

SUSTAINABILITY OUR SHARED RESPONSIBILITY

SUSTAINABILITY REPORT 2022/23



SUN SIYAM
OLHUVELI
MALDIVES



**“SUSTAINABILITY AT
THE FOREFRONT OF OUR
GUEST EXPERIENCE.”**

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MESSAGE FROM GENERAL MANAGER

Marahaba!

In our continuous pursuit of excellence, we're thrilled to share the story of our commitment to sustainability. Here at Sun Siyam Olhuveli Maldives, we understand the profound connection between preserving our environment and creating an exceptional guest experience.

Our efforts extend beyond mere responsibility; they represent a pledge to safeguard the natural beauty that makes the Maldives a paradise. From reducing our ecological footprint to championing local conservation initiatives, we're dedicated to weaving sustainability into the fabric of our resort.

As we reflect on our collective journey, we invite you to join us in celebrating the strides we've taken and the path that lies ahead. Together, we're not just shaping a sustainable resort; we're contributing to a more resilient and vibrant Maldives.

Thank you for being a part of this journey.

Hassan Adil
Assistant Group General Manager / General Manager

OUR VISION

TO BE THE NO. 1 LEADING RESORT GROUP IN MALDIVES IN COMING 5 YEARS.

OUR PURPOSE

TO CREATE MEMORABLE EXPERIENCE FOR OUR GUESTS.

CORE VALUES

PEOPLE



INNOVATION



INTEGRITY



PASSION



SUSTAINABILITY





EPIC EXPERIENCES, EVERLASTING MEMORIES

Located in South Male Atoll and spread across three tropical islands, Sun Siyam Olhuveli is just a 45-minute speedboat ride from Velana (Male) International Airport. This is the perfect island destination for families, couples and groups of friends looking for utterly epic experiences. Olhuveli sets itself apart as an affordable luxury, four star deluxe property with more than 450 rooms and villas spread along the beautiful white sandy beaches or above the aqua blue lagoons.

The food offering is wide and varied with 17 restaurants and bars to choose from, including daily changing buffets at Sunset Restaurant and Malaafai, fresh seafood at Maghrib Grill, Thai specialties at Siyam Orchid and Indian dinners at Namaste. Pizzas, burgers and deli-style sandwiches are also available at Island Pizza. Facilities include several swimming pools, a children's pool and play area, tennis, table tennis, gyms, and the delightful two spa complexes. The water sports centre offers snorkelling, paddleboarding, kite surfing, windsurfing, jet skis and kayaks, and there is an excellent dive school on site with access to more than 50 dive sites including a secret shipwreck. The ultimate experience for many, is the three point snorkelling tour to get up close and personal with nurse sharks, manta rays and dolphins.

SUSTAINABILITY POLICY

Sun Siyam Olhuveli maintains a high level of environmental consciousness that focuses on the fragility of the environment in which we live through strategizing and executing the best eco-sustainability practices.

