

SUSTAINABILITY REPORT 2023

Our conservation promise

MAHOGANY PVT LTD



In 2019, Dr. Vir K.Chopra, then Managing Director of Mahogany Pvt Ltd provided his leadership statement to the organisation. A statement that still holds true today as we continue to follow in his footsteps:

"Going back a long time, when the adverse impact of human activity on the environment began to be globally recognised, I became conscious that each one of us had a responsibility towards the environment. That's when I decided never to be a free rider where nature and environment were concerned, and I felt that it was an obligation for each one of us to be sensitive to nature around us and preserve it for posterity. As climate change is happening and becomes ever more perceptible and the planet is under immense pressure, it is imperative that we take action now to reduce our negative impact on the environment in every way possible. For me, operating in a surrounding such as Maldives was not only a privilege and a source of great satisfaction but I believed it also came with the responsibility to support the protection of its fragile beauty through sustainable practices and marine conservation."

Reethi Faru Resort continue to follow his vision and guidance as we remain inspired by him in making sustainability a core brand pillar of our resort. We combine sensible luxury with these values and also put across this message to all of our stakeholders. Our guests and staff are made aware of our initiatives, and they are encouraged to participate in various educational and environmental activities. Partners from the industry and the local community are also supported in their own environmental campaigns.

So far, we have made good progress on our long-term sustainability goals. Reethi Faru became a member of Green Pearls and received the Travelife Gold Certification (a leading certification initiative for tourism companies committed to reaching sustainability). We expanded our solar power installation and reached a capacity of 1MW (peak), making us one of the major producers of renewable energy in the country. With virtually all lights on the island LED and hot water produced through energy recovery, our energy footprint is very low.

We have successfully reduced our plastic consumption by shifting to more eco-friendly alternatives like glass and paper and the yield of produce in our vegetable garden is supported by a hydroponic system. Our coral propagation projects have been consistently advanced and we're holding a "Protected Special Species Permit for sea turtle nesting" to protect nesting turtles that visited our island more frequently since the end of 2022.

In 2024 and beyond, we will maintain our sustainability initiatives and continue our search for alternatives to further reduce our impact on the environment. We will strengthen our commitment to preserve and protect the marine environment and reach out to neighbouring islands and resorts to support community programs and NGOs.

In today's challenging climate, the world needs organisations and businesses to lay importance on sustainable living. We are dedicated to take this route and work towards spearheading green practices together with our guests, partners and colleagues.



Mahogany Private Limited was established on 24th August 2005. The core board members are Ravi Chopra (Managing Director and Chairman), Aditya Chopra (Director) and Marianne Zihlmann (Director). With the help of management and the entire team, they have successfully transformed Reethi Faru Resort into an award-winning bio luxury resort. We pride ourselves on being winners of the Travelife Gold Award, Leading Green Resort Award and the International Sustainability Award.



OUR CORE VALUES AND MISSION

The Mahogany company considers everyone involved in the resort's operation to be valuable partners in our business. We believe in our responsibility to protect the island as much as possible from external influences and work tirelessly to ensure that environmental protection and sustainability are at the core of our operations. Since the project planning stage, all core members have been involved on-site to preserve the original ecosystem of the island and its surrounding area as much as possible. Accordingly, the construction and all following business measures have been carried out strictly to comply with all environmental guidelines.

OUR VISION

Our vision is to provide our guests with an eco-friendly destination that gives them the feeling of being connected to nature along with high-quality service. We do our best to minimize our impact on the environment by always looking for the latest innovative technologies to save water and energy and reduce pollution as much as possible. As we reach a technological limit with our state-of-the-art equipment, we have expanded our focus to include guest and staff education. We do our best to involve our guests in our vision and teach them how to live a more sustainable lifestyle. One of the key objectives of our business is to contribute to the protection, restoration and rehabilitation of the local environment, our island and especially the corals on the house reef.



OUR RESORT

Reethi Faru Resort is a sustainable bio-luxury resort located on Filaidhoo Island in the southern centre of Raa Atoll. Reethi Faru translates as “beautiful reef” in Dhivehi; it is a tropical island paradise opened in December 2017. As guests, you will stay on the outer edge of the small island in either a garden, beach or water villa with various amenities. The centre of the island houses our staff facilities and back-of-house operations such as engineering, kitchen and laundry. Most staff live on the island in their fully-furnished staff accommodations. The staff area also provides a canteen for all staff, a small grocery store, café, gym, futsal and volleyball courts.

