

SIRRU FEN FUSHI

PRIVATE LAGOON RESORT

SUSTAINABILITY MANAGEMENT PLAN & POLICIES 2024



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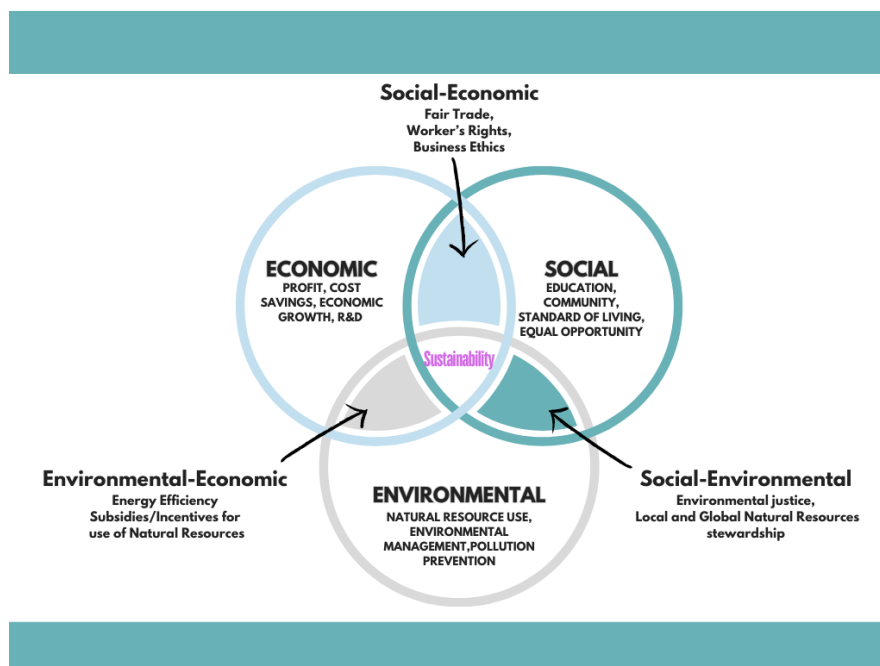
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RECORD OF REVISIONS

REV NO.	REV DATE	BRIEF DETAILS	ENTERED BY
1	26/10/2024	Sirru Fen Fushi Private Lagoon Resort Environmental Policy 2024	Mohamed Fazir
2	01/05/2024	Disaster Management Plan-Updated May 2024	Security Manager

PURPOSE

- The primary purpose of the Sustainability Management Plan is to guide decision making, management, and the daily operations of the business in a sustainable manner.
- To develop the business in a sustainable manner considering the environmental, socio-cultural, quality, and health & safety issues.
- To demonstrate management commitment to comply with the environmental laws and regulations of the Maldives.
- To develop a monitoring and audit program to ensure compliance with the Sustainability Management Plan and relevant environmental legislation and the early detection of any significant environmental impacts from the activities of the business.
- To outline mitigation measures in order to minimize the impact of the business activities on the surrounding environment.
- To present mitigation strategies and actions for the control of pollution, waste minimization and resource conservation by effectively practicing Reduce, Reuse and Recycle wherever possible.
- To establish a framework for environmental management to ensure the implementation of the identified mitigation measures.
- It is not intended to be exhaustive but is considered the minimum standard acceptable to Sirru Fen Fushi Private Lagoon Resort.



SCOPE

The Scope of the Sustainability Management Plan covers all activities at Sirru Fen Fushi Private Lagoon Resort and its integration with all colleagues, customers, business partners, owners, other stakeholders and the environment at large.

- Some of the Sustainable Responsibilities of Sirru Fen Fushi Private Lagoon resorts are:
- We strive to replenish and conserve our reefs and limit the effects of coral bleaching
- Sirru Fen Fushi Private Lagoon Resort has changed 99% of our bulb into LED lights
- We are using desalination plan to produce ready to drink water to our guests and colleagues
- We have launched the Maldives' first plastic recycling center: The Sustainability Lab
- We are using organic fertilizer for our gardening which is produced by food processor
- We are using all kind of solar energy such as solar power, solar thermal energy and solar architecture wherever possible which is clean energy
- We are maintaining strong purchasing policy with consideration of environmental, social and governance apart from the other purchasing fundamentals
- We are conducting all kind of sustainability knowledge sharing tours and program for our guest and local community

REFERENCE

Green Globe Certification Standard & Guide to Certification and SC Capital practices on Sustainability

DEFINITION, TERMS & ABBREVIATIONS

SMP	Sustainability Management Plan
Sustainable Development	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs
Environment	Surroundings in which an organization operates including air, water, land and natural resources, flora, fauna, humans and their interrelation
Environmental Aspect	Element of an organization's activities, product and services that can interact with the environment
Environmental Impact	Any change to the environment whether adverse or beneficial, wholly or partially resulting from organizations environmental aspects
P & P	Policies and Procedures
SOPs	Standard Operating Procedures

RESORT FACT SHEET

120 VILLAS - BEACH, WATER and JUNGLE VILLAS

- Beach Sunrise Villa - 360 sq.m / 3875 sq.ft.
- Deluxe Beach Sunrise/Sunset Villa - 495 sq.m / 5328 sq.ft.
- Two-Bedroom Beach Sunset Villas - 750 sq.m / 8073 sq.ft.
- Three-Bedroom Beach Sunset Villas - 1 155 sq.m / 12432 sq.ft.
- Water Sunrise Villa - 164 sq.m / 2530 sq.ft
- Grand Water Sunset Villa - 235 sq.m / 2530 sq.ft.
- Two-Bedroom Water Sunrise/Sunset Villa - 428 Sq.m / 4607 Sq.ft.
- Three-Bedroom Water Villa - 525 sq.m / 5651 sq.ft.
- Tented Jungle Villas – 525 sq.m / 5651 sq.ft

WINE & DINE

- **RAHA MARKET** A rich bazaar of flavors, this marketplace Offers something for every guest, from traditional Maldivian dishes and cuisine from across Asia to healthy gourmet meals served all day long.
- **AZURE** An elevated seaside gourmet hub, with seafood forward entrees, a comprehensive wine list and unrivalled views of the Indian Ocean.
- **KATA** With pan-Asian flavors and stunning waterfront design, our signature restaurant and bar feature contemporary Japanese tastes, robata-yaki, innovative cocktails and smartly curated sakes, While the rooftop lounge sets a dramatic stage for sumptuous sunsets and indelible moments.
- **ONU ONU** This striking all-bamboo poolside bar is the thrumming social heart of the resort, where a selection of legendary cocktails and light bites mingle with gorgeous views of our prime beachfront while the infinite cerulean lagoon beckons from beyond.
- **RAHA BAR & CAFÉ** A cozy spot serving fresh coffee, unique teas, smoothies, and refreshing drinks alongside delightful pastries, cakes, and savory treats. Perfect for quick bites or a relaxed treat with island charm.
- **SPICE BOX** A vibrant dining experience inspired by the rich flavors of Southeast Asia, offering a perfect blend of traditional recipes and modern culinary techniques. The menu caters to diverse preferences, ensuring an unforgettable gastronomic journey.

ACTIVITIES FACILITIES

- Jason deCaires Taylor’s “Coralarium”
- Sustainability Lab
- Dive Center
- Kids Club
- Art Studio
- Arufen Spa
- Jungle Cinema
- Tennis Court
- Fitness Centre and Swimming Pool

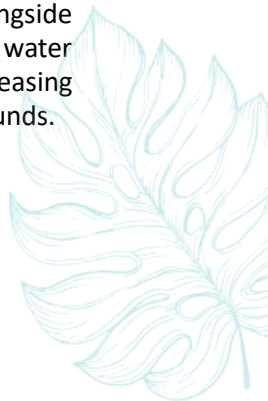


Sirru Fen Fushi Private Lagoon Resort: Journey Towards Sustainability

At GBH Maldives Resorts Pvt Ltd, we take great pride in our longstanding commitment to sustainability, ingrained deeply in our corporate social responsibility framework. For over 15 years, we have led the charge among eco-friendly hotels, championing sustainability initiatives developed by SC Capital. Our mission is to foster genuine experiences and promote cultural exchange within our communities while ensuring responsible stewardship of our planet.

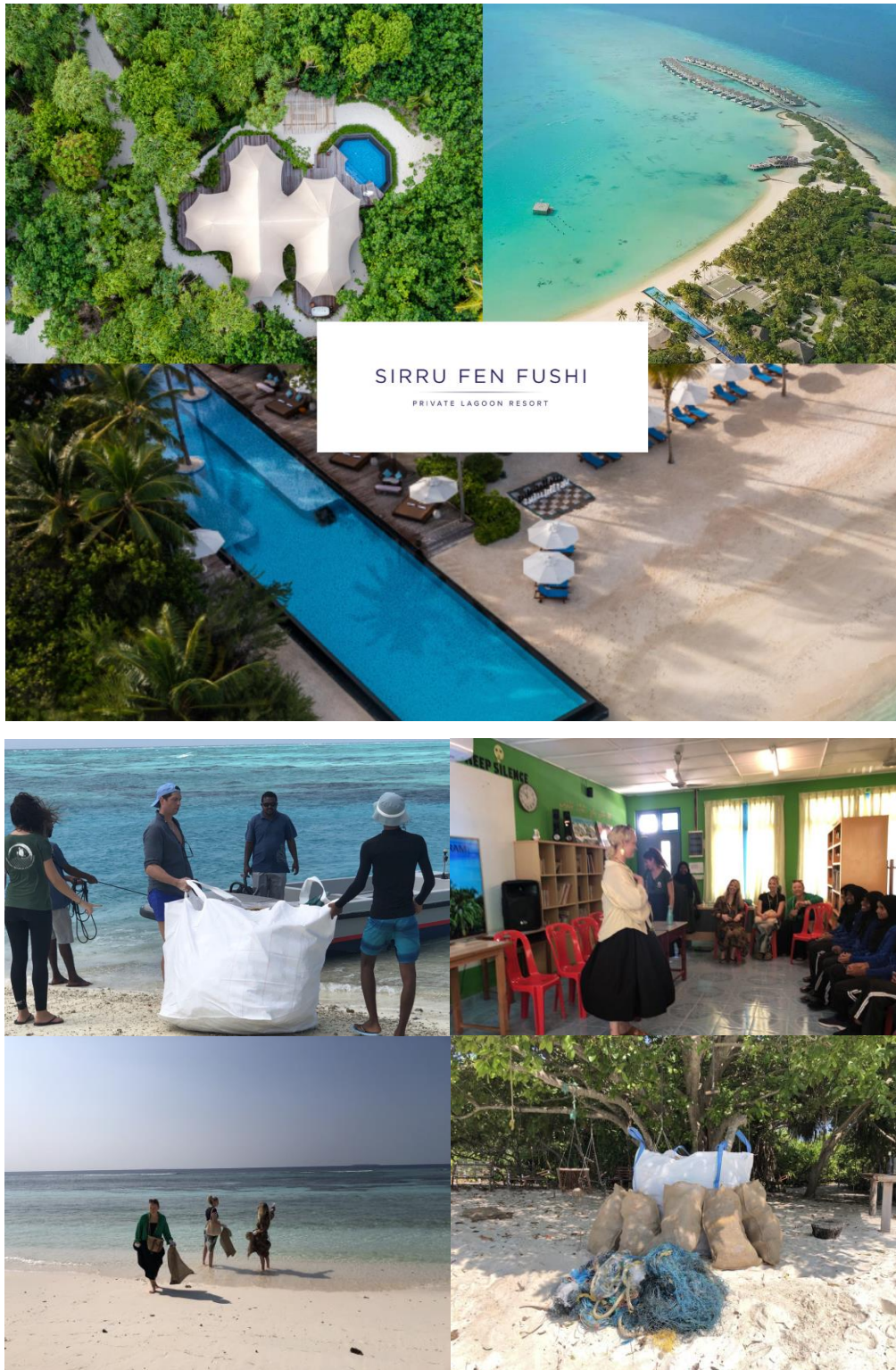
We are enthusiastic supporters of SC Capital's environmental and social sustainability program, encouraging guests, colleagues, partners, and developers alike to join us in measurable actions to reduce our ecological footprint. Key programs include reforestation, water conservation, energy efficiency, and minimizing food waste, all integral to our operations. Looking ahead, our pledge is to continue promoting sustainability and stewardship across all our properties.