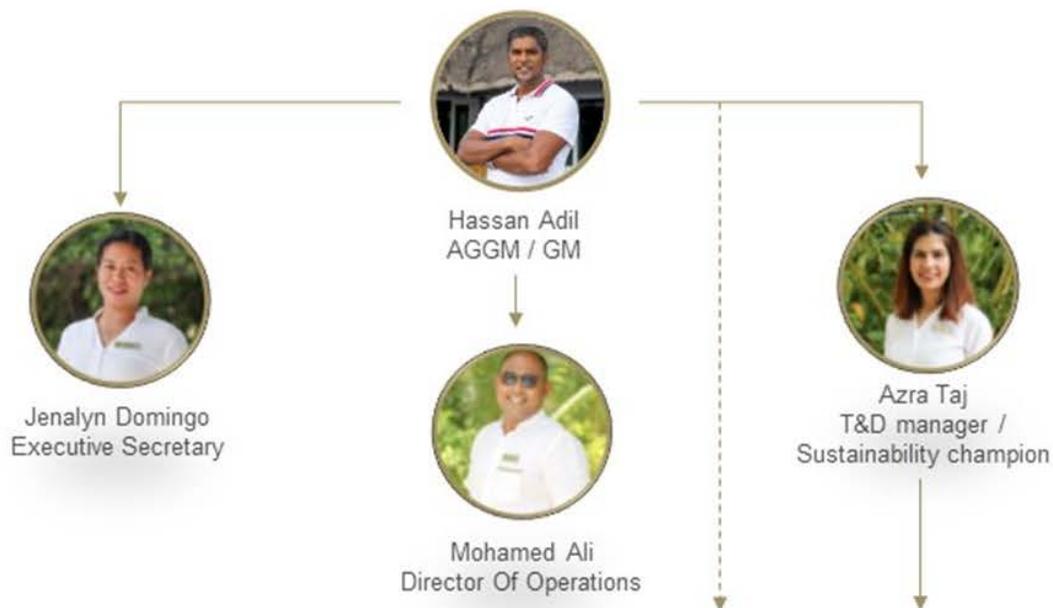
Our sustainability journey is primarily built on a sustainability policy that weighs heavily on pertinent issues of the world such as energy, water, waste, biodiversity, and others.

For more details on our Sustainability Policy, please visit:
<https://www.sunsiyam.com/sun-siyam-cares/>

You can access all the sustainability related policies and procedures by scanning this QR code.



SUSTAINABILITY ORGANIZATION TEAM



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- | | | | | | | |
|---|---|--|---|---|---|--|
|  |  |  |  |  |  |  |
| Luh Ramiadi
Director Of Spa & Wellness | Lakshmi Bodda
Financial Controller | Ahmed Naufal Ali
DOSM, Head Of S&M
ME, Asia & Africa -SSR | Mohamed Didi
Chief Engineer | Hassan Mihaadh
Executive Housekeeper | Hassan Didi
Executive Chef | Ahmed Shazeen
HR Manager |
|  |  |  |  |  |  | |
| Ibrahim Izzath
Security Manager | Ignatious Jobby
IT Manager | Abdulla Shareef
Transport Manager | Ahmed Fazeel
FO Manager | Ahmed Naffaz
Dive Center Manager | Noorul Ameen
F&B Manager | |

SUSTAINABILITY WORKS

INTERNATIONAL WOMEN'S DAY CELEBRATING THE ACHIEVEMENTS OF WOMEN AT SUN SIYAM OLUVELI

On March 8th, 2023, the world celebrated **International Women's Day**, a day dedicated to honoring the achievements of women and advocating for gender equality. Sun Siyam Olhuveli Maldives, took this opportunity to celebrate the exceptional women in their team and around the world.



SUSTAINABILITY WORKS

WORLD OCEAN DAY

On June 8th, 2023, the world celebrated **World Ocean Day**, a day dedicated to highlighting the importance of our oceans and the need to protect them. Sun Siyam Olhuveli Maldives, a leading eco-conscious resort, marked this occasion by organizing a series of sustainability initiatives aimed at preserving the marine environment and fostering a deeper appreciation for its significance.

UNDERWATER PLEDGE TO PROTECT OCEAN LIFE

In a symbolic gesture of their commitment to marine conservation, the management team of Sun Siyam Olhuveli Maldives pledged their allegiance to protecting ocean life, venturing beneath the waves to make their promise. This underwater pledge served as a stark reminder of the collective responsibility we bear to safeguard the delicate balance of marine ecosystems. By taking this initiative, the resort's management team has set an inspiring example for others to follow, demonstrating that ocean conservation is not just an environmental imperative but also a moral obligation.



SUSTAINABILITY WORKS

TRIP TO FULIDHOO ISLAND

On June 17th, 2023, Sun Siyam Olhuveli Maldives embarked on a sustainability mission to Fulidhoo Island, a neighbouring island known for its pristine natural beauty. The resort team, accompanied by local residents, conducted an information session for school students and teachers, raising awareness about the importance of ocean conservation and sustainable living practices.

