

ENVIRONMENTAL, SOCIAL AND SUSTAINABILITY ENGAGEMENT AT GRAND PARK KODHIPPARU, MALDIVES

This is a compilation of our efforts and commitments to sustainability and the environment at Grand Park Kodhipparu during the year 2023. The content is based on the environmental, social and sustainability issues which are deemed important to us as a responsible organisation serving all our guests, team members and communities. It highlights our achievements and roadmaps our future efforts and contributions to continually becoming more sustainable and economical in our approach to protect and preserve our ecosystem.

ENVIRONMENT & SUSTAINABILITY

Accredited with Green Globe Standard for Responsible Tourism since 2020, Grand Park Kodhipparu, Maldives continually looks for ways to be more sustainable in our operations. We passed the last Green Globe audit, with 100% compliance in all the mandatory criteria of the online audit. The previous onsite Green Globe audit conducted resulted in a 86% compliance to Green Globe Criteria, the next onsite audit will be in March 2024. This continued monitoring and success in obtaining the certificate proves the contribution and continuous effort we put in providing sustainable tourism to the customers visiting Grand Park Kodhipparu, Maldives.

Sustainability and environmental policies are applied throughout all the departments at Grand Park Kodhipparu, ensuring that everyone is involved and working together to become as sustainable as possible to reduce our environmental impact.

Sustainability Management Plan:

1. The **Green Team** has actively been implementing and overseeing all Green Globe standards for sustainable tourism in the resort since 2019.
2. **NO single – use plastics at the resort**
 - a. Currently all straws are reusable stainless- steel. In September 2018 plastic straws were changed to paper straws and in January 2020 they were changed to reusable straws. This policy has reduced the number of plastic straws by about 7,500 every month. To date over the past 5 years this amounts to about 450,000 less plastic straws being used. Team members at the F&B outlets encourage the guests to either drink directly from a glass or use a reusable alternative to plastic.

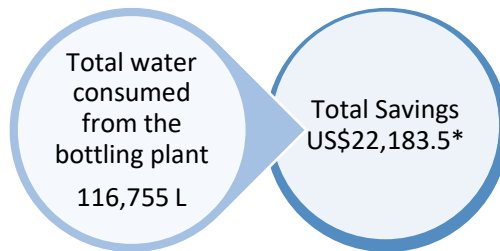




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- b. Since the installation of the on-site bottling plant in September 2019, the resort has eliminated the use of over 10,000 plastic water bottles per month. Our record shows that from October 2021 to October 2022, we have saved 35,559 plastic bottles entering to the Resort. This year January till November 2023 we have consumed 116,755.00 litres of water from the bottling plant. This estimates to about 117,000 plastic bottles saved this year alone.



*Based on the cost price of USD0.19 per 1 litre bottled water in plastic bottle.

- c. Liquid bathroom amenities such as shower gel and shampoo are provided from bulk dispenser bottles to prevent the use of individual small plastic bottles.



- d. All the bathroom amenities are biodegradable and the wrappers are made from recyclable paper. The resort continues to adopt a strict policy on the procurement side whereas all product should have a SDS certification.
- e. Cotton reusable laundry bags are used in place of ones made of plastic and paper.
- f. Using reusable bag for garbage to reduce the usage of the black plastic garbage bags in guest villas.





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3. Active restoration of coral reef

The goal is to increase the coral abundance and diversity on our reef without any additional structures but to make it as natural as possible. Most of the coral damage happened during construction through active breakage or more recently with sand pumping activities where the sand remains in the water clogging the polyps and making it impossible for the corals to receive enough sunlight to survive.

There are currently three different coral nurseries aiming to grow different coral species in different conditions. After careful studies by the Marine Biologist results show that line nurseries (where the coral grows directly onto a rope suspended mid water at about 5m deep) is significantly the most successful and require the less amount of maintenance. For this reason, most of our coral restoration efforts currently are towards building and planting on the line nurseries. Once the coral colonies are big enough to survive on the reef they will be relocated, allowing new coral fragments to be planted.

a. New Coral nursery structures for the Line nursery:

A second line nursery was built, and coral fragments have been planted throughout the year at regular intervals to allow for the corals to adjust to the new environment and thrive.

Currently we have 161 coral fragments mostly *Pocillopora sp.* and some *Acropora sp.* with a 99% success rate by December 2023. These corals will be ready to start relocation beginning of next year. *Pocillopora sp.* are slow growing corals but will survive transplantation and the increased stress on the reef from sand pumping activities and the raise in temperatures.





