



SUN SIYAM
RESORTS

SUSTAINABILITY ANNUAL REPORT 2023

INTRODUCTION

SUSTAINABILITY ANNUAL REPORT

Sun Siyam Resorts emerged as a visionary venture with a commitment to redefine luxury hospitality in the Maldives and beyond. The company established in 1990 as Sun Siyam Travels and evolved, the resort chain has since carved a distinct niche for itself, combining exquisite natural beauty with unparalleled hospitality.

INCEPTION AND FOUNDING VISION

Founded by visionary entrepreneur Mr. Ahmed Siyam Mohamed, Sun Siyam Resorts began its journey with a singular vision – to create havens of luxury that seamlessly integrate with the pristine surroundings of the Maldives. Mr. Siyam’s passion for hospitality, coupled with a deep appreciation for environmental sustainability, laid the foundation for a resort chain that goes beyond traditional paradigms.

GROWTH AND EXPANSION

From its humble beginnings with the inaugural resort, Sun Siyam Resorts rapidly expanded its footprint. The addition of multiple resorts in the Maldives and the strategic establishment of a resort in Sri Lanka marked significant milestones in the chain’s growth. Each new property showcased a commitment to unique design, top-notch service, and an unwavering dedication to environmental responsibility.

COMMITMENT TO SUSTAINABILITY

Early in its history, Sun Siyam Resorts recognized the importance of sustainable practices in the face of global environmental challenges. The commitment to sustainability became an integral part of the resort chain’s identity. Initiatives ranged from eco-friendly architecture to community engagement programs, all aimed at preserving the natural beauty of the destinations they called home.

ACCOLADES AND RECOGNITION

The excellence of Sun Siyam Resorts has not gone unnoticed. Over the years, the chain has received numerous accolades, certifications, and awards for its commitment to hospitality, environmental stewardship, and community development. Notably, the resorts have been recognized for their adherence to international sustainability standards, contributing to a legacy of responsible luxury.



LEADERSHIP AND VISION FOR THE FUTURE

Under the visionary leadership of Mr. Ahmed Siyam Mohamed, the founder, and the dedicated leadership team, Sun Siyam Resorts continues to evolve. With an eye on the future, the resort chain remains committed to innovation, sustainable practices, and providing guests with unparalleled experiences that harmonize luxury with environmental responsibility.

As Sun Siyam Resorts looks ahead, the journey continues – a journey marked by a rich history, a commitment to sustainability, and a passion for creating timeless memories in some of the world’s most breathtaking locations.



CEO'S MESSAGE

As the sun sets on another remarkable year, I find myself reflecting on the incredible journey we've embarked upon together toward a more sustainable and harmonious tomorrow. In the gentle waves of the Indian Ocean, where our roots intertwine with the coral reefs and the pristine shores of the Maldives and Sri Lanka, our commitment to responsible tourism continues to bloom.

In the delicate dance between luxury and nature, our Sustainability Champions has been tirelessly weaving a tapestry of initiatives aimed at preserving the beauty that envelops us. From the azure depths of the ocean to the lush landscapes, every step has been a conscious stride toward a more sustainable future.

EMBRACING THE ELEMENTS: A SYMPHONY OF SUSTAINABILITY

In the Maldives and Sri Lanka, we have endeavored to be not just custodians of luxury but guardians of the environment. Our initiatives span from the conservation of coral reefs, waste reduction, and energy efficiency to community engagement and empowerment.

ROOTED IN COMMUNITY: GROWING TOGETHER, THRIVING TOGETHER

Beyond the turquoise horizons, our impact extends into the hearts of the communities that graciously welcome us. We believe in growing sustainably and ensuring that the benefits of our presence are shared with the communities that form the vibrant backdrop of our operations. As a 100% Maldivian owned company, Sun Siyam Resorts values the preservation of our rich cultural heritage. We place a strong emphasis on celebrating and communicating our cultural practices, and we offer guests the opportunity to learn about and participate in these traditions through story-telling, demonstrations of cultural dances and celebrations, and discovery visits to local islands. These cultural experiences allow guests to gain a deeper understanding and appreciation of our culture and people, and also contribute to the development of local communities. Sun Siyam Cares supports these efforts to preserve and showcase our local heritage.

CHALLENGES AS OPPORTUNITIES:

While we celebrate our achievements, we acknowledge the challenges that lie ahead. Every obstacle is an opportunity for innovation and growth. We are committed to facing these challenges head-on, finding creative solutions, and continually improving our sustainability efforts.

GRATITUDE AND COLLABORATION:

I extend my deepest gratitude to the entire Sun Siyam Resorts family – our dedicated team members, valued partners, and the communities that embrace us. Together, we are writing a story of responsible luxury that goes beyond the ordinary, and your contributions are the chapters that make it extraordinary.

As we look to the future, let us remain steadfast in our commitment to sustainability. Our actions today will shape the experiences of tomorrow, and I am confident that with our collective efforts, Sun Siyam Resorts will continue to be a beacon of responsible hospitality.

Thank you for your dedication, passion, and commitment to a sustainable future.

Warm regards,
Sincerely Always,
Deepak Booneady
CEO, Sun Siyam Resorts.

GROUP SUSTAINABILITY MANAGER'S MESSAGE

DEAR SUN SIYAM RESORTS COMMUNITY

It is with great pleasure and a sense of responsibility that I present to you our annual sustainability report, a reflection of our collective commitment to preserving the natural wonders that define our beautiful destinations.

As guardians of five stunning resorts in the Maldives and one in Sri Lanka, we understand the profound impact our operations can have on the environment and local communities. At Sun Siyam Resorts, sustainability is not just a buzzword; it is a guiding principle that shapes our decisions, initiatives, and the very essence of our hospitality.

ENVIRONMENTAL GUARDIANSHIP

Our commitment to environmental stewardship remains unwavering. Over the past year, we have implemented initiatives to reduce our ecological footprint. From energy-efficient technologies to waste reduction strategies, we are actively working to harmonize the luxury experience we offer with responsible environmental practices. Our pristine surroundings deserve nothing less.

EMPOWERING COMMUNITIES

Our resorts are more than just places of luxury; they are integral parts of the communities they inhabit. Through various community engagement programs, we strive to uplift lives, foster education, and preserve local cultures. By investing in the well-being of those around us, we aim to create a positive and lasting impact.

ECONOMIC SUSTAINABILITY

Sun Siyam Resorts recognizes the importance of contributing to the economic vitality of the regions we call home. Supporting local businesses, creating job opportunities, and promoting sustainable tourism practices are at the heart of our economic sustainability initiatives. We believe that by prospering together, we can create a brighter future for all.



CHARTING OUR COURSE: PROGRESS AND PROMISE

As we present our Annual Sustainability Report, it is not just a reflection of the milestones achieved but a testament to the promise we hold for the future. It is a promise to tread lightly, to innovate boldly, and to leave a legacy that echoes our commitment to sustainability.

A CALL TO ACTION: EACH STEP MATTERS

In the coming year, let us continue this journey with renewed vigor and dedication. Every small action, every mindful decision contributes to the greater story of sustainability. Together, as a community, we can create ripples that transcend the shores and resonate with the world. Thank you for being the guardians of our shared vision. Your dedication fuels our collective impact, and I am truly grateful for the spirit of sustainability that defines the Sun Siyam Resorts family.

With Care
Upul Kumara
Group Sustainability Manager



EXECUTIVE SUMMARY SUN SIYAM RESORTS ANNUAL REPORT 2023

DEAR STAKEHOLDERS,

As we reflect on the achievements and challenges of the past year, we are delighted to present the Executive Summary of Sun Siyam Resorts' Annual Report for the year 2023. In a year that continued to pose challenges post the Covid-19 pandemic, Sun Siyam Resorts remains steadfast in its commitment to health, safety, and sustainability.

PRIORITIZING HEALTH AND SAFETY

Our journey in 2023 began with an unwavering commitment to the health and safety of our guests and team members. Despite the ongoing challenges, we have continued to implement stringent health and safety protocols, ensuring a secure and enjoyable experience for everyone at our resorts.

ECO-FRIENDLY INITIATIVES

Recognizing our responsibility to the environment, we have taken significant strides towards sustainability. In 2023, we prioritized the purchase of eco-friendly appliances wherever feasible, minimizing our ecological footprint and contributing to a more sustainable operation.

REDUCING CARBON EMISSIONS:

Acknowledging the environmental impact of business travel, we have actively worked towards reducing our carbon footprint. By implementing measures to curtail unnecessary business travel, we have taken a step towards minimizing our contribution to carbon emissions, aligning with our commitment to a greener future.

APPOINTMENT OF GROUP SUSTAINABILITY MANAGER:

In late 2023, we welcomed a new Group Sustainability Manager to our team. This strategic addition reinforces our dedication to shaping a more sustainable future for Sun Siyam Resorts. The Group Sustainability Manager will play a pivotal role in driving initiatives that align with our commitment to environmental, social, and economic sustainability.



