PLANHOTEL
HOSPITALITY GROUP

DIAMONDS
ATHURUGA · MALDIVES

PUBLIC SUSTAINABILITY REPORT

SEPTEMBER 2026

ananea Diamonds Athuruga
Beach and Water Villas

Travelife
Accommodation Sustainability

PLANHOTEL
HOSPITALITY GROUP

DIAMONDS
ATHURUGA - MALDIVES

SUSTAINABILITY AT ANANEA DIAMONDS ATHURUGA | PLANHOTEL HOSPITALITY GROUP

Planhotel Hospitality Group is committed towards sustainable hospitality practices. The commitments and actions taken cover Environmental, Social and Governance (ESG) endeavours to preserve, restore and enhance our planet, its people and living ecosystem.

OUR COMMITMENT AND SUSTAINABILITY GOALS

As Planhotel Hospitality Group, we recognize the urgent need to address climate change and reduce greenhouse gas (GHG) emissions. We are committed to proactive measures to mitigate our environmental impact and contribute to a sustainable future. To this end, Athuruga have established two short-term goals to be achieved within 12 months (by September 2027): the first is a 10% reduction in total food waste; and secondly, to eliminate 90% of single-use plastics throughout our entire operation.

Biodiversity forms the foundation of a healthy planet and ensures the well-being of current and future generations. Consequently, biodiversity preservation and restoration are integral to all aspects of our operations and beyond. Our Marine Lab is proactively working on various coral reef restoration projects, which not only engages the guests and team players, but also the local communities.

We firmly believe our team players are our greatest asset. We are dedicated to ensuring fair and respectful treatment for all team players, as they are essential to our success and the exceptional guest experiences we strive to provide. Upholding human rights principles, including the protection of minorities and vulnerable groups, is imperative. We demonstrate our commitment to human dignity in all aspects of our operations, and regularly conduct discrimination prevention training.

We strive daily to be a responsible member of the communities in which we operate. We are committed to making a positive impact and contributing to the well-being and sustainability of our local communities through environmental stewardship projects, such as beach clean-ups, tree planting activities, and environmental awareness campaigns. Additionally, our goal is to establish a 'Share Your Skill Program' to provide support for community improvement.

We are also dedicated to creating and maintaining a safe and secure environment for all children and young people. We recognize our responsibility to safeguard children from harm, abuse, and exploitation, and to promote their well-being at all times. Our policy mandates the immediate reporting of any suspected cases of child exploitation and abuse to the local police. We encourage our guests, team players, and visitors to report any concerns about child exploitation and abuse directly to the local authorities.

Sustainable development is a collaborative journey. As ananea Diamonds Athuruga, we commit to the above actions and encourage our valued guests and visitors to help us conserve water and energy and minimise waste by following the reminders posted throughout the hotel. We also invite them to participate in biodiversity and local community conservation programs. Additionally, we welcome guests to share their general and sustainability-related feedback with us, as we are dedicated to considering each recommendation and implementing necessary actions.

INITIATIVES AT

ANANEA DIAMONDS ATHURUGA Beach and Water Villas

We will follow a principle-based approach to achieve our sustainability goals as we have extensive programs in place to conserve energy, reuse water for secondary functions, and implement an upgraded waste management plan focused on gathering accurate baseline data to evaluate future recycling opportunities. We also have a strong belief that our team and our guests have to believe in our sustainability practices for it to be fruitful. Educating our team players and our guests on our approaches are vital for the success of our sustainability goals. We also believe small steps will have a big impact and realistically more possible to be converted into enduring habits.

ROOMS

Sustainable rooms: We took a conscious decision to use guest amenities that are safe for the environment and free of any chemicals. They are not tested on animals and are 100% organic. These amenities are also in glass containers which we refill, to eliminate the use of plastic containers. We do have goals in place to move to 100% eco-friendly cleaning products used in rooms, in the future.

The laundry bags we provide for guests are made from linen and 100% reusable. We educate our guests on sustainable practices in terms of towel and linen use. We encourage our guests to reuse towels and hang beach towels to dry instead of leaving them on the floor for a replacement. Our on-site bottling facility produces drinking water in glass bottles for guest rooms, which we replenish on a daily basis, as well as all soft drinks in our mini bar are either in glass or tin containers.

The tea we provide are in paper sachets and our coffee capsules are compostable. We encourage our housekeeping team to minimise the change of linen, without compromising on the luxury of our guest offering.

