

REDEFINING SUSTAINABILITY

NURTURING PARADISE, SUSTAINING TOMORROW

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INTRODUCTION

In the heart of the Maldives' azure waters lies Sun Siyam Vilu Reef, a haven of luxury and natural beauty. As custodians of this pristine island paradise, we recognize the profound responsibility we bear towards preserving its delicate ecosystems and ensuring the well-being of our community. The Sun Siyam Vilu Reef Sustainability Report 2023 is a testament to our commitment to environmental stewardship, social responsibility, and sustainable practices.

This report chronicles our ongoing efforts to integrate sustainability into every facet of our operations, from resource management and community engagement to innovative conservation initiatives. As we navigate the dynamic landscape of responsible tourism, we invite you to explore the strides we've taken, the challenges we've overcome, and the partnerships we've forged in our journey toward a more sustainable future. Together, we embark on a voyage that celebrates the delicate balance between luxury and nature, demonstrating that hospitality can coexist harmoniously with environmental preservation. Join us as we unfold the pages of our Sustainability Report, a narrative of Sun Siyam Vilu Reef's unwavering commitment to nurturing paradise and sustaining tomorrow.

OUR DEDICATION TO SUSTANABLE PRACTICES, STRAIGHT FROM OUR RESORT MANAGER

Here at Sun Siyam Vilu Reef, we believe in treading lightly on this beautiful universe we call home. Our commitment to environmental responsibility is evident in every facet of our company's operations. We want you to feel not just pampered but also deeply connected to the wonders of nature that surround us from the moment you arrive until the time you bid farewell.

In our pursuit of sustainability hospitality, we have implemented a range of initiatives aimed at minimizing our environmental footprint. We have adopted energy-efficient practices, integrated waste reduction measures, and supported water conservation efforts. Our culinary and purchasing team is dedicated to sourcing locally, supporting nearby communities, and offering a menu that recognizes the abundant produce of our locality.

We invite you to join us on this journey towards a greener future. Your active participation, no matter how small, can make a significant impact. Whether it's reusing your towels or simply appreciating the beauty of nature around you, every mindful choice adds to the collective effort.

Sincerely yours,

Thoha Yoosuf
Resort Manager



OUR STORY

Sun Siyam Vilu Reef embodies the ultimate naturally playful, tropical boutique hideaway with its breath-taking surroundings and its 103 charming island villas. Located in Dhaalu Atoll, about a 35-minute seaplane ride from Velana International Airport, we offer white interiors that contrast with touches of tropical colors, perfectly capturing a rustic but Maldivian vibe. Our resort is the epitome of barefoot holidays, offering an array of top-notch amenities that make it the ideal retreat, from the succulent tastes and luxurious dining of all four corners of the globe to world-class spa and wellness treatments using genuine and age-old techniques.



SUSTAINABILITY AMBASSADORS

At the heart of our mission is the belief that hospitality and sustainability can coexist harmoniously, enriching both the guest experience and the universe around us. We recognize the importance of preserving the natural beauty that drew you to our resort in the first place, and we're committed to ensuring that future generations can enjoy it as much as you do today.

We encourage you to be part of this journey with us. Explore our eco-friendly initiatives, embrace the beauty of our natural surroundings, and join us in minimizing our environmental footprint. Together, we can make a meaningful difference

SUSTAINABILITY POLICIES

At Sun Siyam Resorts, we believe that sustainable tourism is not just an option but an ethical responsibility. Our purpose is to protect and preserve the natural environment, support local communities, and promote responsible tourism practices. We are committed to making a positive impact on the environment, society, and the well-being of our neighboring communities while providing exceptional experiences to our guests.

We are dedicated to operating our resort with the utmost respect for the environment and local culture. Our commitment extends to reducing our carbon footprint, conserving natural resources, supporting local communities, and implementing sustainable practices throughout our operations. We strive to create a harmonious relationship between our guests and the environment, leaving a positive legacy for generations to come.