ISLAND CLEANING & TREE PLANTING

Sun Siyam Olhuveli Maldives organized a thorough island cleaning initiative, involving local residents. The team worked together to remove litter and debris from the island's beaches and public areas, ensuring a clean and healthy environment for all. Additionally, 50 trees were planted on the island, contributing to Fulidhoo's reforestation efforts, and enhancing the island's natural beauty.



RUBY: REDUCING PLASTIC USE



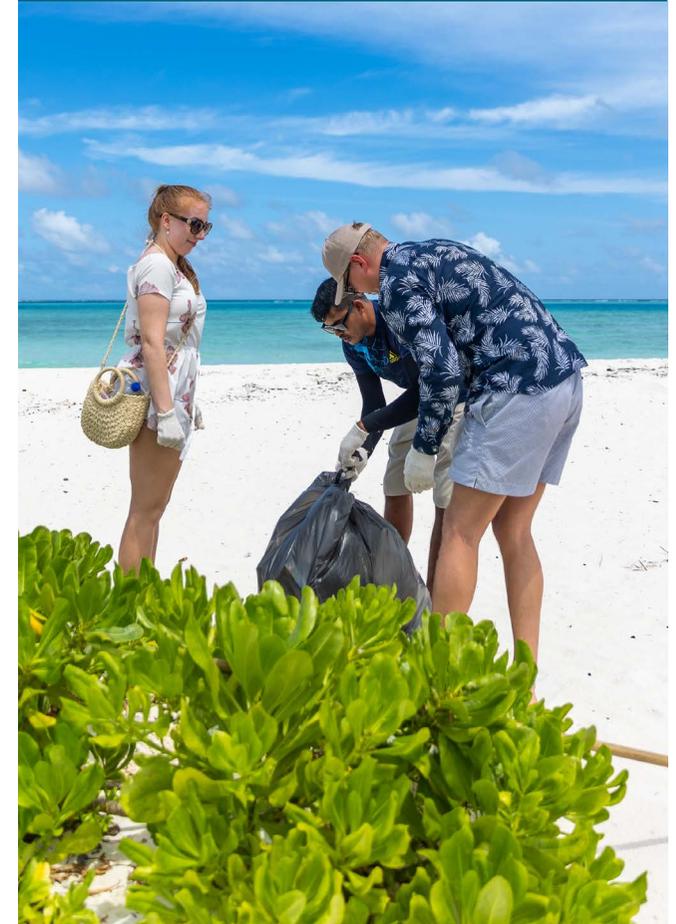
RUBY, was introduced as an initiative to minimize plastic consumption on the island. The RUBY program encouraged guests and staff to adopt eco-friendly practices, such as using reusable water bottles, avoiding single-use plastics, and properly disposing of waste.

CORAL PLANTING INITIATIVE



Olhuveli Maldives recognized the importance of coral reefs in maintaining the health of the marine ecosystem. The resort initiated a coral planting program, carefully transplanting coral fragments to damaged areas of the reef. This initiative aimed to restore the coral reef's natural structure and enhance its ability to support marine life.

LOCAL ISLAND CLEANING WITH GUESTS



Sun Siyam Olhuveli Maldives expanded its cleaning efforts beyond Fulidhoo Island, organizing a local island cleaning initiative with the active participation of guests. This collaborative effort demonstrated the resort's commitment to environmental responsibility and encouraged guests to contribute to the preservation of the island's natural beauty.