CONTINUED COMMITMENT TO TRAVELIFE CERTIFICATION

Building upon our existing commitment to the Travelife certification, we are proud to have showcased our dedication to sustainability throughout the year. The Travelife certification serves as a testament to our adherence to rigorous sustainability standards, and we remain committed to elevating these efforts in the years to come.

SUSTAINABILITY COMMITTEE ACROSS RESORTS

In 2023, we established a Sustainability Committee across all our resorts – Siyam World Maldives, Sun Siyam Iru Fushi, Sun Siyam Olhuveli, Sun Siyam Iruveli, Sun Siyam Vilu Reef, and Sun Siyam Passikudah. This committee serves as a collaborative platform to share best practices, drive sustainability initiatives, and ensure that each resort is actively contributing to our collective sustainability goals.

As we navigate the complexities of the current landscape, Sun Siyam Resorts remains dedicated to creating positive and lasting impacts on the environment and communities we serve. We extend our gratitude to our guests, team members, and stakeholders for their continued support as we embark on this journey towards a more sustainable and responsible future.

With Care,
Upul Kumara
Group Sustainability Manager, Sun Siyam Resorts



CORPORATE PROFILE

PURPOSE DRIVEN SUSTAINABLE STRATEGY

1. OUR PURPOSE
2. OUR VISION
3. OUR VALUES



OUR PURPOSE

TO CREATE MEMORABLE EXPERIENCES FOR OUR GUESTS



OUR VISION

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



OUR VALUES

OUR VALUES ARE OUR COMMON 'LANGUAGE' THAT DRIVE US EVERYDAY.



OUR APPROACH TO SUSTAINABILITY

INTRODUCTION: OUR SHARED VISION

As a group, we are united by a vision of responsible tourism that goes beyond luxurious experiences, extending to the preservation of the natural beauty that graces our beloved Maldives.

BENCHMARK TO GLOBAL STANDARD ALIGNMENT TO SDG

Aligning objectives and targets with the Sustainable Development Goals (SDGs) is a commendable approach towards contributing to global sustainable development. By focusing on the SDGs that align with the SSR Group's most significant impacts and opportunities, the organization can effectively prioritize its efforts and maximize its positive contributions towards achieving these goals. This strategic alignment not only demonstrates the SSR Group's commitment to sustainability but also enhances its ability to create meaningful and lasting change in line with the broader global agenda for sustainable development.





SUSTAINABILITY POLICY

SUSTAINABILITY

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.

I. 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.

II. CARBON FOOTPRINT REDUCTION

- Set target to reduce greenhouse gas emission across our operation.

III. 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.

IV. 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.

V. 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.

VI. 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.

VII. 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.

VIII. 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.

2. 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

3. 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.

4. 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



HUMAN RESOURCES POLICIES & PROCEDURES

SUSTAINABILITY

At Sun Siyam Resorts, we are dedicated to conducting our business operations in a manner that actively promotes and enhances human rights within our sphere of influence. Our commitment is rooted in the adoption of the UN Guiding Principles on Business and Human Rights, which serve as the foundation for collective action. These principles are seamlessly integrated into our policies and procedures.

We take pride in our unwavering commitment to raising awareness of human rights risks and proactively addressing challenges that may emerge within the labor supply chain. By adhering to these principles, Sun Siyam Resorts strives to contribute to a world where human rights are respected and protected at every level of our operations.”

APPLICABLE

To all team members, guests, visitors, and stakeholders of Sun Siyam Group.

PRINCIPLES OF HUMAN RIGHTS

We are committed to conduct our business in compliance with the following principles of Human Rights.

I. RESPECTING THE RIGHTS OF THE TEAM MEMBERS

- We ensure to provide suitable employment conditions to all our team members along with fair compensation and benefits in line with the company’s job levels.
- We aim to promote a work culture where all team members are treated with respect. All team members have the freedom of opinion, information and expression.
- All team members have the right to openly discuss and raise their concerns with Human Resources Department and can approach the management in compliance with the grievance policy.

II. PROVIDING A SAFE WORKING ENVIRONMENT

- We aim to provide a safe working environment for our team members. We are dedicated to complying with the health and safety requirements set by the relevant authorities.
- We are committed to maintain a workplace which is free from bias, harassment, intimidation and other disruptive conditions.

III. NO FORCED LABOUR OR EXPLOITATION OF CHILDREN

- We do not encourage or support any forced labour or exploitation of children. No team member is forced to work against his or her will.
- Details of employment conditions are provided to the team member no later than the first day of work. Employment commences upon the mutual agreement from both parties.
- No underage child is employed as a team member or an intern without consent and approval from the guardian.



IV. ELIMINATING DISCRIMINATION

- We seek to promote equal opportunities and we do not discriminate any team member based on their gender, race, color, ethnicity, religion, sexual orientation, age, disability, marital status, pregnancy or any other characteristic protected by law.
- We provide our team members the opportunities for career development based on their performance, commitment, qualification and experience.

V. PROMOTING DIVERSITY

- We strive to attract, develop, advance and retain a diverse, high performance work force. We hire individuals based on their competence for the job role.

VI. CONDUCTING BUSINESS WITH HONESTY AND INTEGRITY

- We seek to conduct the business with integrity and in compliance with the Employment Law of Maldives.

Any complaints on human rights abuses or failure to comply with the policy will result in the investigation and relevant disciplinary action will be taken whenever deemed necessary.

SUPPORTING POLICIES

The following policies are relevant and support the principles set out in this policy.

CHILD PROTECTION POLICY

ANTI-HARASSMENT POLICY CODE OF CONDUCT



CHILD PROTECTION POLICY

SUSTAINABILITY

Sun Siyam Resorts is fully committed in providing a safe environment for children and complies with all the laws and regulations on child protection.

We recognize the responsibility to promote safe practices and to protect children from harm, abuse and exploitation. For the purposes of this policy and associated procedures, a child is recognized as someone under the age of eighteen (18) years.

Child Abuse involves neglect, physical, sexual, emotional harm and exploitation of children. The purpose of this policy is to provide information and create awareness among all team members on the importance of protecting children from abuse. This policy describes the steps that will be taken in meeting our commitment to protect children.

APPLICABLE

To all team members, guests, visitors, and stakeholders of Sun Siyam Group.

RESPONSIBILITIES

TEAM MEMBERS, GUESTS, VISITORS, AND STAKEHOLDERS

Responsible for adhering to the policy on Child protection and report abuse if there is any case of suspected abuse.

HEAD OF DEPARTMENTS

To ensure that this policy is communicated to their respective team members.

FRONT OFFICE

To ensure that this policy is communicated to guests and visitors.

L&D / HR

To provide the necessary information to all team members and to create awareness among team members. All team members must be aware on the steps to follow in case of suspected abuse. Information on the policy must be communicated to new team members during induction program.

PROCEDURE ON REPORTING CHILD ABUSE

In case of any suspicion on child abuse, the following steps must be taken to report the abuse:

1. Make an appointment with a member of the disciplinary committee via Head of Department or HR department.
2. Provide the details of the incident which led to the suspicion.
3. Identify the person abusing the child.
4. Identify the child being abused.
5. Upon receiving the complaint, the disciplinary committee members must investigate the matter immediately and report to Executive Management.
6. Executive Management to make a final decision within 7 days of the complaint being submitted.



DISCIPLINARY COMMITTEE

General Manager / Resort Manager / Chief Operating Officer (HO)
Operations Manager / Directors (HO)
Human Resources Manager

IN CASE OF POTENTIAL CHILD ABUSE, YOU CAN REPORT TO THE FOLLOWING GOVERNMENT AGENCIES:

Family and Child Protection Department of Maldives Police Service (Contact number: 3000600)
Ministry of Gender and Family (Contact number: 3013017)

The management reserves the right to alter, change suspend or abolish this policy at any given time.

