Sustainability Management Plan 2026

Kuda Villingili

Time and Space Redefined

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01. Executive Summary

The scope of the Sustainability Management Plan (SMP) covers all activities at Kuda Villingili Resort, Maldives, and its integration with all ambassadors, customers and guests, business partners, owners, other stakeholders, and the environment at large. The SMP identifies the key roles and responsibilities of staff and employees, to ensure that sustainability initiatives are implemented efficiently and that our long-term goals and commitments are achieved.

The SMP at Kuda Villingili Resort encompasses various departments and areas of operation, including but not limited to accommodation, food and beverage, waste management, purchasing, landscaping, transportation, and guest activities. It involves regular monitoring and reporting on key performance indicators to track progress and ensure continuous improvement.

The SMP also includes strategies for minimizing negative environmental impacts, conserving natural resources, promoting social responsibility, and supporting the local community. It outlines targets and objectives related to waste management, energy efficiency, water conservation, carbon emissions reduction, biodiversity conservation, and environmental education and awareness.

Furthermore, the SMP emphasizes the importance of stakeholder engagement and collaboration. It establishes mechanisms for regularly communicating with and involving ambassadors, customers, and guests in sustainability initiatives, as well as fostering partnerships with business partners and local communities.

By implementing the Sustainability Management Plan, Kuda Villingili Resort aims to be a leader in sustainable tourism and contribute to the conservation of the Maldivian environment while enhancing the well-being and satisfaction of its guests and stakeholders.

This SMP will be periodically reviewed every three years to stay updated with the latest developments in the sustainable tourism landscape. The review will specifically concentrate on climate change, environmental factors, social inclusion, and equality agendas.

02. Introduction to the SMP

2.1. Purpose

The purpose of the Sustainability Management Plan (SMP) is to ensure that decision making within our resort contributes to achieve its objectives, to improve its sustainability, reduce its long-term environmental impact and increase the welfare of employees, guests and of the environment that surrounds us. The SMP is to guide the daily operations of the business in a sustainable manner in considering the environmental, socio-cultural, quality, and health & safety issues.

2.2. Scope

The scope of the SMP covers all activities at Kuda Villingili Resort, Maldives, and its integration with all Ambassadors, customers and guests, business partners, owners, other stakeholders, and the environment at large.

2.3. Vision

Sustainability within the Resort is defined as “carrying out its business in line with our company’s guiding principles of being conscious of global environment issues and acknowledge our responsibility towards the environment. While the well-being of our guests remains the fore-front, we commit ourselves to carrying out operations in a sustainable manner, continuously educate our ambassadors in all our sustainability initiatives, by taking every step to minimize operational impact on, and preserve the environment wherever we operate.”

At Kuda Villingili Resort, we envision a future where the beauty of our natural surroundings is preserved and thrives in harmony with our guests' experiences, fostering a community of responsible travelers. Our Sustainability Management Plan is driven by the vision environmental stewardship, social responsibility, and unparalleled hospitality converge to redefine the essence of sustainable tourism.

The Kuda Villingili Resort SMP is founded on following Guiding Principles:

Limiting Ecological Footprint:

- Through innovative technologies, renewable energy adoption, and resource-efficient best practices, we strive to minimize our ecological footprint, setting higher standards for responsible tourism.

Preserving Natural Environment:

- Through meticulous ecosystem management, conservation and enhancement, we commit to leaving our natural environment even more vibrant for future generations.

Empowering Local Communities:

- Kuda Villingili Resort is dedicated to being a catalyst for positive change in the communities we operate within. Our vision includes empowering local residents through education, employment opportunities, and partnerships that contribute to the cultural richness and economic vitality of the region.

Cultivating a Culture of Conscious Living:

- Kuda Villingili Resort aims to inspire guests to embrace sustainable practices during their stay and beyond. We envision a resort experience that not only captivates through luxury and adventure but also leaves an indelible mark on the hearts and minds of our guests, fostering a lifelong commitment to responsible living.

Advocacy and Collaboration:

- We envision Kuda Villingili Resort as a hub for sustainability advocacy and collaboration. By actively engaging with local authorities, industry partners, and communities, we aim to contribute to the broader discourse on sustainable tourism and set benchmarks for excellence in the industry.

Our success will be measured not only by financial metrics but by the positive impact we create for the environment, local communities, and our guests. Regular audits, transparent reporting, and continuous improvement initiatives will be the cornerstones of our commitment to accountability and excellence in sustainability.

2.4. Objectives

The Sustainability Management Plan of Kuda Villingili Resort is a guiding document that ensures sustainable decision making, management practices, and daily operations. It has five primary objectives:

1) Promoting sustainable business development by considering environmental, socio-cultural, quality, and health & safety issues while driving the quality of the business its' growth.
2) Ensuring compliance with environmental laws and regulations of the laws of the Republic of Maldives, demonstrating a commitment to adhering to them.
3) Monitoring and auditing for environmental compliance through a strategic program to detect and mitigate significant environmental impacts caused by business activities.
4) Minimizing environmental impact by implementing mitigation measures to prevent pollution, minimize waste generation, and conserve resources, following the principles of Reduce, Reuse, and Recycle.
5) Establishing an environmental management framework to efficiently manage environmental aspects and successfully implement the identified mitigation measures.

2.5. Supporting policies and Procedures

Our Sustainability Management Plan is strengthened by a set of Policies and procedures, as well as other useful documents. These are designed to show the nature and size of our organization's activities, address concerns related to the environment, society, quality, and health & safety, and provide guidance for regulating, managing, reviewing, and improving our strategies.