SUSTAINABILITY WORKS

INTERNATIONAL YOGA DAY 2023

A CELEBRATION OF HARMONY & WELL-BEING ON THE SHORES OF THE MALDIVES

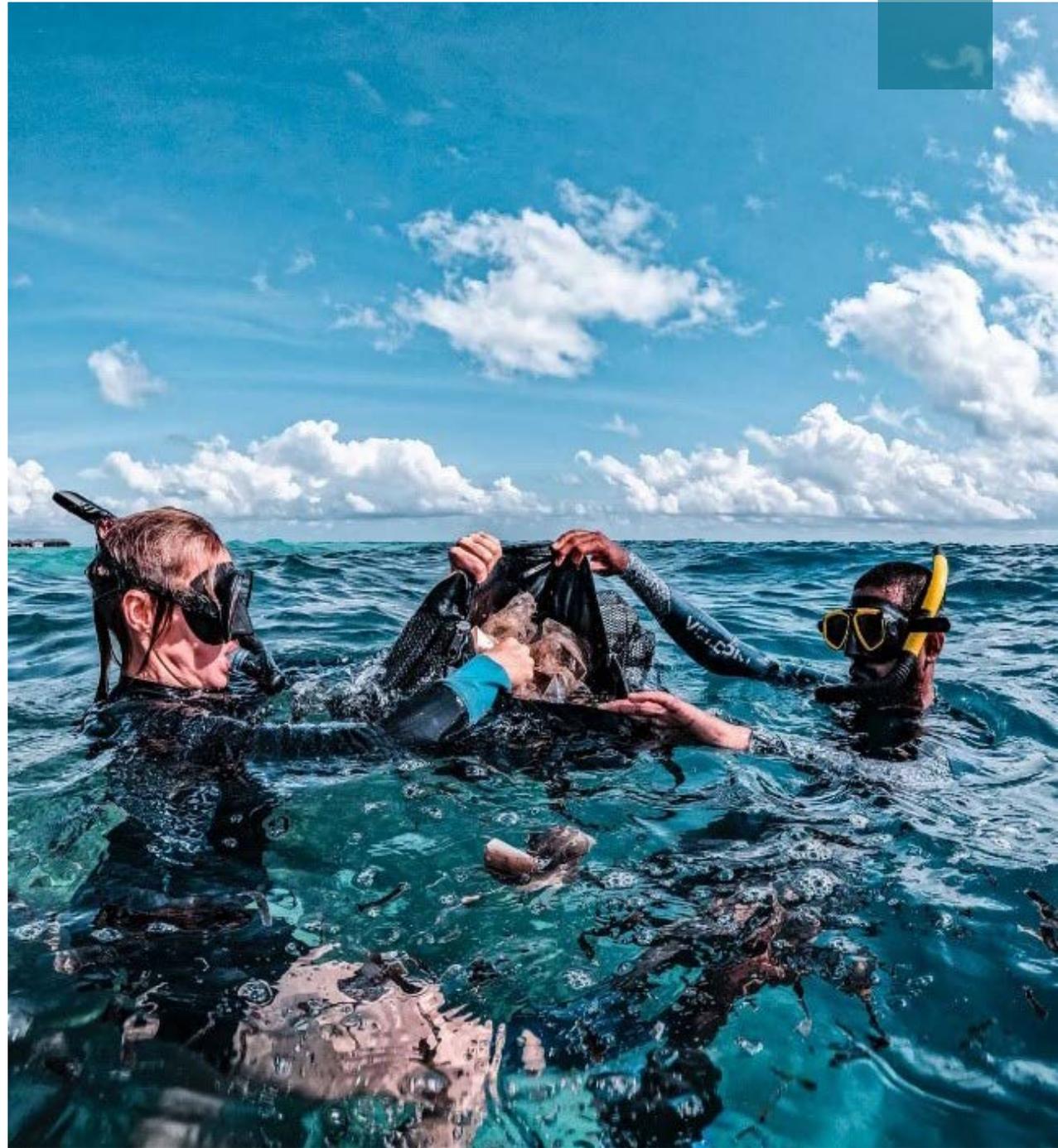
On June 21st, 2023, the world celebrated **International Yoga Day**, an annual event that brings together people from all walks of life to embrace the ancient practice of yoga. Sun Siyam Olhuveli Maldives, a renowned resort in the Maldives, embraced this momentous occasion by hosting a unique yoga session on the pristine shores of the Indian Ocean.