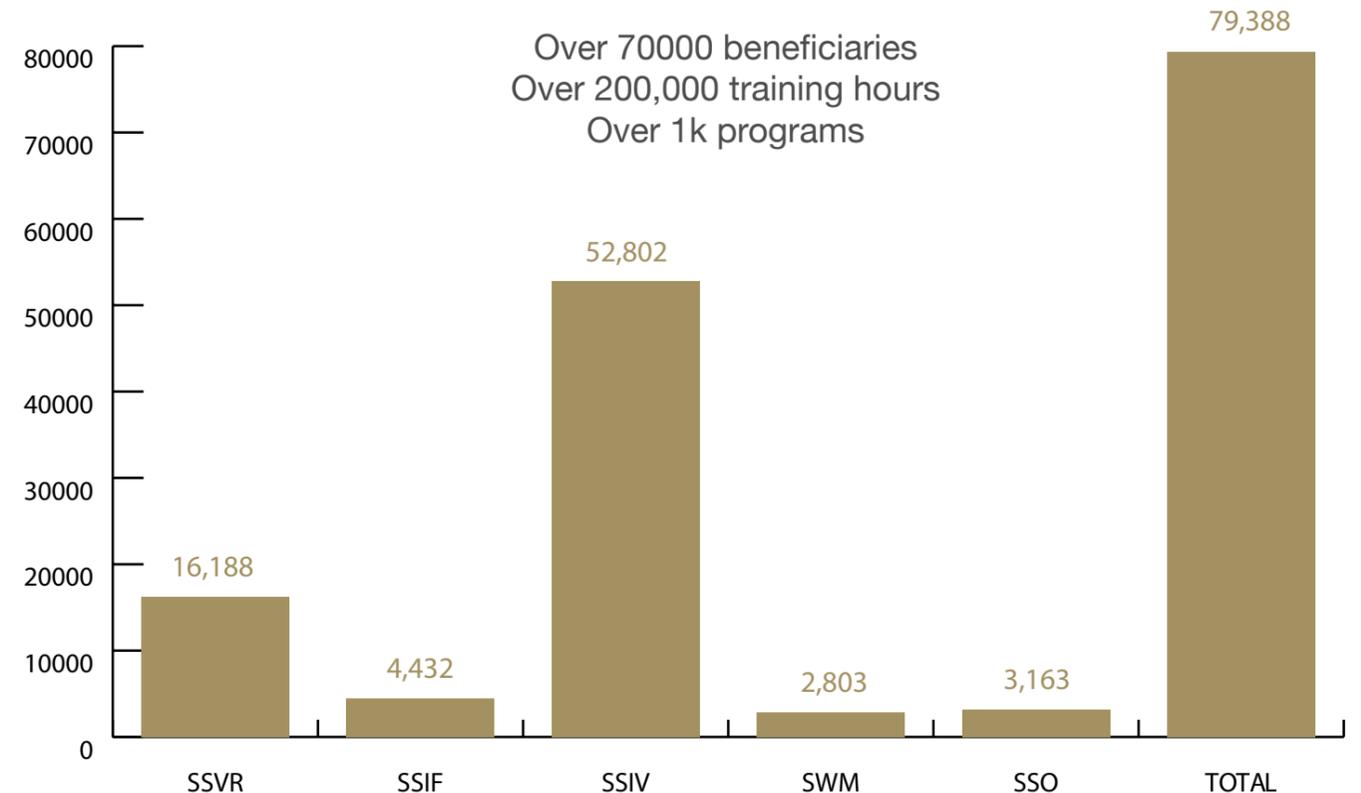


LEARNING AND DEVELOPMENT

At Sun Siyam Resorts, we hold a steadfast belief that personnel development is paramount in achieving service excellence within the hospitality industry. We recognize that the success of our organization is intricately tied to the continuous growth and professional development of our dedicated staff members. To this end, we are committed to providing ample training and development opportunities that not only contribute to their career advancement but also foster personal growth.

Throughout the year 2023, Sun Siyam Resorts has prioritized and conducted numerous comprehensive training programs. These initiatives have been designed to equip our staff with the latest skills, knowledge, and industry insights, ensuring that they are well-prepared to deliver exceptional service to our valued guests. By investing in the ongoing development of our team, we aim not only to enhance the quality of service provided by Sun Siyam Resorts but also to empower our employees on their journey of continuous improvement and professional success.

LEARNING PROGRAMS



(Graph 1) – Learning programs





EVENT ORGANIZATION BY WELFARE

Sun Siyam Resorts takes immense pride in cultivating a diverse and inclusive workplace environment, boasting a dynamic team representing over 32 nationalities. We acknowledge that the mental and physical wellbeing of our employees is integral to maintaining a harmonious work-life balance, and as such, we are committed to providing comprehensive support for their holistic wellness.

In our dedication to prioritizing the wellbeing of our diverse workforce, Sun Siyam Resorts orchestrates a range of engaging events and initiatives aimed at enhancing work-life balance. These thoughtfully curated activities contribute not only to the overall job satisfaction and morale of our team members but also underscore our commitment to creating a workplace that is vibrant, supportive, and enriching.

Among the array of events organized to support our employees' work-life balance are:

Volunteering Activities: We actively encourage our staff to participate in meaningful volunteering activities, fostering a sense of community and social responsibility. Engaging in these initiatives allows our team to connect with and contribute to the well-being of the broader community.

Island Trips: To provide moments of relaxation and rejuvenation, we organize island trips that offer our employees the opportunity to unwind amidst the stunning natural surroundings, creating lasting memories and promoting a healthy work-life equilibrium.

Karaoke Nights: In the spirit of fostering camaraderie and stress relief, we host lively and entertaining karaoke nights. These events serve as platforms for our team members to showcase their talents, share laughter, and build lasting connections beyond the confines of the workplace.

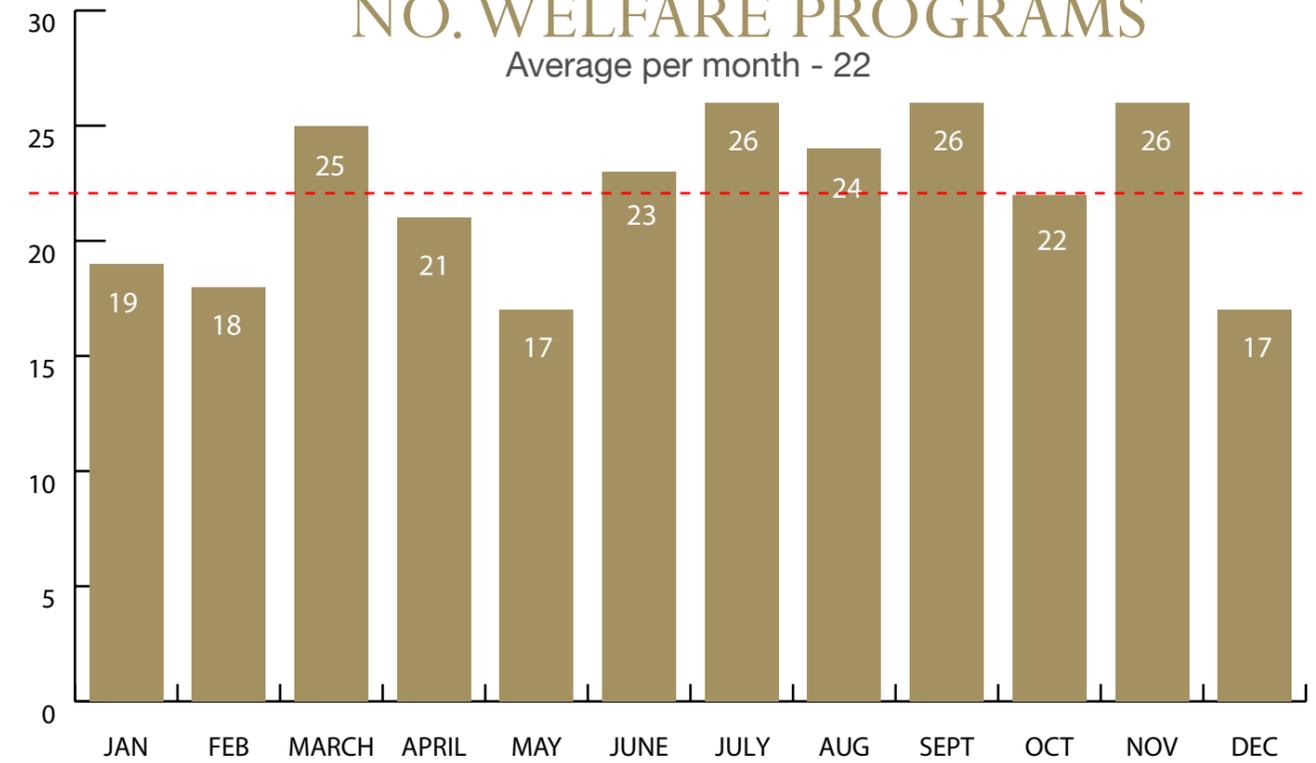
National Days Celebrations: Embracing the rich tapestry of cultural diversity within our team, we celebrate and honor various national days. These celebrations not only showcase our commitment to inclusivity but also provide moments of pride and unity for our diverse workforce.

Sport Activities: Recognizing the importance of physical fitness, teamwork, and a healthy lifestyle, we organize various sports activities. These events not only promote a sense of well-being but also foster a spirit of collaboration and friendly competition among our employees.

These meticulously planned events are just a glimpse of our commitment to nurturing a workplace culture that values the comprehensive development and happiness of our employees. At Sun Siyam Resorts, we believe in creating an environment where our team members not only excel in their professional roles but also lead fulfilling lives both within and beyond the workplace.

