

POLICY Sustainability Policy			
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Scope Statement

The Environmental Management System applies to Amilla Maldives, a 67 Villa resort accommodation complex on the island of Finolhas located in Baa Atoll, Maldives.

Amilla is a 23.5-hectare island in the Indian Ocean surrounded by a coral reef and short lagoon, situated in Baa Atoll, a UNESCO Biosphere Reserve. Amilla is approximately 6 km from Hanifaru Bay, a Marine Protected Area. The island has a history of agriculture prior to the resort being built in 2014. 70% of the island is not built-up area but lush greenery and is a nesting site for the White Tail Tropic Bird, Green and Hawksbill Turtles. This island is officially named Finolhas, Baa Atoll, Maldives, PO BOX 2123 (5.234365'N, 73.112318'E). This island is bounded by open water, with neighboring islands including local communities, resorts, sandbanks and uninhabited islands Kihaadhoo and Dusit Thani to the south, Veyofushi and Finolhu to the east, Milaidhoo Island Maldives and Four Seasons Resort Maldives at Landaa Giraavaru to the north, and west we have Dhakendhoo Avani + Fares Maldives Resort.

Amilla consists of 67 guest rooms all with pools, rooms types consist of overwater pool villas, treetop pool villas, beach pool villas and residences, 2 tennis courts, a football pitch, a volleyball court, 1 main pool (1,169.40m³, 1,600m³ of water), a spa facility, 1 indoor guest gym, 1 outdoor guest gym and 1 staff gym, and 7 restaurants/bars, 1 staff canteen and 1 staff café/bar. In terms of area, approximately 20,000 m³ of landscaped garden and 212,849m³ of natural forest. 10 x 1 story blocks for staff accommodation with 182 rooms.

The resort offers diving and water sports facilities, snorkeling excursions and fishing trips. There is a souvenir and jewelry shop. Guests participate in many activities in addition to water sports including classes focused on wellness and sustainability, yoga, soap making, tea making, cooking, recycled paper making, painting and Kombucha classes.

Amilla management is conscious of possible negative impact on the environment and culture. Maldives is a Muslim country with tourists from all around the world.

The isolated nature of each island means it is easy to separate activities such as alcohol, dress codes and prohibited items such as pork. The high influx of tourists has economic impact on the culture, through local island visits and local staff working in resorts.

It is possible for Amilla to have a direct impact on the surrounding environment through sewage run off, solid waste, energy consumption, human disturbance, light/noise pollution, increased boat activity, water consumption, international imports, pest control, deforestation, and construction.

Some of these impacts are unavoidable however our goals include lessening, controlling, or eliminating impact where we can, Amilla is pledging this.

Amilla Maldives is committed to continuous improvement measured by annual benchmarking assessments. The team at Amilla strives towards minimising our footprint on the environment by implementing sustainable initiatives aimed at improving the hotel's performance, attracting guests, reducing the use of energy, water, and excess waste, and positively impacting the lives of our team. Then through our local team members, our sustainable way of life will echo into the surrounding environment and communities.

Purpose of the Policy

We acknowledge that Amilla has a potential impact on people and the environment through our operation.

Sustainability Initiatives:

Sustainability initiatives at Amilla Maldives are designed to fulfil our obligation to the environment and community. We are committed to attracting and retaining team members from local communities.

- We invite our team to share in this commitment through training programs that work to educate our team on best practise within the resort, ideas that they can implement in their own islands and homes.
- We invite our guests to contribute to our initiatives through workshops and communication of our developments.
- We support our community to embrace our initiatives by making educational visits available and by providing knowledge freely.

Amilla Maldives will comply with all relevant legislation and regulations and aims to achieve international best practice. We have appointed our resident Marine Biologist as the EarthCheck Coordinator, who has the responsibility for continually improving the Resort's sustainable performance, energy efficiency and this will be benchmarked on an annual basis.

Through this policy we:

- Commit to comply with applicable laws regarding sustainability and community.
- Commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other country.
- Commit to minimise our impact on our environment and maximise the effective use of resources.
- Commit to foster responsible environmental behaviour amongst team members at all levels.
- Commit to minimise risks and impacts through processes and systems to implement, measure, and monitor environmental and social performance.
- Commit to increasing communication and awareness of our efforts.
- Invite our team to share in this commitment through training programs to educate on best practice.
- Invite our guests to contribute to our initiatives through workshops and communication of our developments.
- Support our community to embrace our initiatives by making educational visits available and by providing knowledge freely.
- Lead a sustainability committee to develop sustainability as a community responsibility. We empower our team through supporting their ideas and initiatives and listening to their opinions on current and future projects.
- Comply with legislation in the Maldives in terms of Sustainable Development and Environment
- Provide a safe and healthy environment for team members and guests.
- Support diversity and inclusion.
- Engage meaningfully with stakeholders, including communities, industry, and government.
- Support the community by donating time and participation in volunteering days.