We are dedicated to environmentally friendly hospitality practices, integral to our role as stewards of some of the most extraordinary places where our connection to the land is profound. Within guest rooms, you'll find eco-friendly amenities like biodegradable soaps and shower gels, alongside energy-saving light bulbs and electronics. Guests are offered the choice to reduce water consumption by opting out of daily linen cleaning. Furthermore, our kitchens are actively increasing reliance on local, sustainable suppliers and expanding our own produce grown on resort grounds.

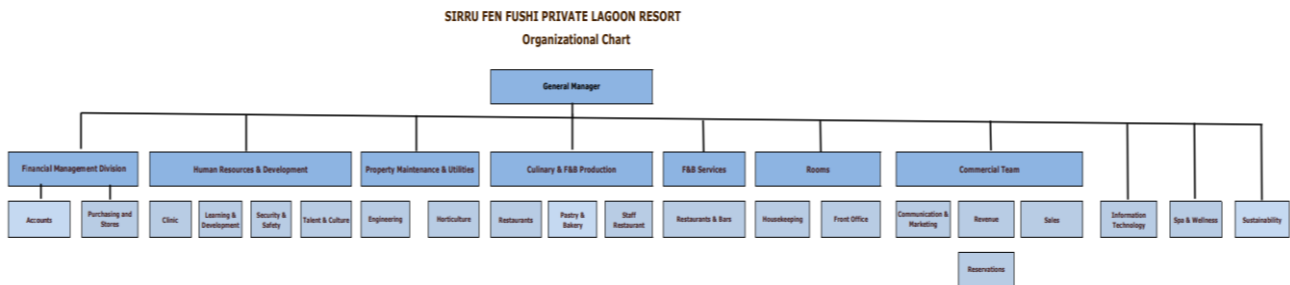


OTHER INITIATIVES

At the corporate level, we're striving to increase our colleague diversity, particularly among executives, to better reflect the world we live in. And we're dedicating ourselves to becoming even better members of our community. To learn more about our social and environmental initiatives. Visit [Sustainability at Sirru Fen Fushi - Eco-Friendly Maldives Resort](#) . We're excited to continue our sustainability journey—and we hope that you'll share that journey with us.



ORGANIZATION CHART OF THE RESORT



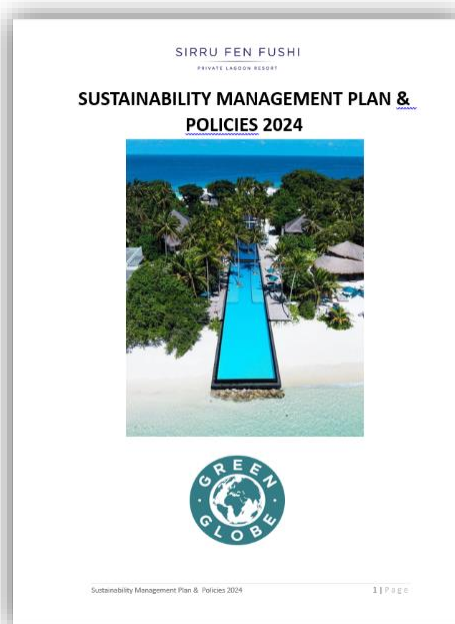
A. SUSTAINABILITY MANAGEMENT

A1. Implement a Sustainable Management Plan


Sirru Fen Fushi Private Lagoon Resort shall establish and maintain the SMP complying with requirements of Green Globe. There are a number of elements that make up the SMP in action guide for the world-wide Practice of Sustainability in SC Capital.

Sirru Fen Fushi Private Lagoon Resort shall formulate Policies and Procedures of the SMP that:

- are appropriate to the nature and scale of the organization's activities.
- are aligned with the four key areas of Green Globe i.e. Environmental, Socio-Culture, Quality and Health & Safety issues.
- include a commitment to continual improvement of the SMP and target for the Green Globe.
- include a commitment to comply as a minimum with the current applicable legislations, regulations and other requirements to which the organization subscribes.
- provide a framework for setting and reviewing SMP objectives and target.
- are documented, implemented, maintained and communicated to all colleagues.
- are available to all interested and associated parties.
- are reviewed periodically to remain relevant and appropriate to organization.



Sirru Fen Fushi Private Lagoon Resort Environmental Policy 2024

			
<h2 style="text-align: center;">P21 & Sustainability Policies & Procedure</h2>			
Title		Environmental Policy	
P & P No.		P2150001	
Issuing Dept.		Planet 21 & Sustainability	Effective Date 01/01/18 Revised: 26/10/24
Distribution		All Colleagues	
Revised By		Mohamed Fazir Assistant Sustainability Manager	Signature
Approved By		Lukasz Prendke General Manager	Signature

Policy statement: We, at Sirru Fen Fushi Private Lagoon Resort, are committed to minimize our impact on the environment through efficient energy, water and waste management and follow the best environmental practices across our entire operation.

We support the above commitment by taking the following actions:

- To comply fully with all applicable legislations
- To meet or exceed all the environmental legislation that relates to our operations
- To minimize our waste by reviewing the purchasing practices and segregate waste
- To reduce, reuse and recycle all waste consumed by our business wherever possible
- To implement training for all team members and communicate with suppliers and guests
- To raise awareness about policies and minimize our carbon footprint
- To implement energy, water and resource conservation programs through innovation and applying best practices
- To establish targets to measure the continuous improvement in our environmental performance
- To monitor and review our environmental performance on a regular basis for achieving our objectives and targets.
- To provide environmental awareness training for all our colleagues.
- To protect biodiversity and boost ecosystem productivity, implement responsible food and beverage practices.

Scope: This policy applies to all team members based on Sirru Fen Fushi Private Lagoon Resort Sustainability Program.

Purpose: This policy is intended to guide the property towards sustainable management. The resort is required to set its own environmental management procedures in line with this policy and with due consideration to its specific location.

Environmental Policy / P21 & Sustainability Policies & Procedure ——— SIRU FEN FUSHI ——— Page 1 of 5

6. Destination protection

The natural environment is one of the primary attractions for leisure visitors. In order to develop sustainable tourism, we will:

- Ensure protection of the natural and cultural values of the area while developing and creating recreational facilities / activities for our guests
- Participate in efforts to restore habitat whenever possible
- Promote local food, entertainment, culture and cottage industry
- Engage with local people when developing cultural attractions
- Offer guests and protect souvenirs that are made locally, using eco-friendly materials and that reflect local nature
- Provide guests with a list of environment-friendly products and local souvenirs that they may buy
- Increase the number of green / environmental spaces around the resort for guests to enjoy and immerse themselves in (e.g. coral nursery, chef garden, sustainability lab juice mocktail bar etc.)

7. Conservation of marine life and reefs

The ocean and the reefs are home to numerous sea creatures and plants, some of which are even used for medical purposes.

We shall take every possible step towards the conservation of marine life and protection of our reefs. As a minimum, we shall:

- a. Ensure waste water is not discharged in the ocean
- b. Use ecological or organic fertilizers
- c. Sanitize our team members and guests about the negative environmental impact of littering on the beach and in the sea
- d. Ensure all trash is properly disposed of and no debris is left on the beach
- e. Sanitize our pumps and water providers that snorkeling and diving are practiced in a way that does not affect our coral reef
- f. Encourage and support the clean-up of the marine and coastal environment
- g. Comply with local conservation policies, for e.g. by promoting non-motorized water sports
- h. Keep boats clean and in proper working condition in order to minimize noise pollution
- i. Plant trees as the latter reduce runoff into the oceans and contribute to reversing the warming of our planet and the melting of our glaciers
- j. Not detain any captive wildlife on properties grounds, except for wildlife breeding farms, rescue or reintroduction, according to the law and best practices

B. Biodiversity

Biodiversity boosts ecosystem productivity where each species, no matter how small, has an important role to play. In order to protect biodiversity, we will:

- Reduce our use of insecticides, weed killers, fungicides
- Use organic fertilizers as far as possible
- Use environmentally friendly products for cleaning
- Buy sustainably harvested seafood and agricultural products
- Water plants in a rational way
- Use indigenous plants for landscaping and minimizing light and noise
- Plant at least one tree every year
- Continue to submit financial charitable contributions to the Olive Ridley Project for turtle conservation and habitat protection throughout the country.

Environmental Policy / P21 & Sustainability Policies & Procedure ———— SRRU FEN FUSHI ———— Page 3 of 5

PROCEDURE

1. Environmental awareness

- We will maintain awareness among our team members on environmental issues/preservation of life and cultures and the necessary for everyone to act in a responsible manner
- We will communicate to our team members the environmental practices that need to be implemented at the workplace as well as other simple environment friendly measures that they can apply in their everyday lives
- We will encourage our team members to participate in and support environmental initiatives
- We will communicate our environmental commitment to guests and give them an option to support us in our green initiatives
- We will extend awareness on environmental issues, local cultures and best practices to the local community through the CSR Initiatives for Schools, launched in February 2022.

2. Energy

Reducing energy consumption will help to reduce our environmental impact and at the same time lower energy costs. In order to minimise energy consumption, we will:

- a. Take steps to make our workplace more energy efficient
- b. Reduce the use of fossil fuels and opt for renewable energies
- c. Maintain our machinery and equipment in good working condition
- d. Opt for energy efficient equipment and low energy appliances
- e. Ensure optimal use of plant and machinery
- f. Use timers, sensors and other devices that regulate energy consumption
- g. Make use of solar energy wherever applicable
- h. Reduce loss of energy, for example by using insulated pipes to carry hot and chilled fluids
- i. Set objectives for limiting consumption, regularly monitor progress and improve processes

3. Water

With global warming, sources of freshwater are being depleted faster than they can be recharged by natural processes. Water conservation is therefore becoming essential and as a responsible company, we will:

- a. Continually find ways to reduce water consumption
- b. Reduce water losses by regularly checking for leaks
- c. Install sensors, regulators and other water saving devices
- d. Ensure efficient use of laundry equipment
- e. Sensitize both employees and guests on the responsible use of water
- f. Offer to guests the option of reusing towels and sheets
- g. Limit the use of freshwater by:
 - i. Capturing and using rainwater wherever possible
 - ii. Using recycled greywater for irrigation
- h. Set targets for minimizing water consumption, monitor and analyze periodically
- i. Initiate the process of desalination of sea water

Environmental Policy / P21 & Sustainability Policies & Procedure ——— SIRRUFEN FUSHI ——— Page 1 of 5

4. Waste

We generate an important amount of waste that constitutes a major pollutant affecting both the environment and public health. We will do utmost to avoid, recycle and reuse in order to reduce its impact on the environment. Our Waste Management Plan will include the following:

- l Increase to quantity of plastic being processed in the resort's recycling sustainability unit (through increasing the number of neighboring island communities supplying us with their waste to recycle)
- m Limit the use of disposable packaging for the hotel supplies
- n Use bio-degradable products and materials, whenever the option is available
- o Limit individual packaging of hygiene products in bedrooms
- p Organize sorting and separating of recycle wastes
 - i Collect and recycle cooking oil for fish feed
 - ii Separate and collect grease from food stumps
- q Organize recycling of materials such as paper/cardboard/glass/plastic packaging, metal cans, ink cartridges, re-use of old equipment, glass and plastic waste, etc.
- r Engage in partnership with the local community for the reuse of recycled materials
- s Safely dispose of hazardous wastes such as batteries, electrical and electronic devices, fluorescent bulbs/tubes, etc.
- t Organize and/or support up to date of the surrounding environment
- u Maintain being single-use plastic-free guests, which we achieved in December 2022, and focus on reducing single use waste of any item through strategic purchasing policies.
- v To be able to achieve the 2030 goal of 100% plastic recycling, into our plastic recycling Sustainability Lab project.