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b. Maintaining the existing coral nurseries:

At the beginning of the year the line nursery was erected and the corals that had been growing on the lines were slowly relocated to the reef. This line nursery had a success rate of about 35% with the colonies having grown until they were touching neighbouring colonies and in fighting for space some perished or were overgrown by algae. This highlights the constant need for maintenance of the coral nurseries.

Currently 35 coral colonies have been successfully relocated to the reef and have increased the coral cover on our house reef.

Coral domes: The 9 coral domes that were present at the start of the year are currently still in the water. However, since the survival rate observed was below 10% no new corals have been planted on the structures.

Table of coral plugs: The table situated in front of the edge restaurant with the boulder corals was restored to standing position. The non-successful corals were removed to allow the thriving corals more space and they are currently growing. They are monitored regularly but due to their nature they will not be big enough to relocate until next year.

One of the first sights many guests see when first arriving at the resort is an artificial reef installed below the reception deck (installed in 2017). This tunnel-shaped metal frame had several small pieces of coral attached to it during the first year of resort operations and is now attracting additional marine life such as juvenile fishes with the growth of these into larger colonies.



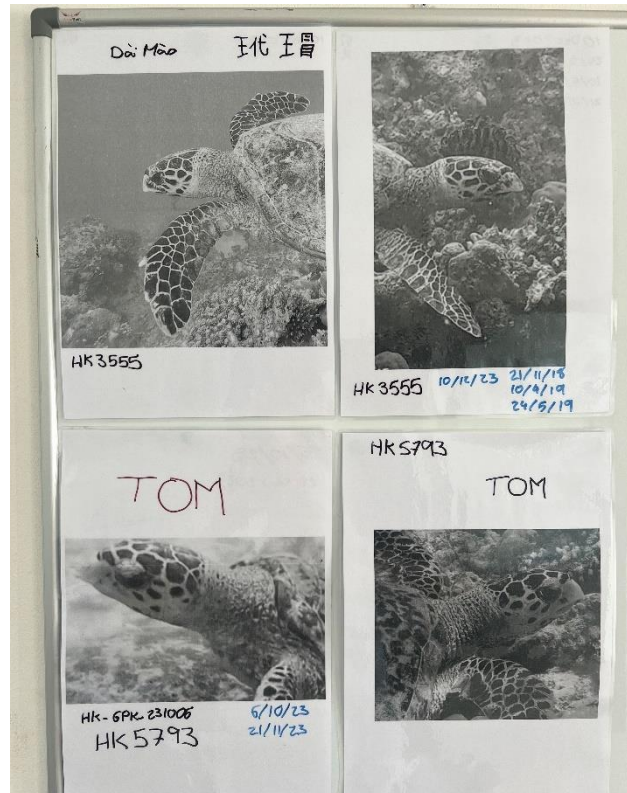


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4. Turtle monitoring

- a. We collaborate with the Olive Ridley project to identify all the turtles that live on our reef at Grand Park Kodhipparu. This year we have identified some new turtles as well as some seen some returning since 2018. The turtles are identified and displayed in the Marine Biologist office, which operates an open door policy so all guests and staff members can access and check their turtles at their convenience.



5. Flora and fauna on the island

- a. We have compiled an inventory of all the flora that can be found on the island. We have an outstanding range in biodiversity comprised of over 115 different species of trees and flowering plants. Including the new addition of 36 palm trees in December 2023. The herb garden and plant nursery have just been upgraded and are open for all guests and staff to see. Committed to continuous sustainability efforts on the island the herb garden provides healthy and organic produce such as pepper, chilli or basil. Working closely with the Executive Chef, we aim to provide local fresh produce that creates healthy, delicious food from the garden to plate.
- b. Currently there are two kittens living in the staff area
- c. The bird population continues to grow and change throughout the year, including the Herons, terns and parrots
- d. We have a constant presence from the fruit bats that love to hang onto our trees and delight our guests





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6. Awareness

The resort increases awareness of its guests and team members towards ecological and sustainability issues in number of ways:

- a. The Resident Marine Biologist who educates guests and Team members on the marine life living around the island and how to best access the islands coral reef, as well as providing guided snorkelling tours and presentations.



