



BUILDING A SUSTAINABLE

FUTURE TOGETHER

Sustainability Report
Adaaran Select Meedhupparu
Duration – April 2019 to March 2020 & April 2020 to March 2021 (Two Years)



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A Message from COO

BUILDING A SUSTAINABLE FUTURE TOGETHER



Badhiya Gunathilake Chief Operating Officer Maldives Sector

Marhaba!

The Maldives has one of the most unique and most delicate landscapes in the world. Made up of 26 atolls, only 1% of the country is above water. With increasing environmental and social challenges being witnessed as its popularity grows, we all need to play our part by reducing waste and managing actual waste in an eco-friendly way.

We are humble to have been acknowledged as one of the first international investors to have established ourselves in the Maldives since 1993. For the past three decades, the management of Aitken Spence Hotels & Resorts operates and manages the Heritance & Adaaran Resort Brands, which represents the Maldivian chapter of Aitken Spence. We have helped make a significant change for the Maldivian people; socially, economically, and environmentally.

We believe that every action we take affects everyone around us. I am inspired to see how we all have come together to save, manage, and do the right thing on these beautiful, lush islands.

The beauty seen in these small islands, the fresh air we breathe, the mystery behind the 1% soil and 99% underwater entity, the locality, people, culture, and heritage have been included as part of the core of our business. These entities have been embedded into our past, for today and the future.

I would like to express my gratitude to all my associates and stakeholders who have demonstrated to us their dedication and commitment towards encouraging and maintaining sustainability despite the many obstacles and challenges in a time when we are still amid the remnants of a global pandemic.

The past years have brought upon us extraordinary challenges. It has also been a time to recommit to our values, our priorities, and the sustainable change we want to make in the world. I am proud of how our Heritance & Adaaran team of associates stepped up to lead during a unique moment in history. We have been extremely fortunate to have had the chance to pick ourselves up, learn from each other, and realize how strong we are.

Marahaba!

"Sustainability is how we operate our resort's operations, and which is deeply rooted in the values and principles of building a great future for the next generation. We are proud of our achievements from our sustainability journey, and we will continue to do our best"

Christ Earnest - General Manager



Mohamed Sobe - Resident Manager



Lakshman Pellawatta Executive Chef

V.B. Basnayake Chief Engineer

Praveen Sampath Food & Beverage Manager

Anil Indika Finance Manager

Shashika Lahiru Front Office Manager

Sarathchandra Gamage Executive Housekeeper

Bharath Damotharan Villa Chief

Ahamed Anwar* Travelife Champion Manager HR cum L&D

Who We Are

We are the Maldivian chapter of Aitken Spence Hotels & Resorts. Heritance Aarah and Adaaran Resorts operate in the Republic of Maldives, where the company first commenced operations in August 1993. Today, we operate 07 Resorts with 750 rooms, and employ more than 1500 talented staff members from 35 diverse nationalities in the sector.

215 Villas



195 Beach Villas





20 Ocean Villas

Adaaran Prestige Water Villas and Select Meedhupparu

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

Adaaran Prestige Water Villa - five-star Premium all-inclusive and Select Meedhupparu - four-star Premium all-inclusive features properties that began operating in the year 2000 and comprises of 215 beautiful villas with a butler service around the clock.

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



313+ Associates



41 Acre



Travelife GOLD Since 2016

Sustainability Policy

Adaaran Select Meedhupparu maintains a high level of environmental consciousness that focuses on the fragility of the environment in which we live, through the strategizing and execution of best eco-sustainability practices.

Our sustainability journey is primarily built on a Sustainability Policy that weighs heavily on pertinent issues of the world such as energy, water, waste, biodiversity and others.

For more details on our Sustainability Policy, please visit



OUR VISION

Adaaran Resorts – as a pioneer Resort Operator in the Maldives, we are conscious of the impact our work has Environment and therefore, we formulate our policies and procedures to minimise the impact on the environment in the Maldives and while focusing on the long-term sustainability of the Island Nation.

OUR COMMITMENT

We will measure our environmental performance against our objectives and targets, making sure that we regularly review our progress. We will comply with all applicable environmental laws and regulations. We will always look for ways to improve our environmental performance, in order to further reduce the impact of our property's operation. We will train our associate on our environmental commitments, so that they understand the role they play in delivering our objectives & targets.