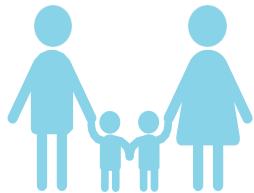
BRAND PILLARS



Romantic
travellers



Eco-conscious
travellers



Families



Active
travellers



HIGHLIGHTS OF THE RESORT



Guest Villas
150



Restaurants
6



Bars
6



Swimming
Pool



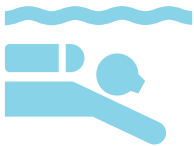
Coconut
Spa



Sports and
Fitness Centre



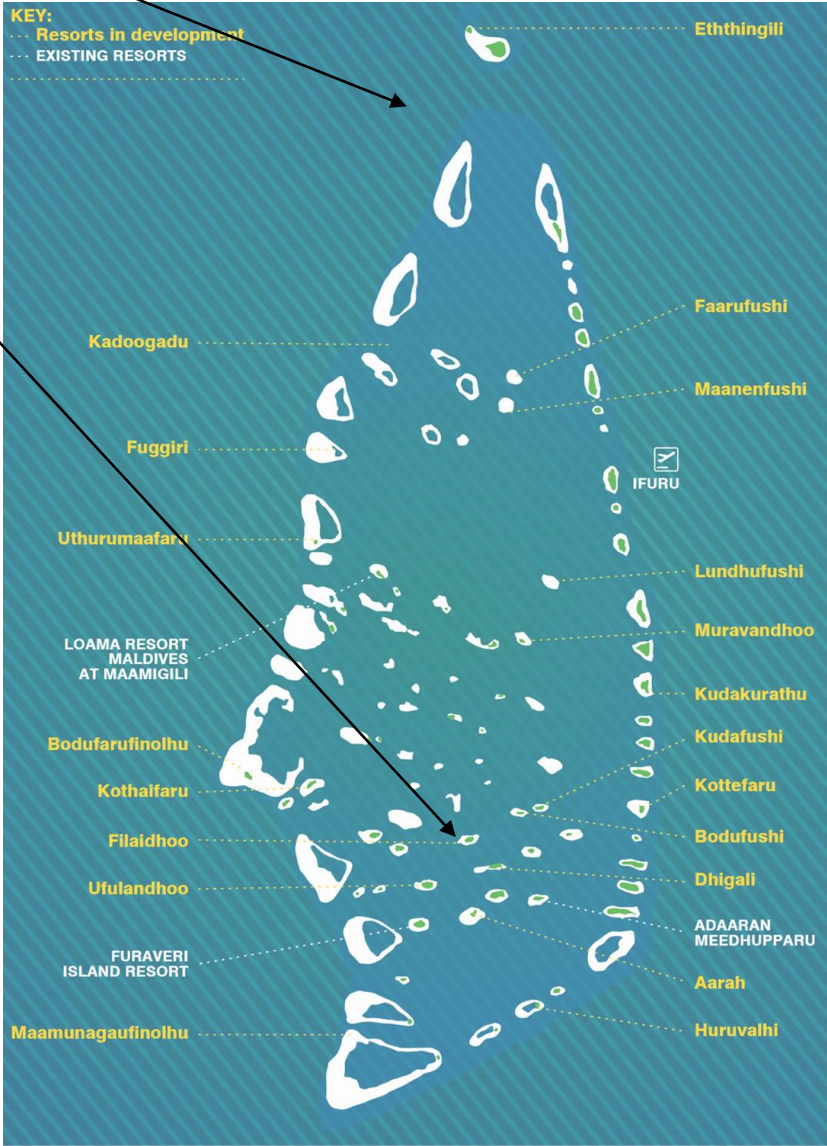
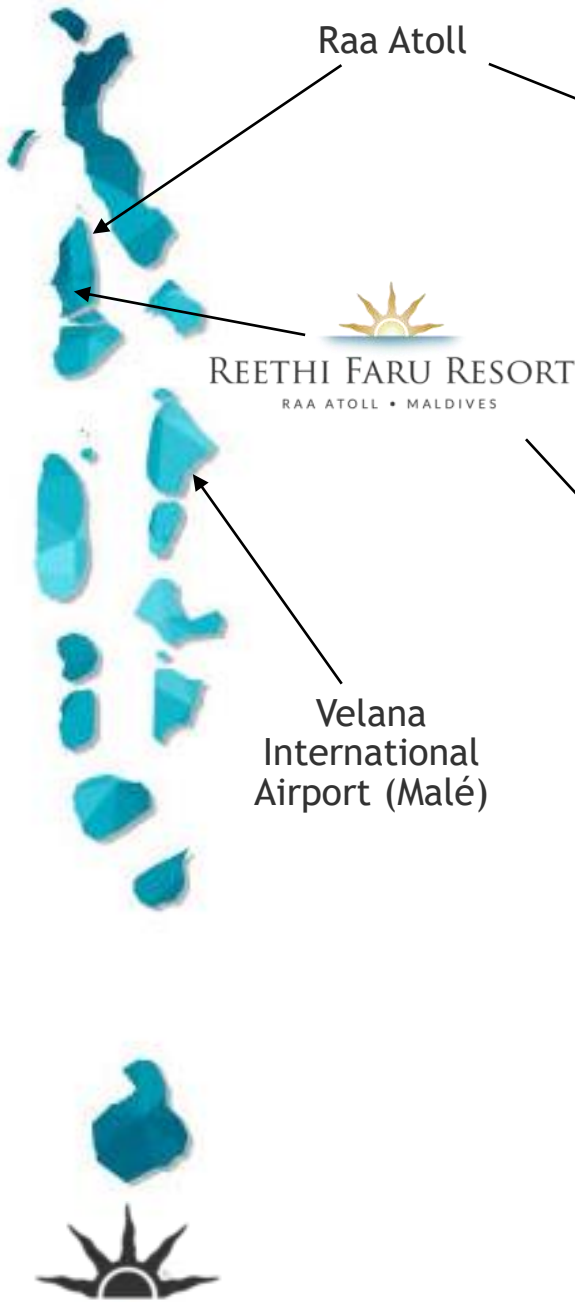
Environment and
Marine Centre