5. Green procurement

Green procurement or Environmentally Preferable Purchasing (EPP) is the practice of procuring products and services that are less harmful to the environment (land, air and water) and to all species that depend on the environment for survival. Green products are those that are produced with less harmful materials or which upon usage / consumption would have a minimal impact on the environment.

We will conduct EPP whenever green options are available, while giving due consideration to guests' satisfaction, company standards and reasonable costing. Our green purchasing

- a. Encourage and favour eco-friendly and power-efficient products
- b. Prefer recycled and bio-degradable products
- c. Buy seasonal and locally produced goods as far as possible and thus avoid transport energy
- d. Buy in bulk to reduce packaging waste
- e. Favour less harmful fertilisers and cleaning agents
- f. Select eco-friendly designs and eco-labelled products
- g. Purchase from sources that are less polluting or use clean technology
- h. Encourage and prefer vendors who use recycled packaging material. Explore the possibilities of further reuse and/or recycling with the vendor
- i. Green the supply chain by selecting vendors who share our values and have in place an environment management system.

Environmental Policy / P21 & Sustainability Policies & Procedures ——— CIRRU FEN FUSHI ——— Page 2 of 5

- j. Ensure that invasive alien species are not introduced in our gardens and landscapes
- k. Not display or sell products made from threatened or protected plant and animal species
- l. Participate in ecological restoration initiatives in the local area

9. Responsible Food and Beverage Practices

Implementing responsible food and beverage practices is essential for protecting biodiversity and enhancing ecosystem productivity. In order to protect responsible food and beverage practices, we will:

- a. Reduce food waste: Implement strategies like portion control, composting food scraps, and offering donation programs for leftover food.
- b. Source sustainable and ethically produced food: Choose ingredients with minimal environmental impact, including local and seasonal options whenever possible.
- c. Minimize single-use plastics: Opt for reusable containers and biodegradable alternatives for food and beverage packaging.

<u>RECORD OF REVISIONS</u>			
REV NO.	REV DATE	BRIEF DETAILS	ENTERED BY
1	21/10/2024	Responsible Food and Beverage Practices	Muhamad Fadzli
2	24/10/2024	Add the following point below the policy statement: To protect biodiversity and boost ecosystem productivity, implement responsible food	Muhamad Fadzli

THESE POLICIES AND PROCEDURES ARE APPLICABLE AS MENTIONED ABOVE AND MUST BE STRICTLY ADHERED TO.

THE EXECUTIVE TEAM RESERVES THE RIGHT TO MAKE AMENDMENTS TO THESE POLICIES AND PROCEDURES AT ANY TIME WITHOUT PRIOR NOTICE.

End of Notes

Environmental Policy / Policy & Sustainability Policies & Procedures 11810 / ENV 12301 Page 4 of 7

An environmental task force (Green Team) exists at Sirru Fen Fushi Private Lagoon Resort — The Sustainability Department who are responsible for all marine biology activities, recycling plastic, community CSR activities, sustainability auditing (internal and external) and collaboration across all departments to generate workshops for colleagues.

Employee Name	Position Name
Mohamed Fazir	Assistant Sustainability Manager
Ismail Asif	Sustainability Associate

This team facilitates and maintains environmental initiatives and ensures this Environmental Policy is being followed.

A2. Legal Compliance

Sirru Fen Fushi Private Lagoon Resort is licensed according to the Maldivian law and in compliance with all relevant international or local legislations and regulations, including health, safety, labor, environmental aspects and insurance policies and other guest and colleague protection instruments are up to date and in order.

A3. Employee Training

Colleagues hiring, training, annual appraisal and performance review, at Sirru Fen Fushi Private Lagoon Resort are in line with the GBH Maldives Resorts PVT Ltd.

There are various training modules initiated by the resort including the skills, knowledge and attributes that make organizations and individuals successful. Once competencies are identified, people with these competencies trained and developed according. This builds an organization of successful colleagues who can deliver business goals and execute strategies.

While competencies may enable people to achieve success, they alone do not ensure success. We see people who are competent but do not deliver business results. In other words, only assessing people against competencies is not enough. We must also measure their achievements against the desired business goals within their roles.

At the same time, competencies provide the link between organizational vision, behaviors, outputs and results and are the foundation for recruitment, selection, performance management, development and succession planning.

Training on sustainability management, health and safety and environmental impact is done through Induction and periodic sessions are conducted for new colleagues and the existing employees. The Sustainability goals and management plans are communicated to the colleagues in the Induction and allocated specific training on sustainability management.

A.4 Customer Satisfaction

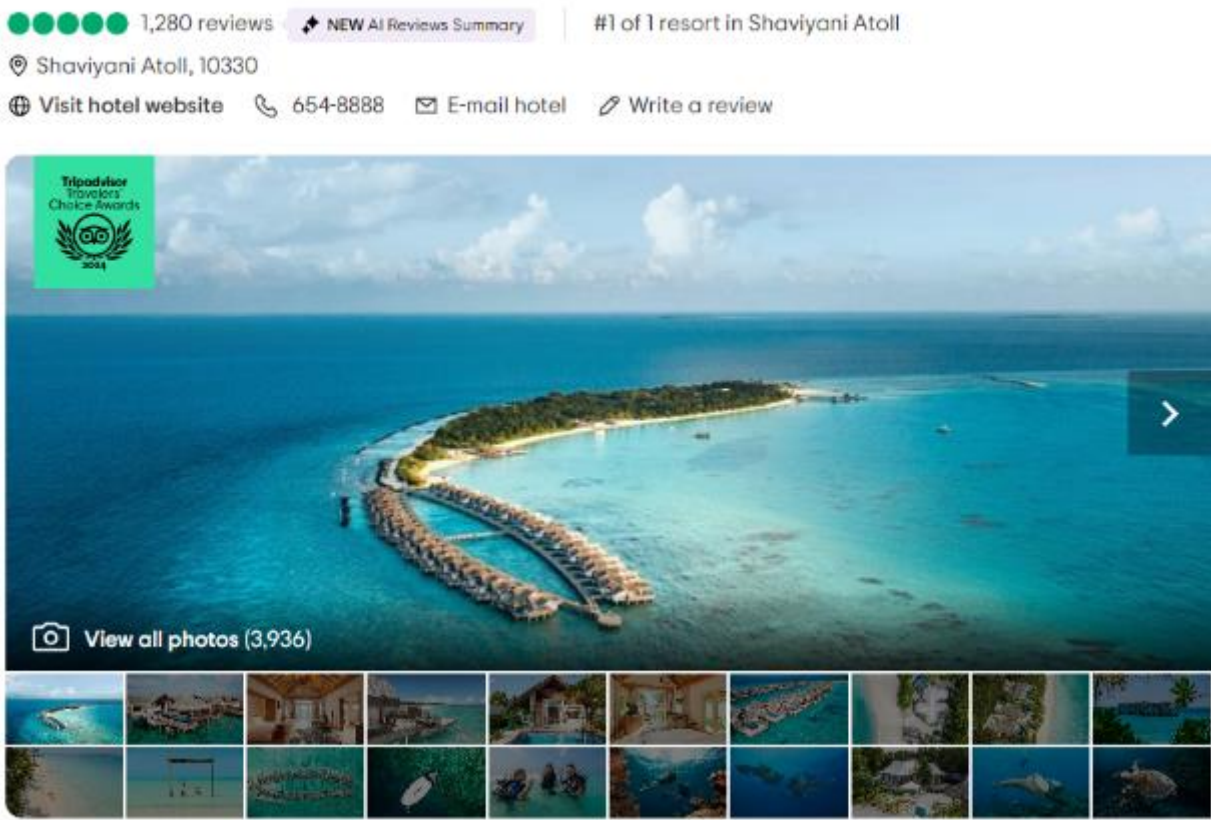
Sirru Fen Fushi Private Lagoon Resort customer satisfaction is supported by Front Office only. This department helps the resort to operate in a way that focuses on continuous improvement and long-term sustainability. It works with all departments and areas of the business to ensure that our guests are always our priority by having a System in place that allow us to measure how well we are doing, and to respond quickly when we are not getting the desired results.

Besides customer satisfaction we also review and monitor internal quality performance. Some of the tools used for monitoring and reviewing the same are the Guest Experience Report (GER), the mystery guests' audits along with the Leading Quality Assurance (LOA) audits and other 3rd party online platforms such as TripAdvisor, Booking.com and all social media channels.

Sirru Fen Fushi Private Lagoon Resort has transitioned from using TrustYou to Revinate for managing guest reviews and satisfaction scores. Both platforms are designed to help hotels and resorts gather and analyze guest feedback from various sources to improve their services.

TrustYou aggregates reviews from multiple platforms and provides a comprehensive score out of 100, reflecting overall guest satisfaction. Revinate, on the other hand, offers similar functionalities but with additional features like guest surveys, marketing automation, and more detailed analytics.

Sirru Fen Fushi Private Lagoon Resort



AUDITS SCORES YEARS 2019 - 2023

	I-QA	TRUST you
2019	81%	94%
	Audit was not done due to COVID -19	92%
2021	82%	89%
2022	90.3%	92.6%
2023	82.1%	TBD

A.5 Accuracy of promotional Materials

All communication regarding promotional material at Sirru Fen Fushi Private Lagoon Resort goes through the Sales and Marketing team and is in line with the SC Capital principles, local regulations,

cultural norms and sustainability practices of the resort. Any dissatisfaction from our guests is tracked through the guest feedback forms and online reviews. The resort is also sharing its different promotions through THE LEADING HOTELS OF THE WORLD website highlighting the current special offers available, the destination dining options, the spa, water sports and room experiences.

Sirru Fen Fushi Private Lagoon Resort

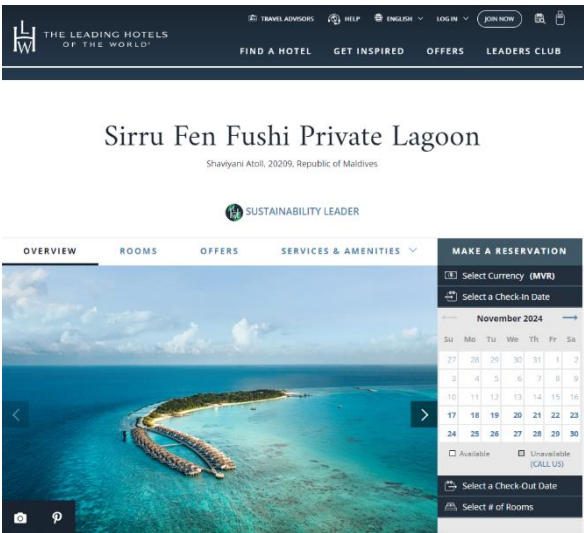
1,280 reviews NEW AI Reviews Summary #1 of 1 resort in Shaviyani Atoll
Shaviyani Atoll, 10330
Visit hotel website 654-8888 E-mail hotel Write a review



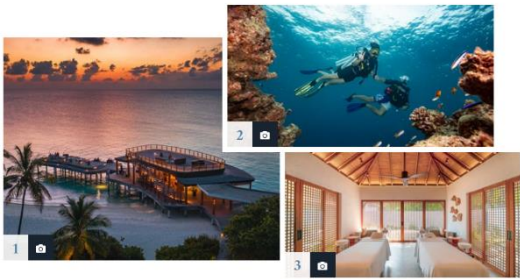
About



Travelers' Choice



PROPERTY HIGHLIGHTS



1 / CUISINE

Savor world-class dining, experience Maldivian gastronomy workshops, or relish a bespoke gourmet menu in the comfort of a private villa.