Energy conservation and reduction of carbon footprint

Our effort is to reduce energy consumption. However, due to the covid-19 pandemic and travel restrictions, the property had not operated for almost 06 months, from April 2020 to September 2020. However, for the upkeep and continuity of the quality and standards, there was a significant amount of energy being used even without business. As a result, Average Guest Night / Energy Usage numbers have gone up. We strongly believe that we will be back on track very soon with the ease of travel restrictions and with the new normal.

During the closure period, we took all necessary measures to reduce energy usage and manage in the best possible manner.

When purchasing equipment, the Group is mindful in choosing the most energy-efficient products. At the resort, all lighting facilities are energy-efficient, and all unnecessary lights and other electronic appliances are turned off when not in use.

The resort, as a practice, records the energy consumption to keep the total kWh consumption to the lowest possible level whilst maintaining the highest level of services.

- Guests are encouraged to follow the towel reuse programme of guest rooms
 - Bath Towel Re-use Method minimise excessive use of water chemicals and energy
- Daily monitoring of power consumption and diesel consumption by section.
- Awareness among staff on energy conservation and reduction of carbon footprint.
- Introduction of the air-conditioning temperature control system for guest and associate rooms.

•

Total Energ		FY 2019-20	FY 2020-21	Saving in Qty	Saving in USD	Saving in % Qty	Total Guest Night Avg. energy usage per guest night			2021-22 50.45 KWh per guest			
consumptio							FY 2018-19	FY 2019-20	FY 2020-21	FY 2018-19	FY 2019-20	FY 2020-21	50.45 KWh
in KWh	5,843,957	5,497,441	2,727,950	2,769,491	553,898	50.38%	128,673	108,976	28,078	45.42	50.45	97.16	per guest night



Conservation of water in resort activities

As a hospitality partner engaged in the Maldives, water is an essential commodity with various applications throughout the business. Therefore, the practical and efficient use of resources is vital, and the increase in sales/guests patronizing the resort has contributed to the rise in water consumption. However, we have maintained water-saving best practices and continue to conserve water sustainably.

- A technical team closely monitors water production and storage.
- Sectional water usage is monitored daily to understand water leaks and overuse better.
- Frequent testing of water for quality assurance.
- Performing a 100% recycling of wastewater and reuse for gardening and W/C flushing.
- A dedicated member is on alert at all day hours for any urgent repairs or water system leaks.
- Awareness creation among associates on water conservation.
- Periodically monitoring the water flow rate for keeping the Travelife standard.
- Introduce a water outlet aerator system to save water.
- Our Usage of Biodegradable Chemicals in their Daily Activities does not harm the water and STP process.
- Bath Towel Re-use Method saves excessive use of water chemicals and energy.
- Sprinklers in the garden and Watering only during early mornings and evenings to save water.
- Laundry Maximize the load for laundry minimise water usage.

	FY 2018-19	FY 2019-20	FY 2020-21	Saving in Qty	Saving in USD	Saving in % Qty	Total Guest Night		Avg. water usage per guest night			Target for 2021-22	
Total water consumption							FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2018-2019	FY 2019-2020	FY 2020-2021	0.76 Cu M 224
in Cu M	86,359	82,649	38,798	43,851	61,391	53.06%	128,673	108,976	28,078	0.67	0.76	1.38	0.76 Cu M per Guest night



Our effort is to reduce and reuse possible waste to practice waste to wealth practice at our properties. All waste that accumulates in our operation is identified, and necessary actions / best practices are taken. Due to the covid-19 pandemic, a considerable number of biohazard waste was collected other than regular waste. These included single-use personal protective equipment, and to ensure a covid-free environment for the betterment of all living beings, biohazard waste were destroyed using a property incinerator. Specially trained associates were used to handle biohazard waste at each property. The process will continue further till the pandemic comes to an end.

- Waste is separated at the source level and disposed of accordingly by trained associates.
- All wastewater (100%) is recycled and reused for gardening and W/C flushing systems.
- Daily monitoring of recycling plant and measuring the recycled water consumption.
- A waste management procedure for generating and reusing recycled waste for day-to-day activities is in place.
- All waste is appropriately segregated, recorded and transferred without harm to nature.
- Biohazard waste is separated and destroyed at premises using a property incinerator by trained associates.
- The purchasing policy maximises the purchase of sustainable products which are recyclable, more durable, long-lasting, organic and less harmful to the environment.
- The resort produces its own 100% eco-friendly fertiliser, which helps minimise chemical fertilizer usage and reduce waste disposal.