SUSTAINABILITY

- Reduce energy consumption and implement renewable energy sources whenever possible
- Minimize water usage through water – saving initiatives and wastewater management systems
- Implement waste reduction and recycling programs to minimize the generation of waste
- Preserve and protect the local ecosystem and biodiversity through responsible land use practices

CARBON FOOTPRINT REDUCTION

- Set target to reduce greenhouse gas emission across our operation

RESPONSIBLE WATER MANAGEMENT

- Monitor and manage water usage to ensure responsible water consumption
- Implement water conservation measures
- Collaborate with local communities to protect water resources and access to clean water

WASTE MANAGEMENT AND RECYCLING

- Implement a comprehensive waste management system to reduce, reuse, and recycle waste
- Collaborate with local waste management facilities and educate guests and islanders about responsible waste disposal

BIODIVERSITY PROTECTION

- Engage in conservation efforts to protect local flora and fauna
- Avoid activities that may harm or disturb sensitive ecosystems
- Support local biodiversity preservation initiatives through partnerships and financial contribution



COMMUNITY ENGAGEMENT AND EMPOWERMENT

- Support local communities through employment opportunities and skills training
- Collaborate with local businesses and suppliers to promote economic growth and sustainable development
- Engage in community development projects that enhance education, healthcare, and social welfare

GUEST EDUCATION AND ENGAGEMENT

- Raise awareness among our guests about sustainable practices through informational material and workshops
- Encourage guests to participate in eco-friendly activities and excursions that promote cultural understanding and respect for nature

CONTINUOUS IMPROVEMENT

- Regularly monitor and measure our sustainability performance to assess progress towards our goals.
- Continuously seek new technologies and best practices to enhance our sustainability efforts.
- Transparently communicate our sustainability initiatives and progress to stakeholders.

PURCHASING

At Sun Siyam Resorts, our commitment to excellence extends to every aspect of our operations, including procurement. This Purchasing Policy outlines our principles, procedures, and purpose-driven approach to ensure that every purchasing decision aligns with our core values, enhances guest experiences, supports sustainability, and contributes to the success of our resort.

This policy outlines the guidelines and principles to be followed in all procurement undertakings at Sun Siyam Resorts. Its primary focus is on establishing a procurement framework that:

- Is fair, open, and efficient
- Adheres to relevant laws and regulations
- Upholds our Company's principles and benchmarks
- Brings enhanced benefits for both our Company and stakeholders
- Advocates for a more environmentally conscious supply chain
- Aligns with the facilitation of evolving organizational development requirements

OCCUPATIONAL HEALTH AND SAFETY

It is a multidisciplinary field concerned with the safety, health, and welfare of people at work. The goal of an occupational safety and health are to foster a safe healthy work environment in order to protect all stakeholders in the workplace environment.

THE PURPOSE OF THE POLICY IS TO

- Comply with occupational health and safety (H&S) legal requirements to prevent accidents & injuries, and occupational illnesses in our Resort.
- Define the duties and responsibilities with regard to the prevention of workplace accidents, injuries, and illnesses.



PREVENTION OF CHILD SEXUAL EXPLOITATION

Child abuse is a global phenomenon. It occurs in all countries and in all societies. It involves the physical, sexual, emotional abuse and neglect of children and adolescents. It is almost always preventable. Children and adolescents can be potentially subjected to exploitation, abuse, violence and neglect in \ families, communities, institutions, organizations, private places, public places by various circumstances by variety of people, including delegates, support staff, and ancillary personnel people associated with the conference While tourism is not the cause of these crimes, many offenders travel to commit abuse In order to address and protect children and adolescents from potential abuse and exploitation this Prevention of Child Sexual Exploitation policy has been developed.

- We believe that children should be safe from harm
- We condemn the exploitation of children & adolescents under 18, who may have been persuaded by an adult to come and stay in our resort and receive, in exchange for performing sexual activities, free accommodation, drink and food
- We also condemn the general exploitation of children for commercial sexual and support any local or national initiatives for the protection of children in our community
- Empowering and educating children on their rights, personal safety and steps they can take, if there is a problem
- Integrating child protection into all aspects of our organizational strategy, structures and work practices.



ENVIRONMENTAL POLICY

Sun Siyam Resorts is committed to comply with all relevant laws, regulations, and requirements both national and international, which relate to the environment and its protection. It believes the merge of environmental best practices into its corporate policies, decisions and operations is key to long lasting tourism in the Maldives. These values originate from the company's founder and is passed down from top management to all levels of employees within the company and its resorts. Environmental objectives stipulated in this policy will be developed and monitored annually to assess whether this commitment has been met.

Energy

We monitor our energy use very closely and we are continually seeking to reduce and minimise our energy consumption by implementing new technologies and control methods.

