



Sustainability Management Plan

Raffles Maldives Meradhoo



RECORD OF REVISIONS

REV NO.	REV DATE	BRIEF DETAILS	ENTERED BY
1	11/07/24	No changes were made.	GM
2	11/07/25	Added procurement objectives on p.2. Added Marine Biology Section D.1 on p.10. Changes have been made in the following sections: A.2 Renewable Energy Initiatives, A.5.f Customer Satisfaction, B.1 Environment, B.6 Exploitation.	GM

<i>Policy Title</i>	Sustainability Management Plan	<i>Reference</i>	<i>SMP_RMM_110723 _Rev2</i>
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PURPOSE

The Sustainability Management Plan is to ensure that decision making within our group 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 Sustainability Management Plan is to guide the daily operations of the business in a sustainable manner in considering environmental, socio-cultural, quality, health & safety issues.

Energy Conservation objectives

- Green energy utilization.
- Reduction in the amount of CO2 emissions.
- Optimize the energy efficiency of plants.
- Reduce energy expenditure.

Waste management objectives:

- Reduce water expenditure.
- Reduce the amount of non-recyclable waste.
- Increase the amount of waste that we recycle.
- Improve the results obtained in previous years.

General objectives:

- Achieve Green Globe certification.
- Lead the decision-making process to be more sustainable.
- Develop a business strategy based on sustainability, quality, safety, and health.

Satisfaction goals:

- Increase commitment to our customers.
- Increase in customer satisfaction is measured by surveys.
- Provide clients with information on good waste management practices.
- Provide clients with information on the company's CSR projects.

Training objectives:

- Raise awareness of the company's CRS Colleagues.
- All colleagues are aware of environmental policies.
- Conduct Recycling training for colleagues.
- Train a minimum of 1 department per year for sustainability.

Procurement Objectives:

- Preference must be given to suppliers following sustainable practices.
- Eco-certified products will be prioritized.
- Bulk purchasing will be prioritized whenever possible to reduce waste.



SCOPE

The scope of the Sustainability Management Plan covers all activities at properties coming under Raffles Maldives Meradhoo, and its integration with all colleagues, customers and guests, business partners, owners, other stakeholders, and the environment at large.

REFERENCE:

Green Globe Certification Standard and Guide to Certification.

RAFFLES MALDIVES MERADHOO RESORT VISION:

We consider Green Globe as the premier global certification for sustainable travel and tourism. Green Globe Certification offers the world's most recognized and longest running program allowing us, as one of the green leaders in the travel and tourism industry, to confidently promote our environmental credentials along with our commitment to the people and prosperity of our location.

Sustainability within Raffles Maldives Meradhoo 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, taking every step to minimize operational impact on, and preserve the environment wherever we operate.”

We believe our guests, colleagues 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 of.

Our Sustainability Management Plan encompasses four key areas:

- I. **Environmental** – to be actively involved in conserving resources, utilizing renewable energy to an 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** – Raffles Maldives Meradhoo Resort, complies with all established health and safety regulations and ensures that both guest and colleagues protection instruments are in place.

A. SUSTAINABLE MANAGEMENT

A1. Implement a Sustainable Management Plan:

Our property shall establish and maintain the SMP complying with requirements included in this section.

Our property will provide and write Policies and Procedures that:

- a) are appropriate to the nature and scale of the organization's activities;
- b) are aligned with the four key SMP areas i.e. Environmental, socio-cultural, quality and health & safety issues.
- c) include a commitment to continual improvement of the SMP
- d) include a commitment to comply as a minimum with the current applicable legislations, regulations and other requirement to which the organization subscribes;
- e) provide a framework for setting and reviewing SMP objectives and targets;
- f) are documented, implemented, maintained and communicated to all colleagues;
- g) are available to all interested and affected parties; and
- h) are reviewed periodically to remain relevant and appropriate to the organization's SMP.

A2. Renewable Energy Initiatives – Expand projects of Solar PV panel installations on all available roof tops, in Raffles Maldives Meradhoo Resort. Solar power plants have already been commissioned by Jerry & Jason, China. A total of 562 kWp of solar PV capacity is installed and fully operational across two phases, comprising approximately 1,000 panels.