NO. WELFARE PROGRAMS

Average per month - 22



(Graph 2) – Welfare programs across the SSR in year 2023

Total number of welfare programs conducted by the group in 2023 was 264

Total No of participant for welfare programs of the group in 2023 = 23474

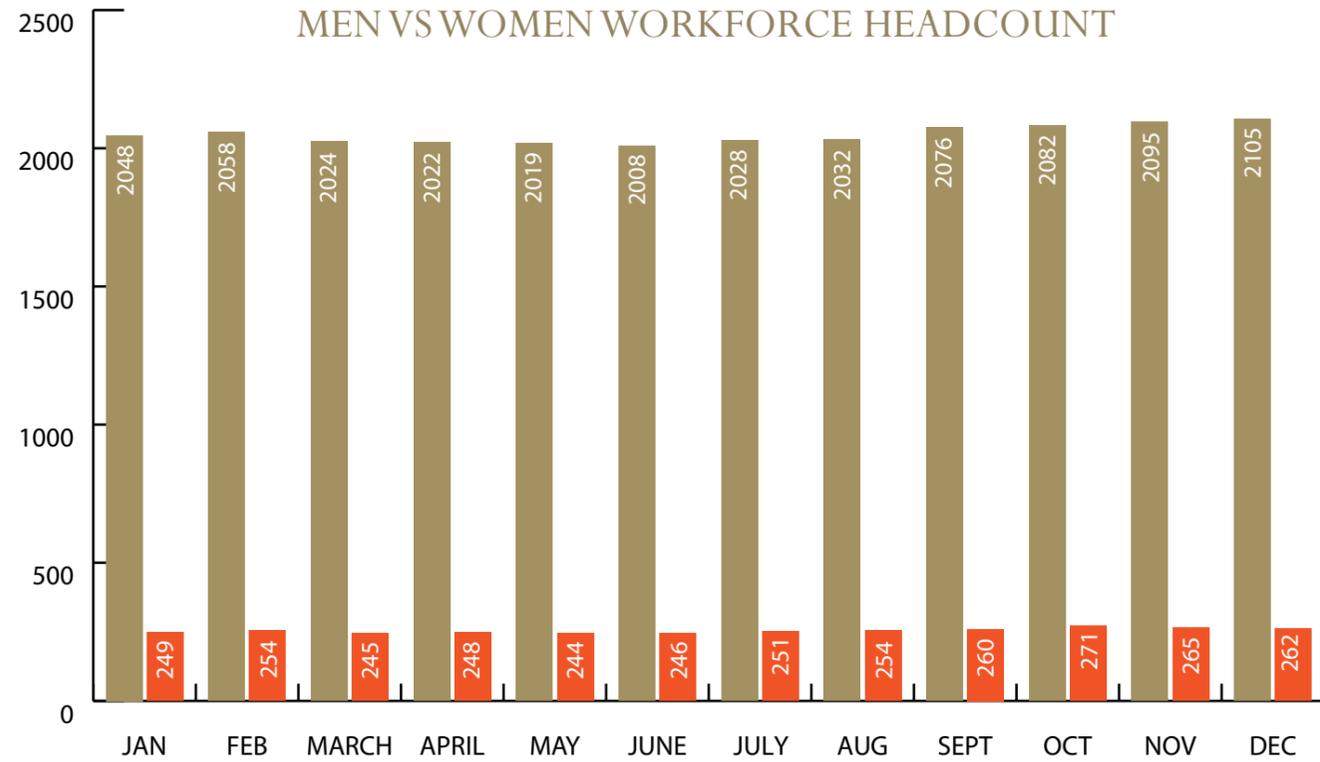
NO. OF PARTICIPANTS BY GROUP



(Graph3)– In 2023, the number of participants in welfare programs was tracked on a monthly basis.



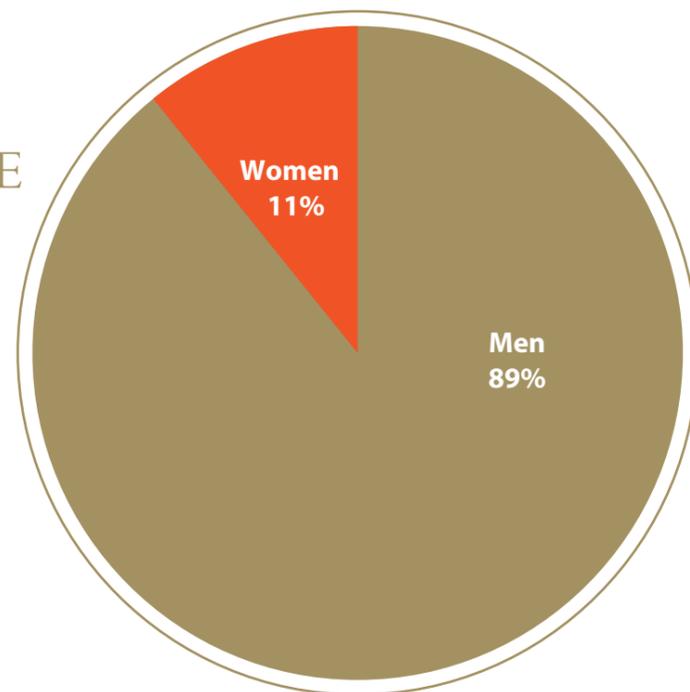
MEN VS WOMEN WORKFORCE



(Graph 04) –Month-wise staff Men vs Women headcounts in 2023

THE 2023 GROUP'S HEADCOUNT PERCENTAGE COMPARISON BETWEEN MEN & WOMEN STAFF

- MEN
- WOMEN





PROMOTIONS OF OUR PEOPLE

Sun Siyam Resorts is dedicated to the continuous development of its personnel, placing a strong emphasis on empowering individuals by entrusting them with the right responsibilities at the opportune moments in their professional journeys. Our promotion system is meticulously merit-based, with advancements contingent upon the demonstrated performances of our team members, irrespective of gender. At Sun Siyam Resorts, we ardently uphold the principles of equality, firmly believing that everyone deserves an equal opportunity to thrive and progress within our organization.

Our commitment to diversity and inclusion is evident in the composition of our management team, which proudly boasts a significant representation of women. This intentional inclusivity not only reflects our dedication to gender equality but also enriches our leadership with diverse perspectives and experiences.

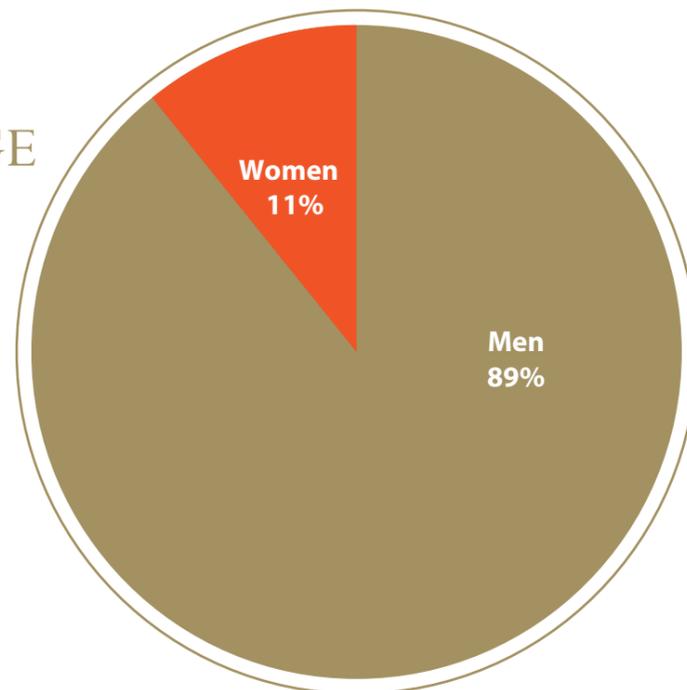
Within our organizational structure, promotions across all departments are intricately tied to individual performance. This performance-driven approach ensures that each team member is recognized and rewarded based on their contributions and achievements. Sun Siyam Resorts is steadfast in maintaining human rights as a cornerstone of our business ethos, ensuring that ethical and fair practices are upheld at every level of our operations.

In essence, our focus on people’s development, commitment to equality, diverse leadership representation, merit-based promotions, and unwavering dedication to human rights collectively define the ethos of Sun Siyam Resorts.