2 / NATURE

Luxury and sustainability meet on with nature-focused activities like turtle snorkeling, stargazing, and underwater exploration.

3 / WELLNESS

Experience ultimate relaxation at Arufen Spa and enjoy beach yoga and holistic spa treatments designed to harmonize your mind and body.



TRAVEL RESPONSIBLY

This hotel has undergone a rigorous assessment to achieve a sustainable certification aligned to the GSTC Industry Criteria to verify their commitments to the following: effective sustainability planning, maximizing social and economic benefits for the local community, enhancing cultural heritage, and reducing negative impacts to the environment.

A.6 Local Zoning, Design and Construction
DESIGN AND STRUCTURE

The Sirru Fen Fushi Private Lagoon Resort is built with an emphasis on visual compatibility with the natural environment. It is a 120 luxury all-villa resort that offers exactly as its name translates — Secret Water Island. The island covers approximately 160,000 sqm (16 hectares) of land and features one of the largest lagoons in the Maldives, While the resort includes a 200-metre-long swimming pool which traverses the length of the island, reinvigorating destination spa and an intricate open air bamboo bar created by Balinese artisans who did not use any man -made materials in the structure. With nature and art as your guides, dive into the resort's unique, mesmerizing underwater sculpture

park designed by visionary artist Jason deCaires Taylor, explore the gently sloping 9 km house reef, castaway for a day, shoeless and carefree, and dine on gourmet cuisine by the light of the moon.

Relax into the natural elegance of our rustic chic Beach and Water Villas, each with its own private pool, or escape in true tropical style to at Tented Jungle Villa as you indulge in an inspirational Maldivian experience. Designed by world-renowned hospitality design specialists Hirsch Bedner,

Sirru Fen Fushi is the first resort in the Maldives to offer private, raised sand deck beaches for guests staying in the Water Villas, whilst other exceptional additions include oversized standing copper bathtubs, 400-thread count linen sheets and luxury branded bathroom amenities. Languish, love, spread out and be at peace in your perfect sanctuary. Let the ocean-breeze caress you as you dream the days away with views over the endless tranquil aqua marine seascape. Sirru Fen Fushi Private Lagoon resort is located approximately 230 km North of Male in Shaviyani Atoll, a pristine natural marine environment, undisturbed by development.



ROOMS: Sirru Fen Fushi Private Lagoon Resort, a 120 luxury all-villa resort that offers an exceptionally large island with a pristine stretch of soft, white-sanded beach overlooking an endless turquoise sea. Relax into the natural elegance of our rustic chic Beach and Water Villas, each with its own private pool, or escape in true tropical style to at Tented Jungle Villa as you indulge in an inspirational Maldivian experience.



Buildings with an emphasis on visual compatibility with the natural environment



Gardens, green areas use native vegetation where possible or grasses that are adapted to the local climate.



Environmentally friendly building materials and techniques are used (new construction and/or renovation)



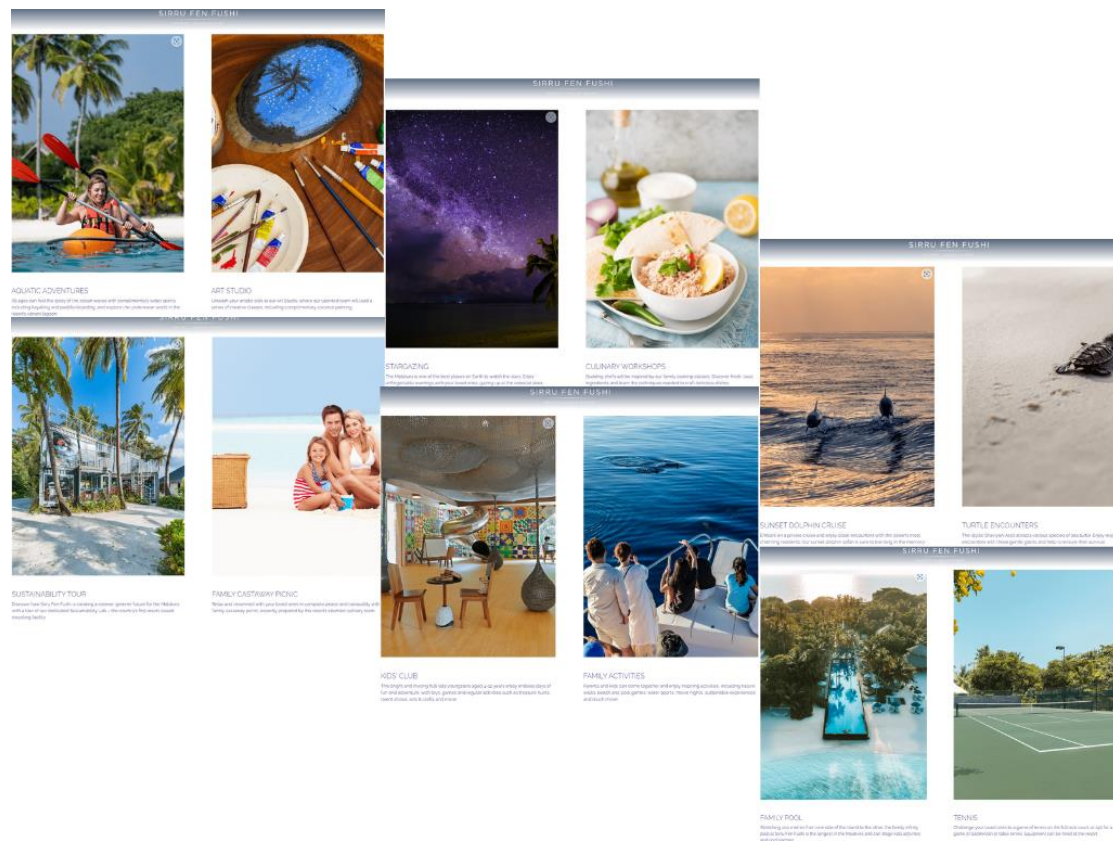
Low-emitting or environmentally-preferable carpet is used — rug made of rope in the room

A7. Experiential or Interpretation Tourism

We inform our guests about the local environment, local culture and cultural heritage through various means; may it be electronic signage or through the weekly recreation schedule. As the Maldives is predominantly a Muslim country, guests are made aware of the local culture and mainly during the holy month of Ramadan.

Special offers and packages are available from a romantic getaway to a family vacation i.e. Jungle Retreat, and various activities within the resort i.e. authentic Maldivian cooking class, fishing trip, guided tour to a local island, diving and excursions, etc. to escape and discover a true island paradise. Sirru Fen Fushi Private Lagoon Resort works closely with the local suppliers, and as such is beneficial to the company and the local community. Every Friday, guests can enjoy a local dinner during Maldivian Night at the Raha Market.

Sirru Fen Fushi Private Lagoon Resort endeavors to deliver imaginative and exhilarating experience in culturally connected environments offering thoughtful and generous service.



RECREATION & WELLNESS ACTIVITIES

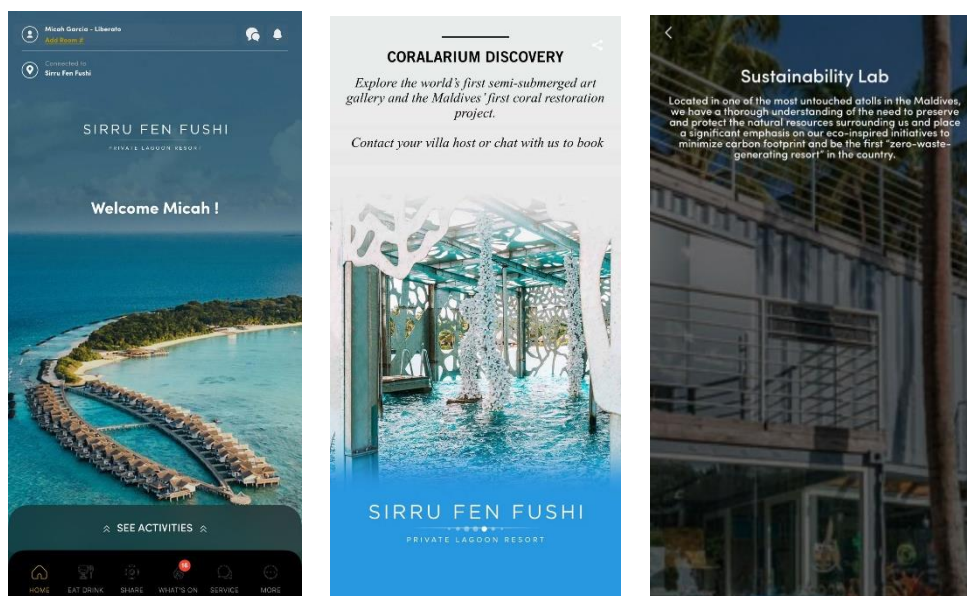
TIME	MON	TUE	WED	THU	FRI	SAT	SUN
7:00 AM	ISLAND FIT RUN	SUNRISE YOGA		SUNRISE YOGA	BOOT CAMP (8:00 - 9:00 AM)	SUNRISE YOGA	
10:00 AM 11:00 AM	MASSAGE WORKSHOP	TABLE TENNIS CHALLENGE	CANVAS ART CLASS WITH ARTIST	COUPLE THAI STRETCH WORKSHOP	TABLE TENNIS CHALLENGE	SUSTAINABILITY LAB TOUR	BODUBERU BEAT LESSON
11:00 AM 12:00 NN	CANVAS ART CLASS WITH ARTIST*	COCONUT PAINTING	ART OF BREATHING	NATURE STAMP ART	CORALARIUM TOUR	ART OF BREATHING	COCONUT PAINTING
3:00 PM 4:00 PM	BODUBERU BEAT LESSON	ART CLASS WITH ARTIST	CORALARIUM TOUR	TABLE TENNIS CHALLENGE	SUSTAINABILITY LAB TOUR	CANVAS ART CLASS WITH ARTIST*	CORALARIUM TOUR
4:00 PM 5:00 PM	NATURE STAMP ART	COFFEE ART	TURTLE PRESENTATION	COCONUT PAINTING	DART CHALLENGE	TURTLE PRESENTATION	BEACH CORNHOLE CHALLENGE
5:00 PM 6:00 PM	BEACH VOLLEYBALL	AQUA FITNESS	POOL VOLLEYBALL	FUTSAL GAME	BEACH VOLLEYBALL	HIT TRAINING	WATER POLO GAME
6:15 PM 7:00 PM			SUNSET YOGA				SUNSET YOGA

- TO BOOK ANY ACTIVITIES, PLEASE GET IN TOUCH WITH YOUR VILLA HOST
- MEET-UP FOR ACTIVITIES MARKED WITH AN ASTERISK (*) WILL BE AT THE SUSTAINABILITY LAB. THE REST WILL BE AT THE ART STUDIO
- CANVAS ART CLASS WITH ARTIST IS CHARGEABLE, DEPENDING ON THE CANVAS SIZE

A.8 Communications Strategy

We communicate with our guests and visitors to the resort and through the website in a comprehensive manner. Our implementations, plans and strategy for a sustainable operation are clearly defined, as well as our involvement with the local community and other charity work. We further introduced a new app, Staytus, to provide guests with easier access to information on activities around the hotel, which helps reduce our printing of collaterals. The app also has an automatic translator by recognizing the language settings of your phone, which helps allow facilitate better communication between our guests and our colleagues.