Dive
Centre



Watersports
Centre



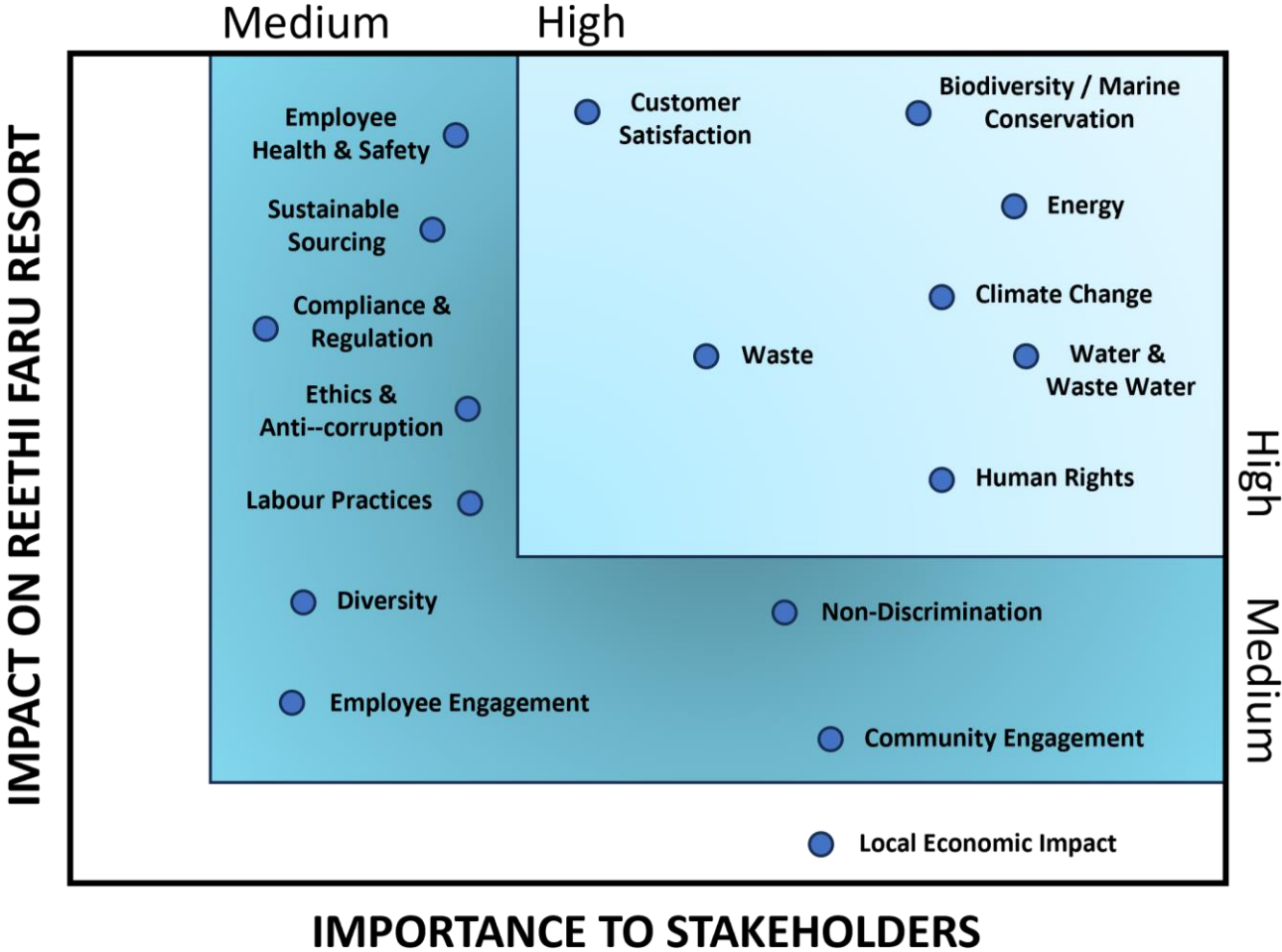
Our materiality assessment and disclosures in this report are based on the GRI (Global Reporting Initiatives) guidelines. Reethi Faru Resort focuses our sustainability strategy and initiatives on issues we find most material to our business and stakeholders. We use the concept of materiality to drive investments, deliver value to our stakeholders and disclose our performance.

PROCESS AND APPROACH

We conducted a materiality workshop and detailed review exercise to determine our top material issues, incorporating inputs from multiple stakeholders. As a result, a comprehensive list of material topics was included in the materiality assessment. The matters were evaluated based on the potential impact on our business and the importance of each topic to our stakeholders - including the opinion of our external stakeholders such as suppliers, customers, governments and local organizations. We have also incorporated inputs from detailed ESG (Environment, Social and Governance) and sustainability reporting trend analysis of the tourism sector.

OUR 2023 MATERIALITY MATRIX

The materiality assessment identified the top 17 material issues, plotted on a matrix that categorizes each issue into low, medium and high. The illustration below is a snapshot of our medium and high material issues. For this report, we will be focusing our disclosures on those material topics identified as having both a ‘High’ impact on our business and a ‘High’ level of stakeholder concern.



GUESTS

Reethi Faru Resort has integrated customer engagement and sustainability so profoundly that it forms an integral part of our business strategy. A few examples of customer engagement on sustainability:

- ❖ One of our key brand pillars is 'eco-conscious travelers'
- ❖ All guests have access to 'Eco Tours' at the resort: an awareness -building tour of our sustainability and conservation initiatives
- ❖ Our guest can join Reethi Day activities, such as reef and beach clean-ups, tree planting, coral planting and other sustainable activities

THE TEAM

Reethi Faru Resorts sees its team members at the core of our business. We ensure that our employees are engaged, feel motivated and are involved in all our sustainability efforts.

- ❖ We provide training for our colleagues on sustainability awareness, waste segregation, marine conservation, health and safety and much more
- ❖ Our employees are at the centre of Reethi Day activities
- ❖ Every employee can join snorkeling lessons to experience the environment we try to protect as much as possible

GOVERNMENT

Reethi Faru Resort engages with the Maldivian government in various ways. In addition to ensuring compliance with regional and local regulations, we participate in many government-run sustainability initiatives. For example:

- ❖ Participation in the marine symposium by the Ministry of Fisheries, Maldives
- ❖ Inviting the Maldives National Defense Force (MNDF) to conduct fire safety training for all staff at the resort
- ❖ Complying with the Government's Environmental Management Plan guidelines for our coral reef restoration program

SUPPLIERS

Wherever possible, we strive to ensure local procurement and to support small local businesses. We also aim to align our suppliers to our sustainability strategy and secure more sustainable supply chains with minimal impact on the environment. We see this as critical, especially for companies in the hospitality sector. Currently, we share our sustainability and environmental policies with our suppliers.



GLOBAL ORGANISATIONS

We collaborate and partner with several global organisations that support our commitments to environmental protection, particularly in the field of marine conservation. We also participate in platforms and events where leading organisations share knowledge and drive collective sustainability action.

MANTA TRUST



A UK based charity, formed to coordinate global research and conservation efforts for manta rays and marine protected areas. We collaborate and share data with the Manta Trust to help protect valuable megafauna species and conserve their habitats in our local area. Data collection includes movement patterns, behaviour, injuries, pregnant female sightings, reproduction patterns etc.



OLIVE RIDLEY PROJECT



An organisation that works to protect sea turtles and their habitats in the Indian Ocean, through rescue and rehabilitation of injured sea turtles, research, education and removal and rescue of ghost gear from the ocean. We share our turtle nesting data with ORP and work together to analyse this data and protect our turtles.

PARLEY

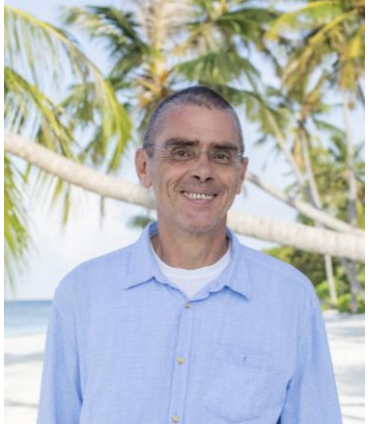


Parley for the Oceans is a global organisation addressing the worldwide threat of plastic pollution in the oceans. Their goal is to end this rapidly growing plastic threat through creativity, collaboration and eco-innovation. Their strategy is to Avoid, Intercept and Redesign (A.I.R.) plastics in the ocean. They collaborate with sports brands to recycle these plastics into sports clothing and equipment. As a Parley partner, we do our part to protect the marine environment by sending our segregated plastic waste to the organisation and responsibly recycling single-use plastics and synthetics to be repurposed.

