



PLANHOTEL
HOSPITALITY GROUP



PUBLIC SUSTAINABILITY REPORT

Sandies Bathala
Beach & Water Villas



Travelife

Accommodation
Sustainability

SUSTAINABILITY AT 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, we have set a goal to reduce our GHG emissions from water, energy, and waste by 20% by the end of 2030.

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. We aim to reduce single-use plastic by 20% by the end of 2028.

We firmly believe our staff are our greatest asset. We are dedicated to ensuring fair and respectful treatment for all team members, as they are essential to our success and the exceptional guest experiences we strive to provide. Upholding human rights principles, in-

cluding 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.

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, staff, and visitors to report any concerns about child exploitation and abuse directly to the local authorities.

Sustainable development is a collaborative journey. As Planhotel Hospitality Group, 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 SANDIES BATHALA BEACH & WATER VILLAS

Nestled in the heart of the Maldives within the north Ari Atoll's eastern side, Bathala Island stands as an idyllic retreat, home to the esteemed Sandies Bathala Beach & Water Villas Resort.

Blessed with a privileged location near the outer atoll barrier, the island's crystalline waters boast an extraordinary diversity of fish species.

As a property under the Sandies Resorts brand and a proud member of the Planhotel Hospitality Group, Sandies Bathala is a 4-star heaven, offering a perfect blend of comfort and understated elegance. Sandies Hotels and Resorts redefine the all-inclusive holiday experience with simplicity, consistency, and a warm atmosphere. Our desirable locations offer a range of services, from sports experiences to total relaxation, ensuring everyone finds their ideal vacation.

Sandies Bathala is tailored for families, friends, and couples, the resort caters to diving enthusiasts with the renowned Werner Lau Diving Center. Embracing a simple yet sophisticated style, Sandies Bathala invites guests to immerse themselves in the tranquil beauty of the Maldives, creating cherished memories for a lifetime.

BATHALA GOES GREEN

Bathala Goes Green stands as a comprehensive initiative at Bathala, aimed at incorporating sustainable practices and fostering guest involvement. Through projects like the Green Walk, the Marine Wonderland, and other initiatives, we offer an in-depth look into the core of our sustainability efforts. The Green Walk serves as an educational tour, revealing the multifaceted integration of eco-conscious initiatives across the resort. This initiative is designed to educate and engage guests on our commitment to environmental responsibility.

In the Marine Wonderland, guests have the opportunity to witness and actively participate in coral adoption through the "Coral Cookies" program. Additionally, participation in our shark research projects allows guests to contribute to global marine conservation efforts.

Bathala organises a whole range of activities and initiatives for an immersive exploration of our sustainable practices, extending beyond traditional accommodations and culinary offerings. It provides a comprehensive understanding of our commitment to eco-friendly operations.

Through Bathala Goes Green, guests are not only observers but active contributors to our sustainability goals. It serves as a platform for an informed and participatory guest experience, allowing individuals to witness and engage in the various facets of our commitment to a greener future.

THE GREEN WALK

The Bathala Green Walk is an incredible initiative, emphasising sustainability, ecoconsciousness, and community support. It's more than just a walk; it's a transformative journey toward a future where environmental responsibility is deeply integrated into every aspect of the resort. Divided into 12 spots, the Green Walk provides a comprehensive view of the island from a sustainable perspective. This approach not only showcases the beauty of the environment but also actively involves guests, making them feel like an integral part of the island's commitment to conservation.

The dedication to minimising waste is a commendable aspect of the Greenwalk, highlighting the resort's commitment to reducing its environmental footprint. By extending a heartfelt invitation, the resort is not merely inviting guests to enjoy a holiday but encouraging them to embrace a sustainable and eco-conscious lifestyle during their stay. This walk not only benefits the environment but also fosters a sense of community and shared responsibility among guests. It's an inspiring example of how resorts can play a vital role in promoting a more sustainable and eco-friendly world.

Unique T-shirt designs are showcased in captivating displays strategically placed around the island, harmonising seamlessly with its aesthetic. Storytelling signage deepens connections at each location, while our brand subtly permeates the atmosphere through ambient branding, including beach umbrellas. Limited-edition releases, announced on social media, have generated significant buzz and urgency. Social media sharing is actively encouraged, fostering a virtual community.

Our attention-grabbing unique handcrafted green spots are successfully drawing guests' attention. These sustainable spots, meticulously designed, showcase our commitment to eco-friendliness and environmental consciousness across the entire island.

THE WATER PLANT

Discover the Process:

Seawater desalination, using the efficient reverse osmosis process, is our answer to providing safe drinking water. Sourced directly from the pristine Indian Ocean, our desalination plant is the backbone of a sustainable hydration solution.