Staytus App



Our sustainable operations involve our guests, for example, we give our guests an option whether or not they want the bed linen or towels to be replaced for the day, hence, providing them with an opportunity to play a direct role in water and energy conservation. Also encouraging the guest for restoring corals at the Coral Nursery. The Guests are given tips on the energy, water reduction practices in the television and 99% of the lights are LED.



We also launched in February 2022 our new Sustainability Lab. The first plastic recycling facility in the Maldives. Plastic waste is collected from local islands and resort to be transformed into bespoke souvenirs, useful school equipment and exquisite furniture. With our Sustainability Lab project, we launched the Bright Mind Initiative program in 12 schools where we carry out numerous workshops,

educational presentations and activities. This includes going into the schools to carry out tree planting and beach cleaning activities, and teach them about plastic waste, coral reef ecosystems, climate change, sea level rise and marine wildlife conservation. We also bring the children to the resort to experience a detailed orientation of the sustainability lab and the entire process from plastic waste to recycled plastic products. By showing the children first-hand how plastic is not just garbage for landfill but can be used to design their very own furniture, we hope to bring about a revolutionary change in mindset in how we think about disposing of waste. We aim to inspire the next generation of eco-warriors to lead the change in protecting their local environment and biodiversity from plastic pollution.

A.9 Health and Safety

We follow strict environmental, health and safety laws, regulations and procedures to conserve and protect the environment and create a workplace where we bring the best out of our colleagues whilst avoiding the risk of injury and accidents.

Every night the Manager on Duty provides a report which is completed to make sure the facilities are kept in good sanitation, cleaning and safety conditions.

Colleagues are appropriately trained so as to make them aware the health and safety issues while working and guests are made aware of hazards by using appropriate signage and other form of communication like cautions, emergency evacuation routes, purchase and operating policy for all mechanisms, equipment and facilities is that they be as environmentally friendly as possible: low emission and consuming minimum energy and star rated and focusing on Health and Safety parameters. We have an experienced team of engineers and technicians who maintain the facilities so that we have constant check on them being in good working condition. All necessary and mandatory safety requirements for the same are in order, such as Method Statement, Risk Assessment, and Personal Protective Equipment to have a safe environment.



Measures are taken to ensure safety for guest during recreational activities (posted Signs, verbal instructions or release forms)

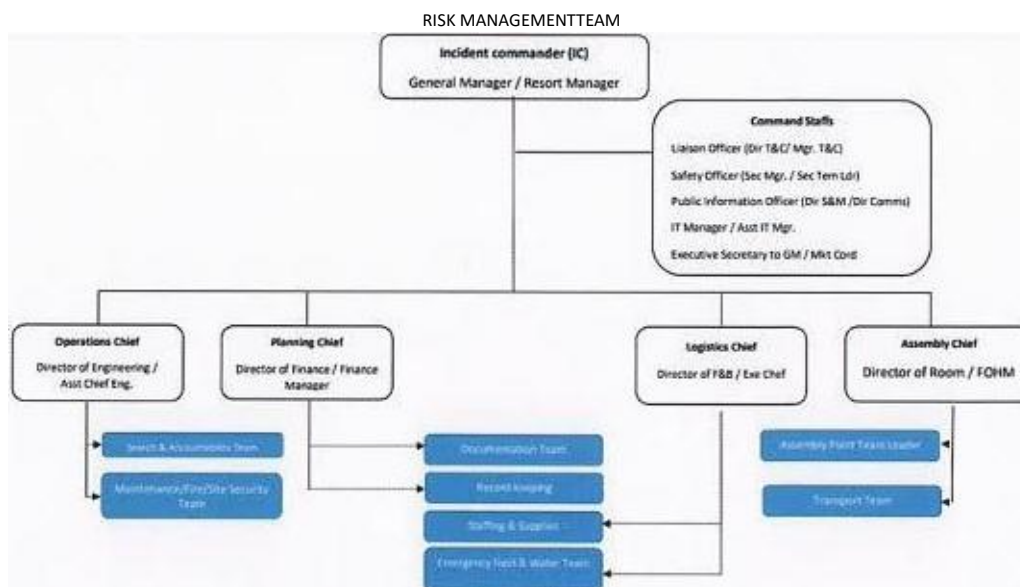
Global Fire Services frequently visit the premises to provide fire and safety training, as well as the inspection and maintenance of fire and safety equipment to ensure that the resort risks are reduced. The resort doctor and nurse are available in house with medical license for handling first aid and there are also 52 certified trained first aiders from several departments, as well as most of the Dive Center team members are first aid trained, HACCP audits are conducted to ensure compliance to the Food Safety Management System. New kitchen staff is trained on safety and procedures and must undergo a mandatory basic food hygiene course in food handling.

Highlights:

- Guests are instructed verbally and by posted signs to take care of wet floors.
- Cautions tapes are put for location with uneven surfaces.
- The swimming pool's depth is clearly marked, trained security Officers or life guards are physically present at the pool and beach areas.
- Safety Warnings are displayed on board. If any events are to be held within the property by external organizers, a clear method statement risk assessment, floor plans, insurance policies, are requested from the organizers, such that a clear gap analysis is conducted, and appropriate preventative measures from our end are also taken.
- All external contractors need to provide safety permits and equipment for their staff.
- Use of auto dosing system of Chemicals in Housekeeping, Engineering and Kitchen
- Stewarding,
- Disclaimer and caution signage are available in areas.
- Fire Safety systems are in place and regular testing is been conducted
- HPA visits for the implementation of the COVID Safe practices.

REPORTING EMERGENCIES

The Risk Management Team are trained to respond to emergency situations and our guests is one of the main concerns of Sirru Fen Fushi Private Lagoon Resort cannot be taught or explained enough and the awareness of team members therefore encouraged.



ACCIDENTS TO TEAM MEMBERS

If a team member is injured, he/she should report immediately to his/her Head of Department or Supervisor no matter how trivial a qualified first aid representative on duty applies proper first aid if necessary. The resort doctor/nurse and the Duty Manager and the Human Resource department representative should also be informed. An accident report form must be completed by the Resort doctor/nurse and copied to all relevant Head of Department and associated members. The Health & Safety / Security Manager will make incident investigations.

ACCIDENTS TO GUESTS

Any accident to a guest, no matter how small, must be reported immediately to the Resort doctor/nurse, Head of Department, Supervisor and Duty Manager. The guests should never be left unattended and team members should wait for assistance. An accident report form must be

completed by the Resort doctor/nurse and Security Manager and sent to all respective departments. Based on the analysis by H&S officer/ Security Manager corrective actions will be taken.

FIRST AID

Sirru Fen Fushi Private Lagoon Resort has first aid boxes located at various locations on property. All serious injuries or illness will be referred to and monitored by the Resort doctor/nurse and trained first aiders on regular basis.

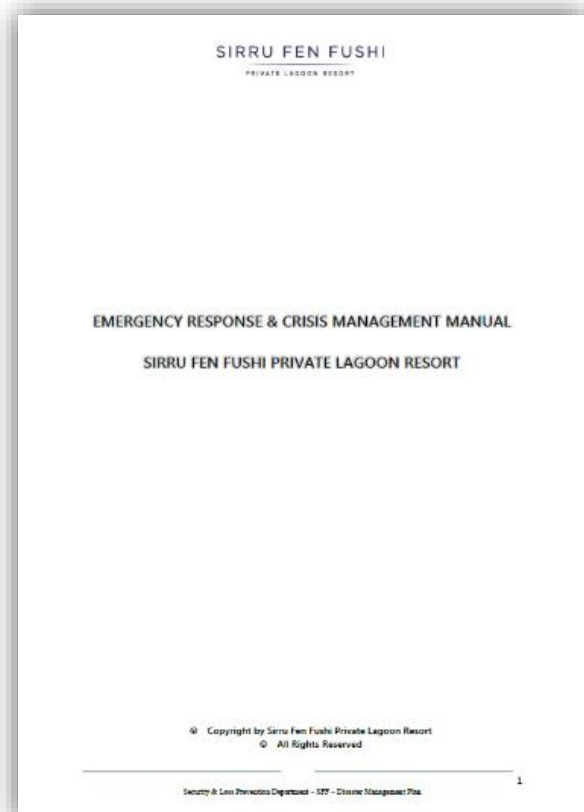
First aid injury: An injury that can be adequately treated using topical wound cleaning, topical medications, ice, heat, non-prescription medications (at non-prescription strength), temporary splinting during transport, simple splinter removal or blister drainage, tetanus immunization, adhesive bandages or wound closures, non-rigid splints, eye irritation for a foreign body, and/or the use of eye patches or finger guards will be facilitated by the Resort doctor/nurse or the certified first aider available in the resort.

COVID19 SAFETY

Welcoming, safeguarding and taking care of others is at the very heart of what we do and who we are. To ensure guest well-being at the resort, we have increased our cleaning standards even further. Cleanliness and Prevention Label which represents some of the most stringent cleaning standards and operational protocols in the world of hospitality.

A. 10 Disaster Management & Emergency Response

Sirru Fen Fushi Private Lagoon Resort follow the Maldives National Defense Force (MNDF) guidelines. The mock drills and emergency response team are well trained to handle situations. The safety equipment and the alarms are tested on a periodic basis for effectiveness. The review and assessment of mock drills are done on a periodic basis.



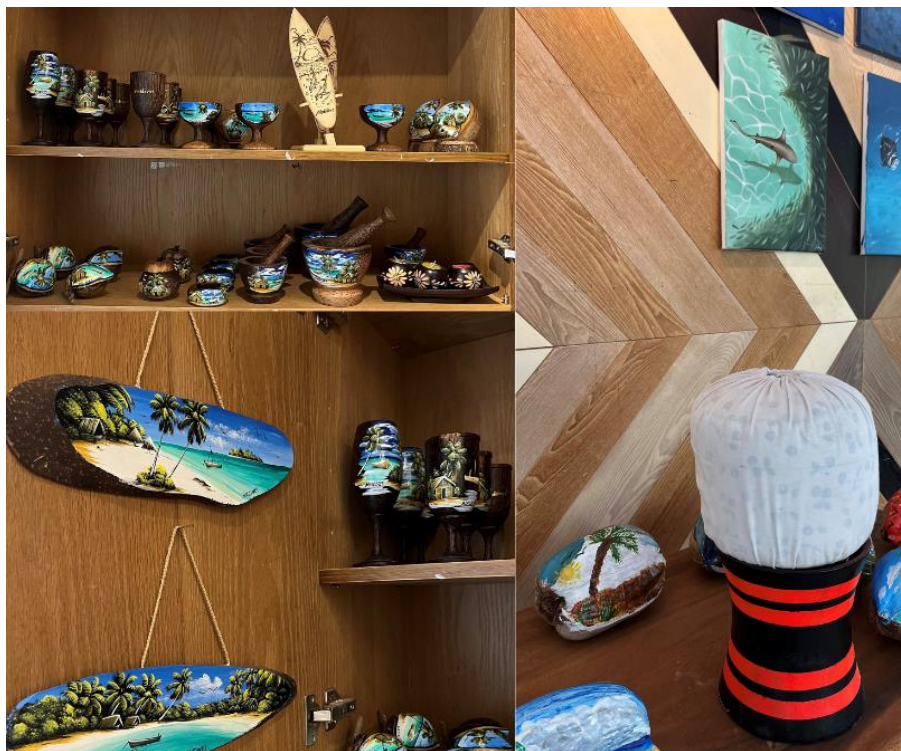
B. SOCIAL/ECONOMIC

B.1 Community Development

Sirru Fen Fushi Private Lagoon Resort, its roles and responsibilities in contributing to the sustainable development of the communities in which it operates, this aims at maximizing the return on community investments and their impact on the local community. Through our community investment program, we have identified unique areas of involvement where we can actively support our local communities and engage in a mutually rewarding way with our colleagues, partners, stakeholders and communities. Sirru Fen Fushi Private Lagoon Resort is also a member of the Maldives Marketing & PR Corporation.