Environmentally we aim to:

- Comply with all laws governing the environment.
- Strive to better understand both the direct and indirect impact that our practices may have on the environment.
- Minimise or offset our impact on the environment.
- Work towards the conservation of energy, water, and resources in all our operations.
- Dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
- Lessen our environmental impact by purchasing environmentally friendly products and services.
- Take steps to continually improve environmental performance.
- Protect and support biodiversity.
- Conduct audits, evaluations, and self-assessments of the implementation of policies.

- Work with our entire supply chain to gain mutual benefits of incorporating environmentally sustainable goals.
- Promote environmental awareness throughout the resort.
- Foster a sustainably aware culture, where responsibility is assigned and understood.
- Strive to raise awareness in the community, encourage participation and train our team in environmental and social matters.
- Establish a sustainability committee (Green team) is maintained to develop sustainability as a community responsibility. We engage the team daily and publicly display principles and achievements of our goals. We will empower our staff community through supporting their ideas and initiatives and listening to their opinions on current and future projects.

Economically we aim to:

- Consider and support sustainability initiatives with a strong business case.
- Integrate sustainability into our business models, accounting, and reporting.
- Reduce operating costs through improved resource management including water, waste, energy, carbon, team member engagement.
- Manage risk of operational disruptions such as resource scarcity, climate change impact, or community risks.

Key Initiatives

1. *Home Made* – This project promotes making all possible items on site, such as; drinks, food and spa products. By producing items on Amilla, we reduce our packaging, our carbon footprint, and are ensuring our products are made ethically and sustainably.

2. *Home Grown* – We will utilise our space and natural resources to reduce the need for external purchasing of products. This lowers our environmental impact through no air miles and improves the wellbeing of our team through transparency of how our products are produced. Our 18 hydroponic houses are on track to produce all of the salad leaves required for resort use. Our organic vegetable and mushroom garden produce key ingredients for our resort guests and staff.

3. *The 3R's* – the aim is to reduce, reuse and recycle. This reduces the fuel required for removal which eases the cost and environmental impact. We are committed to reducing the energy consumption within the resort through effective management of resources and investigation of alternative energy sources. We have constructed a waste management facility, the UN (short for UNdo the harm) that will process all refuse. The facility is home to a glass crusher, incinerator, composter and compactor.

4. *Training and Development* – By involving our team and providing knowledge of sustainable practices we can educate the wider community on better practises across a large geographical area.

5. *Communication* – When we communicate our initiatives to our guests and our travel partners, we incorporate experiences for guests visiting our resorts. All webinars and FAM trips in the resort include a section on sustainability. Our guest compendium explains our sustainability programs.

6. *Corporate Social Responsibility* – A sustainable business also takes responsibility for engaging with and improving their local community. We strengthen our local islands through education, initiatives and supporting them in creating their own resources in which Amilla can then utilise. We are proudly Maldivian owned, and we promote local culture at every opportunity.

7. *Conservation*– We are committed to protecting our natural environment through our sustainable practices. This includes protecting our own islands ecosystems, to partnering with NGO's and charities to share knowledge and further our understanding of the Maldives ecology.

8. *Ethical Purchasing* - We endeavour to source products from local suppliers where the product quality and price is comparable. We will also endeavour to source all products from ethical and renewable resources and ensure our suppliers follow fair trade principles. Our meat suppliers are recognised as treating their animals humanely and are free range or pasture raised. Where local products are not available, we source compostable, reusable and eco-friendly alternatives, *reducing* and *refusing* plastic wrapping as much as possible.

Amilla Maldives is part a wider community. We have a responsibility to care for and work alongside our local islands and nation. We are committed to employing and advancing team members from our local community to ensure our impact is longstanding.

We make a concentrated effort to celebrate the country in which we exist and provide our guests with opportunities to discover and learn about the local culture. We encourage our local communities and team members to showcase their tradition and heritage. This includes the purchasing of as much quality local products that we can and assisting people in the community to develop products which can be sold.

Regards

A handwritten signature in blue ink, appearing to read "Narelle McDougall", written over a light blue rectangular background.

Narelle McDougall
General Manager