves in the serenity and healing energy of the island.

Aligned with our theme **“Rooted in Nature, Driven by Progress,”** we continue strengthening our sustainability practices while celebrating the harmony between people and nature.

THE TEAM



Priyantha Amarasinghe
Sustainability, Champion /Chief Engineer





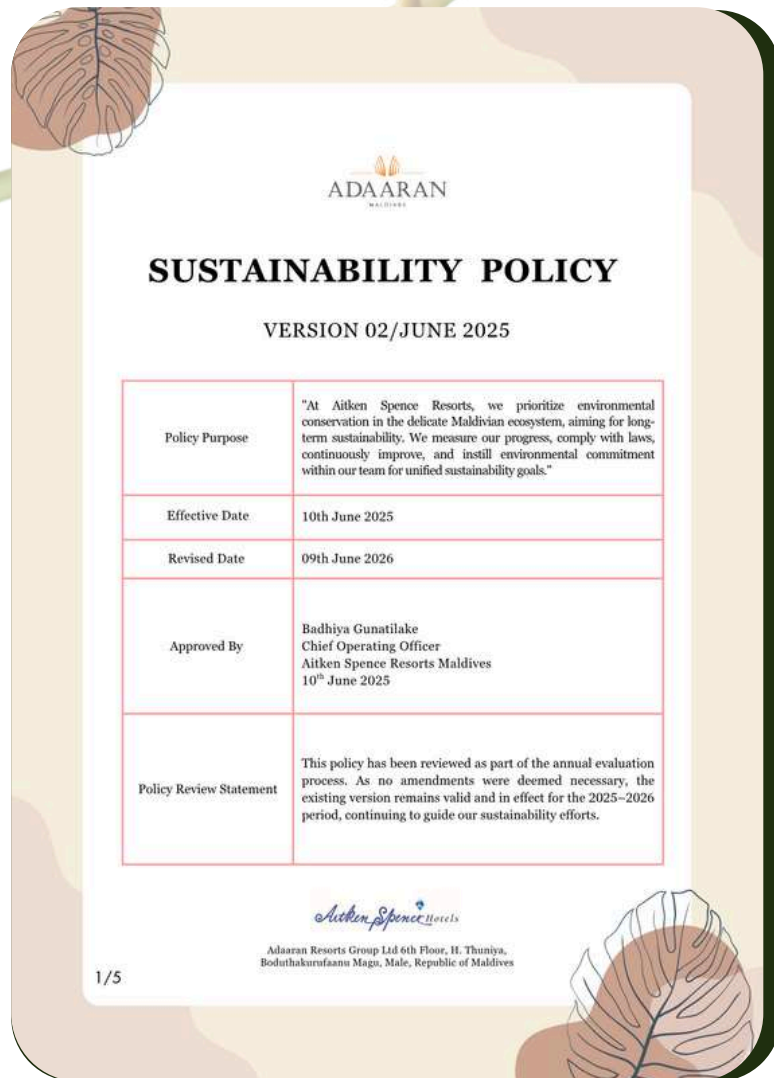
OUR SUSTAINABILITY ROADMAP

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

Operational Sustainability Performance

Water Consumption / Guest Night

Water consumption per guest night increased from 0.68 to 0.74 m³, reflecting an 8.8% rise. This was mainly driven by water supplied to outside dhonies, the expansion of the vegetable and banana gardens, and a 2.2% reduction in guest nights, which elevated the KPI.

Energy Consumption / Guest Night

Energy consumption per guest night increased from 43.52 to 45.03 kWh, a 3.5% rise driven by new energy loads, including a vegetable cool room, wet waste machine, RO plant air conditioning, additional split AC units, staff quarter exhaust blowers, a new kitchen exhaust canopy, and high-capacity laundry machines, alongside lower guest nights.