As part of this partnership, Reethi Faru want to coordinate between Parley and local schools to raise awareness of the importance of plastic waste disposal and environmental protection in local communities. Our goal is to involve as many schools and islands as possible and educate their communities on the safe and proper disposal of plastic waste.



The Eco-Committee is responsible for managing and implementing sustainability plans and activities across the island. In addition, the Eco-Committee reports regularly to the Board on various environmental, social and governance (ESG) issues. The Eco-Committee currently consists of 4 core members, and there is a "Green Team" consisting of volunteer staff members interested in helping the environment. Each member of the Eco-Committee represents a different department, and responsibilities have been divided accordingly.



PETER GREMES

The General Manager of our resort is committed to ensuring the resort operates with minimum environmental impact. He is responsible for signing and implementing sustainability initiatives throughout the island and connecting the board with the head of departments. Peter has extensive experience in resort management and is familiar with many sustainability and eco-friendly projects.



SASI KUMAR

Responsible for maintaining and improving back-of-house operations at the resort. He is the primary contact person for the technical aspects of our sustainability projects. Mr Sasi is focused on making the resort as self-sustainable as possible by ensuring the current engineering operations are more environmentally friendly. He is always ready to provide advice and assistance.



STEPH SKERMER

The resident Marine Biologist is responsible for leading all conservation and sustainability projects. She currently focuses on coral restoration practices such as building coral nurseries and artificial reefs. She is also responsible for educating guests, staff and locals about our marine conservation efforts, turtle nesting events, sustainable practices, scientific research and climate change.



LAURA WINTERSTEIN

Assisting as an Environmental Consultant and Marine Biologist, supporting the Environment and Marine Centre at Reethi Faru Resort. Laura performs sustainability tasks and guest education, coordinates between the departments and supports in all aspects of marine conservation and environmental protection.

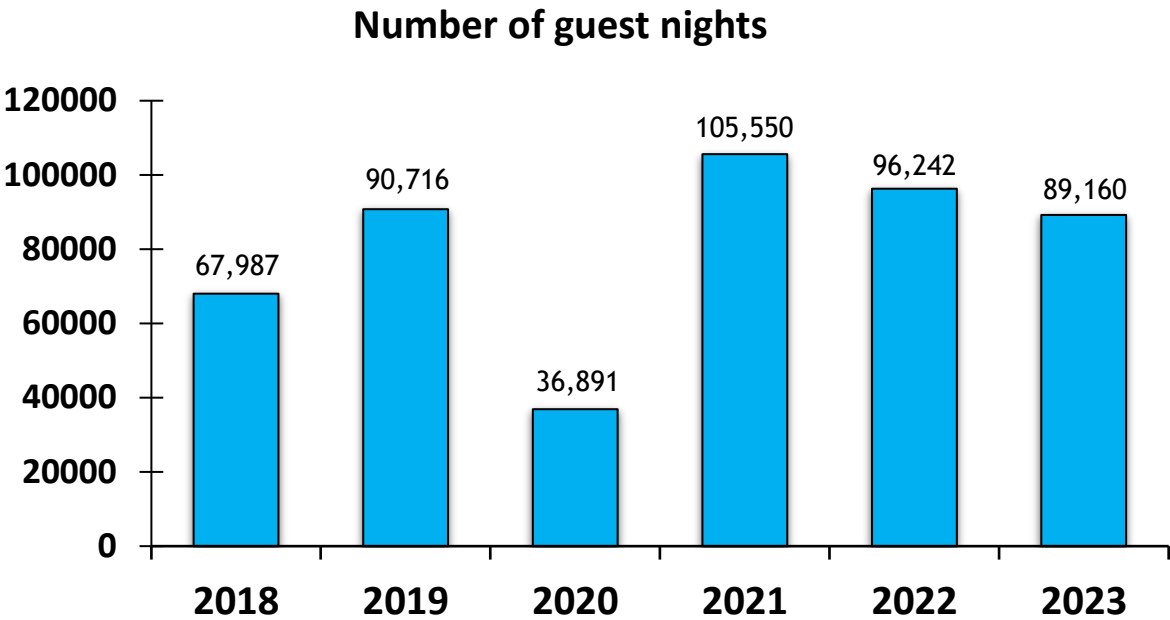


At Reethi Faru Resort, we are committed to environmental protection and constantly strive to reduce the negative impact of our operations on the environment. Since the construction phase and opening, we have always tried to stay updated with the latest technological developments.

Besides various technical projects in the background, we also try to involve our guests in our environmental protection at all times by providing information and educational presentations and activities. Our goal is to go beyond the current standards and regulations and be one of the leading eco-resorts in the Maldives.



Since the beginning of 2018, we have been recording and comparing statistics for different aspects of our resort operations. Reethi Faru was closed for 6 months in 2020 due to the global COVID pandemic, so data from 2020 may not accurately represent our resort. Therefore, data from 2020 will appear faded in the graphs below.



Since opening in 2017, our guest nights (nights spent at our resort by guests) increased. In 2023 we had around 20.000 more guest than in our first year.



Energy management is the essential foundation of our sustainability and environmental protection efforts. We are committed to reducing our overall energy consumption and in particular, our use of non-renewable energy by improving our energy efficiency and considering all opportunities to use renewable energy.

In addition to technical changes, we are also committed to promoting fundamental behavioural changes among employees and guests to reduce our carbon emissions.

We have over 3,600 photovoltaic panels with a total capacity of 1MW (peak) on the roofs of our staff area and can generate more than a quarter of our energy during daylight hours from solar power. Most of the electricity generated by solar energy is fed directly into the grid.