Total Waste	FY 2018-19	FY 2019-20	FY 2020-21	Saving in Qty	Saving in Qty wise	Saving in % Qty	Total Guest Night			Avg. waste	Target for 2021-22		
generated in Kgs							FY 2018-19	FY 2019-20	FY 2020-21	FY 2018-19	FY 2019-20	FY 2020-21	2.93 kgs per
	310,102	319,000	98,800	220,200	220,200	69.03%	128,673	108,976	28,078	2.41	2.93	3.52	Guest night

Retrospect – Our contribution at Adaaran Select Meedhupparu



Water usage per average guest night FY 2019-20 0.76 in Cu M FY 2020-21 1.38 in Cu M



160,000 | 6, 960 \$ paper straws were used last two years, which could have easily been plastic straws.



300,000 / Year
Single-use plastic bottles were able to stop coming into the island as water bottles with the installation of the bottled water plant.



Avg Guest Night Energy Usage FY 2019-20 50.45 in KVVh FY 2020-21 97.16 in KWh



139,800 | 20,511 \$
biodegradable bags were used last two years, which could have easily been In-disposable bags.



298,700 -1L & 29,174-0.5L Glass water bottles were produced through the inhouse drinking water and bottling plant production.



Avg Guest Night Waste Usage FY 2019-20 2.93 in Kgs FY 2020-21 3.52 in Kgs



56,008 Kg | 105,890 \$ Tuna Fish were purchased from local fishing community. Year 2019 - 21



537 Kg | USD 1,563 worth of Organic Vegetables Were able to produce to the guest and associates.



13, 550 Nos | 710 \$
Paper Cups and Paper Plates
were used last two years, which
could have easily been plastic
cups and plates.



 $23.55 \text{ m}^2 \text{ area}$

Of Finger corals, were dressed in specially made 15 number of iron as a part of our coral planting project in the year 2020.



Since 2016

Property is maintained in relation with the Travelife hotel and accommodation standards.

Care for the environment through social responsibility

The Resort aims to create a holistic approach to eco-consciousness by the inclusion of all sections of the business and society. A few of the projects hosted during the past financial years are;



Empowering Maldivian Youth

Building a good rapport with the local community while empowering youth is our priority. We always focus on developing talented youth to take ownership in the tourism industry. Thus, we conducted eight sessions on awareness and training development programs for the students and youths of nearby islands during the year 2019/20.



International Women's Day

International Women's Day is celebrated in association with inhouse guests, female associates and Meedhoo School female staff members in recognition of their hard work and dedication towards building our future generations.



Staff Health & Wellbeing

Medical Camp for ASM staff conducted in affiliation with Meedhoo Hospital



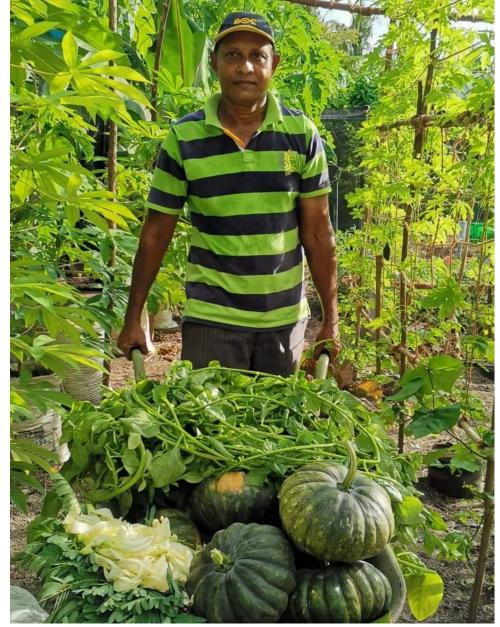




Our dedicated Groundskeeping team and associates came up with our vegetable garden during the lockdown. From June 2020 to February 2021, we plucked 537 kilos of vegetables, namely: USD 1,563 estimated worth of vegetables.

- Spinach 132 kg
- Amaruntus (Thampala) 170.5 kg
- Long beans 5.2 kg
- Polpala 5.5 kg
- Mukunwanna 4 kg
- Tebu kola 22 kg
- Zucchini 2 kg
- Green chili kg

- Bitter Gourd 31 kg
- Coppi leaf 10 kg
- Pumpkin leaf 22.5 kg
- Pumpkin 22.5 kg
- Kathurumuruga 90.5 kg
- Bottle Gourd 6.5 kg
- Ladies Finger 1 kg
- Papaya 5 kg



SAVE THE LUNGS SAVE THE OCEAN ADAARAN RESORTS MALDIVES THE MISSION TO SAVE THE LUNGS OF THE PLANET

#ADAARANSUSTAINABILITY #ADAARANTRAVELIFE

SAVE THE LUNGS SAVE THE OCEAN

At Adaaran Select Meedhupparu, we planned another sustainability project aimed towards caring for our environment and giving back to the planet we live on.