Dry Waste Generation / Guest Night

Dry waste generation per guest night increased from 0.86 to 1.01 kg, reflecting a 17.4% rise. This was mainly driven by construction waste from the 40 staff room renovation project, reduced incinerator operating hours, and a 2.2% decline in guest nights, which increased the KPI.

Wet Waste Generation / Guest Night

Wet waste generation per guest night decreased from 2.49 to 1.82 kg, reflecting a 26.9% reduction. This improvement was driven by continuous monitoring of food waste, strengthened waste handling practices, and staff training and awareness, and 2.2% decline in guest nights during FY 2025–26. To further strengthen this initiative, an additional digester machine was introduced during the year, enhancing our capacity to manage wet waste efficiently and sustain long-term impact.

At Meedhupparu, we remain committed to the mindful and efficient management of water, energy, and waste as part of our sustainability promise. Explore More - Scan the QR code or follow the link below to dive into our detailed resource management practices: [Managing Resources Sustainably at Heritance Aarah PDF](#) & [Watch Our Story - Adaaran Sustainability Video](#)



Sustainability Retrospect	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
Water Consumption/ Guest Night	0.76	1.38	0.58	0.64	0.74	0.68	0.74
Energy Consumption/ Guest Night	50.45	97.16	43.69	42.71	44.39	43.52	45.03
Wet Waste Consumption/ Guest Night	0	0	0	0	0	2.49	1.82
Dry Waste Consumption/ Guest Night	0	0	0	0	0	0.86	1.01

Sustainable Waste Management From Waste to Worth

Wet Garbage **Digester Machine**

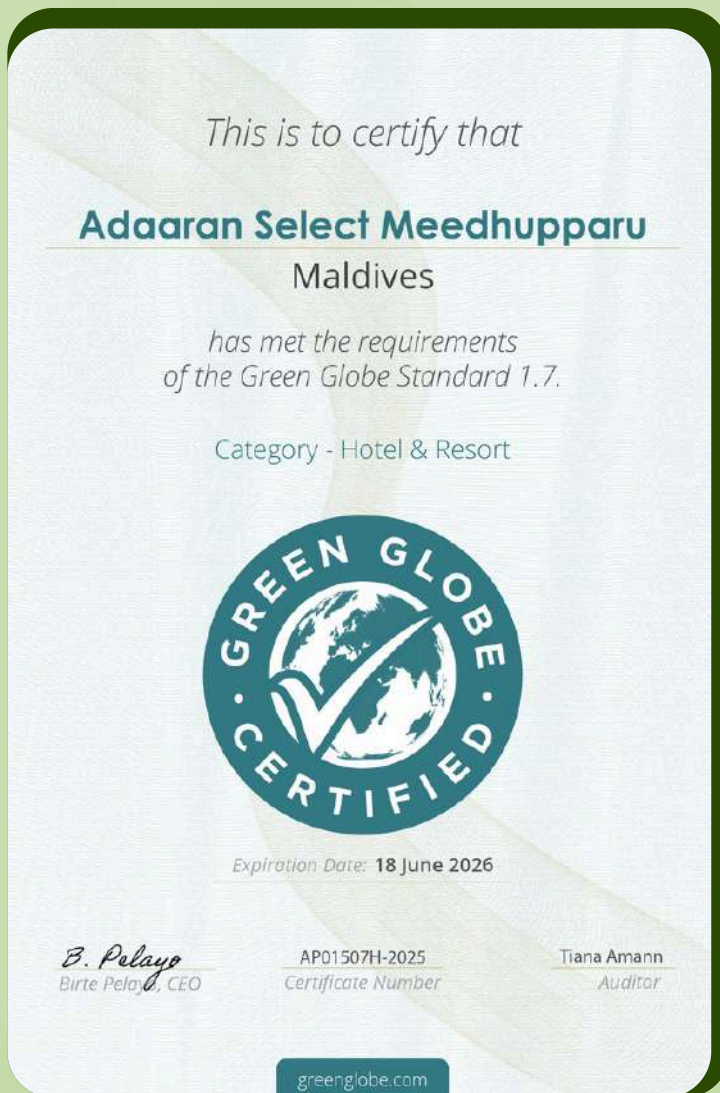


We maintain strict waste management practices, starting with effective segregation at source to ensure responsible and sustainable disposal. Our commitment to circularity is strengthened through the use of Wet Garbage Digester Machines, converting organic waste into nutrient-rich soil enhancers.