A3. Legal Compliance:

The Resort is licensed according to the law of the Republic of Maldives and in compliance with all relevant international or local legislations and regulations, including health, safety, labour, and environmental aspects, and insurance policies and other guest and colleague's protection instruments are up to date and in order.

A4. Colleague Training:

Colleague hiring, training, annual appraisal and performance review, at our property are in line with the corporate competencies and competency models, based on the mother brand, ACCOR, beliefs and expectations.

At Raffles Maldives Meradhoo, we strongly believe that it is important to follow all the processes, to achieve a healthy and balanced team, by encouraging internal development and growth.

A.5 Customer Satisfaction

Raffles Maldives Meradhoo, monitors customer satisfaction by receiving feedback in different ways and platform. We strongly believe, accept, and work on any kind of positive or constructive feedback provided by our guests.

Besides customer satisfaction, we also review and monitor internal quality, performance, and satisfaction. Some of the tools used for monitoring and reviewing the same are:

- a. Trust You
- b. Internal email survey sent to our guests towards the end of their stay
- c. 24 – 48 hours' feedback
- d. Guest emails
- e. All 3rd party online platforms such as TripAdvisor, Booking.com and all social media channels.
- f. Pre-Arrival Preferences, OPERA and Recovery Guest Book

A.6 Accuracy of Promotional Materials

All communication regarding promotional material at our property goes through the Sales and Marketing team and is in line with company standards (ACCOR & Raffles), local regulations and cultural norms.

We do not overpromise or mislead our guests; promotional materials are truthful and do not promise more than can be reasonably expected by customers.

A.7 Local Zoning, Design and Construction

Our property is located on an uninhabited island which may have been operating as another resort previously. No significant local sites, water courses, wildlife of any sort, vegetation or residents would have been disturbed in an adverse manner.

Ongoing maintenance and repairs are performed regularly. The refurbishments, if any, include re-using as much of the original structure as possible, incorporate local design and architecture (i.e. kadjan roofing, coir, wood and bamboo) and renovation/interior design is always performed with the purpose of being as sustainable, energy-saving and long-lasting as possible, and includes use of environmentally sound materials.

A.8 Interpretative Tourism

We inform our guests about the local environment, local culture and cultural heritage through various means; may it be electronic or something as simple as friendly dialogue with guests. As the Maldives is predominantly a Muslim country, guests are made aware of the local culture during the holy month of Ramadan as special emphasis is made on period of fasting.

Special Maldivian cuisine is served in our main restaurant and local cuisine cooking classes are offered to our guests.

On arrival to the resort, each guest is greeted with the sound of bodu-beru (traditional Maldivian drums) and the blowing of Sangu (Giant Triton), with our colleagues dressed in traditional clothes. During special events, i.e. weddings, our colleagues wear traditional clothes and there is always local entertainment for our guests.

Various expedition packages are available with the Resorts to visit nearby local islands, so that guests can experience the real Maldives, interact with the local community and support local businesses like handicrafts, and other souvenir shops.

A.9 Communications Strategy

We communicate with our guests and visitors to the resort and the website in a comprehensive manner. Our implementations, plans and strategy for a sustainable operation are clearly defined, as well as our involvement with the local community and other charity work.

Our sustainable operations involve our guests, for example: we have placed a Sustainability “Acting Here” Card, in all the villas. To give our guests an option whether or not they want the bed linen and/or towels to be replaced for the day, providing them with an opportunity to play a direct role in water and energy conservation.

Through our “Green Book”, guests are informed about energy and water conservation practices, waste management initiatives and reminded of the damage inflicted on fragile coral if one stands on them, and the need to protect the ecosystem around the island.

In the same way, guests are also politely requested not to collect or remove shells from the beach, even empty ones, as they could be the homes of hermit crabs.

A.10 Health and Safety

We follow strict environment, health and safety laws, regulations and procedures to conserve and protect the environment and create a workplace where we bring the best out of our colleagues whilst avoiding the risk of injury.

Colleagues are appropriately trained so as to make them aware of the health and safety issues while working, and guests are made aware of hazards by using appropriate signage and other forms of communication.

The purchasing and operating policy for all mechanisms, equipment and facilities is that they be as environmentally friendly as possible: low emission and consuming minimum energy. Another requirement we try and meet is to procure goods and equipment which are durable and long lasting.