SUSTAINABILITY WORKS

MALDIVES TOURISM DAY SUN SIYAM OLHUVELI'S COMMITMENT TO REEF CONSERVATION

On September 27th, 2023, Maldives Tourism Day, Sun Siyam Olhuveli Maldives celebrated the island nation's remarkable tourism industry and recognized the importance of environmental conservation. In honour of this special occasion, the resort organized a reef cleaning initiative, reaffirming its dedication to protecting the delicate marine ecosystems that underpin the Maldives' tourism success.



SUSTAINABILITY WORKS

SAVE THE LUNGS SAVE THE OCEAN

The coral planting initiative is celebrated every month with a special event for guests and staff, fostering a sense of community and shared responsibility for the preservation of the Maldives' coral reefs. These celebrations highlight the importance of individual actions in contributing to a more sustainable future for our planet's underwater treasures.



SUSTAINABILITY WORKS

ISLAND CLEANING INITIATIVE AT SUN SIYAM OLHUVELI MALDIVES

The monthly island cleaning initiative is a testament to Sun Siyam Olhuveli Maldives' commitment to environmental responsibility and sustainable practices. The resort's dedication to keeping the island clean and promoting environmental stewardship inspires guests to adopt eco-friendly behaviours and contribute to the preservation of the Maldives' natural beauty. The island cleaning initiative involves thorough sweeps of the island's beaches, public areas, and surrounding waters. Participants collect and dispose of litter, ensuring that the island remains clean and welcoming for guests and residents alike.



**SUN SIYAM OLHUVELI MALDIVES
UNDERSTANDS THE IMPORTANCE OF
SOCIAL SUSTAINABILITY FOR ITS STAFF
AND RECOGNIZES THE CRUCIAL ROLE
THEY PLAY IN THE RESORT'S SUCCESS.
TO FOSTER A POSITIVE AND ENGAGING
WORK ENVIRONMENT, THE RESORT
ORGANIZES A VARIETY OF MONTHLY
EVENTS THAT PROMOTE CAMARADERIE,
TEAMWORK, AND PERSONAL WELL-BEING.**



**KARAOKE NIGHT:
UNLEASHING
INNER ROCKSTARS**



**SPORTS
TOURNAMENTS:
FRIENDLY COMPETITION**



**ISLAND HOPPING:
EXPLORING THE
MALDIVES' BEAUTY**



TEAM GATHERING: STRENGTHENING CONNECTIONS

STAFF PARTY: CELEBRATING ACHIEVEMENTS, INDEPENDENCE DAYS AND MILESTONES

TALENT DEVELOPMENT

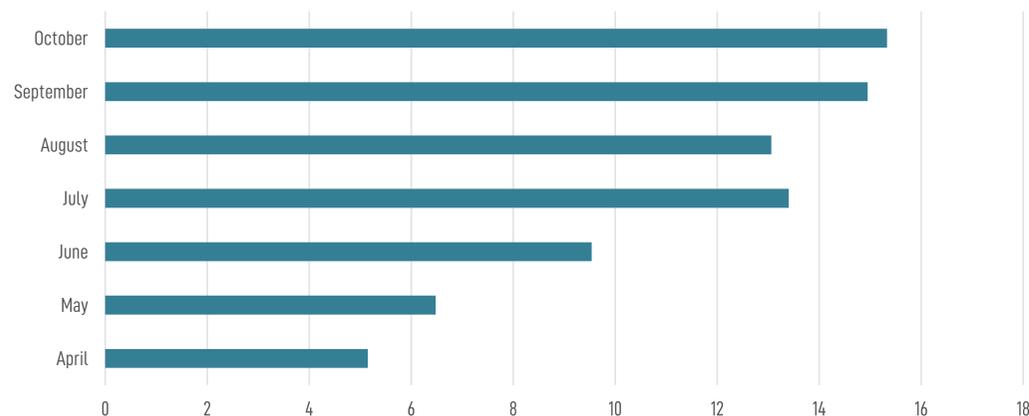
The Sun Siyam Olhuveli is committed to empowering its workforce through a diverse array of internal training initiatives tailored to elevate employee competencies and knowledge. Our comprehensive programs span a wide spectrum of subjects, encompassing guest service, hospitality, leadership, and sustainability.