- **Healthcare:** Supporting initiatives aimed at enhancing the health and well-being of local communities.
- **Education:** Supporting initiatives focused on vocational training and skills development that improve employability in the tourism and hospitality sector.
- **Cultural preservation:** Supporting initiatives aimed at preserving local culture and heritage and promoting cultural diversity.
- **Economic Development:** Supporting initiatives aimed at enhancing the ability of small and medium enterprises ("SMEs") that are strategically linked to business needs to perform more effectively in order to create economic growth.
- **Environmental Protection:** Supporting initiatives that help protect the integrity of the environment. We also want to support initiatives that use innovative products and services to help solve environmental problems.

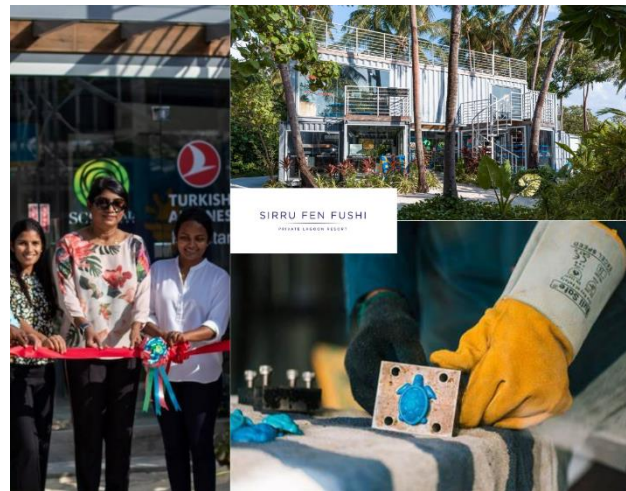
Sirru Fen Fushi Private Lagoon Resort is also encouraging the local production and sales of handicrafts and other products within the resort.



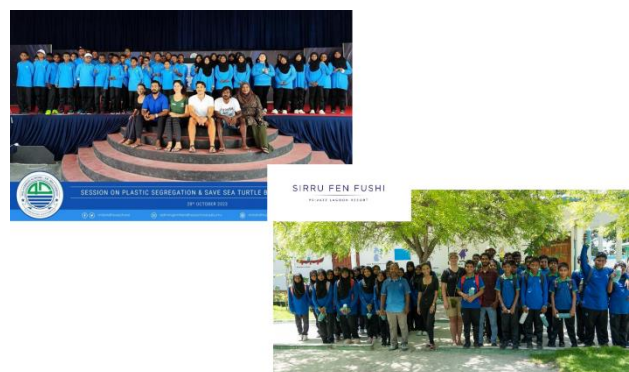
Major Focus of CSR Activities

- Coral propagation (Planting baby corals to grow with guests)
- Turtle Research
- Beach Cleaning Events
- Reef Cleaning Events
- Plastic Recycling Workshops at the Sustainability Lab
- Marine Presentation for guests in Sustainability Lab & for Kids in Kids Club
- Tree Planting Events
- Tours of our Coralarium
- Anti-plastic Beach Cleanup event at local island (2024)
- Tree Planting Activities in local island
- Marine and Waste Management Awareness Program for Local School kids, Island Council & Local Community
- Local island tours
- Local cultural performances (Bodu Beru)
- Serve local cuisine
- Buy local handicrafts to sell and display to guests
- Display local artwork

Hosting government ministers as part of our CSR and Sustainability Lab program launch at Sirru Fen Fushi in February 2022.



The resort organized plastic-free beach clean-up events, tree planting activities and educational programs on our neighboring local islands, Milandhoo, Maroshi and beach clean-up activities in uninhabited island Fushifaru and Channel island.



Plastic Recycling and Sustainability workshop for local school children



B.2 Local Employment

Sirru Fen Fushi Private Lagoon Resort prefers and supports local employment and gives all possible preferences for sourcing workforce to support the local community. As part of initiatives, it has mentioned as Maldivian national preferred in specific Job advertisements on LinkedIn and on the website.

- Business conducts and ethics policy
- Employment Act, 2008 (Act No. 2/2008)

B.3 Fair Trade

Sirru Fen Fushi Private Lagoon Resort ensure the use of right methods to select suppliers and procure goods and service at the right quality, price, time, source and delivery while protecting the company. The main focus is on the suppliers with eco-friendly products and promote on the green purchase. Purchasing is partially done through local suppliers and preference given based on the needs and requirements of the resort. The Green procurement policy will design the requirements of purchase of the resort through the local vendors, eco- products used Amenities and Chemicals, FSC certified for paper and napkins. Fair trade and certified coffee and other products are used, and cardboard should be wax free.

B.4 Local Entrepreneurs

Sirru Fen Fushi Private Lagoon Resort aims to let the guests experience the local produce and local culture we have to offer to them in the midst of their environment. Sirru Fen Fushi Private Lagoon Resort do not engage with local entrepreneurs dealing with historical artefacts moreover it is not permitted by law.

It is worthwhile to state that, at Sirru Fen Fushi Private Lagoon Resort we do engage in organizing events and activities that portray the local culture, especially during Ramadan, Eid and local National Days.



B.5 Respect Local Population

As stated earlier the Maldives is predominantly a Muslim country and as such guests and colleagues are made aware of the local culture, Information of the same is provided through multimedia or through books and magazines and also to the guest service directory. Local culture awareness presentation is done during the colleagues Induction. Rules and regulations following local culture are also reminded to the guest during the debrief prior to any local activity.

B.6 Employee Protection

Salaries and benefits meet national regulations, and all payments required by law into insurance and holiday funds are made on behalf of all colleagues. Overtime is paid for hours worked beyond the established work in accordance with Employment Act of the Maldives. Week hours and working hours do not exceed the legal maximum established by the labor law. But being a hospitality industry at times

a need might arise to work additional hours, colleagues are accordingly remunerated as per the policies



outlined. The colleagues are given career development plans and cross training exposure to preferred

Employees receive training and capacity building — Fire Drill and Diversity Training session

Training and capacity building is provided for local community non-employee residents to develop qualified local labour force through the Internship Program. The purpose of this 24 Weeks Training Plan is to improve the soft skills of the participations of this program as well as the technical training that they get in their departments. Sirru Fen Fushi Private Lagoon Resort aim to serve the society as a part of our CSR I Planet 21 to have a very talented local graduates who can later fit perfectly within Maldives hotel industry. The trainees will be assigned to the respective department based on their passion. The soft skills training sessions will be conducted on a weekly basis and for a-month period. Each session will take one or two hours.

Starting the next internship program in 2025 with different departments will likely bring fresh opportunities and experiences for the trainees.

The hotel, also offers training and capacity building for all employees and develop with their Head of Departments their own tailored Personal Learning Development Plan. Each department submits a monthly training calendar conducted by management for their teams to the Learning and Development Manager. Some training module and Courses are compulsory for all employees at the resort either during their induction orientation and on-boarding, or throughout their first 12 months of employment.

B.7 Basic Services

The activities of the business have not impacted or jeopardized resources or services in the local area or neighboring communities in any negative manner. The activities of the business generate a number of secure jobs and reflect positive influence in the community. The resort was built on an uninhabited and independent island and is producing its own water and its own electricity for its own use.

B.8 Local Livelihoods

Sirru Fen Fushi Private Lagoon Resort building structures are designed according to legal compliance and appropriate mitigation. The building structure follows the regulations in line with the Ministry Of Tourism norms. Activities of the business have not impacted or jeopardized individual or community livelihoods by limiting their legal access to land resource use, to rights-of-way, to transport or to housing.

B.9 Bribery & Corruption

Sirru Fen Fushi Private Lagoon Resort strictly prohibit all forms of bribery taken directly or indirectly. It prohibits its colleagues from soliciting, arranging or accepting bribes intended for the colleague's benefit or that of the colleagues' family, friend associates or acquaintances. The management reviews on fair practices based on the selection of vendors and materials that are eco-friendly and support the vendors with best environmental practices. Not gifts can be accepted from any supplier or third-party partner. Sirru Fen Fushi Private Lagoon Resort adhere strictly on anti-bribery and corruption and no forms of bribes or gifts are encouraged. As per Sirru Fen Fushi Private Lagoon Resort policy charitable contributions and sponsorships are not used as a subterfuge for bribery.

C. CULTURAL HERITAGE

C1. Code of Behavior

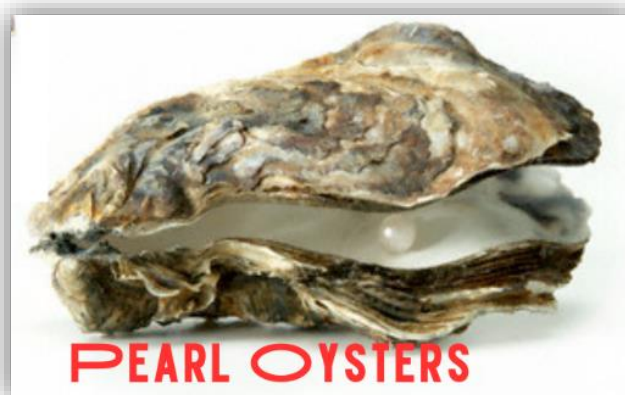
The company policy code of conduct includes established guideline on the code of behavior concerning the protection of local cultures and the guests are provided with relevant information of local culture, customs and tourisms of the Maldives. The colleagues at Sirru Fen Fushi Private Lagoon Resort are trained to guide guests towards the cultural sights and events and/or entertainment/restaurants that the guests are most interested in.

Local Maldivian culture and idiosyncrasies can be explained and discussed with guests, but mainly the culture is significantly different from anywhere else in the western part of the world, from where we have a substantial number of guests coming from. Guests are briefed through the basic dos and don'ts recommendations before going on local island excursions.

