

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 Maldives Resort & Residences is a property with an area of land in approximately 241, 763m<sup>2</sup> on an island environment named Finolhas, located at Amilla Maldives Resort & Residences, Baa Atoll, Maldives, PO BOX 2123 (5.234365'N, 73.112318'E). This property is bounded by open water, with neighbouring island being including local communities, resorts, sandbanks and uninhabited islands including; Kihaadhoo and Dusit Thani to the South, Veyofushi Finolhu to the East, Milaidhoo Island Maldives and Four Seasons Resort Maldives at Landaa Giraavaru, and West we have Dhakendhoo Avani + Fares Maldives Resort.

Amilla consists of 67 guest rooms which include water villas, treetop villas, beach villas, 2 tennis courts, football pitch, volleyball court, 1 main pool (1169.40m<sup>3</sup>, 1600m<sup>3</sup> of water), 67 in villa pools, spa facilities, 1 indoor guest gym, 1 outdoor guest gym and 1 staff gym, 2 tennis courts, football pitch, volleyball court, badminton court. 8 restaurants, 1 staff canteen and 1 staff café/bar. We have approximately 20,000 m<sup>3</sup> of landscaped garden and 212849m<sup>3</sup> of natural forest. We have 10 x 1 story blocks for staff accommodation with 182 rooms.

We are in the Indian Ocean with a coral reef surrounding our island. We are in Baa Atoll UNESCO Biosphere Reserve. We are approximately 6km away from Hanifaru Bay, a Marine Protected Area. The island has a history of agriculture, used by the local people. Seventy percent of the island is still covered by lush greenery, and it is a nesting site for the White Tail Tropic Bird, Green and Hawksbill Turtles. The resort is situated on a 23.5-hectare island surrounded by coral reefs with a short lagoon.

The resort is also home to diving and water sports facilities, snorkeling excursions and fishing trips. There is a souvenir and jewelry shop for our guests, and they can

also participate in classes focused on wellness and sustainability, such as yoga, soap making, tea making, cooking, recycled paper making, painting and kombucha to name a few.

There is a lot of potential for negative impacts on the environment and culture which Amilla is conscious of. Maldives is a Muslim country with many tourists from all around the world, the isolated islands means it is easy to separate activities such as alcohol, dress codes and prohibited items such as pork. However the high influx of tourists will still have an impact on the culture, through local island visits and local staff working on resorts.

Due to the size of the island it is very easy 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, construction etc.

Some of these impacts are unavoidable but many of them can be reduced, controlled or eliminated, which Amilla Maldives aims to achieve.

We are embarking on an exciting journey to create a more sustainable island home for both our Amilla family and guests. At Amilla Maldives, we have the opportunity to develop sustainability initiatives that will attract guests and positively impact the lives of our team. Through our local team members, our sustainable way of life will echo into the surrounding environment and communities.

Amilla Maldives is committed to continual improvement measured by way of 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, reducing the use of energy, water and excess waste.

Amilla Maldives will comply with all relevant legislation and regulations and aims to achieve international best practice. We have appointed our resident Sustainability Manager 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.

### 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. *Amilla REACH* – A sustainable business also takes responsibility for engaging with and improving their local community. We strengthen our local islands through training, donations, transportation support, environmental events and promoting inclusion. 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 will 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.

## Aims

- To instil a sustainability mindset into our team through training programs and development.
- To educate guests and team members on the effects of harmful practises and the benefits of sustainable management of resources. Training will be developed with WIIFM principles, and it will be accessible for everyone through a variety of different languages.
- A sustainability committee (Green Team) is maintained to develop sustainability as a community responsibility. We engage the team monthly 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.
- Amilla will celebrate our sustainability focus and achievement of our goals by communicating with our team, guests and travel partners. We can communicate these through PR, our website, newsletters, social media and verbally. We will communicate our principles to our suppliers and work alongside them to ensure we are mindfully purchasing the most sustainable products.

To ensure our aims are met, we intend to instil a culture where:

- 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 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 aims our impact is longstanding.

We must 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 and the importance of this delicate ecosystem. We can encourage our local communities and team members to showcase their tradition and be proud of their heritage. This will include 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



Narelle McDougall  
General Manager