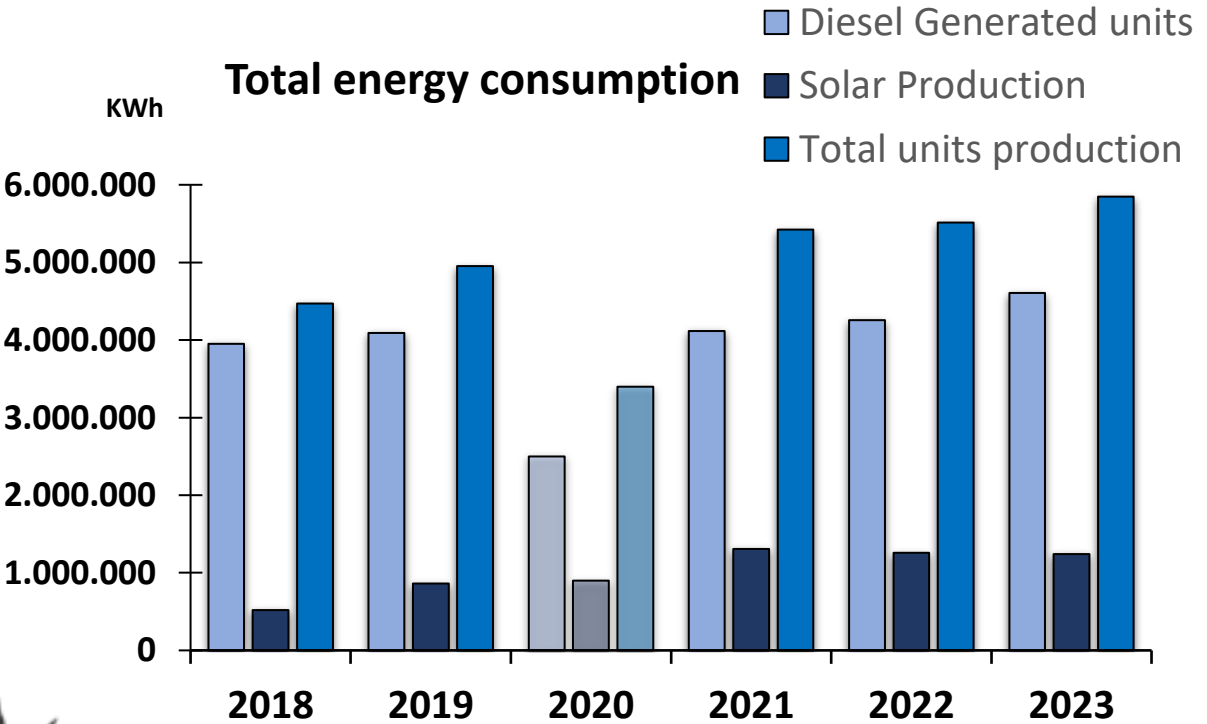
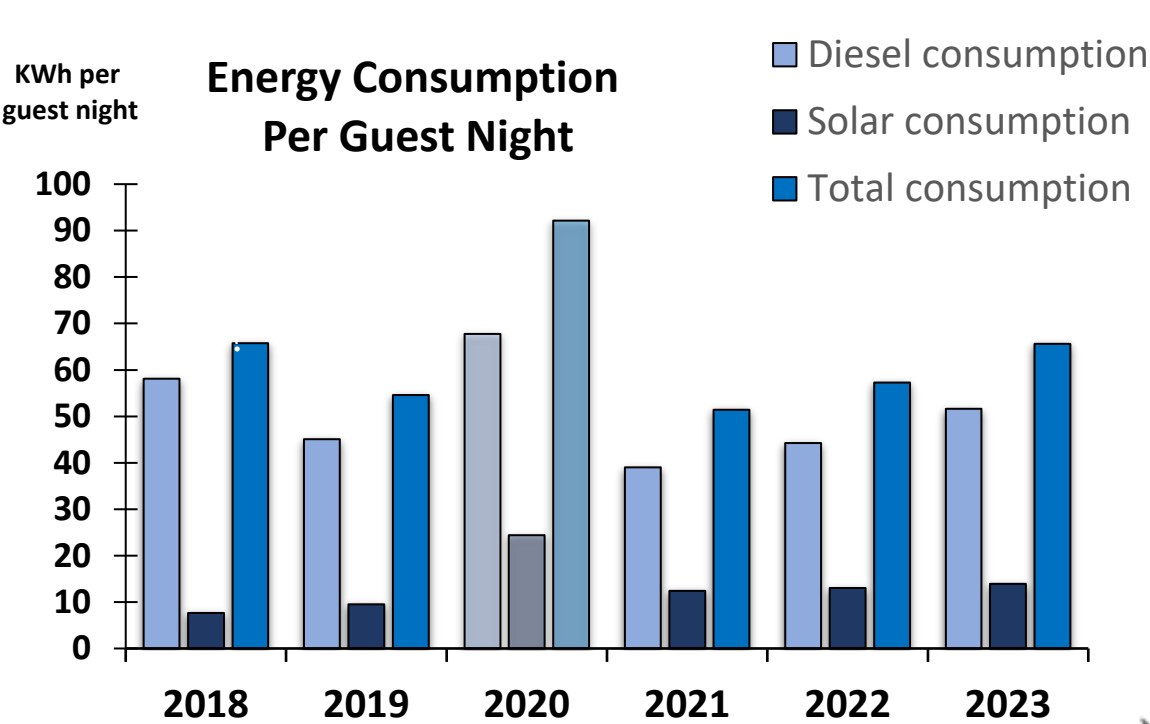
The use of night storage batteries remains questionable from a sustainability perspective. We also want to keep an eye on the feasibility of using tidal energy and wind energy to reduce our environmental footprint further and reduce our carbon emissions. The remaining electricity required is generated by state-of-the-art, energy-efficient diesel generators - an energy source that no resort in the Maldives can yet do without.

The generators are additionally equipped with a heat exchanger system used to generate hot water for the entire resort from the 'waste' heat. The hot water is distributed on the island through a suitable piping system to preserve heat during transport. This results in the resort not using pure electric or gas boilers. Using the heat exchangers reduces the use of fossil fuels and therefore, our carbon footprint. In addition, only electric bicycles and electric carts are used for luggage transport, delivery services and janitor and maintenance work. This is considerably more sustainable than petrol buggies used on many other Maldivian resorts.



Our energy consumption per guest night is almost the same as in our first year 20218 but the portion of energy produced by solar is much higher. We have changed almost all light bulbs to LED and use timers to save energy wherever possible. Additionally, since nesting sea turtles started arriving on Reethi Faru Resort at the end of 2021, we have been switching off more non-essential lights at nighttime, so as not to disturb the nesting mothers or baby hatchlings.