The following are the specific Policies and procedures that support our Sustainability Management Plan:

Environmental Policy: This policy outlines our commitment to minimizing our environmental impact and promoting sustainability in our operations.

Disaster Management Plan: This plan sets out the steps we will take to mitigate the impact of natural disasters and ensure the safety of our employees and stakeholders.

Code of Behavior: This code defines the expected behavior and ethical standards for all individuals associated with our organization.

Code of Conduct for Business Partners: This code establishes the ethical expectations and conduct for our business partners, fostering responsible and sustainable practices.

Purchasing Policy: This policy guides our procurement decisions, emphasizing sustainable and socially responsible sourcing practices.

Preventative maintenance policy: This policy outlines the key areas where maintenance is required

Environmental Impact Assessment Report: This report assesses and documents the potential environmental impacts of our projects and activities (including impacts during operational phase), enabling us to take appropriate measures to minimize adverse effects.

GHG Reduction Policy: This policy outlines our commitment to reducing greenhouse gas emissions and addressing climate change.

Pollution Management Plan: This plan provides guidelines and strategies for minimizing pollution and managing waste to protect the environment and human health.

Waste Management Plan: This plan establishes procedures for the proper handling, disposal, and recycling of waste materials, promoting waste reduction and resource conservation.

These Policies and procedures, along with other supporting documents, help us regulate, manage, review, and continually improve our strategies to ensure sustainable practices throughout our organization.

We believe, our guests, Ambassadors and environment are equally important. Our Sustainable Management Plan ensures colleagues, customers, business partners, owners, other stakeholders, the environment and the property are taken care.

Our Sustainability Management Plan encompasses four key areas:

I. Environmental – to be actively involved in conserving resources, utilizing renewable energy to extent possible, reducing pollution, conserving biodiversity, ecosystems, and landscapes.

II. Socio- cultural – to be involved in corporate social responsibility actions, community development, local employment, fair trade, respect local communities, colleague protection. Being involve with activities to support the local community

III. Quality – any activity that can sustain itself economically through creating competitive advantages within the industry with inspired service that not only meets, but exceeds guest expectations; it continues to contribute to the economic well-being of the surrounding community through local ownership, employment, buying local products, etc. A sustainable business

should benefit its colleagues, customers, business partners, owners, other stakeholders.

IV. Health & Safety – Kuda Villingili Resort complies with all established health and safety regulations and ensures that both guest and colleagues protection instruments are in place.

03. Energy Management

3.1. An Energy Efficient Workplace:

- Implement an awareness campaign for staff and guests on sustainable energy practices.
- Awareness program shall include formal training for staff in energy efficiency, awareness through web and social media, display energy conservation messages in guest rooms, public areas and other key locations, reward employees for sustainable practices.
- Replace traditional appliances with energy-efficient models throughout the resort.
- Use LED lighting exclusively, controlled by timers or motion sensors to optimize energy usage.
- Deploy a smart energy management system in guest rooms for real-time monitoring and control.
- Promote energy efficiency and durability in construction and design choices (use natural lighting and ventilation).

3.2. Renewable Energy:

- Expand the use of solar panels to harness more solar energy for various resort operations.
- Conduct regular assessments of the effectiveness of renewable energy systems.
- Invest in ongoing research and development to explore additional green energy solutions.
- Educate staff and guests on the benefits of solar power and encourage sustainable practices.

3.3. Energy Efficiency with High Tech:

- Prioritize procurement of energy-efficient equipment adhering to local energy rating standards.
- Implement a preventative maintenance policy for machinery and equipment to ensure optimal performance.
- Utilize insulated pipes for carrying hot and chilled fluids to minimize energy wastage.
- Provide training programs for staff to enhance awareness and skills related to energy efficiency.

3.4. Monitoring and Evaluation:

- Set clear objectives to limit energy consumption and regularly assess progress.
- Establish a dedicated Sustainability Development Team responsible for monitoring energy usage.
- Record and monitor energy consumption patterns to identify areas for improvement.
- Track and manage carbon footprint through comprehensive monitoring and evaluation.
- Actively seek opportunities to offset carbon emissions and reduce overall environmental footprint.
- Implement continuous improvement initiatives based on insights gained from monitoring and evaluation processes.

By incorporating these actions into our Energy Management Plan, Kuda Villingili Resort aims to not only conserve energy but also lead the way in sustainable practices within the hospitality industry, fostering a greener and more environmentally conscious future.

04. Water Management

4.1. Responsible Usage of Water Resources:

4.1.1 Sustainable Sourcing:

- Ensure water sourcing practices are sustainable and eco-friendly.
- Implement a comprehensive water consumption monitoring system

4.1.2 Reduction Goals and Facility Changes:

- Establish specific water reduction goals, regularly reviewed for progress.
- Replace faucets with low-flow options for reduced water consumption.
- Install motion sensors on basins and toilets in public areas to minimize excessive water use.
- Introduce shower flow reducers in guest bathrooms to further reduce water usage during showers.

4.1.3 Towel and Linen Re-use Program:

- Implement a towel and linen re-use program in guest rooms to encourage responsible water use.
- Promote water conservation by reducing the frequency of laundering through guest participation.

4.1.4 Dual-Flush Toilets:

- Equip all guest rooms and public areas with dual-flush toilets, promoting water efficiency without compromising functionality.