We have an experienced team of engineers and technicians who maintain the facilities and equipment, so that we have constant checks on them to ensure they are in good working condition. All necessary and mandatory safety requirements for the same are in order, such as Risk Assessments and use of Personal Protective Equipment.

We have engaged in the services of a Food Safety Company – Nsure PVT. LTD. - who visit the premises quarterly to ensure the food safety compliance systems are in order. New kitchen colleagues are trained in safety and procedures and must undergo a mandatory basic food hygiene course in food handling.

Highlights:

- Guests are made cautious by posting safety instructions in the villas and other public areas.
- Swimming pool depth is clearly marked including pictorial NO Diving Signs, life-rings and notice boards
- Basic Health and Safety training, fire training, and evacuation drills are conducted regularly for colleagues.
- All paint is environmentally friendly and lead free, with low VOC content.
- An active in-house system is in place whereby colleagues are trained to report any malfunctions and leaks immediately, and there is a good follow-up system to ensure the work is carried out satisfactorily.

A.11 Disaster Management

In the Maldives, Tsunami is a real threat, our property takes very seriously their Disaster Management plans, considering the three R's – Readiness; Response; Recovery.

Fire Safety: the resort uses the services of a third-party, Target Solution (Global Fire Services PVT), to inspect, analyses, advise, and train and certify all colleagues.

Yearly drills are held involving all staff, where a real disaster is simulated, and practice responses are undertaken. All drills are documented, with observations and reports prepared following each exercise.

B. SOCIAL/ ECONOMIC

B.1 Community Development

This section is supported by the Raffles Maldives Meradhoo Resort, CSR policy; the policy states that the resort, recognizes its role and responsibilities in contributing to the sustainable development of the communities in which it operates. This policy aims at maximizing the return on Community Investments and their impact on the local community.

Through our community investment initiative, we have identified unique areas of involvement where we can actively support our local communities and engage in a mutually rewarding way with our stakeholders.

Education: Supporting initiatives focused on vocational training and skills development that improve employability in the tourism and hospitality sector. This is done by taking on interns from local educational establishments and supporting their growth and development. Further job opportunities are offered within the company.

Healthcare: Supporting initiatives aimed at enhancing the health and well-being of local communities. We look into schemes of donating and sponsoring to the health facilities on local islands.

Cultural Preservation: Supporting initiatives aimed at enhancing the ability of small businesses that are strategically linked to business needs to perform more effectively in order to create economic growth. We regularly buy from local producers and support local fishermen.

Environmental Protection: Supporting initiatives that help protect the integrity of the environment. We organize beach, reef, and island cleanups, including on nearby uninhabited picnic islands. These efforts involve both our team and guests, and the local community promoting environmental responsibility and community involvement.

Our in-house Marine Biologist plays a key role in community education, raising awareness about marine conservation, sustainable snorkeling, and threats such as coral bleaching and plastic pollution. Through guest talks and collaborative activities, we aim to foster a deeper understanding of marine ecosystems and responsible behavior.

B.2 Local Employment

Raffles Maldives Meradhoo Resort, proactively supports the recruitment and development of Maldivian nationals at various managerial level positions across its operational and support functions, with a view that such Maldivian nationals will be supported, mentored and guided to grow and move into leadership positions across the company.

The element of local employment is supported by:

- Equal Employment Opportunity policy (part of the Accor & Raffles Ethics and Conduct Policy)
- Code of Conduct policy (part of the Accor & Raffles Ethics and Conduct policy)
- Corporate Social Responsibility Charter
- Workplace Health and Safety policy

B.3 Fair Trade

Fair trade within our properties is driven by the “Procedure Goods & Services” process in the Maldives wherein resorts ensure the use of right methods to select suppliers and procure goods and services at the right quality, price, time, source and delivery while protecting the company.

Our Policy:

“We at Raffles Maldives Meradhoo, ensure that all processes are done in compliance with relevant laws and consistent with ethical, social and environmental standards.”

B.4 Local Entrepreneurs

Raffles Maldives Meradhoo, does not engage with local entrepreneurs dealing with historical artifacts. Moreover, it is not permitted by law.

It is worthwhile to state that we do engage in organizing events and activities that portray the local culture, especially during Ramadan, Eid, and Maldives National Day. Local craftsmen and businessmen are encouraged to visit our property to enable them to enhance their living, giving guests a chance to interact with them, and learn about local cultures.