Waste

- The company aims to reduce waste with ending the use of single use plastics where possible
- Stained tablecloths and retired sheets can be up cycled into napkins, chef's aprons and laundry bags
- Food waste can be composted and later used as an organic plant fertiliser

Water

- Reducing water usage by informing guests and employees on linen & towel usage, and giving them the option to choose to save water
- Making water stations/dispensers/fountains for employees and guests to refill empty water bottles

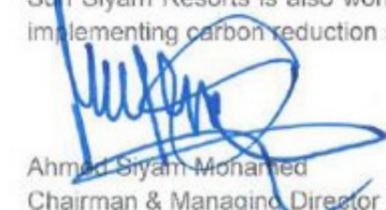
Biodiversity

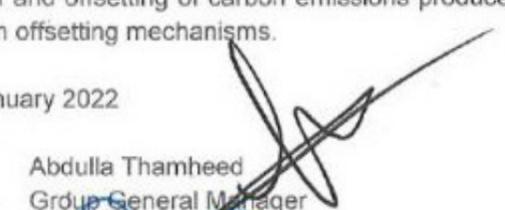
- Conducting biodiversity surveys to get a baseline overview of the islands, identifying the features important for conservation within the natural and wildlife habitats on land and monitoring growth
- Perform reef surveys to determine and monitor the status, health and resiliency of the island's coral reef ecosystem
- Organizing quarterly reef clean ups to minimize waste related damage to the ocean and marine life
- Introducing a coral plantation program for all properties to carry out and share progress
- Identifying plants and trees that are beneficial for keeping the soil in place and maintaining a healthy vegetation and planting them where necessary

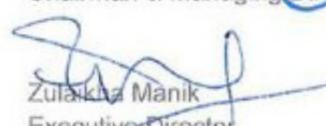
Carbon Emissions

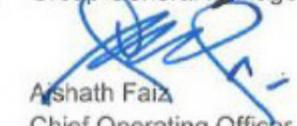
Sun Siyam Resorts is also working on the reduction and offsetting of carbon emissions produced by implementing carbon reduction strategies and carbon offsetting mechanisms.

Date: 29th January 2022


Ahmed Siyam Mohamed
Chairman & Managing Director


Abdulla Thamheed
Group General Manager


Zulaikha Manik
Executive Director


Ashath Faiz
Chief Operating Officer



SUSTAINABILITY POLICIES

Sun Siyam Resorts is dedicated to operating sustainably and responsibly in the Maldives and Sri Lanka while offering authentic guest experiences. Our Sun Siyam Cares programme prioritizes sustainability through initiatives such as reducing energy and water use, managing waste to reduce plastic use, supporting community development, and investing in renewable energy. We also focus on conservation efforts and work to preserve local heritage and cultural practices. By following these sustainability practices and Sustainability Policies, we aim to minimize our environmental impact, carbon footprint and contribute to the socio-economic well-being of the communities in which we operate.

WATER, ENERGY & WASTE MANAGEMENT

	2022	2023	
Water Consumption / Guest Night in M3	1.72	1.16	Implementing a continuous and proactive approach, we consistently remind both guests and team members within the resort to prioritize water conservation practices.
Energy Consumption / Guest Night in KWh	131 kWh	101 kWh	The goal was to reduce energy consumption, the decrease observed from 4,872,201 kWh in 2022 to 3,756,082 kWh in 2023 is a positive outcome. This suggests that measures taken to reduce energy usage were successful during this period.
Incineration / Guest Night Kgs	20.41 kg	10.36 kg	
Total Carbon Emissions / Guest Night Kgs	31.79 kg CO2e	24.54 kg CO2e	Planting act as carbon sinks, absorbing CO2 from the atmosphere. Conservation and reforestation initiatives contribute to carbon sequestration and biodiversity conservation.

COMPONENTS OF AN ECO-FRIENDLY PROGRAM

- Source separation bins for paper, plastic, glass, and organic waste
- Waste reduction challenges for team members
- Plastic-free local community campaign





TEAM COMMITMENT TO SUSTAINABILITY

INCENTIVE PROGRAMS

Reward employees for sustainable efforts and achievements by establishing recognition programs that highlight employees who consistently contribute to sustainability goals, with rewards such as certificates, green badges or small gifts.

TRAINING SESSIONS

Increase employee awareness and knowledge of sustainability issues by providing regular training sessions on sustainability practices, environmental impact and the importance of conservation.

INITIATIVES FOR WASTE REDUCTION



Encouraging the use of reusable items in the workplace



Implementing a 'reduce and reuse' mindset



Exploring alternatives to disposable plastics

OUR SUSTAINABILITY JOURNEY

Sun Siyam Vilu Reef is committed to environmental sustainability efforts that are being actively pursued through dedicated initiatives such as tree planting, and beach clean-up. In marine ecosystems, coral planting plays an important role in the restoration and preservation of coral reefs. By engaging in coral planting programs, we contribute to the regeneration of these vital underwater habitats, fostering biodiversity and bolstering the resilience of marine ecosystems against environmental challenges.