4.1.5 Wastewater Reduction Treatment Strategies:

- Implement state-of-the-art wastewater treatment systems for on-site water recycling.
- Utilize an extensive filtration and purification process to transform wastewater into reusable water.
- Reduce reliance on freshwater sources, conserving water and minimizing the strain on local water resources.
- Reduce consumption of treated freshwater for non-potable purposes.
- Use grey water for landscaping and gardening

4.1.6 Awareness Campaigns and Educational Initiatives:

- Conduct awareness campaigns and educational initiatives for guests and staff on responsible water usage.
- Provide practical tips, such as taking shorter showers, reusing towels, reporting leaks promptly, and turning off taps when not in use.5.2. Monitoring and Evaluation

4.2 Continuous Monitoring:

- Continuously monitor water consumption data to identify areas for improvement (continuous gathering of consumption data and monitoring consumption at key facilities, and this will enable management to develop strategies to reduce water consumption).
- Regularly assess progress towards water conservation goals.

4.3 Sustainability Development Team:

- Empower the Sustainability Development Team to oversee sustainable water usage.
- Engage with staff and guests to educate them about water conservation and encourage responsible practices.

4.4 Staff Training:

- Prioritize training for staff and technicians on water conservation practices.
- Equip them with knowledge and skills to identify and address water leaks or inefficiencies promptly.

4.5 Infrastructure Advocacy:

- Advocate for water-efficient plumbing fixtures and invest in water conservation infrastructure.
- Install water meters and utilize technology for close monitoring of water usage throughout the resort.

By implementing these water management actions, Kuda Villingili Resort aims to ensure sustainable and environmentally friendly operations, contributing to the conservation of water resources while providing an enjoyable experience for guests.

05. Waste Management

5.1 Waste Minimization in Daily Operations:

5.1.1 Reducing Disposable Packaging:

- Minimize disposable packaging for resort supplies to decrease landfill waste.
- Embrace sustainable alternatives for packaging to align with eco-friendly practices.

5.1.2 Bio-degradable Products:

- Prioritize the use of bio-degradable products and materials.
- Procurement policy to encourage the options that naturally decompose to minimize ecological footprint.

5.1.3 Hygiene Products and Amenity Containers:

- Minimize individual packaging of hygiene products in rooms.
- Introduce refillable amenity containers in guest villas to encourage responsible product use.

5.1.4 Recyclable Waste Sorting:

- Implement organized systems to sort and separate recyclable waste efficiently.
- Enhance the recycling process by ensuring proper separation of different types of waste.

5.1.5 Cooking Oil Recycling:

- Actively collect and recycle cooking oil in authorized recycling facilities.

5.1.6 Grease Separation:

- Separate and collect grease from food items to prevent contamination.
- Dispose of or recycle grease in a safe and sustainable manner.

5.1.7 Safe Disposal of Chemicals and Hazardous Waste:

- Develop and implement a standard operating procedure (SOP) for the safe disposal of chemicals and hazardous materials.
- Collect and dispose of items such as batteries, electrical devices, bulbs/tubes in an environmentally friendly manner.

5.2. Community Involvement in Waste Management

5.2.1 Collaboration with Local Community:

- Collaborate with the local community on projects focusing on recycled materials.
- Raise awareness about waste reduction and foster a sense of ownership towards the environment.

5.2.2 Recycling Programs:

- Promote recycling programs for various materials, including paper, cardboard, glass, plastic, metal, ink cartridges, organic waste, and garden green waste.
- Hand over recyclable materials to suitable vendors and collectors.

5.2.3 Environmental Clean-up Initiatives:

- Support clean-up initiatives in the surrounding environment.
- Participate in beach clean-ups and community-led projects to preserve the cleanliness of natural surroundings.

5.3. Monitoring and Evaluation

5.3.1 Waste Hierarchy Concept:

- Follow the Waste Hierarchy concept, prioritizing waste prevention and reduction.
- Emphasize the phases of reduce, reuse, recycle, and recover before disposal.

5.3.2 Sustainability Team Involvement:

- Engage the Sustainability Development Team in annual Waste Audits.
- Assess types and quantities of waste generated, identify areas for improvement, and implement tailored waste management strategies.
- Ensure waste management strategies are efficient, cost-effective, and sustainable.

5.3.3 Innovation and Technology Integration:

- Develop and continually update a comprehensive framework for waste management.
- Seek expert support to integrate new technologies and innovative waste management solutions.

Through these waste management actions, Kuda Villingili Resort aims to make a positive impact on the environment, and continually improve its waste management practices for a cleaner and healthier planet.

06. Sustainable Procurement & Recruitment

6.1. Sourcing Goods and Services

Sustainable procurement is recognized as key component in the Kuda Villingili Resort SMP and ensured through following actons.

6.1.1 Environmentally Friendly Procurement:

- Prioritize environmentally friendly suppliers, goods, services equipment, and facilities in procurement practices.
- Select items with low GHG emissions and minimum energy consumption.

6.1.2 Local and Organic Goods:

- Source locally grown goods, (including watermelons, papayas, kurumba, and bananas), to support local and organic production.
- Obtain freshly caught fish directly from local fishermen using the pole and line method.

6.1.3 Responsible Supplier Selection:

- Prioritize suppliers who conduct business in a responsible and ethical manner. Suppliers with independently verified sustainability claims will be given the priority.
- Inclusion of 'sustainability' claims and commitments as pre-requisites or part of the evaluation criteria in tender/supplier selection process.
- Encourage bulk purchasing to reduce packaging waste.

6.1.4 Eco-friendly and Biodegradable Products:

- Prefer eco-friendly and biodegradable products made from recycled materials to minimize environmental impact.
- Encourage responsible purchasing practices and positive relationships with suppliers.