Data : No of promotion of departments

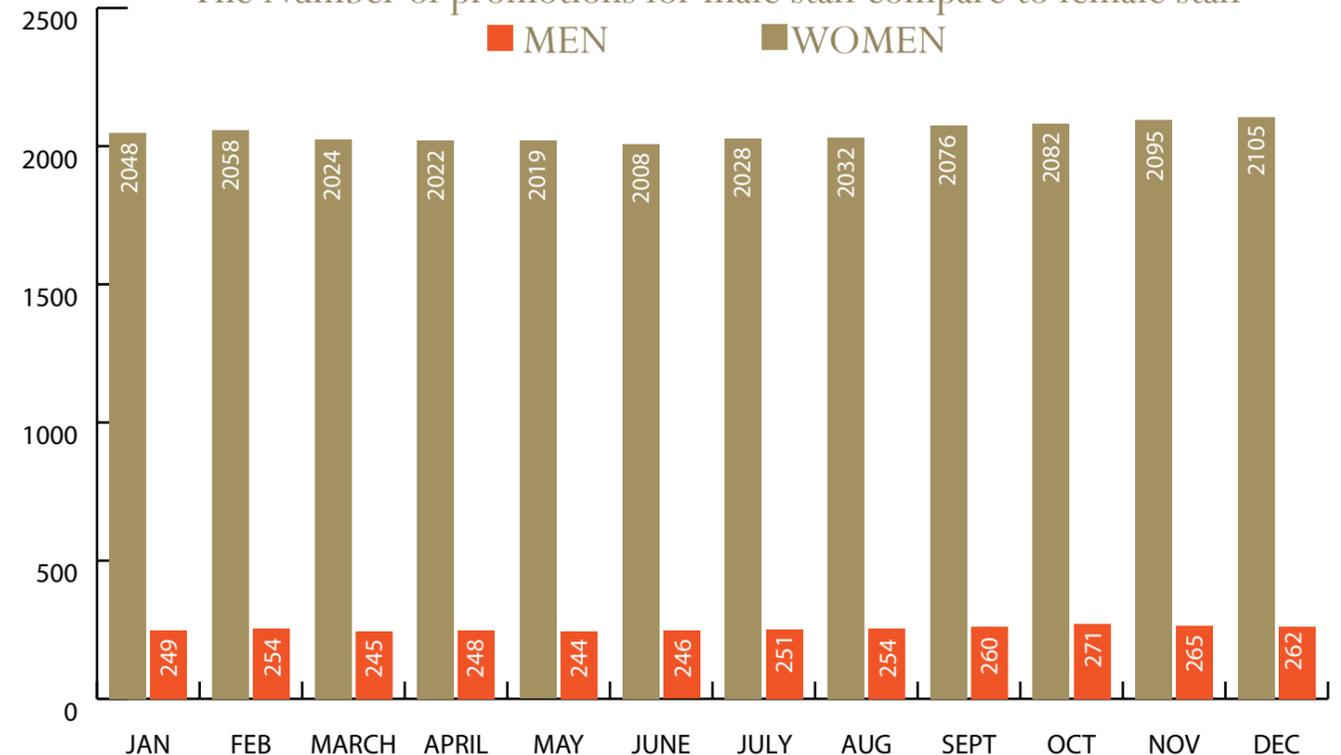
GROUP STAFF PROMPTING MEN VS WOMEN PERCENTAGE

- MEN
- WOMEN



STAFF PROMOTIONS

The Number of promotions for male staff compare to female staff



(Graph 5) – In 2023, the number of staff promotions for men versus women was tracked on a monthly basis.



COMMUNITY RESPONSIBILITIES

Responsible tourism serves as the guiding principle at our core, and our commitment to the community stands as an integral facet of our business philosophy. Top management consistently prioritizes giving back to the community, and our efforts to provide opportunities for the local population are unwavering. Through various initiatives, our resorts actively participate in activities within local islands and societies, contributing to the enhancement of living standards for the residents.

In our pursuit of responsible tourism, we extend the invitation for our guests to partake in community-based projects during their excursions, fostering a sense of engagement and collaboration. Our dedication to inclusivity is reflected in our workforce, where local men and women alike are provided with equal opportunities to join our operations. This commitment to diversity not only enriches our team but also ensures that our operations are deeply rooted in the local context.

Furthermore, we channel our commitment to community support through the Sun Siyam Care fund, providing continuous assistance to those in need. This fund serves as a testament to our enduring commitment to the well-being and upliftment of the communities we are privileged to be a part of.

At the heart of our business, responsible tourism, community engagement, and social responsibility converge to create a meaningful and sustainable impact. Sun Siyam Resorts is dedicated to not only providing exceptional experiences to our guests but also to being responsible stewards of the communities that graciously host us.

PEOPLE CARE & COMMUNITY CARE MEASURES IN 2023

STAFF WELL BEING

- Activity calendar on monthly basis
- Conducting the engagement activities on constant basis
- Employee recognition programs (monthly best performance awards)

TRAINING & EDUCATION

- Skill development programs for locals * Offering employments for locals
- Awareness on local biodiversity
- Internship and sustainability programs for local teenagers

LOCAL PURCHASING

- Purchasing source products from local suppliers (vegetables, fruits, fish etc.)
- Motivating guests to purchase from local businesses

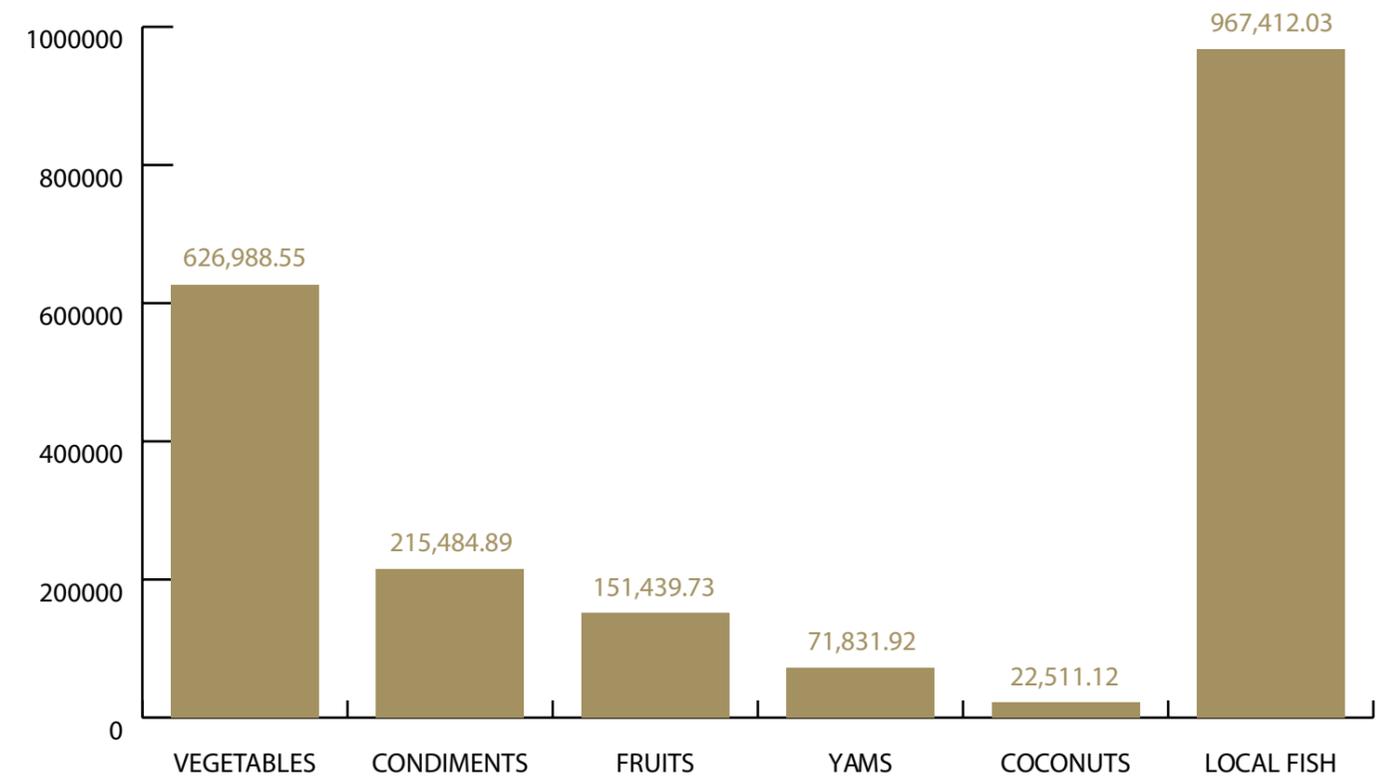
DONATIONS

- Donation for Kudafari women development committee
- Sun Siam Care Fund

ENTERTAINMENT

- Celebration local festivals such as Boddu berru and Eid
- Organizing traditional arts, music, visit trips and cooking such as Maldivian-themed-buffet

LOCAL PURCHASING IN USD FOR THE YEAR 2023



Graph (06)



ENVIRONMENTAL CARE

Maldives, renowned for its pristine beaches and idyllic islands, is a national treasure. Recognizing the vulnerability of our resorts to natural phenomena, particularly the integral role that corals play as the lungs of our islands, Sun Siyam Resorts is steadfast in its commitment to safeguarding nature and the environment.

