

We are embarking on an exciting journey to create a more sustainable island home for both our Amilla family and guests. At Amilla Maldives Resort and Residences we have the opportunity to develop sustainability initiatives that will attract guests and at the same time positively impact the lives of our team. This in turn will assist our local environment and community.

Amilla Maldives Resort and Residences is committed to continual improvement measured by way of annual Benchmarking Assessments. The team at Amilla Maldives Resort and Residences strives towards minimising our footprint on the environment by implementing sustainable initiatives aimed at improving the hotel's performance, reducing the use of Energy and Water and the production of Waste.

Sustainability initiatives at Amilla Maldives Resort and Residences are designed to fulfil our obligation to the environment and community. We are committed to attracting and retaining team members from local communities.

- We invite our team to share in this commitment through training programs that work to educate our team on best practise within the resort, ideas that they can then take home to their own homes as well.
- We invite our guests to share in our initiatives through workshops during their stay and communication of our developments.
- We invite our community to share in our initiatives by making educational visits available and by providing knowledge freely.

Amilla Maldives Resort and Residences will comply with all relevant legislation and regulations and aims to achieve international best practice. We have appointed our Sustainability and Wellness Mentor as the EarthCheck Coordinator, who has responsibility for continually improving the Resort's sustainable performance, energy efficiency and this will be benchmarked on an annual basis.

Some key initiative in the resort that will support our sustainability goals are;

1. Home Made – this is an opportunity to create a real unique selling point, an area that differentiates Amilla from other resorts. This project promotes making all possible items on site, from drinks to food and spa products. By making items from scratch, onsite, we reduce the amount of packaging as well as reducing air miles.
2. Home Grown – We will utilise our space and natural resources to reduce external purchasing of produce which in turn reduces environmental impact from air miles and improves the wellbeing of our team. Our 18 hydroponic houses are on track to produce all of the salad leaves required for resort use. Our organic vegetable gardens produce key items for use in the

resort. We have a mushroom growing area to product this onsite as well.

3. The 3R's – the aim is to reduce, reuse and recycle. We aim to reduce waste leaving the resort by up to 50% by the end of 2021. This in turn reduces the fuel required for removal which reduces cost and environmental impact. We are committed to reducing the energy consumption within the resort through effective management of resources and investigation of alternative energy sources. We have constructed a waste management facility, the UN (short for UNdo the harm) that will process all refuse. The facility is home to a glass crusher, incinerator, composter and compactor.

This area will also home to our coconut processing facility, The Nut, (construction scheduled for Spetepmer 2021). Amilla Maldives Resort and Residences is home to more than 2500 coconut trees and this facility will reduce out coconut waste by 90%. We will utilise the fruit products for our kitchens and to make coconut oil for use in the kitchen and spa. The husks will be used for coco peat, rope and the shells used for crafts.

4. Training and Development – By involving our team and providing knowledge of sustainable practices we can educate the wider community on better practises across a wide geographical area.

5. Communication – When we communicate our initiatives to our guests and our travel partners, we inspire travel plans to include guests visiting our resorts. All webinars and FAM trips in the resort include a section on sustainability. Our guest compendium explains our sustainability programs.

6. Corporate Social Responsibility – A sustainable business also takes responsibility for engaging with and improving their local community. We can help our local islands through education and inspiring them to create resources that we in turn can utilise. We are proudly Maldivian owned and we promote local culture at every opportunity.

7. We are committed to protecting our natural environment through our sustainable practices. This includes working alongside established organisations we can help in preserving and enhancing our marine environment. We have a Marine Biologist employed who safeguards our turtle nests and is active in coral propagation. She also leads many education activities for children and adults.

8. We will endeavour to source products from local suppliers where the product quality and price is comparable. We will also endeavour to source all products from ethical and renewable resources and ensuring our suppliers follow fair trade principles. Where local products are not available, we source compostable, reusable and eco-friendly alternatives, reducing and refusing plastic wrapping as much as possible. Our meat suppliers are recognised as treating their animals humanely and are farmers free range or pasture raised.

Our aim is to develop and provide training programs for our team to educate them on the end to end process of our sustainable initiatives.

We aim to instil an understanding of the effects of harmful practises and the benefits of sustainable management of resources. Training will be developed with a mind to WIIFM principles and in language that can be understood by people from a variety of backgrounds.

A sustainability committee is maintained to develop sustainability as a community responsibility. We engage the team on a daily basis and publicly display principles and achievements of our goals. We will take time to listen to our team and gather information and ideas from the whole community.

Amilla will celebrate our sustainability focus and achievement of our goals by communicating with our team, guests and travel partners. We can communicate these through PR, our website, newsletters and verbally. We will communicate our principles to our suppliers and work alongside them to ensure we are mindfully purchasing the most sustainable products.

Our in room and onsite literature will reflect our communication with our guests. We will encourage this through weekly activities for guests championing sustainability.

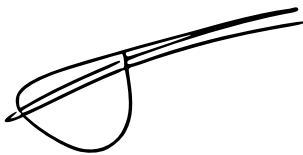
Amilla Maldives Resort and Residences exists within a wider community. We have a responsibility to care for and work alongside our local islands and the country as a whole. We are committed to employing and advancing team members from our local community.

We must make a concentrated effort to celebrate the country in which we exist and provide our guests with opportunities to discover and learn about the local culture. We can encourage our local communities and team members to showcase their tradition.

This will include the purchasing of as much quality local products that we can and assisting people in the community to develop products which can be sold.

We will set up a sustainability fund for which the revenue will come from sales of certain products such as remineralised, alkaline waters, homemade drinks etc. This will be utilised to fund projects in the region.

Regards



Jason Kruse
General Manager