6.1.5 Continuous Monitoring and Relationships:

- Continuously monitor consumption to maintain sustainable procurement practices.
- Foster positive relationships with suppliers, stakeholders, and the wider community.
- Positively influence suppliers to adopt green practices

6.1.6 Fair Trade Practices:

- Adhere to the "Procedure Goods & Services" process in the Maldives, focusing on fair trade practices.
- Buy direct from the producer where possible.
- Ensure the selection of suppliers and procurement of goods and services align with quality, price, time, source, and delivery requirements while protecting the company.

6.2. Employee Recruitment

At Kuda Villingili Resort, we prioritize fair and responsible treatment of our employees, ensuring the highest standard of employment practices. This is guaranteed through following actions.

6.2.1 Maldivian Nationals in Managerial Positions:

- Actively recruit and develop Maldivian nationals for managerial positions.
- Support and mentor Maldivian employees for career growth and advancement into leadership roles.

6.2.2 Inclusive Policies:

- Implement non-discrimination and recruitment policies to ensure equal employment opportunities based on competence.
- Offer conditions and wages surpassing minimum requirements set by local laws.

6.2.3 Diverse Workforce and Gender Equality:

- Pride in a diverse workforce representing around 18 nationalities.
- Actively encourage women candidates to apply for positions, promoting gender equality and diversity.

6.2.4 Adherence to Labor Laws:

- Fully adhere to strict labor laws in the Maldives to ensure employment practices align with local regulations.

6.3. Employees Protection

6.3.1 Fair and Responsible Treatment:

- Prioritize fair and responsible treatment of colleagues with the highest standard of employment practices.
- Ensure salaries and benefits exceed national regulations.

6.3.2 Overtime Compensation and Legal Compliance:

- Adhere to Maldives labor law for overtime compensation to recognize and reward colleagues' dedication.
- Comply with legal maximum working hours while ensuring additional hours are compensated appropriately.

6.4. Bribery and Corruption

Kuda Villingili Resort has a zero-tolerance policy for bribery and corruption.

6.4.1 Zero-Tolerance Policy:

- Strictly prohibit all forms of bribery, including employee involvement in soliciting, arranging, or accepting bribes.
- Implement a zero-tolerance policy toward contractors and suppliers involved in bribery.

6.4.2 Due Diligence and Anti-Bribery Programs:

- Conduct thorough due diligence when evaluating contractors and suppliers to ensure compliance with anti-bribery principles.

- Ensure transparency and impartiality in tendering/supplier selection processes and establish and document a best practice guideline.
- Assess the effectiveness of anti-bribery programs in prospective partners.

6.4.3 Code of Conduct and Policies:

- Implement a Code of Conduct for business partners, emphasizing adherence to anti-bribery policies.
- Establish Anti-bribery and Corruption Policies to provide clear guidelines for employees and business partners.

6.4.4 Ethical Business Practices:

- Remain committed to sustainable procurement and ethical business practices across all operations.

By implementing these actions, Kuda Villingili Resort aims to ensure ethical, sustainable, and socially responsible practices in sourcing, employee recruitment, and protection against bribery and corruption.

07 Biodiversity and Land Management

7.1. Land Use, Design, and Construction

7.1.1 Uninhabited Island Location:

- Leverage the resort's location on an uninhabited island to ensure minimal impact on local sites, water courses, wildlife, vegetation, and locals.
- Acquire approvals and environmental clearance prior to all new constructions/additions to the property (follow EIA and approval process)

7.1.2 Rustic Ethnic Charm:

- Design villas and public areas with rustic ethnic charm that seamlessly harmonizes with the natural surroundings.
- Prioritize local design and architecture, including kadjan roofs, wood, and bamboo, in refurbishments.

7.1.3 Environmentally Friendly Materials:

- Commit to sustainability in renovations and interior design by using environmentally friendly materials.
- Promote energy efficiency and durability in construction and design choices.

7.2. Biodiversity Conservation

7.2.1 Invasive Alien Species Control:

- Implement measures to ensure gardens and landscapes are free from invasive alien species.
- Minimize trimming to preserve native vegetation and prevent the introduction of pests and exotic species.

7.2.2 Use of Indigenous Plants:

- Use indigenous plants for landscaping to promote indigenous biodiversity.
- Minimize light and noise pollution to maintain the natural balance of the ecosystem.

7.2.4 Tree Planting Initiatives:

- Actively plant trees, develop vegetative areas to reduce runoff into ocean and counteract the heat-island effect.
- Reduce the use of insecticides, weed killers, and fungicides, promoting the use of organic fertilizers.
- Zero use of banned chemicals within the property

7.2.5 Conservation of Wildlife:

- No captive wildlife, endangered species, or their products are used, sold, or allowed on the resort premises.
- Refrain from displaying or selling products made from threatened or protected plant and animal species.
- Establish mechanisms to prevent pollutants/contaminants entering to the ocean from the property

7.2.6 Habitat Restoration Initiatives:

- Actively participate in habitat restoration initiatives to protect and restore habitats of various species with special emphasis on mangrove restoration and marine ecosystem/coral restoration.

7.2.7 Protection of Land-Based Wildlife:

- Prioritize the protection of land-based wildlife to ensure they are not disturbed.

- Implement conservation measures to preserve and enhance biodiversity within the resort through creation of habitats to support native biodiversity

7.3. Marine Diversity Conservation

7.3.1 Guest Awareness Programs:

- Conduct guest awareness programs on the importance of protecting fragile coral and ecosystems.
- Request guests not to collect or remove shells, emphasizing their role as homes for hermit crabs.
- Biodiversity awareness before marine tours and hiring certified operators

7.3.2 Illegal Souvenirs Prohibition:

- Ensure illegal souvenirs such as shark teeth, turtle shells, and black coral are not available for purchase.
- Discourage guests from taking sand, corals, and shells to preserve the marine ecosystem.