At the same time, efforts to plant trees are significantly advancing landscape sustainability on land. By planting trees, we not only enhance air quality and provide habitats for diverse species but also contribute to carbon sequestration, mitigating the impacts of climate change. These sustainability efforts recognize the interconnectedness of land and sea, highlighting the importance of holistic environmental stewardship.

Through our commitment to local communities, tree planting, and beach clean-up, we actively participate in the broader global movement towards sustainable practices. These efforts are emblematic of our dedication to preserving the delicate balance of our planet's ecosystems, ensuring a healthier and more resilient environment for current and future generations.

OUR SUSTAINABILITY JOURNEY

TEAM'S SUSTAINABILITY ACHIEVEMENT

Son's passion for marine life, as well as his ability to share his expertise with the team, were genuinely inspirational.

Naming the whale shark is not just a scientific milestone but also a testament to our collective efforts and dedication to marine conservation. It's not every day that we have the privilege to make such a significant contribution to our

understanding of the natural world, and your role in this endeavor will be remembered for years to come. I have no doubt that the name "Vilu Reef" for the whale shark will resonate with people worldwide, helping raise awareness about the importance of protecting these magnificent creatures and their habitat.



Maldives Whale Shark Research Programme

First seen and named by Son Dive from Sun Siyam Vilu Reef

Thank you for your contribution to the Big Fish Network and naming a new whale shark

WS671
Vilu Reef

First seen 21.12.2022





OUR SUSTAINABILITY JOURNEY

LAUNCHING OF "VFC BAGEECHA"

As we embrace sustainability, we launch the "VFC Bageecha" through a tree planting ceremony to continue our mission to build a sustainable future that will not only beautify our environment but also combat climate change.

The participation of our team members and guests creates a greener and healthier world for generations to come. We will be remembering February 28, 2023 as we take a meaningful step toward a better and more sustainable future together.

OUR SUSTAINABILITY JOURNEY

STEPPING UP ON A SIGNIFICANT TASK

Planting 5,000 trees on Earth Day for the next three years at Sun Siyam Vilu Reef signifies an important commitment to conserving the natural beauty and ecological health of this breathtaking destination. We hope that by commencing this major tree planting initiative, we will not only enhance the resort's surroundings but also make significant contributions to the overall well-being of the environment.

We recognize that trees play an important role in mitigating climate change, improving air quality, and supporting local biodiversity. Through collaboration with the local community, team members, and guests, we aspire to create a sense of unity in our shared responsibility for the environment.



OUR SUSTAINABILITY JOURNEY

INVEST IN OUR PLANET

As we begin on this exciting journey, we commit to preserving the highest possible standards of sustainability, ensuring that each tree planted contributes positively to the ecological balance of Sun Siyam Vilu Reef. By planting 5,000 trees in the next three years, we want to leave an everlasting legacy of environmental care and responsibility, having a beneficial influence that goes well beyond our local surroundings. Together, we can celebrate Earth Day with purpose and determination, knowing that we are actively contributing to the development of the planet and the safeguarding of this wonderful paradise, Sun Siyam Vilu Reef.



OUR SUSTAINABILITY JOURNEY

A STEP TOWARD A CLEANER AND HEALTHIER OCEAN

Beach cleanup in the community of Dhaalu Bandidhoo in commemoration of World Ocean Day is a significant opportunity to demonstrate our commitment to the well-being of our oceans and the communities that depend on them. World Ocean Day highlights the importance of the oceans in our lives, from providing food and livelihoods to safeguarding our climate. We take tangible actions to address the issue of marine trash and pollution, which represent substantial dangers to marine life and ecosystems. By coming together with the help of our local communities to clean our local beaches, we take practical steps to address the issue of marine litter and pollution, which pose significant threats to marine life and ecosystems.



OUR SUSTAINABILITY JOURNEY

COLLECTIVE RESPONSIBILITY

By collaborating on this cleaning, we not only physically remove waste from both the ocean and the coastline, but we also develop a sense of community and an awareness of the environment. It serves as a reminder that every bit of trash collected has a beneficial effect on the ecosystem and marine life.

Together, as a unified team, we send a resounding message that we are dedicated to leaving a positive mark on our planet. Our underwater and beach cleanup is a testament to the power of collaboration and our commitment to a sustainable future where our oceans and beaches remain pristine, ensuring their beauty and vitality for generations to come.