B.5 Respect Local Population & Culture

As stated earlier the Maldives is predominantly a Muslim country and as such guests and colleagues are made aware of the local culture. All efforts are made, where applicable, that due respect is given to the local values and beliefs, and we commit to safeguarding the Maldivian culture and ensuring that the local community shares in the benefits of tourism.

B.6 Exploitation

Our property is in strict compliance with the Maldives Labour Law. Hence, appropriate policies are in place against the employment of children, sexual harassment and exploitation.

The element of avoidance of exploitation is supported by:

- Equal Employment Opportunity policy (part of the Accor & Raffles Ethics and Conducts Policy)
- Code of Conduct policy (part of the Accor & Raffles Ethics and Conduct policy)
- Harassment Policy
- Maldives Labour Act
- WATCH training

B.7 Equitable Hiring

Raffles Maldives Meradhoo Resort, promotes diversity and equality on all levels of the business, and no colleagues or applications are discriminated against in any way.

All positions are filled on the basis of competence. Our resort adheres to all local laws and regulations concerning labour laws and offers conditions and wages superior to the minimum requirements.

Raffles Maldives Meradhoo Resort, employs people of many nationalities – currently we have no less than 20 different nationalities on our properties. Women candidates are encouraged to apply across all levels of the business.

The Maldives has strict labour law related issues, which we adhere to in full.

B.8 Colleague Protection

Salaries and benefits meet national regulations, and all payments required by law into insurance and pension funds are made on behalf of all colleagues. Overtime is paid for hours worked beyond the established work in accordance with Maldives labour law. Weekly hours and working hours do not exceed the legal maximum established by the labour law, but being a hospitality industry at times a need might arise to work additional hours. Colleagues are accordingly remunerated as per the policies outlined.

To further enforce colleague protection at our property, the welfare Committee comprising of colleagues of all levels and the management hold regular meetings and assure that any concerns or ideas from any colleague is given due considerations and actioned on if possible.

B.9 Basic Services

The activities of the business have not impacted or jeopardized resources or services in the local area or neighboring communities in any negative manner. The activities of the business generate a number of secure jobs and reflect a positive influence on the community.

B.10 Local Livelihood

Since our resort is located on an independent island, and the business encompasses the entire island, its activities do not affect any of the other islands around. Access to land, water, housing, right-of-way and transport for any neighboring communities has not been impacted at all. On the contrary, the activity of the business contributes to the economy of neighboring islands by creating jobs and buying from them.

B.11 Bribery and Corruption

Raffles Maldives Meradhoo Resort, prohibits all forms of bribery, directly or through third parties, including employees from soliciting, arranging or accepting bribes.

No direct or indirect contributions to political parties, etc, is made, as a way of obtaining advantage in business transactions.

The Resort will not deal with contractors and suppliers known or reasonably suspected to be paying bribes. Due diligence is undertaken in evaluating prospective contractors and suppliers to ensure that they have effective anti-bribery Program.

The element of avoidance of bribery and corruption is supported by:

- Code of Conduct policy (part of the Accor & Raffles Ethics and Conduct policy)
- Gift policy
- Anti-bribery and corruption policy

C: CULTURAL HERITAGE

Our colleagues are trained to guide guests towards the cultural sights and events and/or entertainment/restaurants that the guests are most interested in.

Local Maldivian culture and idiosyncrasies can be explained and discussed with guests, but mainly in a nice-to-know form, as the culture is significantly different from anywhere else in the western/developed part of the world, from where we have a substantial number of guests coming from.

Guests can read through the basic do's and don'ts in our inhouse Green Book through direct stream which contains the resort's environmentally conscious literature containing information on the resorts' sustainability initiatives, what they are doing for the environment and how guests can help.

Historical and archeological artifacts are not sold, traded, or displayed. Business complies with laws, standards and regulations concerning the protection of historical sites and cultural heritage.

Goods which are protected and may not be bought or taken are communicated to guests through in-house literature.

The Maldives is a treasure of marine diversity and fragile coral, and their protection and natural growth is publicized as much as possible.

The villas and all public areas are of rustic ethnic charm and blend in naturally with the surroundings and landscape. The scenic beauty of the Maldives is enhanced through our thoughtful architecture and design of structures.