Hydration at its Finest:

Producing approximately 510 litres of clean, fresh water daily, our desalination plant ensures a reliable and sustainable source for both guests and residents. Monthly water samples undergo rigorous testing, guaranteeing the purity of every drop.

Meticulous filtration ensures purity at every stage:

- Pre-Treatment Filtration: Effectively removes particles from seawater.
- Sand Filtration: Further purifies seawater after pre-treatment.
- Multiple Filtration Steps: Six additional stages contribute to the removal of impurities, making our water safe for consumption.

Pressure Precision:

Maintaining seawater at 50 bar throughout the filtration process guarantees efficient purification, setting the standard for cleanliness.

Proactive Maintenance for Consistency:

To uphold quality and efficiency, our desalination system undergoes maintenance and replacement every 10,000 litres of produced water. This proactive approach ensures a continuous supply of high-quality water.

Rainwater Harvesting:

Beyond desalination, rainwater collected from gutters undergoes treatment at our Water Plant, ensuring its safety for various island uses. This sustainable practice minimises reliance on external water sources and reflects our commitment to responsible resource management.

Sparkling Water Option:

Our desalination process doesn't stop at still water. After filtration and purification, the water transforms into a sparkling option. Passed through a cooler and infused with carbon dioxide, it offers a refreshing twist to your hydration experience.

THE LAUNDRY

Our laundry operation at Bathala runs smoothly from 7:00 am to 11:00 pm daily, with a meticulously planned schedule to cater to various linen needs throughout the day. In the mornings, our dedicated team focuses on handling uniforms, sorting, washing, and ironing to ensure that our staff starts their day with fresh attire. As the day progresses into the evening, our attention shifts to F&B linens, guest linens, spotting, sorting, washing, ironing, and folding, leaving no detail overlooked in maintaining the high standards of cleanliness and presentation.

At Bathala, we hold our commitment to sustainability in high regard, integrating eco-friendly practices into every aspect of our operations. Utilising a scale for every load not only aids in prolonging the life of our machines but also enables us to monitor their capacity and maintain detailed records of daily linen washing. With washing machines boasting a capacity of 30 kg, each load is carefully managed, weighing approximately 23 kg, excluding water and chemicals. Our approach to laundry care is tailored to suit the diverse needs of our linens, boasting 22 separate programs to ensure optimal care and maintenance. White linens are treated with their own dedicated program, as are coloured linens, guaranteeing that each item receives the specialised care it deserves. Additionally, we've implemented separate automatic chemical programs that seamlessly align with our washing programs for white and coloured linens, further enhancing the quality of our laundry care while minimising environmental impact.

In our sustainability efforts, several key points underscore our dedication:

- Regular machine scaling helps conserve energy and extend machine life.
- We meticulously monitor water and chemical usage to minimise waste and environmental impact.
- Separate programs for white and coloured linens maintain quality and prolong the lifespan of our linens.
- Auto dispensers for chemicals reduce waste and ensure precise measurements, contributing to our eco-conscious practices.

In-house Tailor:

In addition to our laundry services, our talented tailor plays a pivotal role in our sustainability initiatives. Beyond producing and altering uniforms, our tailor breathes new life into discarded linens, transforming them into recycled gems such as towels and bedsheets, which are then repurposed for staff use. His craftsmanship extends to various areas across the resort, from creating custom covers and bags to crafting guest room accessories, all while minimising waste and supporting our sustainability goals.

Guest Rooms:

In our guest accommodations, we've implemented notices indicating that bed sheets are changed every three days, promoting water and energy conservation. Additionally, guests are encouraged to refrain from washing towels daily, further reducing water usage and environmental impact. These small yet impactful measures reflect our commitment to sustainability, ensuring that every aspect of our operations is handled with care and environmental responsibility.

THE RESTAURANT

At the heart of our operations lies a profound commitment to sustainability and responsible food management. Emphasising the importance of supporting local communities and minimising our environmental impact, we have implemented a holistic approach across various facets of our resort.

Local Sourcing:

Procuring 400 kg of fish weekly from nearby fishermen not only ensures the freshness of our seafood but also supports the livelihoods of local communities. All fruits, such as bananas, papayas, watermelons, pineapples, and honey melons, are brought directly from the local island of Male. Our vegetable supply is primarily sourced in Male City, supplemented by local island farms, with weekly deliveries via boat on Tuesdays.

Homemade Items and Daily Production:

To elevate the dining experience, we take pride in the daily production of a diverse range of desserts and bread, adjusting quantities based on guest occupancy. These homemade items contribute to a unique culinary experience that reflects our commitment to quality.