7.3.3 Environmental Impact Sensitization:

- Sensitize team members and guests about the negative environmental impact of littering on beaches and in the sea.
- Ensure proper disposal of trash and strict adherence to the policy of not discharging untreated wastewater into the ocean.

7.3.4 Boat Maintenance and Cleanliness:

- Dedicate efforts to keeping boats clean and in proper working condition to minimize noise and water pollution.
- Encourage and support clean-up initiatives for the marine and coastal environment.

By implementing these actions, Kuda Villingili Resort aims to ensure responsible land use, protect biodiversity, and actively contribute to the conservation of marine diversity and ecosystems in the Maldives.

08. Customer and Community Focus

8.1. Relationship with Customers

8.1.1. Communications Strategy

8.1.1.1 *Transparency and Information Dissemination:*

- Ensure clear communication of sustainable practices, plans, and strategies to guests.
- Foster transparency through direct interactions and comprehensive information on the website.

8.1.1.2 *Community Engagement Highlight:*

- Actively promote the resort's involvement in local community and charity initiatives through communication channels.

8.1.2. Sales and Marketing Oversight

- Ensure all promotional materials adhere to company standards, local regulations, and cultural norms.

- Prioritize transparency in advertising, delivering on promised services and experiences.

8.1.3. Customer Satisfaction

- Monitor customer satisfaction through various channels, including Customer Satisfaction Cards, guest emails, and online platforms.
- Regularly review and assess internal quality performance and satisfaction levels.

8.2. Customers with special needs

8.2.1 Accessibility Audits:

- Conduct regular accessibility audits of the resort premises to identify potential barriers for guests with special needs.
- Assess pathways, ramps, elevators, restrooms, and other facilities to ensure they meet accessibility standards.

8.2.2. Accessible Accommodations:

- Designate and customize rooms to be wheelchair accessible, with wider doors, lower counters, and accessible bathrooms.
- Ensure proper signage in Braille and raised characters for guests with visual impairments.

8.2.3 Staff Training:

- Train staff to be aware of and responsive to the needs of guests with various disabilities.
- Provide sensitivity training to promote a welcoming and inclusive atmosphere.

8.2.4 Assistive Technologies:

- Offer assistive technologies such as visual and hearing impairment aids upon request.
- Provide accessible communication options, including text messaging services and video relay services.

8.2.5 Accessible Transportation:

- Arrange for accessible transportation options from the airport to the resort.
- Ensure transportation vehicles are equipped with ramps or lifts for guests with mobility challenges.

8.2.6 Accessible Recreational Facilities:

- Make recreational facilities, such as swimming pools and fitness centers, accessible to guests with disabilities.
- Provide adaptive equipment for water sports and other recreational activities.

8.3. Relationship with the Community

8.3.1. Positive Community Impact:

- Ensure business operations have a positive impact on local resources and services through community engagement.
- Create stable employment opportunities, contributing to the economic growth of neighbouring islands.

8.3.2. Respect Local Population & Culture:

- Create awareness among guests and employees about local Maldivian culture and values.
- Ensure respect for local values and beliefs, preserving Maldivian culture supported through code of conducts for employees and guests.

8.3.3. Local Entrepreneurs:

- Adhere to laws regarding engagement with local entrepreneurs dealing with historical artifacts.
- Organize events showcasing local culture and support local entrepreneurs through initiatives such as the Authentic Maldives shop.
- Increased opportunities to local vendors and practitioners to promote their products and services/cultural performances to guests

8.3.4. Interpretative Tourism:

- Educate guests about local environment, culture, and heritage through various means.
- Host Maldivian themed nights, engage in dialogue, and offer expedition packages to explore nearby local islands.

8.4. Community Development

8.4.1 Education Initiatives:

- Support vocational training and skills development initiatives for employability in the tourism sector.
- Provide internships and job opportunities within the company for local students, which is supported through the resort's Recruitment/HR Policy

8.4.2 Healthcare Contributions:

- Contribute to initiatives improving health and well-being in local communities through CSR initiatives

8.4.3 Cultural Preservation Support:

- Support initiatives empowering small businesses linked to the resort's needs, fostering economic growth.
- Regularly purchase directly from local producers and support the local fishing industry.

8.4.4 Environmental Protection Initiatives:

- Back initiatives that preserve the environment and promote sustainable practices.

8.5. Preserving Cultural Heritage:

8.5.1 Guest Assistance and Information:

- Train employees to assist guests in exploring local cultural attractions and provide insights into Maldivian culture.
- Strictly adhere to laws and regulations protecting historical sites and cultural heritage.

8.5.2 No Sale of Artefacts:

- Historical and archaeological artefacts are neither sold nor traded at the establishment.
- Emphasize the preservation of cultural heritage assets during room orientation for guests.

Through these actions, Kuda Villingili Resort aims to foster positive relationships with customers, actively engage with the local community, and contribute to sustainable development in the Maldives while preserving its rich cultural heritage.

09. Employee Training and Engagement

At Kuda Villingili Resort, we recognize the importance of having skilled employees in delivering a superior customer services and experience. To ensure our standard in delivery of customer services, Employee training and engagement strategy is followed.

9.1 General Training of Employees

9.1.1 Competency-based Recruitment:

- Align recruitment activities with competency models.
- Ensure new hires have skills aligned with company expectations.

9.1.2 Comprehensive Training:

- Provide tailored training for each role, incorporating practical and theoretical components.
- Invest in ongoing development to enhance skills.

9.1.3 Annual Appraisals and Performance Reviews:

- Conduct regular assessments to identify strengths and areas for improvement.
- Use reviews to set expectations and standards.