Our approach to environmental protection is multifaceted, encompassing a range of methods designed to create a lasting impact. We prioritize awareness through various initiatives and extend our support to nature-based societies. Engaging in research and implementing coral protection programs are pivotal aspects of our strategy, aiming to fortify the resilience of our island ecosystems.

Mindful management of energy and natural resources underscores our dedication to environmental responsibility. We consistently adopt measures to minimize waste, incorporating sustainable practices into our daily operations. Embracing renewable energy solutions, such as solar panels for hot water systems, reflects our commitment to reducing our ecological footprint. Rainwater harvesting further contributes to our sustainable practices, effectively curbing energy consumption.

Sustainability education is at the forefront of our communication strategy, serving as a powerful tool to convey essential messages to all stakeholders. Through this educational approach, we aim to foster a deep understanding of the importance of environmental preservation and sustainability principles.

In our commitment to reducing carbon emissions, 99% of our internal transportation relies on electric vehicles, aligning with our broader sustainability goals. Additionally, we actively promote the use of bicycles as an eco-friendly mode of transportation for our guests, contributing to a more sustainable and harmonious coexistence with the natural surroundings.

At Sun Siyam Resorts, our dedication to protecting the Maldivian environment goes beyond rhetoric—it is a guiding principle that informs every aspect of our operations. We recognize the responsibility bestowed upon us as stewards of this extraordinary destination and strive to ensure its preservation for generations to come.





WATER

WATER REDUCTION MEASURES 2023

SAVING

- Water flow reduction according to Travel life Requirement
- Treated water for Gardens
- Moisture retaining planting & fertilizing
- Pool back washing and managing the filtration system

MONITORING & MAINTENANCE

- Water pressure monitoring for garden irrigation
- Track water usage in different areas daily and monthly
- Inspection for leaks & damages
- Standardize Laundry machine efficiency
- Conducting routine maintenance

INSTALLATIONS

- Approximately 560,000 litres of rainwater harvesting
- Installed Water-efficient faucets, toilets, and sinks in staff area
- Drip irrigation- installed soaker hoses
- Modification of washroom flushes

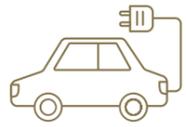
LITERACY

- Regular Training
- Display bills in common areas
- Visual posters on water saving for guests & staff
- Environmental card - to give guests the choice to reuse towels and sheet

TOTAL WATER CONSUMPTION /C.M.



Graph 02 – Total water consumption of SSR in 2023



ENERGY

ENERGY REDUCTION MEASURES 2023

SAVING

- Utilizing maximum natural light
- Key cards function for room electricity system
- Turnoff lights & unplug devices when not in use
- All road lights in timers

MONITORING & MAINTENANCE

- Daily and monthly energy recording and assessment
- Regular energy audits
- Preventive Maintenance schedule for machinery and equipment

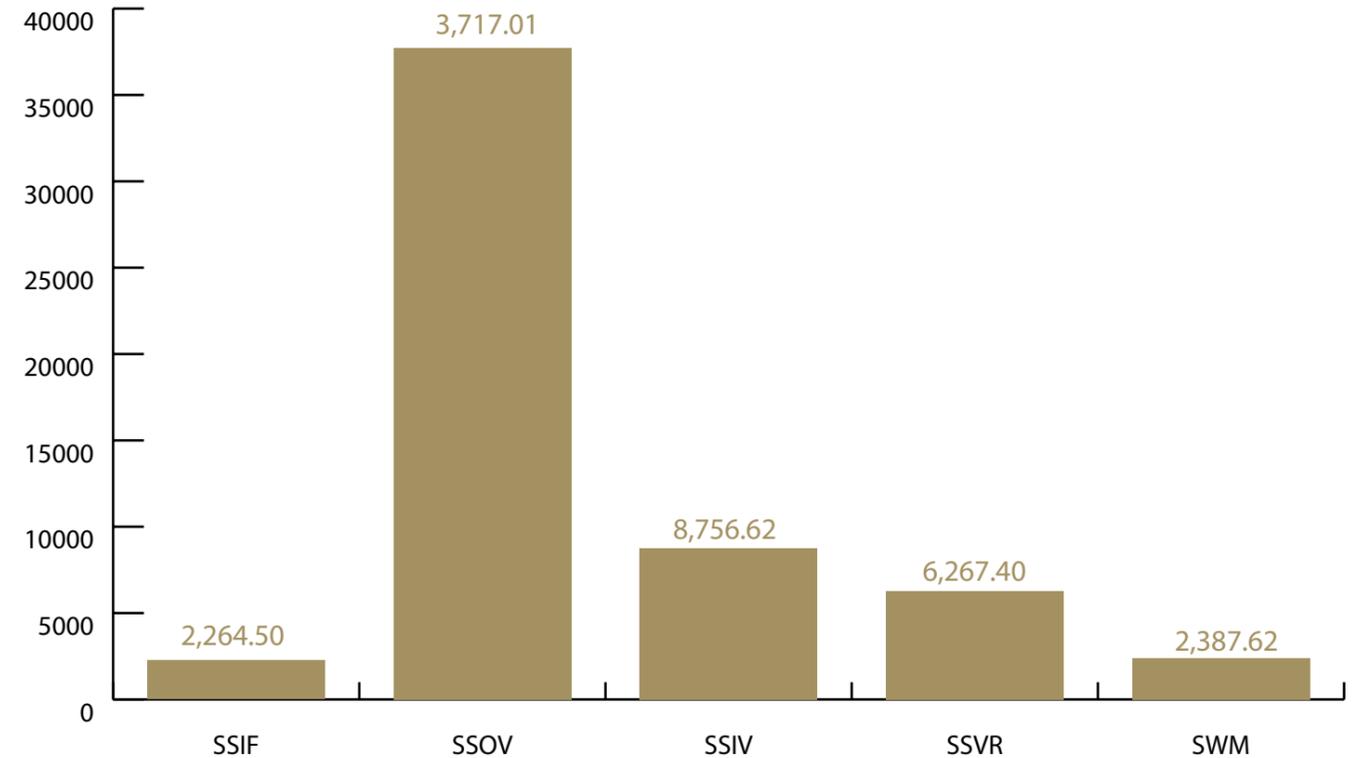
INSTALLATIONS

- LED bulbs replacements
- Upgrading TVs, ACs
- Solar panels installation
- Upgrading equipment in refrigerators, coffee machines
- Relocated AC outdoor units

LITERACY

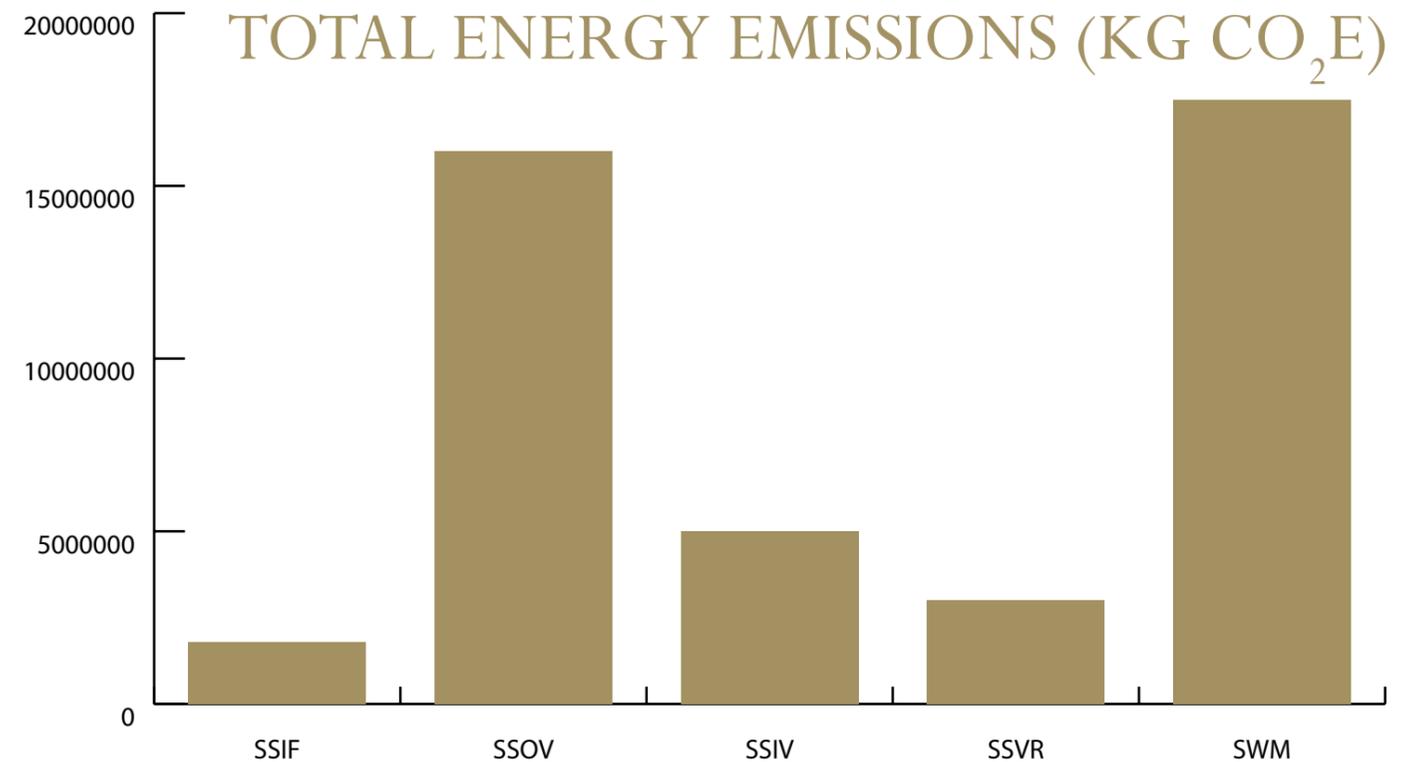
- Training sessions for maintenance team
- Awareness programs for guests and staff- Posters and slides
- Sharing energy monitoring findings with staff
- Environmental card - to give guests the choice to reuse towels and sheet