Plastic Usage Reduction and Sustainable Packaging:

In addressing environmental concerns, we are actively committed to reducing plastic usage, especially in the packaging of fruits and vegetables.

We work with a three-part packaging system:

- Primary Packaging for protection
- Secondary Packaging for ingredient requirements
- Tertiary Packaging for long-distance delivery

Food Surplus Management:

Efficient food surplus management is a top priority. Leftover food, including high-quality dessert items, breakfast sweets, and fresh fruits from our buffet, is thoughtfully repurposed. We refrigerate leftover vegetables for use the next day, contributing to an impressive 90% reduction in food waste.

Live Cooking Stations and Daily Production:

Our live cooking stations play a pivotal role in reducing food waste. Meals are exclusively prepared upon request, minimising surplus. For instance, our pasta station daily produces Tagliatelle and Gnocchi, offering a sustainable and delectable culinary experience.

In conclusion, our commitment to sustainability is woven into the fabric of our operations. By supporting local communities, minimising waste, and providing a delightful dining experience, we strive to leave a positive impact on both our guests and the environment.

CHEF'S GARDEN

In November, we embarked on transforming our old garden into the vibrant Chefs Garden, a symbol of our commitment to sustainability. Cultivating our own vegetables, fruits, and herbs minimises transportation, reducing our carbon footprint. This shift supports local sources and contributes to a resilient food system. Each plant is nurtured for optimal taste and nutrition.

Beyond being an ingredient source, the garden serves as an educational hub, offering guided tours on sustainable farming practices. The Chefs Garden represents the fusion of responsible practices, culinary excellence, and the journey from seed to plate, embodying our dedication to a sustainable and mindful approach to dining.

To enhance transparency and showcase our commitment to sustainability, we've created a map highlighting the green sources of our Chefs Garden. Although not visible to guests, this map provides a visual representation of our locally cultivated vegetables, fruits, and herbs. By offering a behind-the-scenes look at our sustainable practices, we aim to further engage visitors in our journey towards a more eco-friendly and resilient food system.

FARM-TO-TABLE DELIGHT

Experience Farm-to-Table Delight: Harvesting and Cooking with Chefs.

In a world where sustainability is paramount, every step towards minimising our environmental impact counts. At our establishment, we've taken a significant leap forward in our commitment to sustainability with the creation of the Chefs Garden – a vibrant oasis where the journey from seed to plate comes alive.

Now, we're thrilled to introduce a new activity that allows our guests to become active participants in our farm-to-table journey: Harvesting and Cooking with our Chef. As part of this unique experience, guests have the opportunity to roll up their sleeves and join us in harvesting vegetables directly from the garden. Under the guidance of our skilled chefs, they'll learn the art of selecting the ripest produce and the importance of harvesting with care and respect for the plant.

Once the harvest is complete, the adventure continues in our kitchen, where guests will witness the transformation of freshly picked vegetables into delectable dishes. Led by our

expert culinary team, they'll learn the secrets behind each recipe and gain insights into the culinary techniques that bring out the best flavours in our homegrown produce. While we don't source all our ingredients from the Chefs Garden, this experience exemplifies our commitment to minimising procurement and embracing a more sustainable approach to dining. It's about more than just a meal; it's about forging a deeper connection to the food we eat and the land it comes from.

Join us at the Chefs Garden and experience the joy of farm-to-table dining firsthand. Together, let's savour the flavours of sustainability and celebrate the beauty of mindful eating.

BATHALA MARINE WONDERLAND

The Outdoor Marine Lab at Bathala, operating in collaboration with the University of Milano-Bicocca and MaRHE Center, is a vital hub that seamlessly blends educational guest experiences with active research initiatives.

In an era overwhelmed by information yet hungry for true knowledge, our mission is clear. We aspire to share our research findings and make science accessible to the public. The resort setting proves to be an ideal platform to engage and educate guests on crucial environmental topics, fostering memorable experiences that extend beyond their stay in the Maldives.

Guests at Bathala can partake in a variety of activities aimed at fostering a deeper understanding of marine ecosystems. From Coral Conservation & Restoration and the unique Coral Cookie Club to the Bathalantis Coral Nursery and the Bathashark, there are opportunities for everyone to actively contribute to marine conservation efforts.

Coral Restoration activities offer guests the chance to learn about corals and actively assist our team in running and maintaining coral restoration projects. These hands-on experiences provide insights into various coral restoration practices, making guests integral to our preservation initiatives.