We prioritize regular participation of our team members in training sessions that cover various crucial aspects:

- Cultivation of soft skills, focusing on areas like English Language Skills, Communication Skills, Time Management, Complaint Handling, and Upselling.
- Acquaintance with essential resort information, including new hire Orientation, Company Vision, and purpose.
- Training sessions dedicated to health and safety protocols and emergency response procedures.
- Educational modules emphasizing sustainability practices and nurturing environmental consciousness.

Notably, the average training hours per team member experienced a substantial rise, escalating from 5.15 hours in April to 15.33 hours by October.

TRAINING HOURS



OUR TARGETS & GOALS

Learning Pathways

Our commitment to sustainability extends to empowering each member of our team with dedicated Sustainability Training. In our ongoing efforts, for 2024, we aim to allocate 15 hours of specialized training to every employee. This targeted initiative ensures that our 100% workforce is equipped with the necessary knowledge and tools to integrate sustainable practices into their roles.

Community Connections

Local community support is a fundamental pillar of our sustainability efforts. We are committed to actively engaging and supporting the communities where we operate, recognizing their significance in our ecosystem. For 2024, we aim to support our local community by conducting a CSR activity quarterly: local island tours for guests, local island cleaning, celebrating world earth day with local community by planting trees, visiting and inviting local school to celebrate world education day.

Well-being Initiatives

In 2024, the resort is dedicated to fostering a holistic sense of well-being among our staff. We understand the significance of well-being in creating a harmonious and fulfilling environment. To achieve this, we target to have a minimum of three activities each, such as team gathering, game activities, island hopping, etc., month for the well-being of our staff. In order to achieve it, we will have an activity calendar each month to conduct all activities for the well-being of our staff.

Energy Management

The average KWH per guest night has decreased from 105.22 KWH to 60.79 KWH (42%) between Jan 2022 to Oct 2023, indicating an improvement in energy efficiency. Moreover, the average KG CO2e per guest night has also reduced from 22.09 to 12.76 (42%), reflecting the positive environmental impact of these efforts.

Building on this success, our upcoming target of 10% reduction in CO2 in 2024 and KWH per guest night is to continue the trajectory of reducing energy consumption and associated carbon emissions. This target aligns with our commitment to environmental stewardship and sustainability.

Water Management

Comparing water consumption data between Jan 2022 to Oct 2023 shows a slight increase in total water usage. However, there's been a positive decline in the average M3 per guest night from 0.92 M3 to 0.98 M3, indicating efforts to optimize water usage efficiency.

Moving forward, our aim for the upcoming year is to drive a 10% reduction in water consumption in 2024 while maintaining excellent guest experiences. This ambitious yet achievable target aligns with our commitment to sustainable practices and environmental conservation.

Waste Management

In our ongoing commitment to environmental sustainability, we are intensifying our focus on waste management, targeting a 10% reduction in waste generation within the coming year. This ambitious yet achievable goal aligns with our dedication to responsible waste management practices and minimizing our environmental footprint.

ENVIRONMENTAL PERFORMANCE

ENERGY CONSUMPTION	TOTAL KWH	AVERAGE KWH PER GUEST NIGHT	TOTAL KG CO₂E	AVERAGE KG CO₂E PER GUEST NIGHT
Jan 2023 to Oct 2023	14,857,120	60.79	3,119,995.20	12.76
Jan 2022 to Dec 2022	13,893,699	105.22	2,917,676.79	22.09

WATER CONSUMPTION	TOTAL M3	AVERAGE M3 PER GUEST NIGHT	TOTAL KG CO₂E	AVERAGE KG CO₂E PER GUEST NIGHT
Jan 2023 to Oct 2023	222,855	0.98	1,493.09	0.01
Jan 2022 to Dec 2022	209,644	0.92	1,404.58	0.06