In the 2025–2026 financial year, 193,904 kg of wet waste was processed, generating 45,574 kg of eco-friendly soil additives—supporting our landscaping efforts and reinforcing our sustainable resource cycle. To further enhance efficiency and effectiveness, an additional digester machine was invested in during this financial year.



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 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.





Sustainability Education

A total of 385 staff members participated in 36 different sustainability education programs, contributing approximately 386 collective learning hours.



37,477 Kg | \$ 79,283

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



8,234 | \$ 6,400

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



406,300

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



193,904 Kg

wet garbage has been converted in to 45,574 Kg of ecofriendly fertilizer through our inhouse wet garbage composting machines.



389 Bundles

\$1,702 - Forest Stewardship Council certified papers were used in the day-today operation.



Supporting Local Agriculture

We sourced 72,865 kg of fresh fruits and vegetables from local growers and suppliers, contributing approximately \$71,875.51 to the local economy.



629 | \$ 1,857

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



361,352 -1L and 44,948 - 0.5L

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



Sustainability Retrospect 2025-26 Adaaran Select Meedhupparu



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.



CO2 emissions per guest night recorded at 33.98 kg in FY 2025-26, reflecting our ongoing focus on monitoring and managing carbon intensity across resort operations.



2,148 | \$ 20,447

Biodegradable bags were used during this financial year, which could have easily been Indisposable bags.



130 | \$ 9,22

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



Committed Island Management

956 Kg of organic vegetables & 27,786 Nos of Coconut and Kurumba were harvested during this period with the worth of \$ 12,719.5

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 1,031 kg of organic vegetables and 27,786 coconuts, with a total value of USD 12,800—driving progress in self-sufficiency and sustainable sourcing.



Snake Gourd
48 Kg USD 71.98



Bananas
365.27 Kg | USD 452.43



Coconut
27,786 Nos | USD 11,046



Radish
69.44 Kg | USD 106.17



Sweet Potato
17.4 Kg | USD 34.8



Pumpkin
80.8 Kg | USD 108.22



Brinjal
38.4 Kg | USD 103.3



Green Chili & Hot Chili
47.6 Kg | USD 142



Ladies Finger
52.3 Kg | USD 74.9



Tomato
7.9 kg | USD 10.7



Bitter Gourd
13.85 Kg | USD 44.69



Green Leaves
215 Kg | USD 523.37



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 Tourism Day Celebration

Adaaran Select Meedhupparu celebrated World Tourism Day by welcoming 20 members from the local community for a special resort visit. This initiative strengthened community engagement and promoted awareness of sustainable tourism practices. Aligned with UN SDG 8 – Decent Work and Economic Growth and UN SDG 17 – Partnerships for the Goals, it reflects our commitment to inclusive growth and meaningful community collaboration.