We came back with another worthy venture during this lockdown period, taking the most out of the luxury of time that we have as hoteliers and engaging in sustainability activities to save our beautiful oceans.

The project was launched on 5th June 2020 while commemorating World Environment Day and World Ocean Day during June.

Carefully selected and nurtured corals were dressed in special Iron bars / subtracts made by our maintenance team. The selection of the corals took several months when it came to research on the house reef and lagoon.

Planted	Unit Area	Planted
Cage QTY	(m3)	Area(m3)
15	1.57	23.55









SUSTAINABILITY

The enduring measures taken up by Adaaran Resorts' sustainability journey started with the Green Dive in the year 2016, by signing the sustainability pledge underwater at Adaaran Select Meedhupparu. Since then, the Travelife Gold Certification has been the standard sustainability certification of the Aitken Spence Group. All our properties maintain these standards about the Travelife hotel and accommodation standards.



BIO Diversity Survey-Meedhuppar



Asian Koel

Scientific Name: eudynamys Dhivehi Name: Dhivehi Koveli

This bird is protected under the Environmental Protection and Preservation Act (4/93),



Grey Heron

Scientific Name: Ardea cinerea Dhivehi Name: Maakanaa



White Breasted Water-hen

Scientific Name: Amaurornis phoenicurus

Dhivehi Name : Kanbili

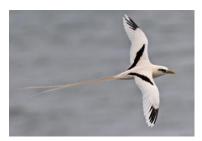
This bird is protected under the Environmental Protection and Preservation Act (4/93),



Variable Lizard, Garden Lizard, Crested Tree Lizard

Scientific Name: Calotes versicolour (Squamata)

Dhivehi Name: Bon'du



White-Tailed Tropicbird

Scientific Name: Phaethon lepturus Dhivehi Name: Dhan'difulhu Dhooni

This bird is protected under the Environmental Protection and Preservation Act (4/93),



Land Hermit Crab

Scientific name: Coenobita species

(order Decapoda)

Dhivehi Name: Baraveli



House Crow, Common Crow

Scientific Name: Corvus splendens

Dhievhi Name: Kaalhu



Indian Flying Fox / fruit bat

Scientific Name: Pteropus giganteus (Order Chiroptera, family Pteropodidae)

Dhivehi Name: Vaa

Learning & Career Development

The Resort is committed to creating an environment for associates to achieve their career aspirations while nurturing a team of competent and motivated professionals. Companywide learning and development as well as quality assurance is conducted at a corporate level. For more details, please refer Talent Development Report 2019-20 and 2020-21 / You may write to request talent management reports of the group.

Training hours per associate: 2019-20 - 22.5 hrs. | 2020-21-19 hrs





AWARDS

2020 - STELLIERS South Asia Winner Award - CSR Hotelier award

2020 - 7S & HR Excellence - Winner (Hotel Sector) - Aitken Spence

2020 - Best Computer 7S - 1st Runner-up - Aitken Spence

2020 - 7S+ - 5 STAR RATING among 22 hotels in the Aitken Spence hotel sector

2020 - Leading Dive Resort, South Asia - Winner - South Asian Travel Award

2020 - Leading Dive Resort, Maldives - Winner - South Asian Travel Award



Your ideas count:

Curated by – Tharaka Appuhamy Asst. General Manager - Talent Management & Quality Assurance together with The Management of Meedhupparu property.

We welcome your suggestions to help us enhance our sustainability objectives and social responsibilities. Please leave your comments through our guest review system or e-mail us at talentmle@aitkenspence.com

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Reference

https://www.maldivesbiodiversity.org, UNICEF and educational Development Centre (March 2008) Field Guide to Maldivian with Baaree Baraveli Birds & Beach Ecosystems, 1st edn., Maldives: Live & Learn . UNICEF and educational Development Centre (March 2008) Life Around US - schools for a healthy environment, 1st edn., Maldives: Live & Learn. P:C - Us_man_photography / TA

Learning & DevelopmentWe make diamonds ...