9.1.4 Internal Development and Growth:

- Encourage internal career advancement opportunities.
- Foster a motivated and engaged team.
- Clearly set career progression pathways align with skills and experience

9.2 Health and Safety Trainings

9.2.1 Adherence to Laws and Regulations:

- Strictly adhere to environment, health, and safety laws.
- Prioritize well-being and safety.

9.2.2 Comprehensive Health and Safety Training:

- Equip employees with knowledge to identify and handle hazards.
- Train on effective communication to alert guests about hazards.

9.2.3 First Aid Training:

- First aid training mandatory for all staff members.
- Cover both land and water-based situations.

9.3 Disaster Management Practices

9.3.1 Recognition of Vulnerability:

- Recognize the unique geographical composition of the Maldives and vulnerability to natural hazards.

9.3.2 Third-party Fire Company Engagement:

- Engage a third-party fire company for analysis, advice, and training.
- Mandatory fire safety training for all employees.

9.3.3 Regular Drills:

- Organize annual fire and tsunami drills involving all employees.
- Simulate real disaster scenarios to practice emergency procedures.
- Involve independent parties to observe and evaluate disaster response drills.
- Use feedback to refine disaster management strategies.

9.4 Sustainability Trainings

9.4.1 Annual Sustainability Trainings:

- Provide opportunities for staff to attend sustainability trainings annually.
- Cover topics such as environmental conservation, energy efficiency, water conservation, and waste utilization.

9.4.2 Community Relationship Building:

- Emphasize understanding and respecting local customs, traditions, and cultural practices.
- Build positive relationships with surrounding communities.

9.4.3 Establishment of Sustainability Development Team:

- Form a dedicated Sustainability Development Team with representatives from key departments.
- Integrate sustainability practices into daily operations.

9.5 Welfare of Employees

9.5.1 Welfare Committee:

- Establish a welfare committee including employees from all levels.
- Conduct regular meetings for open communication and collaboration.

9.5.2 Safe and Comfortable Working Environment:

- Prioritize creating a safe and comfortable working environment.
- Actively involve employees in decision-making processes.

9.6 Recognizing and Rewarding Employees

9.6.1 Performance Reviews and Merit-based Promotions:

- Conduct ongoing performance reviews and promote based on merit.
- Recognize and appreciate the hard work and dedication of team members.

9.6.2 Involvement in Sustainability Initiatives:

- Actively involve employees in sustainability-related initiatives.
- Encourage them to contribute ideas for a more environmentally friendly resort.

9.6.3 Team-building Activities:

- Organize social events and team-building activities.
- Cultivate a positive and inclusive work atmosphere.

9.6.4 Continuous Growth Opportunities:

- Offer various opportunities for training and skill enhancement.
- Empower staff to expand their knowledge and expertise.

This comprehensive plan integrates various aspects of employee training, safety, disaster management, sustainability, and employee welfare to ensure a holistic and sustainable approach to resort management.

10. Monitoring and Reporting

The monitoring and reporting process is aimed at continuously assessing and tracking the effectiveness of our sustainability initiatives and their impact on various aspects such as environmental resources, social welfare, and economic growth. Through the implementation of robust monitoring and reporting mechanisms, we are able to showcase our effectiveness and progress, identify areas that need improvement, and ensure compliance with relevant regulations and standards.

Here are the key processes that we follow in the monitoring and reporting process:

Establishing key performance indicators (KPIs): These KPIs are developed to measure and evaluate specific sustainability metrics that are aligned with our organizational goals. They are regularly reviewed to ensure their relevancy and adjusted if necessary. (Appendix 01)

Collecting data: Data collection plays a crucial role in monitoring sustainability performance. It involves gathering relevant information from various sources, such as utility bills, employee surveys, supply chain data, and feedback from stakeholders. This may require the implementation of monitoring systems, investment in technology for data capture, and staff training on data collection procedures.

Regular assessment: The collected data should be analyzed regularly to assess progress towards our sustainability goals. This analysis is conducted internally by our Sustainability Development Team, with the assistance of external consultants if needed. It is used to examine trends, compare actual performance with target goals, and identify any areas of concern or gaps.

Reporting: Evaluation reports are developed to communicate our progress to both internal and external stakeholders. These reports may take different forms, such as periodic reports, annual sustainability reports, or integrated reporting that combines financial and sustainability performance. The reports are designed to be transparent, concise, and tailored to the intended audience.

Availability for reference: The evaluation reports that we develop are made available on our official website so that stakeholders can access them and provide their input, address concerns, and provide feedback.

11. Continuous Improvement

11.1. Sustainability Development Team – the planners of sustainability

As mentioned in the previous sections, Kuda Villingili Resort has established a dedicated Sustainability Development Team comprised of passionate individuals from various departments, ranging from managers to line-level employees. This team is responsible for driving and monitoring all sustainability and environmental-related activities at our resort, ensuring continuous improvement.

The key responsibilities of the Sustainability Development Team include:

1. Attending monthly sustainability and welfare meetings.
2. Managing the resort's sustainability efforts in alignment with the resort's policies and goals outlined in the Sustainability Management Plan, Inspired by Nature Program, and Sustainability Action Plan.

3. Maintaining accurate records of sustainability-related data for the purpose of reporting and communicating efforts through the Green Globe certification program.
4. Assisting in obtaining the Green Globe certification on an annual basis.
5. Identifying meaningful and impactful sustainability initiatives, encompassing environmental, community, and giving programs.
6. Motivating employees and guests to actively participate in the resort's sustainability endeavors.
7. Serving as role models and educators to peers within their own departments and across other departments.
8. Leading beach clean-ups and conducting awareness sessions.