After expanding our solar panels, we have a constant solar energy production over the years since 2021. With 1,243,172KWh of produced solar energy in 2023, we can save around 357,000L of diesel. To save 357,000L of diesel means that we can also save approximately 964 T of CO2 emissions in 2023. Since we noticed a slight increase in the general energy consumption per guest night, we will focus on saving energy and water in 2024 to reduce the amount of Diesel needed for our daily business.



Since our resort is located on an isolated island without naturally occurring drinking water or any other official water supply, we must produce our water supply. To minimize our impact on the environment, we try to import the minimal amount of water as possible and therefore use treated desalinated seawater as our primary water source. We used to have four reverse osmosis plants equipped with an energy recovery mechanism that reduces the energy required for the desalination process.

According to our needs for water and maintenance works, we installed a new reverse osmosis plant at the beginning of 2021 with a capacity of 300 cubic meters/day. Three of our older reverse osmosis plants now have a capacity of 150 cubic meters/day, and we own one smaller plant with a total of 50 cubic meters/day. Together they provide water used for all domestic purposes and for our drinking water called "Reethi Fen".

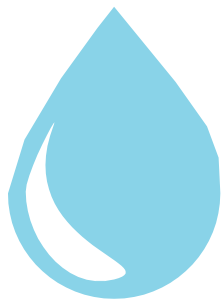
We therefore consider water as a precious resource and strive to optimize water consumption wherever possible. We have taken various initiatives such as dual flush systems or aerators on faucets to reduce water consumption drastically. We have also changed our washing behaviour and will continue to promote behavioural changes among guests and employees to conserve water.

Our wastewater is treated on the island in our state-of-the-art sewage treatment plant, organically processed. The recycled water is reused for irrigation of plants (using a drip irrigation system).

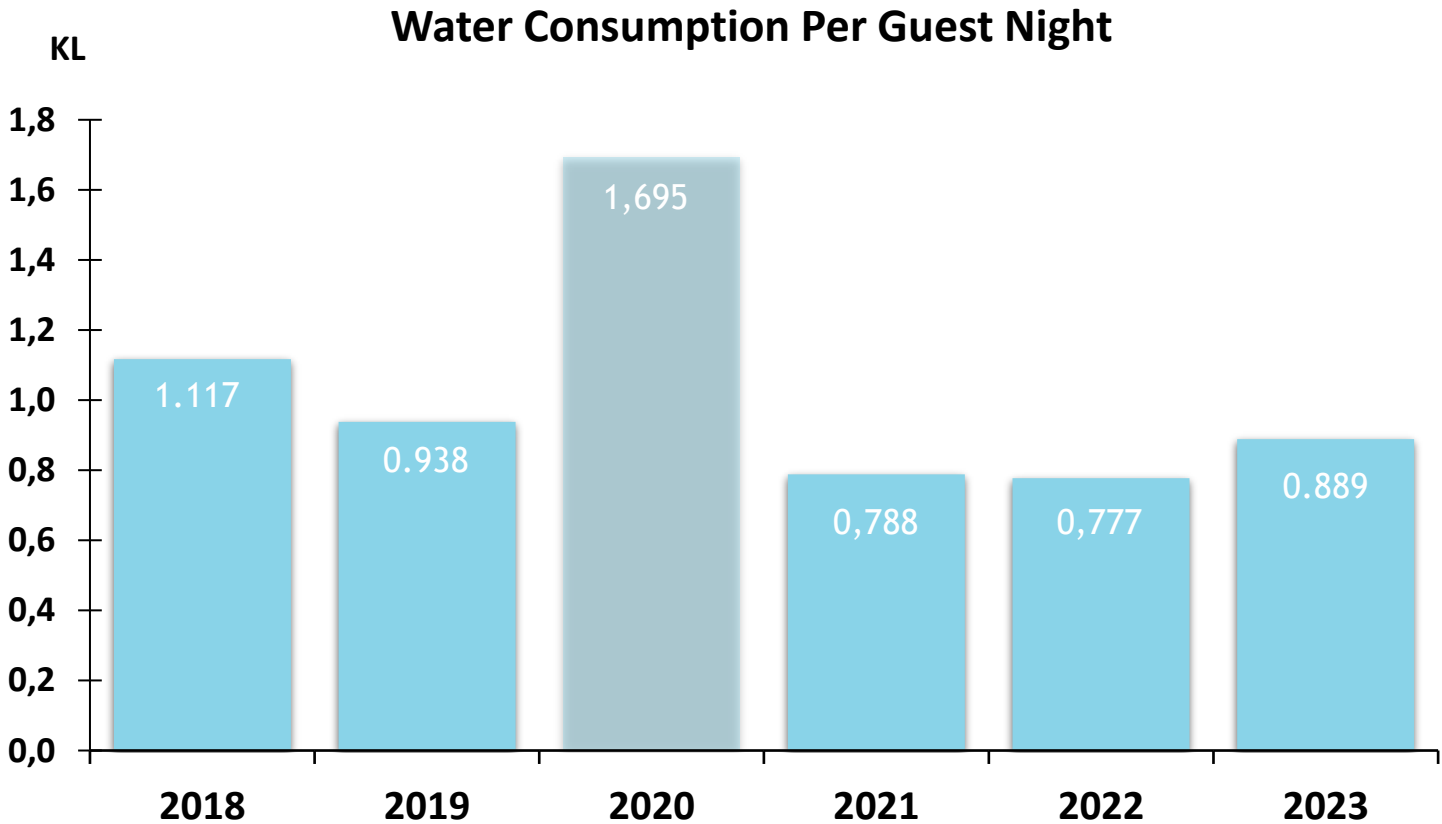


Compared to energy consumption, water consumption will not decrease due to higher room occupancy and a higher number of guests because washing and showering times increase with each additional guest. Nevertheless, compared to 2018 we have reduced our water consumption per guest night by 30% in 2021 and 2022 through staff and guest education, environmental awareness and effective water management. We have taken several initiatives such as, dual-flush systems, aerators on faucets, and a system for guests to reuse beach towels and inform us when they want clean ones, to reduce water consumption drastically. Last year the water consumption per guest night was 10% higher compared to the previous years. As a result, our total water consumption in 2023 was 79251KL which is 4418KL more than in 2022. Because of that reason, next year, we will focus on the reduction of our water consumption.