- b. For the guests this includes but is not limited to informational talks on “marine life and sustainability” three times a week. A complimentary get to know the house reef snorkel with a comprehensive briefing on all its wonders and how to best interact with the reef, offered three times a week. Snorkel briefings three times per week, but often done daily upon request. And regular precess to identify marine life spotted or solve any queries regarding the ocean or sustainability at Grand Park Kodhipparu.





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- c. For the staff they have access to a monthly training session on “marine life and sustainability” which was also offered after working hours to ensure all staff could attend.



- d. The staff was encouraged to participate in a monthly in water reef clean.



- e. International Awareness days (such as World ocean day, World education day, shark awareness week) are celebrated and both guests and staff are encouraged to participate. Specific talks on sustainability, recycling, conservation etc. are delivered on said days. A one hour shutdown of all non essential lights is followed for Earth Hour and a tree is planted for Earth Day.



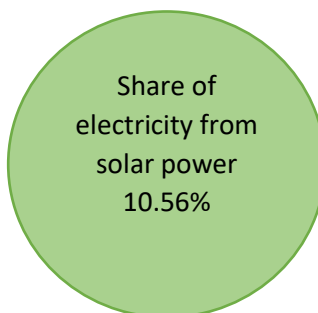
- f. Guests are provided with a 'Save the Maldives' flyer in their welcome kit which lists ways in which they can reduce the environmental footprint and on the IPTV we have broader scale of information with Dos and Don'ts.

7. Solar Power to replace diesel generators

In commemoration of Earth Day on 22 April 2021, the resort launched its solar power system. The power system will harness the solar energy using its newly installed panels to produce an estimated 478,080 Kwh of clean energy for the resort annually. This initiative will significantly reduce the island resort's carbon emissions, saving up to 150,000 litres of diesel fuel annually.



* Based on current diesel price of US\$0.95/ litre



8. Other environmental initiatives around the resort

- a. A wooden starfish ornament is provided in the guest villas for guests to indicate whether they require a fresh linen change or wish to re-use to save water.





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- b. Guest linen is only washed every other day, and if placed on the hook the guest can reuse.
- c. All chemicals used by housekeeping are environmentally friendly. Often biodegradable with proof of MSDS, and should have SDS certification. Reducing unnecessary waste and reducing their impact on both soil and ocean when they are disposed. They are dispensed carefully to avoid wastage or leakage into the sea.



- d. Toilet paper and tissue paper are specifically chosen to be easier to dissolve in water.



- e. Festive decorations are made with eco-friendly and recycled materials.
- f. Activities in the kids club specifically use recycled materials and avoid the use of any shells or balloons which harm the environment.



- g. In 2019 reef safe sunscreen was introduced to the resort, Since then we encourage all our guests to use reef safe sunscreen that protects the marine life from the harmful effects of chemicals such as Oxybenzone & Octinoxate.
- h. STP treated water for irrigation.
- i. Sensor operated water taps in all wash basins.
- j. Energy efficient LED's for 95% of all lights.
- k. Inverter air conditioning units which consume less power.





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- l.** Reusing power house oil to treat the wooden signs. By reusing 200l of generator oil we reduced the waste and saved in cost of purchasing oil to treat the wood. It is estimated to save 230USD/month.



- m.** Marine sports centre provides non motorised and motorised electric watersports activities in addition to the traditional activities to provide options for those more environmentally conscious. These include the electric pedalboard which comes with manual foot paddle as well, the Waterbike and the Jet surf, which are all alternative options for Jet Ski's.



- n.** Fishing is strictly "One line one hook" meaning that only the intended fish is caught during the activities, limiting bycatch.





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- o. There is a strict “No feeding the marine life” policy which ensures that marine life continues their natural behaviours and we do not interfere with their diets. Also ensuring guests safety by not encouraging the sharks to approach the guests looking for food.
- p. Paperless communication with guests saves on average 20 pages & envelopes per day. This is aided by sending the information to the IPTV.
- q. Management cocktail where management can create awareness and share the hotels initiatives with guests are really appreciated by the guests.
- r. Waste management, by tracking amount of waste produced and aim to reduce every month.