By establishing this dedicated team, we are committed to integrating sustainability into all aspects of our operations and fostering a culture of environmental stewardship throughout our resort.

11.2. Identifying Improvements

It is a significant challenge to successfully implement a sustainability initiative within a company, particularly in the hospitality and tourism industry. Continuous improvement processes are necessary to address the unique difficulties faced by companies operating in this industry, given its multi-dimensional nature and vast network of stakeholders.

We have identified several barriers that must be overcome:

- Balancing the provision of a luxury service with maintaining a focus on sustainability in our daily operations.
- Educating both guests and employees on the importance of recycling, minimizing food waste, and conserving energy and water.
- Incorporating energy- and water-saving technologies into our operations.

However, we are actively working towards developing the necessary improvements and solutions to address these key issues.

11.3. Reviews

As part of our commitment to sustainability, Kuda Villingili Resort will publish an annual sustainability report that highlights the progress made during the previous year, in addition to outlining our commitments and goals for the upcoming year. Our Sustainability Management Plan will be reviewed every three (3) years, with any necessary amendments incorporated and presented alongside the annual sustainability report.

RECORD OF REVIEWS AND REVISIONS			
No.	Revision Date	Details	Entered By
1	12 June 2026	Resort Manager's Signatory Changed	Thilak, Training Manager

12. Management Acknowledgement

Name	Position Title	Signature
Deepa Manuel	General Manager	
Vaszjunyina Krisztina	Resort Manager	
Shajikumar Ganesan	Chief Engineer (Sustainability Team Leader)	

Appendix 01: Key Performance Indicators

KPI	Baseline (2023)	2025 Actual	2025 Target	Status	2030 Target	Actions	Responsible Parties	Progress
Energy Efficiency								
Electricity consumption per room per day	343.41 kwh/room/day	345.65 kwh/room/ day	5% reduction	The expected target for 2025 was not reached	10% reduction	Implement energy-efficient technologies and practices, such as LED lighting and motion sensor	Chief Engineer (CE), Engineering	Mar-umi, the Resort's signature restaurant, was renovated and a Teppanyaki kitchen was added to the food outlet. 16 additional private pools were constructed in the Sunset Water Villas. Additional chillers, ovens and air-conditioning units were A Padel Tennis court with flood lights was constructed last year.
						Regularly monitor and record energy usage to identify patterns and	ENG	
						Benchmark energy consumption against similar hotels to gain insights and set realistic targets.	Sustainability Team (ST), Sales & marketing (S&M)	
Electricity consumption per operational revenue %	9.6%	12.6%	5% reduction	The expected target for 2025 was not reached	10% reduction	Consider renewable energy sources and explore opportunities for	ST	Mar-umi, the Resort's signature restaurant, was renovated and a Teppanyaki kitchen was added to the food outlet. 16 additional private pools were constructed in the Sunset Water Villas. Additional chillers, ovens and air-conditioning units were added in different Food & Beverage outlets. A Padel Tennis court with flood lights was
						Educate staff and guests on energy-saving measures, such as turning off lights and adjusting thermostat	ST, Heads of Department (HOD),	
						Energy audits and ratings	General Manager (GM), Resident Manager (RM) ST,	
						Provide the relevant approvals for implementing energy saving strategies and conduct Review of quarterly and annual reports	GM, RM, ST, HOD	

	Water Management							
Water consumption per guest per day	228 L/guest/ day	503L/guest /day	5% reduction	The expected target for 2025 was not reached	10% reduction	Install low-flow faucets, showerheads, and toilets to reduce water consumption.	CE, ENG	16 additional private pools were constructed in the Sunset Water Villas so the baseline was revised to the 2024 figure
						Regularly monitor and repair any leaks or drips to prevent water wastage.	CE, ENG	
						Develop water-saving technologies, such as rainwater harvesting or greywater recycling systems.	CE, ENG	
Water consumption per operational revenue %		11.1%	5% reduction		10% reduction	Educate staff and guests on water-saving practices, such as reusing towels and reporting leaks.	ST, HOD, Training Manager	This is a new KPI and baseline will be 2024 figure
						Water consumption monitoring and Calculate the water foot print	ENG	
						Provide the relevant approvals for implementing energy saving strategies	GM, RM, ST, HOD	
						Review of monthly, quarterly and annual reports	GM, RM, ST, Third Party Auditors	
	Waste Management							
Total waste generation per month per guest	1.74 kg / guest	1.47 kg/guest	5% reduction	Reduced 1.5 %	10% reduction	Implement a comprehensive waste management plan that includes waste separation, recycling stations, and composting facilities.	ST, CE	This is a new KPI and baseline will be 2024 figure
						Educate resort staff about waste reduction practices and encourage their active participation.	ST, HOD, TM	
						Monitor waste generation regularly to identify trends and areas for improvement.	ENG	
						Collaborate with local recycling centers and organizations to ensure proper disposal and recycling of waste materials.	ST, CE	
Per capita waste generation (biodegradable waste per month per guest)	2.823 kg/ month/guest	2,51 kg/mont h/ guest	5% reduction	12.5 % significant reduction	10% reduction	Engage with guests by providing information about the hotel's waste reduction efforts and encourage	ST, HOD, TM, Ambassadors	This is a new KPI and baseline will be 2024 figure.

						them to participate.		
						Continuously evaluate and refine waste reduction strategies to maximize effectiveness	ST, CE	