ENERGY AVE KWH PER GUEST NIGHT



(Graph 07) Average Energy consumption kWh Per Guest night across SSR in year 2023

TOTAL ENERGY EMISSIONS (KG CO₂E)

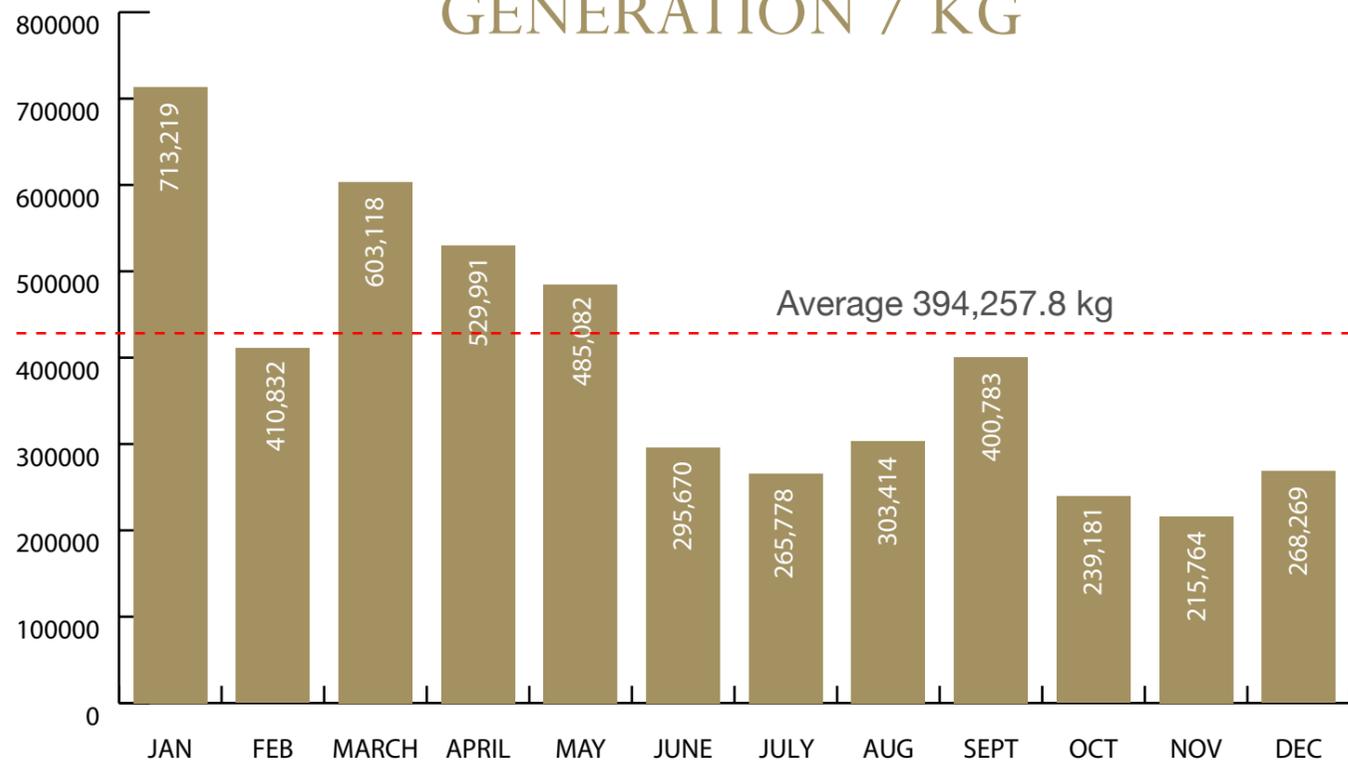


(Graph 08) Total Energy emission (kg CO₂e) across SSR in year 2023



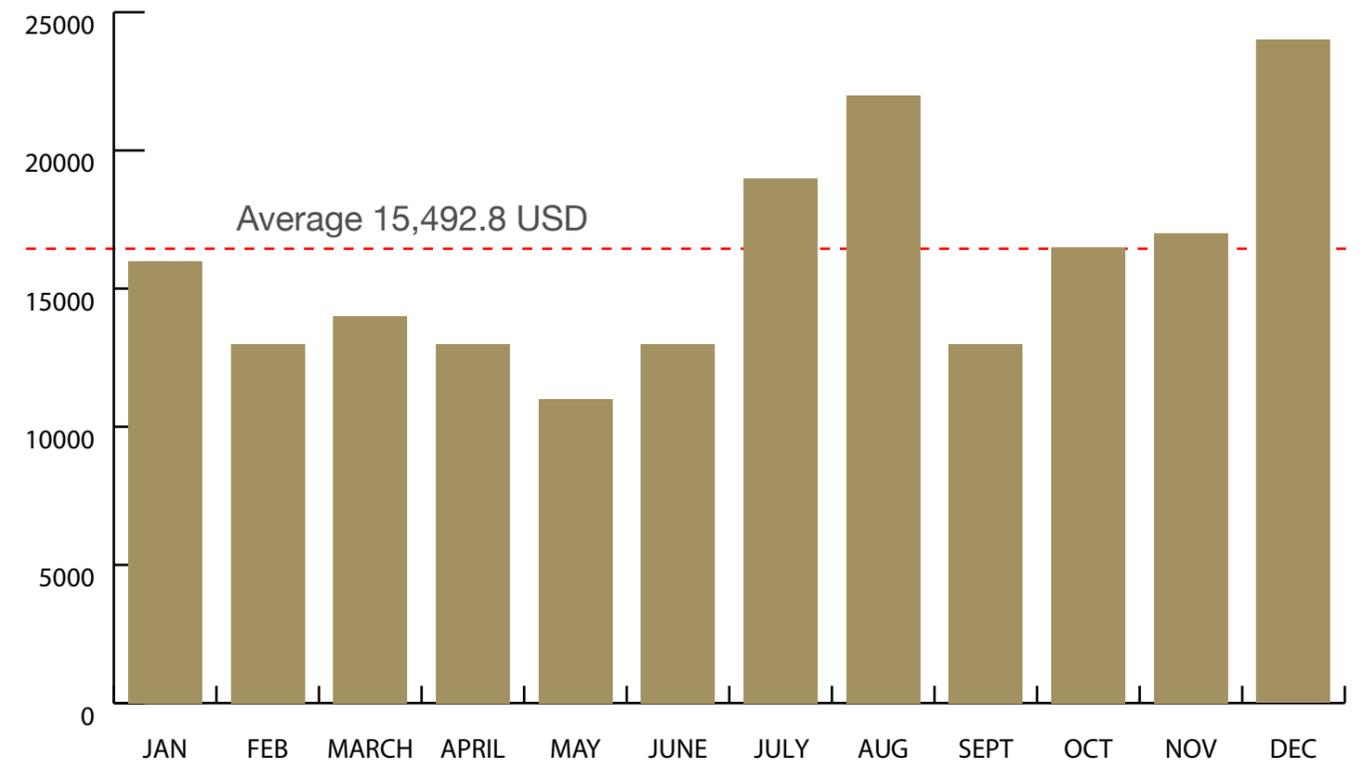
WASTE

TOTAL WATER WASTE GENERATION / KG



(Graph 03) – Total SSR waste generation in 2023

SSR WATER BOTTLING SAVING (USD)



(Graph 04) – SSR water bottling saving (USD) in 2023

This graph shows SSR’s savings of refilling glass bottles with purified water within the resorts itself instead of purchasing plastic water bottles. It is also Single-use plastic reduction measure while being a cost-saving for SSR/



BIODIVERSITY

Biodiversity is a main resource of the SSR since it provides all the valuable assets to hotel chains which are foods, sustainable materials, scenic beauty, customer attraction, etc.