Considering this, we use water saving measures in the laundry by only washing full loads, doing pre-wash stain treatment in order to avoid unnecessary second washes. We try to limit operating hours of the laundry.

WATER

Sustainable water: We are not ignorant to the fact that water is a very valuable commodity and the source of life. We have two RO plants (reverse osmosis) to desalinate sea water into fresh potable water. We also conduct monthly testing of water samples through a third party to ensure that our drinking water is safe for consumption. We also have goals and targets in place to implement a grey water recycling system to capture, filter, and reuse water from showers, sinks, and laundry facilities for irrigation and toilet flushing, reducing our overall water consumption. All around the resort we have water metres installed to measure our water consumption.

The water from our RO plant is used at our bottling plant which is run under strict hygiene & filtering practices. Here we bottle water, in glass bottles, for guest consumption. This water gets distributed to all F&B outlets as well as to all guest rooms.

Our goal is to have water fountains around the island, where team players and guests can refill environmentally sustainable, reusable water bottles for day use, excursions and to take home should they wish. This would eliminate all plastic water bottles on our island.

ENERGY

Sustainable energy: Although electricity is currently produced with diesel generators, efforts to reduce power demand are ongoing. We have protocols in place to use no more energy than what is needed, to run one generator at a time. All hours and services are logged. Energy saving methods include:

- Educating guests on AC use at optimum temperatures & to keep doors and windows closed when AC is switched on.
- We have upgraded to LED lights in 99% of the areas on ananea Diamonds Athuruga Island, including rooms, public spaces, and back-of-house areas.
- We do not use boilers but circulate water through the radiators of the generator to create hot water for shower purposes.
- We use ERI pumps on both RO plants to reduce energy consumption
- Not running laundry machines in peak kitchen energy hours.
- Educating team players on best practices for saving energy and offering reminders through informative posters. These resources are designed to help everyone understand how they can contribute to energy conservation effectively.
- Assessing energy use of appliances before we purchase them.

KITCHEN

Sustainable kitchen: The Maldives are blessed with ample tuna, which is also the local staple. The traditional method of fishing tuna is still strictly controlled by the Ministry of Fisheries, and all fishing is still done by hand or line in the Maldives. The benefits are multitude, including that by-catch is limited and the impact on marine life is minimal. Secondly, by purchasing local catches from local fishermen, we are ensured of the freshest supply, while supporting the local economy. We made a conscious decision to not serve Salmon, as we feel it is not sustainable. We avoid procuring any endangered products.

Our fresh produce is sourced from local markets in Malè and Sri Lanka. We make use of a dedicated purchase manager to assure we purchase sustainably without compromising on quality.

In other measures to ensure quality is the testing of food samples by a third party. This is conducted monthly. We do realise that progress comes in stages, and we are placing various tracking methods in place to access our development against our targets.

WASTE & RECYCLING

Sustainable waste & recycling: the Maldives has an enormous issue with garbage and waste. Illegal littering is very common and for many it is common practice to dump waste into the ocean. As a whole, the country lacks facilities to collect, separate and recycle or reuse waste. All recyclable material is considered as waste and transported to landfill. As tourism and development continues to increase, so will the waste issue. Therefore, we feel it is imperative that we try and reduce our waste as much as possible. Waste reducing methods include:

- We try to order in bulk and less items which are individually wrapped.
- We actively try to reduce plastic as mentioned in points above. We reuse office paper, waste wood and other materials we can re-claim.
- Our waste area has been reconfigured in order to separate waste items, like tin (metal), glass, recyclable plastics (PET and HDPE) and Hazardous waste.
- We have two Eco Swiss composting machines. Each machine turns 90 kg of food waste into compost within 12 hours. Thanks to the treatment temperature and the almost total extraction of the liquid fraction, the EFR device carries out a real sterilisation process of organic waste, transforming it into a resource that can be used as a fertiliser, 100% natural, completely inert and practically odourless. This process also prevents the growing of germs and bacteria in processing and preparation environments.
- As mentioned in points above we are actively using less plastic and more recyclable material on the island.
- We actively track food waste generated in our team player canteen and guest restaurants, while encouraging team players to take smaller, appropriate portions to help reduce food waste across the resort.