C2. Historical Artefacts

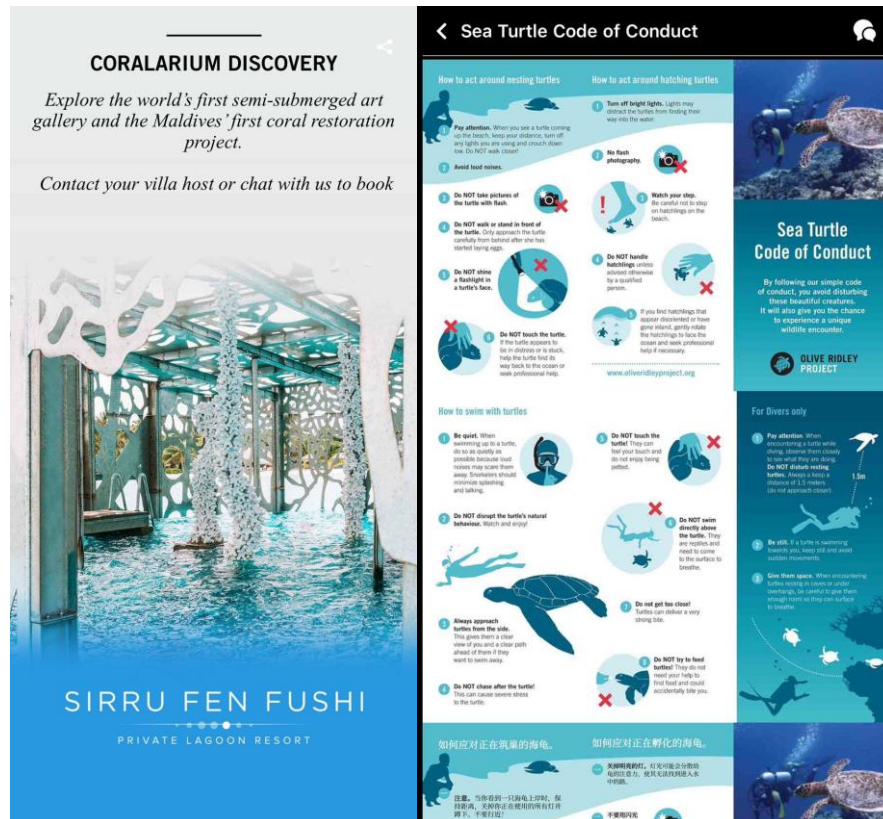
Historical and enological artefacts are not sold, traded, or displayed. Sirru Fen Fushi Private Lagoon Resort provides to the guests with lists of illegal products and souvenirs.

Illegal Products & Souvenirs



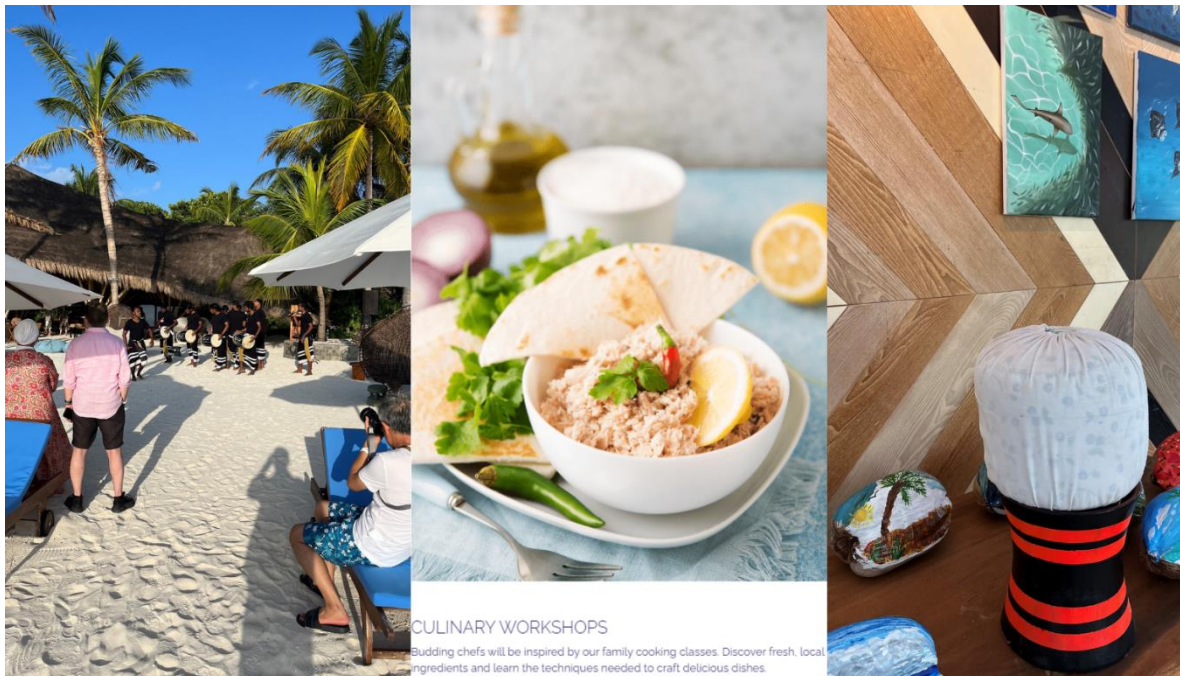
C3. Protection of Sites

Sirru Fen Fushi Private Lagoon Resort complies with laws, standards and regulations concerning the protection of historical sites and cultural heritage, Guest are provided with information on the preservation and access to the site's history, culture and natural environment.



C4. Incorporation of Culture

Sirru Fen Fushi Private Lagoon Resort places great emphasis on being a part of the local environment in regards to cultural and social activities, as well as incorporating use of local food and competencies from local businesses. We take great pride and spend a lot of time and energy explaining our collaboration with local suppliers and businesses to interested parties. Sirru Fen Fushi Private Lagoon Resort represent the local cultural and heritage by welcoming all guests arriving at the resort with Boduberu, the local drums.



D. ENVIRONMENTAL

D1. Conserving Resources

In line with Sirru Fen Fushi Private Lagoon Resort Sustainability Development plan, the use of Environmentally Preferable Purchasing helps Sirru Fen Fushi Private Lagoon Resort "buy green," and in doing so, uses the buying power to stimulate market demand for green products and services. However, this statement should not be a key deciding factor in making a commercial buying decision. Very strong preference given to fair trade and eco-certified suppliers — we will often choose to not have a service, rather than compromising our integrity.

Sirru Fen Fushi Private Lagoon Resort energy saving initiatives best practices:

We minimize our output of printed matter and prefer to communicate through our website (which is CO2 neutral). Our suppliers often bring their products in crates and cases, which are reused and taken back. Every attempt is made to increase the awareness of the suppliers to avoid using crates and cases wherever possible.

At Sirru Fen Fushi Private Lagoon Resort we always try to work towards a greener Maldives and we strive to implement innovated technologies whatever is the best for our guest and the environment. Chillers and freezers temperatures are measured and monitored on a constant basis by the Kitchen and Engineering departments. Energy usage is specified and recorded. Motion sensors lighting for at least 50% of applicable areas is considered. All rooms need a room key to turn on lights — whereby all electric appliances are turned off when guest is not in room. Automatic and efficient temperature is set in all the rooms. 99% of the resort is provided with LED lights and outdoor lighting is controlled by a timer. Energy efficient equipment is purchased wherever available, and only used when needed. No disposable cutlery or other eating utensils are used in the resort

Black and grey wastewater is managed in a non-polluting way and does not affect public health. Active system in place to detect and repair leaking toilets, faucets and showerheads in guest rooms, and is run in co-ordination with housekeeping department and engineering department. Active system in place to detect and repair all machinery and equipment on a regular monthly basis and is run by engineering department. Native plants or low water plants used in landscaping are used to minimize water in the outdoor garden to use minimum water.

HACCP practices are in place in the resort and regularly audited by an external Food Safety Company and internally. Guests' preferences and allergies are taken into consideration, offering appropriate portions when requested, to offer the best culinary experience. Sirru Fen Fushi Private Lagoon Resort has shown their commitment towards a strong food safety culture by achieving high scores in external Food safety audits for the past few years. The resort has obtained HACCP certification and HACCP team, and meetings are currently taking place.

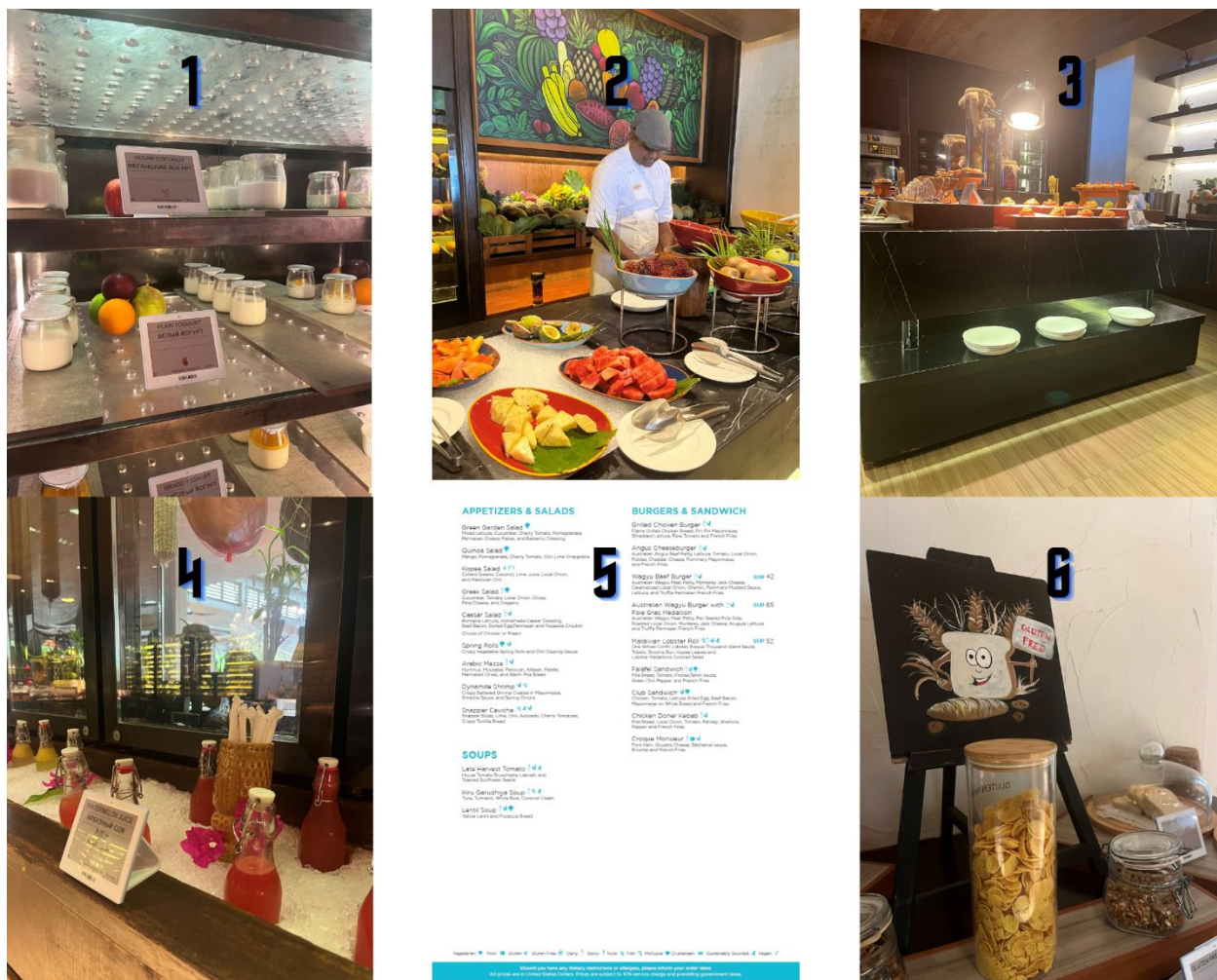


Highlights

Preference given to environmentally responsible service suppliers, such as bicycle rentals for our guests, exemplifies our commitment to sustainable practices. This initiative not only promotes eco-friendly transportation options but also enhances guest experiences by providing convenient and environmentally responsible services.

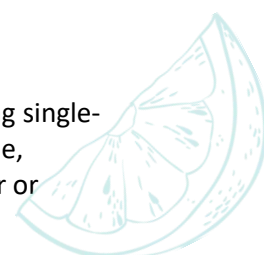
Use of PVC-free key cards and/or certified wood cards — rubber wrist band





Here are a few initiatives from our Food and Beverage department that collectively contribute to a more sustainable and guest-friendly approach, emphasizing environmental responsibility and customer satisfaction.