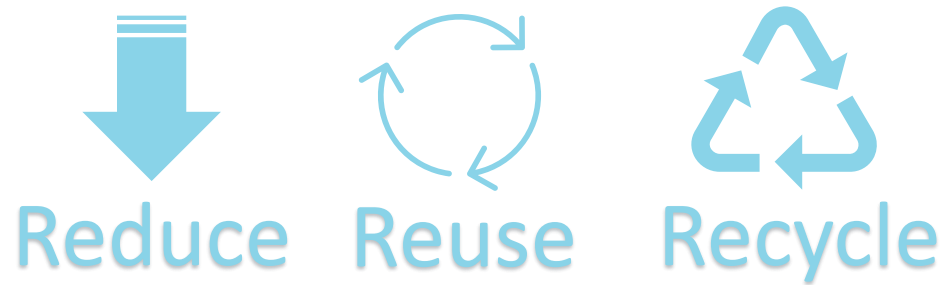
WATER CONSUMPTION IN 2023



79251 KL

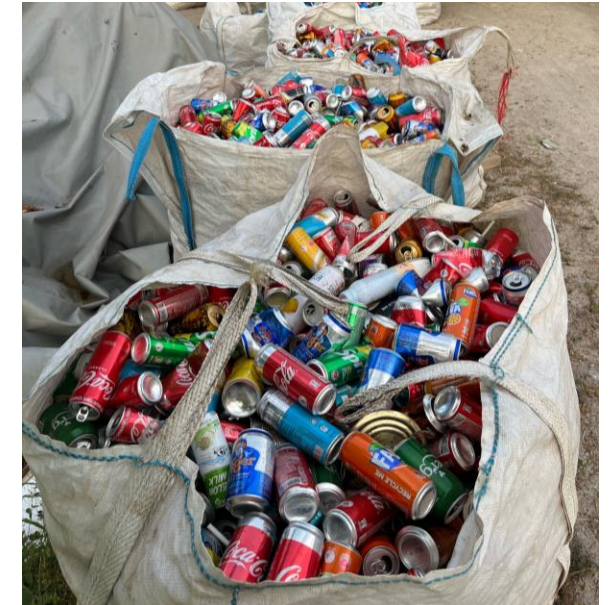


Reethi Faru Resort strives to minimise the waste generated by our operations and its impact on the environment as much as possible. We have a special waste separation plan on our island, which allows us to recycle our waste as much as possible according to our philosophy - reduce, reuse, recycle.



Food waste generated at the resort is fed into our in-house biogas plant and therefore recycled. The resulting biogas is used for heating water and cooking in the staff kitchen and Dhiyavaru Bar, reducing the need for traditional, non-renewable cooking gas. In addition, glass waste can be broken down and recycled in our glass mill and can be used as aggregate or shipped for refilling.

Plastic remains the largest and longest-lasting environmental issue. Therefore, we try as much as possible to do without all single-use disposable plastics and have switched from plastic bottles to tin cans or glass. We dispose of the necessary plastics we use in cooperation with the organisation "Parley for the Oceans" and thus recycle them instead of risking polluting our marine ecosystem.



We cultivate our own fruits and vegetables in our Reethi Garden and hydroponics facilities to reduce the amount of food we need to import. This in turn, lowers our carbon footprint, not to mention the fresh produce tastes so much better! We grow over 60 different species of edible plants, herbs and spices, and aim to increase the yield each year. To test new sustainable growth strategies, we also have a small oyster mushroom growing facility. With the by-products from our biogas plant (digester residues and digester liquid), we can grow three species of edible oyster mushrooms.

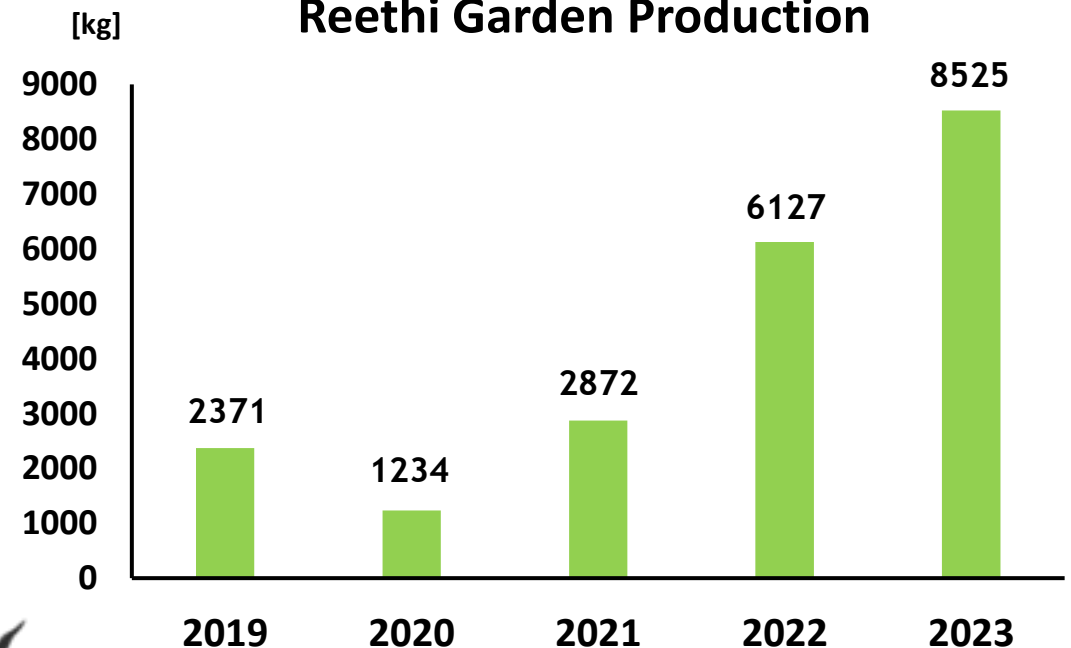
HYDROPONICS

Hydroponic systems are a way of growing plants without soil and have several environmental advantages over traditional gardening methodology. In this system, selected plants are grown using water, nutrients and a growing medium such as rockwood, stones or sponges. At Reethi Faru Resort, we use this system for growing herbs - specifically mint, parsley, basil, morning glory and a variety of lettuces.

We started growing vegetables and fruits on our island at the beginning of 2019. Since 2019 we have increased our garden production from 2371kg to 8525kg per year and therefore fulfilled our last year goal to increase our vegetable production. In addition to this vegetable yield, we also harvested about 15400 coconuts in 2023, which are consumed either as tender coconut or dry coconut in the restaurant and bar outlets.