Marine map and safety briefing

Upon arriving at Sandies Bathala, every guest undergoes a thorough and enlightening briefing on the operational dynamics of the island's marine paradise.

Our marine biologists take the lead in elucidating essential safety guidelines:

- Guests are instructed not to venture into the waters of the reef without fins and a mask, given the presence of strong waves and currents.
- They are warmly encouraged also to partake in the complimentary guided house reef snorkelling sessions held daily at 11:00 A.M. and 04:00 P.M.
- To prevent potential injuries from corals and marine life, it is advised to utilise designated jetties and channels for water entry, with the recommended channels distinguishable by the presence of pink buoys and signs.

Furthermore, Sandies Bathala’s oceanic rules are also clearly delineated to all guests:

- Guests are reminded to tread lightly and avoid stepping on corals or traversing the reef.
- Littering on the beach or reef is staunchly discouraged.
- Guests are requested to refrain from feeding fish around the whole island.
- Additionally, they are advised to abstain from disturbing, provoking, or touching marine life, as such actions carry inherent risks.
- The guests are also reminded to not take any shells or natural souvenirs from the Maldives home.

This emphasis on awareness serves as the cornerstone for our team, as it marks the pivotal initial step towards ensuring the success and safety of all guests at Sandies Bathala.

Marine lab coral restoration

The Coral Cookie Club aims to educate and engage customers in coral conservation while delivering a memorable experience. The objectives include informing and sensitising individuals about coral reef threats, both during vacations and at home, and providing guests with hands-on coral restoration experiences, emphasising the benefits and limitations of such efforts. The initiative also contributes to reef health by “saving” coral fragments and increasing coral cover on the house reef.

Additionally, the Coral Cookie Club aims to promote and demonstrate the marine lab’s coral conservation project to a wider audience, leveraging platforms such as social media. In the process of coral cookie preparation, a biologist meticulously collects coral fragments,

ensuring all materials are ready before the arrival of guests. Guests actively participate as they create and name their individual coral cookies creating one in a lifetime memory. After the preparation the coral cookies are delicately placed in a tank filled with seawater and an oxygenating pump, where they rest for a minimum of 8 hours, often left overnight.

The subsequent morning brings a collaborative effort, as a box containing a cement, water, and Sika mixture is prepared alongside the guests. The group, together with the biologist, embarks on a journey around Bathala’s reef to plant the coral cookies. Selecting an empty rock, algae is removed, aided by the biologist, guests affix a ball of cement and carefully place the cookies, ensuring their secure and lasting attachment. As a poignant reminder of their contribution, guests receive a picture of their planted cookies and a certificate of adoption the following day, enhancing the significance of the experience and furthering environmental awareness and sensitivity.

2023 Reef Restoration in Numbers:

- 334 coral cookies transplanted
- 350 fragments growing in new reef nursery
- Average live coral cover on house reef: 22.1%

Marine lab coral nursery

Coral Gardening activities at Bathala’s centre around the island’s commitment to coral restoration, with a particular focus on the BATHALANTIS Coral Nursery. This initiative plays a vital role in ongoing efforts to bolster the health of the coral reef in Bathala.

In a significant development in February 2023, the Bathala team took a transformative step by constructing the island’s first mid-water coral rope nursery, strategically positioned in front of the jetty. Since its establishment, our regular monthly monitoring has revealed encouraging results – the hundreds of coral fragments exhibit robust health and rapid growth.

Coral propagation, a fundamental aspect of restoration, necessitates the creation of nurseries that can generate and supply a substantial number of corals for later transplantation onto reefs. Coral nurseries serve as pivotal locations for the propagation and growth of corals, contributing to the overall restoration process.

The BATHALANTIS Coral Nursery at Bathala distinguishes itself from other coral nurseries by its unique on-site location near the island's natural reefs. This proximity allows for meticulous monitoring and attentive care. Regular maintenance tasks, such as monthly check surveys and cleaning of ropes and floating buoys using brushes are carried out, and additional maintenance is performed as necessary.

Furthermore, coral measurements are conducted every three months to track their growth and development. The inherent advantages of this on-site approach include optimal light conditions, reduced sedimentation, and lower susceptibility to predation. Additionally, the utilisation of cost-effective materials and straightforward technology enhances the efficiency and sustainability of the coral nursery operations.

Bathalantis allow coral fragments to grow to a specific size before being transplanted onto reefs. Once transplanted, these corals become integrated into the larger reef ecosystem, surrounded by marine life. This approach contributes to the restoration of ecosystems that may have been previously damaged, promoting biodiversity and enhancing the overall health of the coral reef environment. Through these initiatives, Bathala continues to play a crucial role in the conservation and restoration of coral ecosystems in the Maldives.