BIODIVERSITY

Sustainable reefs, activities & local attractions: One of the wonders of the Maldives are the rich and beautiful marine life. An integral part of our business is the fact that guests want to come and see this beauty for themselves. It is also our responsibility to protect and care for the natural reef and live-in harmony with our beautiful environment. Reef protection methods include the following:

- Most importantly we educate our guests on responsible snorkelling and the mindfulness of the sensitivity of the reefs.
- Educate guests on using environmentally friendly sunscreen.
- In house marine biologist who heads our Coral Restoration Project and Marine Biology Nights. Current Projects on Ananea Diamonds Athuruga Island are the Coral Nursery Project & Coral Cookie Club: The coral nursery project serves as a larger scale restoration project for Athuruga house reef. Coral Cookie Club; Sometimes we find coral pieces that have been broken off by careless tourists or marine predators. As these fragments are not likely to survive, they are collected to give them “a second chance”. Therefore, fragments are glued on a cement “cookie”, which acts as an anchor for the coral and increases its chances of survival on the reef. Our Marine Biologist also leads Marine Biology Nights, these sessions designed to educate and inspire guests about the fascinating world beneath the waves and covering conservation efforts of the team.
- This year, starting May 2025, ananea Diamonds Athuruga partnered with The Oceancy and the DERTOUR Foundation on the Coral Connection initiative in South Ari Atoll. The Athuruga Marine Lab received a one-year grant to implement coral restoration and environmental outreach, targeting both resort guests and the local community. Kunburudhoo was the first island involved, where a three-day program included reef and community surveys, coral fragment collection, coral cookie creation, transplantation, and a closing certificate ceremony.
- We prohibit the feeding of marine life.
- We use buoys for boat anchorage in the lagoon, in order to eliminate boat movements close to our reefs.
- We are also committed to respect sensitive ecosystems and do not encourage activities that would jeopardise any animals or places. Especially whale shark spotting and turtle safaris.
- Routine clean-up activities are conducted on a local uninhabited island where plastic regularly washes ashore. Our guests love this and really feel that they contribute to the cause by taking part in these activities.
- We encourage the visitation to the local fisherman island, to see and feel how the locals live, learn about their culture and way of life. This is well received by our guests, and we offer this excursion free of charge. We also encourage guests to purchase local snacks and souvenirs.

Other areas where we focus on ocean health include building partnerships with organizations that promote marine conservation and environmental awareness. We also aim to organize clean-up and educational activities on local islands, such as Himandhoo, involving our team members as part of our Green Games programme. In addition, we plan to coordinate joint awareness events at Athuruga, welcoming local community members to enjoy guided house reef snorkeling experiences and participate in workshops and presentations. These initiatives will help raise awareness of marine conservation and encourage greater environmental responsibility within our local communities.

LOCAL COMMUNITY

Sustainable people: our people are the core of our business and without them, it would be impossible to offer any service. It is for this reason that we are committed to develop, support, and nourish our team members. Methods to achieve these include:

- We believe in fair compensation and aim to have the Maldivian minimum wage as base for all team players members by the start of 2025.
- We are also committed to adhere to the minimum of 45% local team players.
- Lobster Inc. is a training platform we have in place for training and development of all team players
- We strongly encourage cross training and regularly send team players to visit sister properties and different departments.
- Strong focus on the improvement and upkeep of team players area and team players meals.
- Encourage the local culture to prevail through singing and dancing in the form of BoduBeru. While local Bodu Beru groups are often invited to perform at the resort, it is important to highlight that our very own Bodu Beru team consists of our talented team members. They showcase their skills and represent the resort's spirit, providing guests with authentic cultural performances while celebrating and empowering our team players.
- On Maldivian themed dinner nights, local women from Himandhoo are invited to showcase local cuisine through live cooking, providing them with direct income opportunities.

- We also strongly affirm and respect the local Muslim culture.
- We are committed to team players welfare and do regular team sport, in house, between different resorts and on local islands.
- Strong commitment towards health and safety and regular audits are conducted. Our ongoing pursuit of HACCP certification underscores our commitment to hygiene and food safety.
- Pension and medical benefits available to all team players.
- Fully complied with health & safety legislation and regulations (ABTA/FTO and MFDA) and assurance measurements are in place to protect every person.
- Performance tracking and measurement is key to meeting our sustainability goals and we are devoted to succeeding in all aspects.
- Our sustainability objectives include organizing educational skills workshops for local elementary school students, providing them with hands-on exposure to departments such as maintenance, cooking, and guest relations.

DIAMONDS
ATHURUGA - MALDIVES

PLANHOTEL
HOSPITALITY GROUP

Planhotel Hospitality Group
Via Cantonale 3. 6900 Lugano - Switzerland
Ph: + 41 91 911 3333 - E: planhotel@planhotel.com
www.planhotel.com

Travelife
Accommodation Sustainability