D: ENVIRONMENTAL

Our Resort source and obtains many locally produced goods including watermelons, papayas, Kurumba, bananas, and many others which have been grown organically. Freshly caught fish using pole and line method is brought directly to us just off the sea by local fishermen every day.

As much as possible, we favor suppliers who conduct their business in a responsible and ethical manner. We buy in bulk to reduce packaging waste. We prefer products which are eco-friendly, bio-degradable, made from recycled material, and have the minimum impact on the environment.

We do not use any invasive alien species in our gardens and landscapes; we also minimize the trimming and try to keep the native vegetation as undisturbed as possible. Measures are taken to prevent the introduction of pests and exotic species.

No captive wildlife, endangered species, products thereof or any form of unethical items are used, sold or allowed on our Resorts.

Our business activities do not impact on the habitat of local wildlife or plants. Appropriate measures are taken to minimize noise, chemical pollution, and artificial lighting from having an impact on wildlife.

Endangered species, products thereof, or items stemming from unsustainable practices are not sold, traded, or displayed on the property grounds.

Guests are provided with information about protected areas within the property and influence zone and encouraged to visit protected areas.

Guests are provided with information on native wildlife and plant species found in the area through our Green Book.

The element of environmental protection is supported by:

- Environmental Policy
- Pollution Management Plan
- Landscaping Policy
- Biodiversity Policy
- Green Book

D.1 Marine Biology

We are committed to protecting and maintaining our marine environment, chiefly our house reef, which is constantly rated as one of the best snorkeling/diving spots in the Maldives. We have an in-house Marine Biologist, who conduct regular reef monitoring and share data with local research organizations, including the Olive Ridley Project (sea turtles), Manta Trust (manta rays), and the Maldives Whale Shark Research Programme (whale sharks).

In response to increasing coral reef threats such as coral bleaching, we have launched a coral restoration project in collaboration with MARS Incorporated. In September 2024, we placed 100 coral frames with 1,500 coral fragments to help rehabilitate degraded reef areas. Guests are invited to support and participate in this initiative, helping raise awareness of coral conservation and the importance of healthy reef ecosystems.

To further our commitment to education and sustainable tourism, each guest is paired with a dedicated Marine Butler. This program promotes marine awareness and responsible snorkeling by guiding guests through best practices and introducing them to local marine biodiversity.

CONCLUSION

This concludes the Sustainability Management Plan for Raffles Maldives Meradhoo Resort in 2025.

We are fully aware that sustainability is an ongoing journey; therefore, the Sustainability Management Plan will be reviewed annually.

The resort will continuously measure and monitor the following at planned intervals to verify that we are achieving continuous improvement in the field of sustainability:

1. Electricity consumption
2. Water consumption
3. GHG emission
4. Amount of waste generated by the resort

Our Sustainability Management Plan is supported by the following Policies and procedure along with other supporting documents:

5. Environmental Policy
6. Health and Safety Policy
7. Business Ethics and Conduct Policy
8. Waste Management Plan
9. Environmentally Preferable Purchasing Policy
10. Environmental Impact Assessment Report
11. Landscaping Policy
12. Pollution Management Plan
13. Disaster Management Plan
14. Green Book

Approved by: Firas Sharrouf

Signature:



Date: 22/07/2025



Enviromental Policy

Raffles Maldives Meradhoo



RECORD OF REVISIONS

REV NO.	REV DATE	BRIEF DETAILS	ENTERED BY
1	11/07/24	No changes were made.	GM
2	11/07/25	Changes were made in Policy Statement p.3, Added two new points in section 7.	GM

Policy Title	Environmental Policy	Reference	EP_RMM_110723_Rev2
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Policy Statement

We, at Raffles Maldives Meradhoo, are conscious of global environmental issues and acknowledge our responsibility towards the environment. While the well-being of our guests remains at the forefront, we commit ourselves to carrying out operations in a sustainable manner, taking every step to minimize operational impact on and preserve the environment wherever we operate.