Marine lab Bathashark

The Bathashark project was inaugurated, coinciding with the visit of National Geographic explorer Gibbs Kuguru and his team to Bathala. Their primary focus is to conduct a comprehensive study on the genetics and movements of blacktip reef sharks. This involves the implantation of small acoustic transmitters to track their behaviour. As part of this ongoing research, guests are actively engaged through the "Shark Scientist for a Day" activity, allowing them to contribute to data collection.

The project aims not only to enhance awareness among tourists regarding the perception of sharks but also to foster a deeper understanding of their pivotal role in the ecosystem. By involving guests in the research process, the initiative emphasises the importance of protecting these creatures and their habitats for the overall well-being of marine ecosystems. The project involves conducting a continuous 20-minute snorkelling survey, during which participants document various parameters on a designated slide. This includes noting the

date, starting time, identified species of shark, the minute of observation, an estimation of the shark's depth and size, its sex, behaviour, and the specific area.

In addition to these observations, an Excel file is maintained to record environmental data such as current conditions, visibility, moon phase, tide, water temperature, wind speed, and cloud coverage. The information provided by guests on their slides is carefully considered to assess the reliability of their data.

The overarching goal of this project is to estimate the abundance and behaviour of the four reef shark species in Bathala—whitetip reef shark, blacktip reef shark, grey reef shark, and nurse shark. Through this survey, the aim is to gain insights into their population structure, ultimately contributing to the enhancement of conservation efforts for these vital marine species.

Marine conservation and awareness presentations

Twice a week, our esteemed marine biologist treats our guests to two engaging presentations, each offering a unique glimpse into the mesmerising world of the Maldives.

The first presentation serves as a comprehensive introduction to this breathtaking destination, delving into the geological marvels that birthed its iconic atolls. Guests are enlightened about the intricate ecosystem of coral reefs, learning about the diverse array of coral species, their fascinating biology, and the pressing threats they face. Moreover, they're regaled with captivating anecdotes about the underwater wonders surrounding Bathala, from the kaleidoscopic marine life to the graceful movements of sharks and rays. This immersive experience not only enriches their stay but also fosters a deeper connection to the environment, as they're briefed on our ongoing marine research initiatives and how they can actively contribute.

In contrast, the second presentation offers a dynamic exploration of specific marine topics that vary with each week, ensuring a fresh and enriching experience for returning guests. One such topic delves into the captivating realm of sharks, where guests are enlightened about the intricate nuances of shark biology, from their anatomical features to their complex behaviours.

Through captivating storytelling and insightful discussions, guests gain a newfound appreciation for these majestic creatures, dispelling myths and misconceptions along the way.

Alternatively, the presentation may take the form of an exhilarating quiz night, where guests have the opportunity to showcase their newfound knowledge and compete in a friendly atmosphere. This interactive approach not only reinforces their learning but also fosters a sense of camaraderie among guests, as they bond over their shared passion for marine conservation and exploration.

Monitoring coral bleaching

Coral bleaching is a phenomenon primarily caused by the rising temperatures of ocean waters. This temperature increase can stem from both natural occurrences, such as El Niño events, and anthropogenic factors like climate change induced by human activities. Corals, being marine invertebrates, live in a delicate symbiotic relationship with microalgae called zooxanthellae. These algae reside within the coral's tissues and are responsible for photosynthesis, providing essential nutrients and contributing to the vibrant colours of coral reefs.

When ocean temperatures rise beyond certain thresholds, the delicate balance of this symbiotic relationship is disrupted. As a result, the corals lose their primary source of nutrition and pigmentation, causing them to turn white or "bleach." Without the zooxanthellae, the corals become more susceptible to disease and mortality.

The method of transecting the reef provides a structured approach to monitoring coral health and bleaching. By systematically surveying specific areas along the reef, researchers can gather valuable data on the condition of coral colonies and any changes over time.

BATHASTAR

Sandies Bathala and Mars Inc. are growing refs

Coral reefs are under imminent threat and need our help more than ever! At Sandies Bathala we are committed to protecting coral reefs as part of our sustainable philosophy. Hence, we have joined forces with Mars Inc. to protect and regrow our coral reefs. Benefiting from our partner's decade of experience in successfully using the Mars Assisted Reef Restoration System (MARRS) in Indonesia, we are ready to implement the 'Reef Star' technology also at Bathala. Reef Stars are specially designed, modular metal frame structures that help corals grow on degraded reefs by stabilising the substrate and providing a new home to coral fragments.