	January	February	March	April	May	June	July	August	September	October	November	December	Total
Garbage bags	8040.1	8367.7	8637.8	7032.2	3647.8	3338.2	2649.5	1768.7	2335.1	3338.2	3976.8		53132.1
Cardboard	2308.88	2848.00	1729	1052.8	950.3	627.2	454.3	499.1	232.9	627.8	778.3		12108.58
Glass	2660.7	2690.6	1750.5	1078.6	633.2	560.5	520.6	242.1	251.7	560.5	148.4		11097.4
Oil (use)	793	745.1	962.6	753	513.2	383.8	691	594	386.9	383.8	101.6		6308
Plastic	1578	2703.6	1158.2	1039.00	565.1	418.4	620.3	296.4	195.2	418.4	578.7		9571.3
Metel	400.9	231.8	650.5	616.8	375.8	306.9	1341.1	608	145.6	306.9	105.6		5089.9
Infection waste	0.06			0.05									0.14
Electronic waste	23.24		53.8										77.04
Battery	163.8			224.00	513.2		13		446				1360
Others	9274.8	6701.4	7555.9	7041.7	7592.9	7273.7	4175.1	6177.1	5561.4	7273.7	5597		74224.7
Total KGS	25079.68	24452	22498.3	18838.15	14791.5	12908.73	10464.9	10185.4	9554.8	12909.3	11286.4		

- s. Reusing materials to build decorations and other necessities both for the guest area and the staff.



- t. Glass bottle crushing machine to reduce glass waste and recycle. Using the glass bottle crusher machine and sand we created some steps for the Beach Club, this was a successful process that will be replicated for other areas.



- u. The SPA department has an ongoing commitment to use home-made products wherever possible and products that come with little or no plastic packaging.





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- v. Priority is given to local suppliers of fish and vegetables.
- w. Restaurants make a continuous effort to reduce food waste. Food waste is monitored daily, portion sizes are reduced and signs are placed for guests to see encouraging them to not waste food.
- x. Food waste management, where all food waste from all outlets is collected and weighed daily. This is then composted.



SOCIAL

Grand Park Kodhipparu, Maldives places importance in its people: team members and the communities we work with. We focus on creating a culture of belonging, embracing diversity, and building an environment where all team members feel welcome, respected and are given the opportunity to grow to their fullest potential.

The following are some of the strategic areas of focus:

1. People

a. Diverse workforce

We strive to recruit talents from a diverse workforce at all job levels, to serve our guests and communities. As of December 2023, we have a team from 22 nationalities. Out of the total team members, 128 are Maldivians and 162 are foreigners.





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Title	No of employees	Ratio %
BANGLADESH	11	3.96
CHINA	2	.72
EGYPT	1	.36
FRANCE	1	.36
GERMANY	1	.36
INDIA	60	21.58
INDONESIA	20	7.19
ITALY	2	.72
KENYA	1	.36
MALAYSIA	2	.72
MALDIVES	111	39.93
MOROCCO	2	.72
NEPAL	16	5.76
PAKISTAN	1	.36
PHILIPPINES	8	2.88
SINGAPORE	2	.72
SPAIN	1	.36
SRI LANKA	32	11.51
TAIWAN	1	.36
TAJKISTAN	1	.36
UZBEKISTAN	1	.36
YEMEN	1	.36
Total	278	100.00

b. Equitable employment

We respect every team member and are committed to their welfare and growth. Every team member is treated fairly and equally regardless of status. Promotion opportunities are available for all who are ready to take up the next challenge. As of December 2023, we have 37 female employees, 13.31% of the team is female.



c. Training and development opportunities

We support the continuous development of our team members through several initiatives, including the on-boarding programme (orientation and brand strategy), buddy mentoring familiarisation programme for new joiners, departmental training, and function specific training.

Each year the resort sees a minimum of 45 training hours per team member. The aim of the training opportunities is to promote the team members' development, professional growth, and their inspiration to deliver exceptional service to all our stakeholders.





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2. Corporate Social Responsibility

a. Activities for the employees

Fishing Trips, Karaoke Nights, Snorkeling, Movie Nights, Island/Reef Cleaning, Volleyball Tournament, Valentines Day Celebration, Friendly Futsal & Cricket Match, Women's Day Celebration, Board Games (Carrom, Card, Chess), World Autism Day fund raising, Badminton Competition, Participated in Resort Futsal League, World Oceans Day (Reef Cleaning), Annual Party, Father's Day Celebration, International Youth Day PS Night, Pool Tournament (Single), World Tourism Day, Table Tennis Tournament, Breast Cancer Awareness and Fund Rising, Share Your Preloved With Love, Labor Day Celebration.



b. Embracing other cultures:

Chinese New Year Celebration, Sri Lankan, Philippines, Maldives Independence Day Celebration, Diwali Celebration



c. Promoting the local traditions:

Maahefun – Celebration before Ramadan, Eid Celebration