OUR SUSTAINABILITY JOURNEY

NURTURING YOUTH EMPOWERMENT

Our Vilu Reef Family Club President, Sustainability, and Sun Siyam Care Ambassador Printey, together with his members, had a fruitful meeting with the Nilandhoo Council on International Youth Day on August 6, 2023. It is an important milestone to plan and implement events with a strong focus on sustainability.

International Youth Day is a global forum for amplifying young people's voices and activities in fighting for a more sustainable and equitable future. This year, as we come together, we are focused on creating impactful and inspiring events that engage and empower the youth.

The topics of our discussions with the Nilandhoo Council will concentrate on fresh concepts and collaborative ways of addressing major sustainability challenges. We aspire to create events that not only boost awareness about issues related to the environment but also motivate people to take meaningful steps toward positive change. We will create events that have a lasting impression on our local communities and the environment by harnessing the youth's passion, creativity, and determination.



OUR SUSTAINABILITY JOURNEY

STEPPING INTO A MAJOR ROLE

MAGOODHOO AIRPORT TREE PLANTING PROJECT

The Sun Siyam team members, under the leadership of Resort Manager Thoha Yoosuf and VFC President Mohamed Hameed (Printey), took a meaningful journey to the pristine island of Magoodhoo for the continuous celebration of

the Sun Siyam Vilu Reef Silver Jubilee, where we embraced the spirit of environmental care and promoted sustainability. The team joined together with the council and local communities to plant one hundred fifty five (155) trees on this unique occasion as a symbol of our dedication to the well-being of the environment and the communities we support. Celebrating our milestone by giving back to nature and communities is a great initiative



OUR SUSTAINABILITY JOURNEY

the unique aspects and offerings of each department within our institution. By creating informative presentations, we can give the students a comprehensive overview of our diverse academic disciplines, faculty expertise, and potential career paths. We catered to a total of 25 pax, including 16 students, parents, and teachers.

CREATING MEMORIES, EMBRACING LEARNING

Sun Siyam Vilu Reef, together with Vilu Reef Family Club, is dedicated to fostering the learning and growth of the students. The experience trip for Magoodhoo BTEC students on November 16, 2023 is a vital component of their educational journey, and it presents an ideal opportunity to introduce them to



OUR SUSTAINABILITY JOURNEY

COLLECTIVE RESPONSIBILITY

In observance of World Diabetes Day, we organized an awareness campaign on November 16, 2023, as part of our continuous dedication to the well-being of the communities we serve.

A healthy lifestyle is important for preventing diabetes, which affects millions of people worldwide. Sun Siyam Vilu Reef, together with

the Vilu Reef Family Club, is actively working to increase public awareness of these issues. Forty (40) locals attended the said program.

As part of our commitment to health and well-being, Vilu Reef Family Club took the initiative and arranged an awareness program for World Diabetes Day on November 17. Thirty (30) dedicated team members participated and made a positive impact in creating a healthier environment.

BENEFITS TO THE COMPANY

ENHANCED CORPORATE SOCIAL RESPONSIBILITY

Sustainability efforts, often integral to enhanced CSR, can lead to cost savings through energy efficiency, waste reduction, and resource optimization, thereby improving overall operational efficiency. This not only enhances our bottom line but also positions it as a responsible and forward-thinking entity in the eyes of valuable guests.

POSITIVE IMPACT ON EMPLOYEE MORALE AND BRAND IMAGE

Embracing sustainability through initiatives that have a positive impact on our employee morale and brand image yields significant benefits for us. Employees today are increasingly drawn to workplaces that prioritize corporate social responsibility (CSR) and sustainability. We engage in environmentally and socially responsible practices that not only attract top talent but also foster a sense of purpose among our workforce. This commitment to sustainability can enhance employee morale, job satisfaction, and overall engagement, contributing to a more productive and motivated workforce.





THE FUTURE VISION

Our company's sustainable future vision is defined by an unwavering dedication to leading the way for a more just and sustainable world. In our ideal corporate environment, being mindful of our surroundings is not simply a part of what we do but also a core component of who we are. Beyond merely adhering to it, we are dedicated to sustainability, seeking ways to better both the environment and society as a whole. As environmental ambassadors, we strive to minimize our ecological impact and promote the growth of a circular economy by developing innovative approaches. Our vision places a strong emphasis on inclusivity and social impact, with a diverse and equitable workforce at the core of our success.

Measurable impact and an unwavering commitment to continuous improvement will define our future and ensure that our sustainability initiatives are not only successful but also easily expandable and adaptable enough to meet changing global demands. Essentially, our goal is to be a sustainable role model, motivating colleagues in our line of work and making a significant contribution to a future in which companies prosper in balance with the environment and our people.