Therefore, we have launched the "BATHASTAR" project, with the aim of involving staff,

guests and the local community in this important mission of safeguarding our coral reefs together. We aim to place the first 50 reef stars as our first 'Bathastar build' in front of the pool area this summer. Online and on-site training will be provided to our team by the experts to make sure our new reef has the best chances of thriving in the future. Our guests can support this mission by purchasing one of our locally crafted "Keep Calm and be a Bathastar" T-shirts or give us a helping hand during the building phase of the new reef. In the second phase of the 'Bathastar' project, we invite guests to actively plant reef stars to the existing reef under the guidance of our marine biologist, thereby allowing the coral ecosystem to grow over time. This hands-on experience is not only a lot of fun, it also provides the opportunity to learn a little more about these amazing marine creatures and their crucial role for all other life on the reef.

MARUHABAA

At our Maruhabaa Cocktail, we host a weekly gathering where guests are treated to a dynamic exploration of Maldivian culture. As they enter our venue, they're greeted by an immersive atmosphere that transports them to the stunning islands of the Maldives. Through vibrant decoration, traditional music, and captivating visuals, we set the stage for an unforgettable cultural journey.

Throughout the evening, guests are invited to engage with various elements of Maldivian culture. They can participate in interactive experiences such as learning basic phrases in Dhivehi, the local language, taking part in a small Maldivian fashion show, and mastering the art of wearing sarongs. These activities offer guests a hands-on opportunity to learn about the rich history, traditions, and customs of the Maldives in an entertaining and educational manner.

In addition to cultural exploration, guests indulge in a culinary adventure featuring authentic Maldivian flavours. Our skilled bar craft signature cocktails infused with tropical fruits, spices, and other ingredients, providing a taste of the Maldives in every sip. Complementing the drinks are traditional Maldivian appetisers like Chapati, Valholmas, and smoked coconut, carefully curated to delight the palate and enhance the overall experience.

The highlight of the evening is undoubtedly the Bodu Beru performance—a lively showcase of traditional Maldivian music and dance. The infectious rhythms of the drums fill the air with energy and excitement, creating a joyous atmosphere that invites guests to join in the celebration.

LOCAL ISLAND TRIP

Our resort's Local Island Trips embody the evolving landscape of travel, prioritising sustainability and community-driven tourism. We emphasise values like community engagement, support for local businesses, and environmental stewardship.

Community engagement is central to our trips, fostering connections with locals through cultural exchanges and community initiatives. Supporting local businesses is integral, as we prioritise dining at family-owned eateries, shopping at local markets, and staying in eco-conscious local spots.

Sustainability is ingrained in our ethos, with initiatives to minimise waste and collaborate with conservation organisations. Our trips leave behind only positive impacts, safeguarding the environment and supporting local ecosystems.

In addition to fostering community engagement and supporting local businesses, our Local Island Trip also serves as a catalyst for the growth of the local tourism industry. By showcasing the unique culture and natural beauty of Ukulhas, we aim to attract responsible travellers who appreciate and value sustainable practices. Through educational components integrated into our trips, such as guided eco-tours and discussions on conservation efforts, we empower both visitors and locals to become advocates for environmental protection.

INVOLVEMENT WITH LOCAL COMMUNITY

As a component of our Local Island Trip initiative aimed at fostering community engagement and supporting the local population, we extended an invitation to the women of Ukulhas for a complimentary visit to observe the daily operations within each of our departments.

Accompanied by our team players, the visitors were provided with firsthand insights into the functions of various departments, with our team-players offering detailed explanations and demonstrations of their daily tasks and responsibilities. This interactive experience aims at bridging the gap between our organisation and the local community, fostering mutual understanding and appreciation for the work being carried out.

The gesture was met with gratitude, as highlighted by the receipt of an appreciation letter from the Ukulhas Local Council. This acknowledgment underscores the positive impact of

our efforts in promoting transparency, inclusivity, and collaboration within the community. Moving forward, we remain committed to furthering such initiatives that not only showcase our operations but also empower and engage the local populace in meaningful ways. We are devising a program to provide on-the-job training to the Ukulhas community, enabling individuals to glean valuable insights from our seasoned team members across various departments including food and beverage, housekeeping, front office, and others. This initiative aims to empower participants to cultivate essential skills, fostering their career growth and prospects for the future.

SUSTAINABLE BEACH WITH BATHALA-MADE WOODEN CRAFTS

Crafting Sustainability: Locally Made Wooden Crafts by Our Dedicated Team-Players

Nestled along the sun-kissed shores of our beachfront resort lies a haven where sustainability intertwines with craftsmanship. Every wooden craft, from the gentle sway of swings to the intricate designs of sunbeds and room adornments, reflects the dedication and skill of our team-players.