In delivering this commitment, Raffles Maldives Meradhoo will endeavor to:

- Meet or exceed applicable environmental legislation, environmental standards, and best practices.
- Energy consumption and related emissions are monitored daily and analyzed monthly, quarterly, and annually for review, with the objective of achieving a 5% reduction in energy intensity (kWh/m²) compared to 2023 levels. This target is in alignment with the 2025 Sustainability KPIs outlined in this document and directed by Accor.
- Value and preserve the natural heritage of our property, thus enabling our guests to enjoy an authentically local
- Promote efficient use of materials and resources across our property, especially water and energy.
- Work diligently to minimize our waste stream by reusing, recycling, and conserving natural resources—particularly energy and water. In line with our Accor 2025 Sustainability KPIs, we aim to achieve a 4% reduction in water consumption per occupied room (m³/occupied room) compared to 2024.
- Set sound environmental and social objectives and targets, integrate a process of review, and issue progress reports on a periodic basis.
- Continually identify opportunities for improvement in our environmental management.
- Promote awareness and educate our colleagues on environmental issues and sustainable working.
- Engage our guests, our colleagues, suppliers, contractors, and the local community in our initiatives to preserve the environment and consider their opinions and feedback when setting our environmental programs and procedures.
- Conduct an environmentally preferable purchasing.
- Participate in efforts to improve environmental protection at local and national levels.

Objective

This policy is intended to guide our property towards sustainable management.

1. ENVIRONMENTAL AWARENESS

- We will maintain awareness among our colleagues on environmental issues, the preservation of local cultures, and the necessity for everyone to act in a responsible manner.
- We will communicate to our colleagues the environmental practices that need to be implemented at the workplace as well as other simple environmentally friendly measures that they can apply in their everyday lives.
- We will encourage our colleagues to participate in and support environmental initiatives.
- We will communicate our environmental commitment to guests and give them the option to support us in our green efforts.
- We will extend awareness of environmental issues and best sustainability practices to the local community.

2. ENERGY

Reducing energy consumption will help reduce environmental impact and, at the same time, lower energy costs. To minimize energy consumption, we will:

- Take steps to make our workplace more energy efficient.
- Reduce the use of fossil fuels and opt for renewable energy sources.
- Maintain our machinery and equipment in good working condition.
- Prioritize the use of energy-efficient technologies, including low-consumption appliances and LED lighting.
- Ensure optimal use of plants and machinery.
- Use timers, sensors, and other devices that regulate energy consumption.
- Make use of solar energy wherever applicable.
- Reduce the loss of energy, for example, by using insulated pipes to carry hot or chilled fluids.
- Set objectives for limiting consumption, regularly monitor progress, and improve processes.
- Implementation of a solar heating and power project throughout the resort.

3. WATER

With global warming, particularly in the Maldives, sources of freshwater are very scarce and limited to a few natural wells. Water conservation is therefore becoming essential, and as a responsible company, we will:

- Using sea water, a free resource, to generate water for the entire resort.
- Reduce water losses by regularly checking for leaks.
- Install sensors, regulators, and other water-saving devices, i.e., sensor-controlled men's urinals.
- Ensure the efficient use of laundry equipment.
- Sensitize both our colleagues and guests to the responsible use of water.
- Offer guests the option of reusing towels and sheets.
- Limit the use of de-salinized water by
 - Capturing and using rainwater wherever possible
 - Using recycled greywater for irrigation
- Set targets for minimizing water consumption, monitor, and analyze periodically.
- Continually find ways to reduce water consumption.

4. WASTE

We generate waste that constitutes a major pollutant, affecting both the environment and public health. We will do our utmost to avoid, recycle, and reuse in order to reduce its impact on the environment. Our waste management plan will include the following:

- Limit the use of disposable packaging for resort supplies whenever possible.
- Use compostable and biodegradable products and materials whenever the option is available.
- Limit individual packaging of hygiene products in bedrooms.
- Organize the sorting and separating of recyclable waste.
- Collect and recycle cooking oil for permitted uses.
- Compost our garden's green waste for nutrient-rich natural fertilizer.
- Organize recycling of materials such as paper, cardboard, glass, plastic packaging, metal cans, ink cartridges, restaurant organic waste, etc.
- Liaising with third-party recycling companies such as Parley for Oceans and Secure Bag
- Engage in projects with the local community for the reuse of recycled materials.
- Safely dispose of hazardous wastes such as batteries, electrical and electronic devices, fluorescent bulbs and tubes,
- Organize and/or support the clean-up of the surrounding environment.
- Implemented the BIO-GAS project

5. GREEN PROCUREMENT (ENVIRONMENTALLY PREFERABLE PURCHASING)

Green procurement, or environmentally preferable purchasing (EPP), is the practice of procuring products and services that are less harmful to the environment (land, air, and water) and all species that depend on the environment for survival. Green products are those that are produced with less harmful materials or that, upon usage or consumption, would have a minimal impact on the environment.