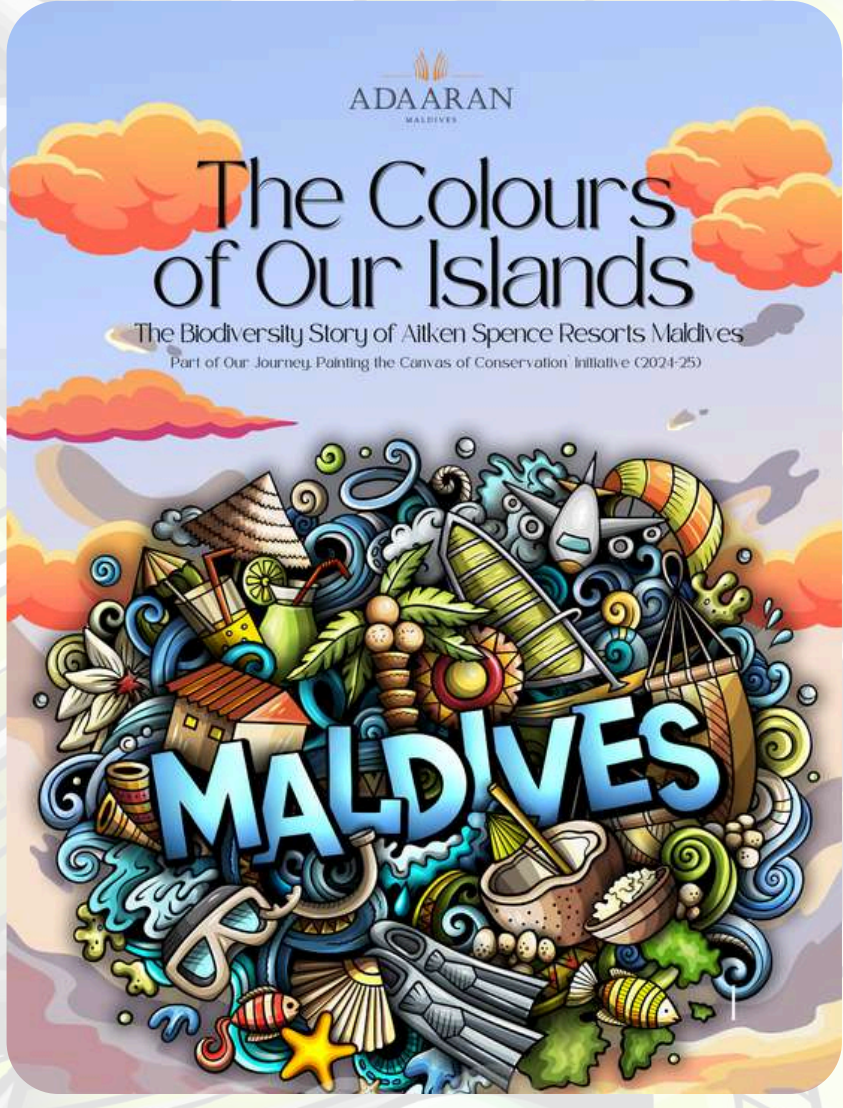
World Teacher’s Day Celebration

Adaaran Select Meedhupparu celebrated World Teacher’s Day by hosting a special lunch for 20 teachers from Meedhu Island, recognising their dedication and contribution to education. This initiative strengthened community engagement while honouring the role of educators in shaping future generations. Aligned with UN SDG 4 – Quality Education, it reinforces our commitment to supporting learning and empowering communities.

Meedhoo School BTEC Students Visit – Practical Assignment

Adaaran Select Meedhupparu continued its commitment to community development by welcoming 8 BTEC students from Meedhoo School for their practical assignment. Supported by 4 team members, the students gained valuable hands-on industry experience, enhancing their skills and future employability. This initiative contributes to building a sustainable local talent pipeline for the tourism industry and aligns with UN SDG 4 – Quality Education and UN SDG 8 – Decent Work and Economic Growth.





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

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



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

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.

Anton 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](#)





TOP 100 Sustainable Hotels & Resorts of the World 2025



Green Globe Certification Sustainability



Best Shape Practice - 7S+ Computer 7S Excellence



ISO 22000 certification



Holiday Check Gold Award



Spence Mixology Challenge 2025 - 1st Runner-up



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



Community Service Award
Best CSR Hotel award
Meedhoo Council



Champions of the Bed decoration competition
Maldives Housekeepers Assosiation



International Sustainability Awards 2025



Authentic Spence Hotels

ADAARAN
Select
MEEDHUPPARU
MALDIVES



"Sustainability is no longer about doing less harm.
It's about doing more good."
– Jochen Zeitz