1. **Herbal homemade yogurt in reusable glass pots:**
This practice promotes sustainability by using reusable containers instead of disposable ones. It also aligns with the trend towards reducing plastic waste.
2. **Offering fruit salads upon request to reduce wastage:**
By preparing fruit salads only when requested, you minimize food waste, ensuring that ingredients are used efficiently.
3. **Not providing trays:**
Omitting trays can encourage guests to take only what they can carry comfortably, potentially reducing food waste and encouraging mindful consumption.
4. **Giving fruit juices in reusable glass bottles and providing paper straws:**
Providing fruit juices in reusable glass bottles supports sustainability by reducing single-use plastic waste. Paper straws are available but not actively encouraged for use, promoting sustainability while offering them as an option for guests who prefer or request them.



5. **Including food classification signs on the restaurant menu:**

Clear signage helps guests easily identify and choose foods based on their dietary needs or preferences (e.g., gluten-free, vegetarian), enhancing the dining experience.

6. **Maintaining a gluten-free area for guests with special requirements:**

Having a designated gluten-free area ensures that guests with gluten intolerance or celiac disease can dine safely without the risk of cross-contamination.



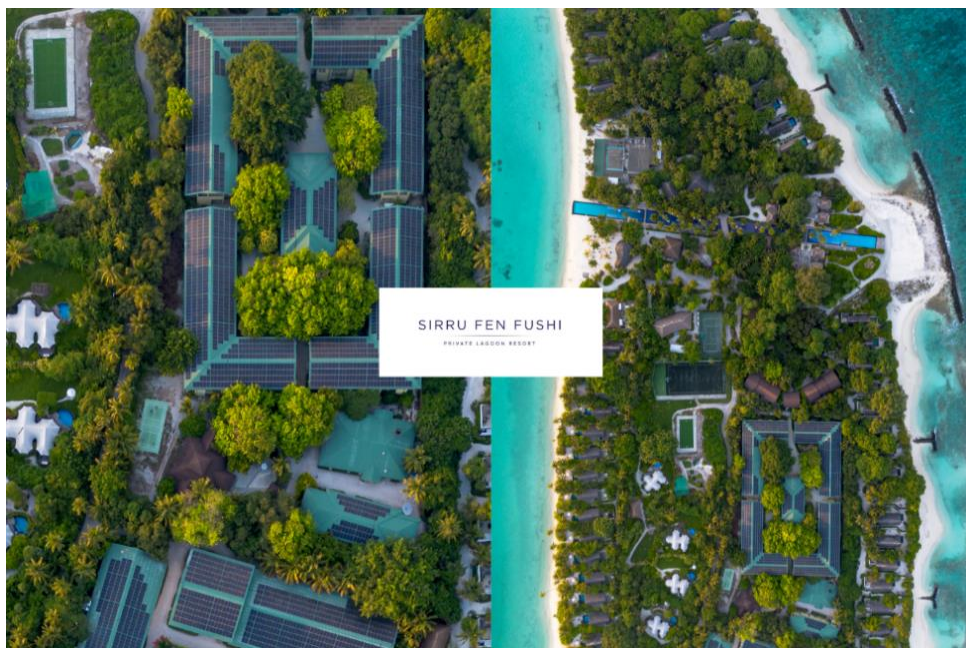
We're committed to sustainability by eliminating PET bottles and promoting reusable glass bottles for all our water needs.

We utilize water dispensers and provide paper cups throughout the resort to reduce plastic waste.





Implementing "take-back" policies with suppliers, like having our fruit and vegetable supplier provide produce in reusable containers and collecting the containers from previous deliveries, showcases our dedication to sustainability. This approach minimizes packaging waste and encourages a circular economy where resources are reused efficiently, aligning with our commitment to environmentally responsible practices.



Green energy (electricity) is purchased where available, and our facility incorporates white or green roofing to mitigate heat impact on the island. These measures underscore our commitment to sustainability, reducing our carbon footprint and contributing positively to our local environment.

D. Reducing Pollution

Sirru Fen Fushi Private Lagoon Resort recycles waste and are looking for more improvement. In the first level we try to reduce waste generation, secondly preference for reusing the items and lastly donated to the local charities, communities, hospitals or shelters. using reusable crates for vegetables and bakery products to minimize waste generation. We attempt to produce as little waste as possible, and nothing is thrown out that can be used again.

Waste Management

As far as is reasonably practicable, waste management and waste minimization will be practiced through the following waste hierarchy approach:

Waste Segregation & Launch of our Sustainability Lab

We also launched in February 2022 our Sustainability Lab, the first plastic recycling facility in the Maldives. Plastic waste is collected from local islands and nearby resorts to be transformed into bespoke souvenirs, useful school equipment and exquisite furniture. With our Sustainability Lab project, we launched the community engagement program in 14 schools where we carry out numerous workshops, educational presentations and activities. This includes going into the schools to carry out beach cleaning activities, and teach them about plastic waste, coral reef ecosystems, climate change, sea level rise and marine wildlife conservation. We also bring the children to the resort to experience a detailed orientation of the sustainability lab and the entire process from plastic waste to recycled plastic products. By showing the children first-hand how plastic is not just garbage for landfill but can be used to design their very own furniture. we hope to bring about a revolutionary change in mind-set in how we think about disposing of waste. We aim to inspire the next generation of eco-warriors to lead the change in protecting their local environment and biodiversity from plastic pollution.

Waste streaming is a highly effective way of reducing waste. The segregation of waste plays a role in reducing, reusing and recycling the waste.

- All back of house area is provided with different bins for proper segregation of waste.
- The main garbage area is operational with Plastic, Aluminum, Glass, Paper and Cardboard separated from the general waste.
- Guest area's waste collection: separate bags are used to collect general waste and the cans and plastic bottles from all the guest areas to increase the recycle waste and measure for proper segregation
- All hazardous waste like batteries and bulbs are being separated and stored in designated area and monitored by engineering department. The waste is disposed of to the approved suppliers.
- All new joiners are fully briefed about the benefits of segregation, procedures for collection waste, receive an orientation tour of the sustainability lab and recycling procedures and are also made aware of the Resort's environmental policies.
- All recycled and non-recycled waste must be sorted, collected and stored in separate segregated areas in the garbage room.

- Plastic is put through the resort's shredder and melted using either our Hot / Cold Sheet press or extruder. This enables us to turn plastic waste into bespoke souvenirs, useful school equipment or unique and exquisite furniture.
- Glass is sent through our glass crusher and can be added into 25mm thick plastic recycling sheets to be included in the recycled table designs or mixed with construction material and use.

A food-saving program is established in between culinary department with strategies to reduce food wastage such as pastries sent to the staff canteen instead of being thrown away, and buffet menus for guests changing to a-la carte when the occupancy is low.

We also have a new food waste composting machine which arrived in January 2023 so we can use the Compost created in our new Chef Garden.

Colleague laundry is washed in-house with environmentally friendly detergents. Computer and electronic equipment is shut down when work-day is over. Water usage is monitored and specified. All appliances are set at the most efficient level, to save energy, money and appliances.

Our concrete aim is to reduce our use of water, electricity and waste in the course of the next year, some of the targets and initiatives to achieve the same are:

- To raise awareness of the environment within the guest rooms by way of environmental information on the room television and room information brochures.
- To plan a partnership with parley Maldives, collect recycle waste to ensure that zero waste goes to the local landfill site.
- To measure emphasis on sustainability development for continual improvement.
- To implement energy saving projects.

Highlights



Sustainability Lab, Maldives first plastic recycling facility. It has an education center to teach guests and local schools about climate change, recycling and ocean Conservation.



Selection of some of the products created in the Sustainability Lab, made from 100% recycled plastic.



Automatic towel dispensers or paper-free hand dryers are used in public restrooms— hand towels are available for the guests and Amenity (soap, shampoo, etc.) dispensers in guest bathrooms, employee locker rooms, spa and fitness centre



Delivery of guest newspapers by request only - newspaper QR reader



Reuse coat hangers from employee uniforms and guest dry cleaning and provide employee dry cleaning//laundry in reusable, washable bags



New food processing machine arrived, so we can turn wet garbage to compost,



Using processed food waste for composting of our Chef's garden

03. Conserving Biodiversity, Ecosystems and Landscapes Wildlife Species

As part of Sirru Fen Fushi Private Lagoon Resort environment commitment, we are not purchasing, using or promoting any products originating from unsustainable practices or serving food from endangered species prescribed by IUCN (International Union for Conservation of Nature and Natural Resources) Red list. Endangered species or items stemming from unsustainable practices are not used or consumed as per company's purchasing policy. Sirru Fen Fushi Private Lagoon Resort

will support the biodiversity through Manta Trust and Olive Ridley projects in participating in their activities.

- Sirru Fen Fushi Private Lagoon Resort prohibits the use of invasive alien species in the landscaping or the available potted plants. Native plants and low water plants are used to minimize water in the indoor and Outdoor Garden.
- Sirru Fen Fushi Private Lagoon Resort has actively been a participating in coral restoration and beach/ reef cleaning activities.
- Preserving the environment is one of our core values and we Will extend Our continuous efforts to raise awareness and encouraging not only our colleagues. but also, our guests to be more conscious about environmental sustainability.

Highlights



Interactions with wildlife must not produce adverse effects on the viability of populations in the wild. Guests are informed of such protocols during their stay to help protect endangered species and their habitats.

Plan exists for the restoration and rehabilitation or habitat area: Coral Reef Restoration





Plan exists for the restoration and rehabilitation or habitat area: Beach Cleaning



Artificial feeding of wildlife is prevented, except when it is done by sowing host or food plants

OUR COMMON FUTURE

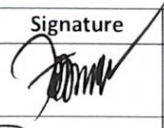

We will pursue with our strategy to reduce consumption by changing our behaviors, reviewing Our standards & operations, eliminating wastage, improving the performance of the installation & the equipment.

Sustainability targets for Sirru Fen Fushi Private Lagoon Resort for upcoming years includes:

Future Vision	Current Practice	Target	By When
Occupational health and safety accident	0 accidents	0 accidents	2024
Single use plastic free	100% Single-use plastic eliminated	100% Single-use plastic-free BOH	End of 2025
Motion sensors for lighting	Motion sensors only for outdoor lightings	At least 25% of applicable areas	End of 2025
Fire and emergency full evacuation drills including all the staff and guests	Tsunami evacuation for staff	Annually	End of 2025
Green Globe Certification	87.6%	Next Audit: Nov 2024	Nov 2024
Organic waste is used	Mulching & Composting	Composting for local islands in atoll.	End of 2025
Sustainability Lab	Recycling Plastic & Glass Waste	Recycle PET Plastic Waste	End of 2025
Solar Energy Generation	1,043 KWp	2,543 KWp	End of 2025
Waste consumption	4500 kg of plastic recycled in the lab.	Recycle 5,000 kg of plastic waste in the Lab	End of 2025

We are very aware that sustainability is an ongoing journey; therefore, the Sustainability Management Plan will be reviewed annually. Our Sustainability Management Plan is supported by the following policies and procedures along with other supporting documents:

- Environmental Policy
- Purchasing Policy
- Recruitment Policy
- L&D Training Policy
- Waste Management Policy
- Business Code of Conduct and Ethics

Description	Name/Title	Signature	Date
Reviewed by	Mohamed Fazir Assistant Sustainability Manager		19.11.24
Approved by	Lukasz Prendke General Manager		19.11.2024