

Sustainability Policy for Embudu Village Resort

1. Sustainability Management & Legal Compliance

1.1 Appointment of Sustainability Coordinator

The **Sustainability Coordinator** will:

- Facilitate the implementation and continuous development of sustainability initiatives.
- Coordinate with all departments (operations, housekeeping, engineering, etc.) to align with sustainability goals.
- Conduct sustainability audits and complete reporting (aligned with Travelife or similar platforms).
- Design a **Sustainability Action Plan** with department heads and management.
- Organize staff workshops and guest awareness campaigns on sustainability.
- Act as the main point of contact for external audits and certifications.
- Report quarterly to the General Manager and prepare **annual sustainability reports** for the public.

1.2 Mission Statement

At **Embudu Village Resort**, our mission is to:

- Minimize the negative environmental impact of our operations.
- Support local communities through responsible tourism, fair employment, and economic initiatives.
- Engage with guests, partners, and suppliers to foster sustainable tourism.
- Operate by the **three pillars of sustainability – People, Planet, and Profit**.
- Promote cultural and environmental conservation to protect the Maldives' natural beauty.

1.3 Legal Compliance

The resort strictly complies with:

- **Maldivian environmental laws**, including waste disposal, energy use, and water management regulations.
 - International labor standards (ILO conventions on working hours, wages, and non-discrimination).
 - Global sustainable tourism certification frameworks (such as Travelife).
 - Environmental Impact Assessments (EIAs) for new developments.
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2. Internal Management: Social Policy & Human Rights

2.1 Fair Employment and Inclusion

- **Employment contracts** are provided to all employees with clear descriptions of duties, wages, and benefits.
- We promote **equal opportunity** in hiring, career development, and leadership roles regardless of gender, nationality, or ethnicity.
- **Workplace safety training** and regular health checks are provided for staff.
- A **code of ethics** is followed to ensure respectful behavior among all employees and with guests.

2.2 Health and Safety

- A detailed **health and safety policy** is in place, including regular inspections and fire drills.
- First aid kits are maintained at key locations, and staff are trained in **basic life support (BLS)**.
- Regular maintenance ensures safe electrical and mechanical systems across the resort.
- **Crisis management plans** cover emergencies like storms, accidents, and fire incidents.

2.3 Equal Opportunities and Diversity

- We strive for **gender balance** and offer career progression opportunities to local Maldivian staff.
- Anti-discrimination policies ensure a respectful workplace.
- We participate in **training and mentorship programs** to empower employees from underrepresented communities.

3. Environmental Conservation and Community Relations

3.1 Energy Management and Emissions Reduction

- A **110 kW solar PV system** reduces reliance on diesel generators, with regular performance monitoring.
- **Energy-efficient lighting** (LED) is installed across the resort, and appliances are selected for their low energy consumption.
- Staff and guests are encouraged to **conserve energy** through automation (e.g., smart controls) and signage.
- **Key Performance Indicators (KPIs)** track emissions, and we set annual targets for carbon footprint reduction.

3.2 Water Conservation

- Three **RO (Reverse Osmosis) plants** supply fresh water efficiently. High-pressure systems are monitored to prevent energy wastage.
- **Rainwater harvesting** and greywater recycling systems are being explored for further water efficiency.
- Guests are encouraged to conserve water with **in-room signage** and sustainable linen reuse programs.

3.3 Waste Management

- A **5R Waste Management Program** ensures:
 - **Refusing** unnecessary materials (e.g., single-use plastics).
 - **Reducing** overall waste through bulk purchasing.
 - **Reusing** items where possible (e.g., refillable Water botels).
 - **Recycling** plastics, glass, and paper.
 - **Removing** hazardous waste following legal protocols.
- Composting organic waste supports an **on-site garden** used for herbs and decorative plants.

3.4 Sustainable Procurement

- **Local suppliers** are prioritized to reduce transport emissions and support the community.
 - Procurement policies include **eco-certifications** as a requirement for non-local goods.
 - Long-term partnerships with vendors who demonstrate **sustainable practices** are preferred.
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4. Partner Collaboration and Guest Engagement

4.1 Supplier and Partner Engagement

- Sustainability clauses are included in supplier contracts, covering:
 - **Fair wages** for their employees.
 - **Environmentally friendly production** practices.
 - Commitment to **reduce packaging** and eliminate plastic waste.
- **On-site audits** of key suppliers ensure compliance with our sustainability criteria.
- Regular **training programs** are held for suppliers and contractors on sustainable practices.

4.2 Guest Awareness and Engagement

- Guests are provided with **sustainability guidelines** upon arrival, encouraging responsible behavior.
 - In-room messaging and digital platforms promote water and energy conservation.
 - **Eco-tours and conservation activities** are offered to guests, including coral restoration and beach clean-ups.
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5. Monitoring, Reporting, and Continuous Improvement

- The resort uses a **dashboard to monitor energy, water, and waste metrics** in real time.
 - Sustainability audits are conducted annually to assess performance against targets.
 - **Employee surveys** and guest feedback are integrated into the continuous improvement process.
 - We maintain a **public sustainability report** on our website and update it annually.
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6. Communication and Transparency

- All staff members are involved in **sustainability discussions** through regular meetings and workshops.
 - Sustainability goals are communicated in newsletters, on our website, and on social media platforms.
 - Partners and suppliers receive regular **updates on progress** and areas for improvement.
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7. Community Involvement and Donations

- We participate in **local conservation initiatives**, such as coral planting and reef restoration projects.
 - The resort collaborates with local schools and communities to **promote environmental education**.
 - We support local artisans and **promote Maldivian cultural heritage** through curated events and displays.
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8. Sustainable Transport Policy

- Staff are encouraged to **carpool** or use bicycles for transport.
 - Efficient **logistics planning** minimizes the need for multiple deliveries.
 - Guests are informed about **eco-friendly transport options** (e.g., shared boat transfers).
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9. Accommodation and Design Principles

- The resort's **architecture** integrates local materials and reflects the natural beauty of the Maldives.
 - We use **energy-efficient cooling systems** and ensure proper insulation to reduce energy consumption.
 - Accommodations feature **recycled furniture** and eco-friendly amenities.
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10. Public Reporting and Continuous Improvement

- A **biannual sustainability report** outlines achievements and areas for improvement.
 - **KPIs** are reviewed every six months to ensure continuous improvement.
 - Feedback from staff, guests, and partners helps refine our policies and practices.
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Conclusion

At **Embudu Village Resort**, sustainability is more than a commitment—it's a way of life. Through our efforts, we aim to create a **positive impact on the environment and community**, ensuring that our guests experience the beauty of the Maldives sustainably. Together, we can make a difference.

Eng.DMCJ Dissanayake

Embudu Village Resort
Management Team

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