						Review of quarterly and annual reports	GM, RM, ST, Third Party Auditors	
	Green House Gases Emissions							
Emission per building (tons/month)	310.46 Co2 e/t/m	3.07 Co2 e/t/m	5% reduction	Reduced 1.47%	10% reduction	Regularly monitor and track your carbon footprint to identify trends and evaluate the effectiveness of sustainability initiatives.	ST, S&M, ENG	Solar power was fully operational in 2024. This is a new KPI and baseline will be 2024 figure.
						Develop a carbon reduction strategy by setting realistic targets and implementing measures to reduce emissions in energy consumption, waste management, and transportation.	ST, CE	
						Engage and educate staff members on the importance of reducing the hotel's carbon footprint, fostering a culture of sustainability throughout the organization.	ST, HOD, TM	
						Consider investing in energy-efficient technologies, renewable energy sources, and waste management systems to reduce emissions and minimize environmental impact.	GM, RM, ST	
						Collaborate with suppliers and partners who share your commitment to sustainability, ensuring the products and services you procure align with your carbon reduction goals.	Purchasing Manager (PM)	
						Review of quarterly and annual reports	GM, RM, ST, Third Party Auditors	
	Occupational Health and Safety							

Number of workplace related accidents	66	32	5% reduction	Reduced by 51%	10% reduction	Availability of PPEs during conducting the tasks	ST, HOD	Breakdown of work related accidents per department in 2025: Engineering – 19 Kitchen – 06 F & B-Service – 5 Security – 2 Front Office - 1
Number of accidents involving guests at the property	67	22	5% reduction	Reduced by 67%	10% reduction	Well trained and advised staff about the accident reduction procedures	ST, HOD, TM	Well trained and advised staff about the accident reduction procedure
Complaints by guests on health and safety related matters within the resort	0	0	0	Target achieved	0	Emergency action plans and test runs	ST, HOD, Security, Medical	
	Training and Development							
Number of staff training programs conducted	1551 (incl departme nt al training)	2020 (incl department al training)	2000 (incl departm ental training)	Target achieved	2000 (incl departm ental training)	The certificates and training records	TM	We added more departmental trainers by adding more managers and supervisors to the Train-the Trainer Workshops which resulted to more department training programs conducted.
Number of trainings on energy, water and waste management for employees	22	51	50	Target achieved	50	Feedback records	TM	

	Sustainable Procurement							
Percentage of resort staff recruited locally	41%	60%	46%	Target achieved	60%	Establish relationships with local farmers, fishermen, producers, and suppliers to ensure a consistent supply of locally sourced products.	ST, HOD, PM	Replacements of forigners who left with local and new Teppanayaki outlet
						Regularly review and renegotiate contracts with suppliers to maintain competitive pricing and quality.	PM	
						Supplier audits and meeting with suppliers and contractors	ST, PM, HOD	
Number of partnerships/ Contracts with local businesses	4	6	5	Target achieved	10	Follow sustainable procedures in recruitment of staff and selecting out venders	Human Resources (HR), PM	
						Communicate the resort's commitment to local sourcing to guests through marketing materials, menus, and website.	S&M	
						Consider implementing guest feedback mechanisms to gauge	ST, S&M	

						satisfaction with locally sourced food and adjust sourcing strategies accordingly.		
	Biodiversity Conservation							
Number of conservation initiatives implemented (e.g., coral reef protection, beach cleanups etc.)	2	6	5	Target achieved	10	Handle the gardening processes and inspection of plants used for the gardening and landscaping process and ensure that invasive alien species are not introduced	CE, ENG	4 Island Clean-up , 2 Lagoon Clean-up and coral planting
						Maintain the resort premises and beach in environmentally friendly manner	ENG	
						Carry out the activities assuring no harm to the habitat and the environment of land-based wildlife marine.	ST, CE, ENG	
						Conduct awareness sessions and participate in ecological restoration initiatives in the local area	ST, TM, HR	
						Develop project proposals	ST, CE	
						Review of quarterly and annual reports	GM, RM, ST, Third Party Auditors	
	Community Engagement							
Percentage of local community members involved in resort activities	80%	80%	90%		100%	Proposal of projects	ST, CE, TM	
						Promote local food, entertainment, culture and cottage industry	ST, HOD	
Number of partnerships/contracts with local businesses	4	7	5	Target achieved	10	Engage with local people when developing cultural attractions	ST, S&M	
Number of community projects supported by the resort (% of revenue	4	4	7		10	Design and conduct community development programs	ST, HR, TM	Sustainable Tourism Awareness for Pupils of Kaafu Educational Center in Thulusdhoo, Feshun Project
						Aware the guests about the local cultures and livelihood of the people	ST, HOD	

						Encourage local communities to work and support the day to day activities of the resort.	ST, TM, HR	(Paid Hotel Internship) for Kaafu Educational Center students in Thulusdhoo, Yearly

	Environmental Certifications							
No. of voluntary certificates that resort holds	0	1	2	1	3	Green Globe certification	GM, RM, ST, HOD	Earned the Green Globe certification on February 14, 2024
						ISO standards	GM, RM, ST, HOD	
						Hotel sustainability certifications	GM, RM, ST, HOD	
	Sustainability Meetings							
Frequency and quality of sustainability reporting.	Monthly	Monthly	Twice in a month		Weekly	Regularly collect feedback from guests regarding their satisfaction with the hotel's sustainability initiatives.	ST, HOD, Front Office (FO)	
						Implement continuous improvement strategies based on guest feedback to enhance sustainability practices.	ST, S&M	
						Showcase sustainable practices and initiatives through marketing channels to attract like-minded travelers.	S&M	
						Educate hotel staff about sustainability measures and empower them to actively engage with guests on the topic	ST, HOD, TM	
						Regular meetings with Sustainability Development Team	ST	
						Researching current trends and data analysis via quarterly and annual reports	ST	