Embracing sustainability as a core principle, we've consciously chosen to utilise locally sourced materials and talents of our employees to create these wooden wonders. Step onto our sandy shores, and you're greeted by swings, inviting guests to unwind amidst the coastal serenity. Crafted with love and expertise by our team-players, each swing embodies a passion for their craft and a commitment to sustainable practices. Further along the shoreline, our sunbeds stand as testaments to both style and sustainability, crafted meticulously from locally sourced wood to blend harmoniously with the natural environment.

Indoors, the spirit of sustainability permeates every corner of our resort. From hand-carved decorations made by coconut ropes to custom-made furniture, each detail showcases our dedication to preserving the planet's beauty. The crown jewels of our wooden creations, our cabanas, transition seamlessly from daytime retreats to evening havens for special gatherings, illuminating the night with lanterns and camaraderie. Through the expertise of our team-players, these wooden wonders not only enhance the guest experience but also contribute to a brighter, more sustainable future for our community and beyond.

BATHA-MADE DECORATIONS

The charm of Sandies Bathala Resort extends beyond its stunning natural surroundings to encompass the captivating allure of its unique decorations. Crafted exclusively from wood and coconut ropes sourced locally, these adornments imbue every corner of our island retreat with an authentic, rustic elegance. Guests are greeted by the earthy warmth of these materials in their guest rooms, where intricately designed pieces create a cosy and welcoming atmosphere. In the restaurant, the same enchanting decor enhances the dining experience, inviting guests to savour their meals amidst a backdrop of natural beauty.

From the hanging decorations adorning the cabanas to the accents in the bar area, our commitment to using indigenous materials is not only an aesthetic choice but also a reflection of our dedication to supporting local businesses. By employing local wood and locally made coconut ropes, we not only celebrate the rich craftsmanship of the Maldives but also contribute to the sustainable growth of the community. This conscientious approach to sourcing materials ensures that every decoration tells a story of heritage and tradition, enriching the guest experience with a deeper connection to the island's culture.

Behind each meticulously crafted decoration is the skill and passion of our team-players, who pour their creativity into every piece. Their dedication to craftsmanship shines through in the intricate details and thoughtful designs that adorn our resort. As guests wander through the island, they are enveloped in the artistry and warmth of these handmade creations, each one a testament to the beauty of Sandies Bathala and the spirit of hospitality that defines our sanctuary in paradise.

ECO-CRAFTS AND SUSTAINABLE CREATIONS

Sandies Bathala Resort has devised a novel approach to bolster our sustainability initiatives and projects by introducing a range of crafts for sale. These include custom-printed t-shirts crafted by our skilled in-house tailor, intricately designed wooden decorations fashioned by our team-players, recycled coasters, face towels, and pins featuring our diverse sustainable logos. A significant portion, specifically 30% of the proceeds generated from these sales, will be earmarked for our sustainability endeavours, including aiding local community support efforts.

Our resort takes pride in its commitment to sustainability, and this venture reflects our dedication to fostering positive environmental and social impacts. By offering handcrafted items produced by our own staff members, we not only showcase their talents but also prioritise sustainable practices in our business operations. Through the sale of these unique crafts, we aim to raise awareness about the importance of sustainability while actively contributing to meaningful projects that benefit both our resort and the surrounding community.

With every purchase of our artisanal products, patrons not only acquire high-quality items but also play a vital role in supporting our sustainability vision. Whether it's a vibrant t-shirt adorned with our eco-friendly insignia or an intricately carved wooden decoration, each item represents a tangible commitment to environmental stewardship and community empowerment. By investing in these initiatives, we strive to create a more sustainable future while leaving a positive impact on the local ecosystem and beyond.

TRAINING PROGRAMS

Providing comprehensive training to employees is paramount, not only for cultivating talent, enhancing performance, and fostering innovation but also for ensuring that employees derive maximum benefits from these initiatives. Moreover, it plays a crucial role in maintaining a competitive edge in today's fast-paced business environment. This strategic investment not only yields immediate advantages but also contributes significantly to the long-term success and sustainability of the organisation.

Given our unwavering commitment to harnessing the potential of our workforce, we have allocated substantial resources to a wide range of training initiatives. These encompass diverse areas aimed at equipping our employees with the knowledge, skills, and tools necessary to excel in their roles and contribute effectively to the organisation's objectives.