BIODIVERSITY MEASURES 2023

PROTECTION

- Resort Biodiversity Conservation Policy
- Single-use plastic reduction
- Geo bags for beach soil erosion
- Organic fertilizer usage
- Not utilizing any threatened or protected species
- Coral reef & beach cleanups

ENHANCEMENT

- Over 8000 Tree planting with Guest and Team Members
- Coral Planting
- Preserving natural habitats within the resort premises to support local ecosystems
- Measures to eradicate invasive species

LITERACY

- Sustainability Policy
- Environmental card - To protect marine life
- Educating local communities, visitors, and stakeholders about the significance of the island's biodiversity and the importance of conservation efforts.
- Marine life trainings
- Monthly basis events (Tree planting, Reef & Beach clean ups)

PARTNERSHIPS

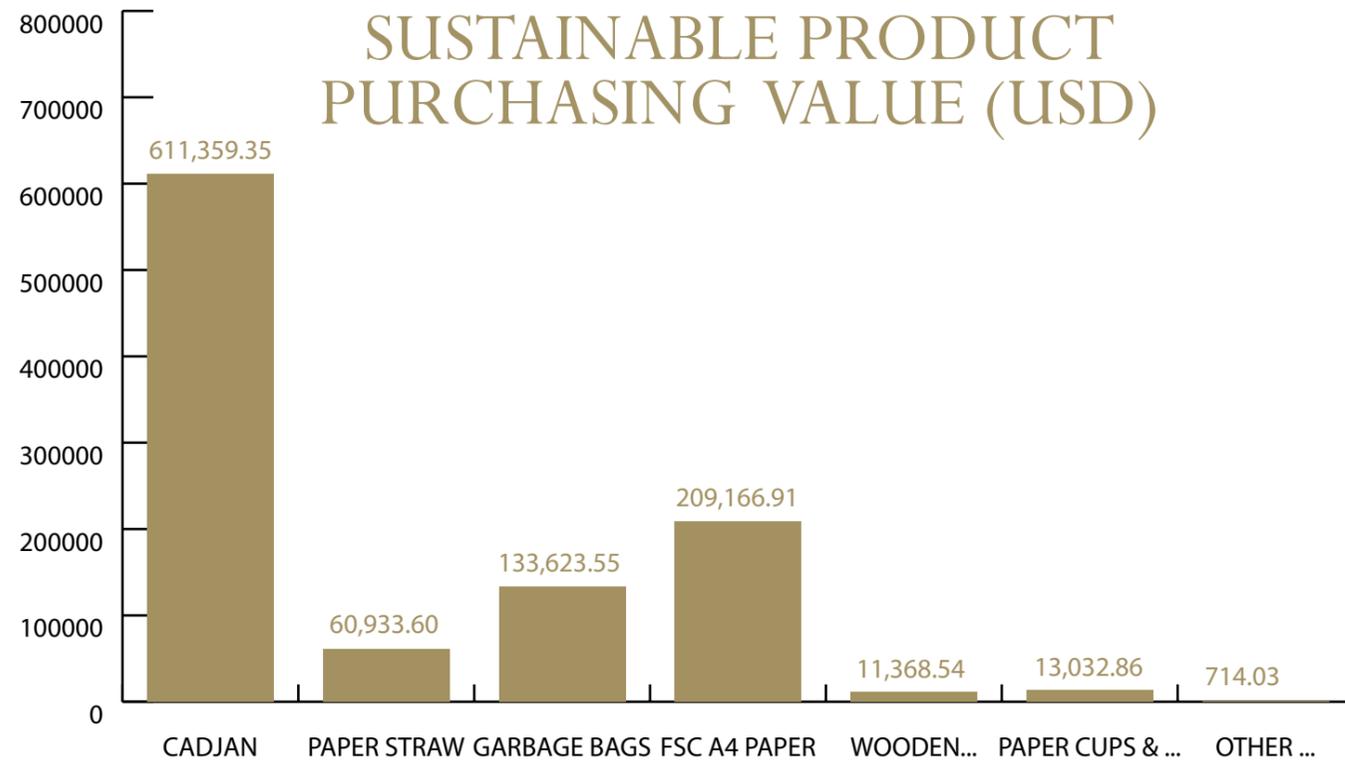
- Taking measures with local communities, visitors, and stakeholders biodiversity conservation on island



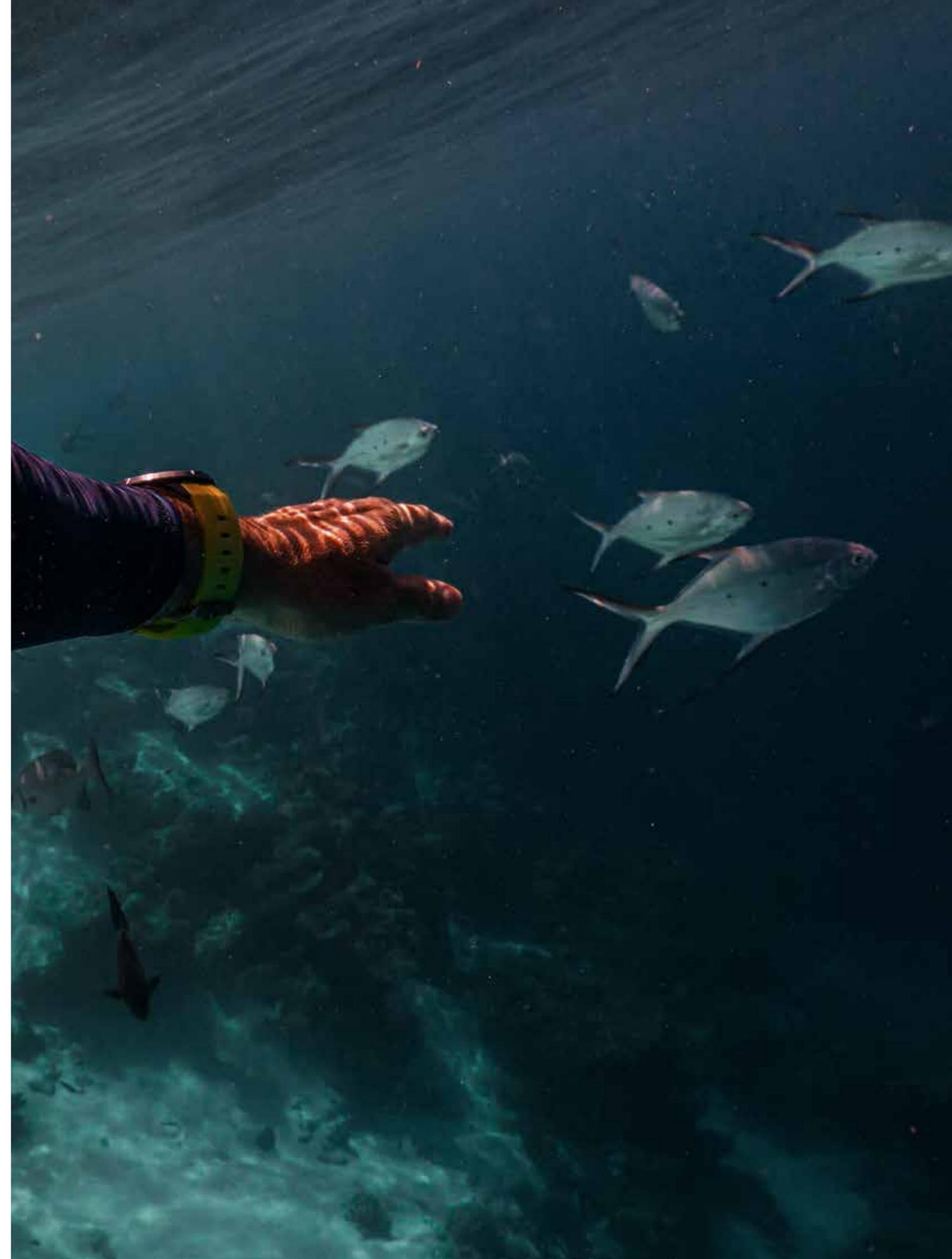
OVER 8,000 TREES ARE PLANTED.



SUSTAINABLE PRODUCT PURCHASING



- Cadjans are mostly purchased from locals to use as roofs in eco-friendly villas.
- Paper straws are used instead of plastic straws as a measure of single-use plastic reduction.
- Instead of plastic and glass, paper cups, plates, and wooden cocktail stirrers are used in resorts.
- Instead of normal A4 Paper FSC papers are used since they are made from wood or fibres which are either from FSC Certified forests, recycled, or from controlled forests.



AWARDS