We will carry out EPP whenever green options are available while giving due consideration to guests' satisfaction, company standards, and reasonable costs.

Our green purchasing measures will include the following:

- Encourage and favor eco-friendly and power-efficient products.
- Prefer recycled, compostable, and biodegradable products.
- Buy seasonal and locally produced goods as much as possible and thus avoid transporting energy.
- Buy in bulk to reduce packaging waste.
- Favor organic fertilizers and less harmful cleaning agents.
- Prefer eco-friendly designs and eco-labeled products.
- Prefer to purchase from a source that is less polluting or uses clean technology.
- Encourage and prefer vendors who use recycled packaging. Explore the possibilities of further reuse and/or recycling with the vendor.
- Green the supply chain by seeking vendors who share our values and have an environmental management system in place.

6. DESTINATION PROTECTION

The natural environment is one of the primary attractions for leisure visitors. In order to develop sustainable tourism, we will:

- Ensure the protection of the natural and cultural values of the area while developing and creating recreational facilities and activities for our guests.
- Participate in efforts to restore habitat whenever possible.
- Promote local food, entertainment, culture, and cottage industries.
- Engage with local people when developing cultural attractions.
- Offer guests souvenirs of local nature and making that are made of eco-friendly products.
- Provide guests with a list of environmentally friendly products and local souvenirs that they may shop for.

7. CONSERVATION OF MARINE LIFE AND REEFS

The ocean and reefs are home to numerous sea creatures and plants, many of which are fragile and endangered. We will take every possible step towards the conservation of marine life and the protection of our reefs.

Measures taken by our property will include:

- Ensuring wastewater is not discharged into the ocean
- Using ecological or organic fertilizers
- Sensitizing our team members and guests about the negative environmental impact of littering on the beach and in the sea.
- Ensuring all trash is properly disposed of and no debris is left hanging on the beach.
- Educating our guests and working with service providers to ensure that snorkeling and diving activities are conducted responsibly and do not negatively impact our coral reef.
- Encouraging and supporting the clean-up of the marine and coastal environment.
- Implement coral restoration projects to rehabilitate affected reef areas.
- Keeping boats clean and in proper working condition in order to minimize noise pollution
- Plant trees, as they reduce runoff into the oceans and contribute to reversing the warming of our planet and the rising temperatures of our oceans.
- Keeping the IUCN Red List and national conservation list of species with habitats in areas affected by its operations at levels of extinction risk.
- Monitor populations of endangered marine species, including sea turtles, manta rays, and whale sharks, in collaboration with local NGOs such as the Olive Ridley Project, Manta Trust, and the Maldives Whale Shark Research Programme.
- Provide reef-safe sunscreen at Long Bar for guest use, along with information on the harmful effects of conventional sunscreens on coral reefs.

8. BIODIVERSITY AND PROTECTION OF WILDLIFE

Biodiversity boosts ecosystem productivity because each species, no matter how small, has an important role to play. In order to protect biodiversity, we will:

- Reduce our use of insecticides, weed killers, and fungicides.
- Use organic fertilizers.
- Use environmentally friendly products for cleaning.
- Buy sustainably harvested seafood and agricultural products.
- Water plants in a rational way.
- Use indigenous plants for landscaping and minimizing light and noise.
- Ensure that invasive alien species are not introduced into our gardens and landscapes.
- Not display or sell products made from threatened or protected plant and animal species.
- Participate in ecological restoration initiatives in the local area.
- Not detain any captive wildlife on property grounds, except for wildlife breeding farms, rescue, or reintroduction, according to law and best practices.
- Protect land-based and marine wildlife and do not disturb them in any possible way.

Raffles Maldives Meradhoo complies, as far as reasonably possible, with this policy.

Approved by: Firas Sharrouf

Signature:



Date: 22/07/2025