Given that we prioritise our reliance on individuals, we're dedicating resources to training initiatives that encompass various areas such as:

- Human Rights and Employee Rights Awareness Training
- Health and Hygiene Practices
- Chemical Training
- Basic Fire Awareness Training
- First Aid Training
- PET 1 and Waste Segregation
- Legionella Training
- Fire Safety Awareness
- HACCP Level 2 Certification
- Disaster Management Preparedness
- Environmental Sustainability Practices
- Hotel Management Online Trainings (LOBSTERINK)
- Wine Training
- UNICEF Online Child Protection Training

By offering a comprehensive array of training programs, we empower our employees to uphold the highest standards of professionalism, safety, and ethical conduct. Furthermore, these initiatives not only enhance individual competencies but also contribute to a positive organisational culture that fosters continuous learning, growth, and innovation. As we continue to invest in our employees' development, we are confident in our ability to adapt and thrive in an ever-evolving business landscape.

CHILD PROTECTION

At Sandies Bathala, we are deeply committed to ensuring the safety of children within the accommodation sector. Recognising the global risks they face and the potential inadvertent involvement of hotels in exploitation, we have implemented comprehensive plans and protocols.

These include staff training, guest awareness initiatives, supplier engagement, and stringent monitoring measures—all aimed at prioritising the protection of children from abuse and exploitation. Our goal is to actively contribute to global efforts in combating these critical issues.

Key Actions for Addressing Child Safeguarding Concerns:

- Provide reassurance to the individual sharing the concern, affirming that they are taking the right steps.
- Remind colleagues who disclose information to you of their obligation to report any safeguarding concerns.
- Listen attentively and document pertinent details by taking thorough notes.
- Inform the concerned individual that you will escalate the matter accordingly.
- Promptly report any safeguarding concerns through designated channels.
- Share pertinent information regarding the concern—such as identifying details of involved parties—only with those directly involved in managing the case (e.g., Head of Office, Child Safeguarding/PSEA Focal Points).

HUMAN RIGHTS PROTECTION

At Sandies Bathala Resort, our commitment to protecting and promoting human rights is deeply ingrained in our organisational values. We prioritise this commitment through comprehensive training sessions dedicated to human and employee rights, ensuring every team member is educated and empowered to recognise and defend these rights. Alongside training, we provide tangible support with personalised employee handbooks outlining rights and responsibilities, prominently displayed for easy access. We maintain individual employment contracts meticulously, fostering transparency and accountability.

Through fostering a culture of awareness and accountability, we aim to create an inclusive workplace where every member actively upholds human rights principles. Our ultimate goal is to cultivate an environment where every individual feels valued, respected, and empowered. By prioritising human rights and integrating them into our organisational culture, we not only fulfil our moral obligations but also contribute to building a better, more just society.

HEALTH, HYGIENE AND SAFETY STANDARDS

The health and well-being of our employees are of utmost importance to us, and we are dedicated to cultivating a secure and supportive workplace environment. As part of this dedication, we regularly conduct health and hygiene training sessions to empower our team members with the necessary knowledge and capabilities to uphold a healthy workplace. Our objective is to achieve a workforce where every employee is trained as a first aider, enabling them to effectively respond to health-related incidents.

In our resort, the safety and welfare of both guests and staff are paramount. That's why we prioritise providing comprehensive first aid, AED (Automated External Defibrillator), and CPR (Cardiopulmonary Resuscitation) training to all our team members. We understand that in critical situations such as cardiac arrest, choking, or severe injuries, prompt and proficient action can be lifesaving. By equipping our staff with the requisite skills and confidence to respond appropriately, we strive to maintain a safe and prepared environment for everyone within our premises.

These training sessions go beyond mere compliance; they are about empowering our team to potentially save lives and mitigate the impact of medical emergencies until professional assistance arrives.

ECO-CLASSES

Exploring sustainability through language

This program is designed to engage our team players in an immersive journey towards understanding sustainability. As stewards of our environment, it's imperative that we equip ourselves with the knowledge and awareness of what sustainability truly means and how it manifests in our daily operations.

Throughout this activity, we will delve into the core principles of sustainability, unravelling its significance not just on a global scale, but specifically within the context of our resort. Our goal is for each participant to gain a comprehensive understanding of sustainability and its practical implications within their respective departments.

Together, we will explore the myriad ways in which we integrate sustainable practices into

our resort's operations. From energy conservation and waste management to promoting biodiversity and supporting local communities, we'll highlight the tangible actions that contribute to our overarching sustainability goals.

By the end of this session, we aim for our team players to emerge as advocates for sustainability, equipped with the knowledge and motivation to actively participate in our collective efforts towards a more environmentally conscious future. Let's embark on this journey together, as we empower ourselves to make a positive impact, one sustainable action at a time.



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