Reethi Garden Production



KEY ENVIRONMENTAL ISSUES

At the beginning of our project, marine pollution from construction materials was a major problem, but could be mitigated through various clean-up operations. Reef and island pollution from plastic or other waste poses devastating dangers to marine life and coral reefs worldwide.

Additionally, the catastrophic El Niño ocean warming event of 2016 destroyed vast areas of our house reef through mass coral bleaching. The combined effects of climate change, rising oceans, and the bi-annual change in monsoon currents is causing erosion of the beaches to increase at an alarming rate, resulting in a drastic shift of the shorelines every year.

Global warming and rising water temperatures regularly lead to coral bleaching events and subsequent coral death. Climate change and ocean warming currently pose the greatest threat to coral reefs and the 25% of all marine life that is dependent on them for survival. It is not difficult to imagine the severe negative impact that a complete collapse of coral reefs will have on global biodiversity, fishery management and tourism.

Therefore, it is our mission to protect, conserve and rebuild our house reef ecosystem through marine conservation, scientific data collection, education, beach and reef clean-ups, coral nurseries, reef maintenance and restorative transplantation.



REEF RESTORATION

Our resident marine biologist leads the coral reef restoration and rehabilitation program on Reethi Faru. The primary aim is to improve the health, abundance and biodiversity of coral species and other reef-dwelling species through plantation of coral fragments on artificial reefs and nurseries. The secondary aim is to educate guests and staff on threats to coral reefs and how they can change their lifestyle to better protect this valuable ecosystem.

Between May and August 2023, we even exceeded our goal of transplanting around 1,200 coral fragments from our nurseries to the reef and released a total of around 1,500 coral colonies. These have been growing at our two stationary rope nurseries and one floating nursery since 2021 and 2022 respectively. So far, the survival rate has been very good and around 95% of the transplanted corals are now a permanent part of our house reef.

Another promising sign of the regeneration of our reef is the relatively large shark population and the presence of large groupers, turtles, eagle rays and stingrays that are increasing in numbers each year.

In August 2023, we also installed another stationary coral nursery at a depth of 14 meters to advance our coral cultivation.

ROPE NURSERIES



CORAL PLANTING WITH GUESTS

In addition to our coral reef restoration and rehabilitation nurseries at Reethi Faru, we try to educate our guests and therefore offer regular coral planting on the beach so that all ages and non-swimmers can participate in this activity.

The marine biologist teaches guests about key threats to coral reef ecosystems and gets them involved with reef restoration projects. The most common reef restoration method involves planting corals on metal frames, which eventually create an 'artificial reef'. This method is easy to teach to guests and is very effective for fast growth.

This has enabled us to rescue around 3000 broken coral fragments from the reef over the last 2 years and give them a second chance to grow on a solid frame. These metal frames are placed in 4 different areas of the reef to determine in the long term which location induces the fastest and best growth behavior.

ARTIFICIAL REEFS



PLACEMENT OF WAVE BREAKERS

To control the problem of beach erosion, wave breakers have been placed at critical locations around the island. These concrete structures are systematically placed to protect the gently sloping beach in relatively shallow water to reduce the intensity of wave action and coastal erosion of the beach. The unique design of these wave breakers also functions as fish shelters, rubble stabilisation structures and a perfect settlement substrate for increasing numbers of juvenile coral recruits.



TREE PLANTING

We offer environmentally friendly activities such as planting palm trees, to encourage people to reduce their carbon footprint and leave a lasting reminder of their time on Reethi Faru. People love to get involved in our conservation projects and we get a lot of support from people of all ages, backgrounds and nationalities who want to help preserve and protect our planet. Tree planting is a great way for guests to immerse themselves in nature, help protect the local environment and leave phrases, wise words and suggestions on hand-engraved wooden signs for future guests.

Together we planted 51 palm trees in 2023!



Each month, we host a 'Reethi Day' (translation: Beautiful Day) where we celebrate key conservation dates and raise awareness of threats such as plastic pollution, habitat degradation and climate change. On these days, staff and guests team together to take part in various sustainability initiatives to help our local environment. It is a fun way for us to all get involved and do our bit for the planet, whilst educating people on key environmental issues.

ISLAND CLEANUPS

We organise boat trips to local uninhabited islands to remove as much waste as possible. This helps to reduce the threats of plastic pollution to valuable marine organisms such as sea turtles, whilst letting guests and staff see for themselves how bad the plastic crisis is in ocean nations like the Maldives. We recycle the collected waste on our island and dispose of it properly.



Between October 2022 and May 2023, we had regular nesting green sea turtles - *Chelonia mydas* - on our resort. As a result, we had to apply for a special sea turtle nesting permit from the Environmental Protection Agency (EPA) in order to conduct our own turtle conservation program. This permit allows the marine biologist to protect the turtle nests, collect data, conduct research and perform nest excavations following the regulations of the Olive Ridley Project (ORP). This data was recorded and shared with the ORP and an annual report has been submitted with the findings. This was an extremely exciting time for the guests and staff on the resort. We have been able to educate many people about endangered turtle species and get still a lot of support for ongoing conservation projects.

A picture of the tracks that green sea turtles leave behind on the beach when they leave the ocean to nest. The width and shape of several nests can be used to identify the associated mother turtle.



Nesting green sea turtle on the beach on its way back to the ocean after laying its eggs. This usually happens at night, sometimes at dawn.



For protection, the nest is fenced in and the path towards the ocean is left open to guide the babies in the right direction. You can clearly see the pit where the mother sat and covered her ~70 cm deep nest with sand using her back flippers.



MARINE TALKS

The marine biologist delivers weekly talks on important issues affecting the ecosystems of the Maldives. The aim is to inspire our guests and educate people to be more conscious about preserving our natural environment. From October 2022 to June 2023, these talks mainly focused on the nesting sea turtles, their way of life, their protection, the threats to their habitat and general rules of behavior when dealing with egg-laying mothers and hatching babies on our island.

The eggs of green sea turtles are about the size of golf balls, white and the shell is as thin as paper. To determine the number of hatched turtles, the shells are dug up 3 days after hatching and counted.



The baby turtles in a nest usually all hatch at the same time and run together across the beach directly into the sea. In addition to the theoretical presentations, the marine biologist actively protects the baby turtles on their way to the water by ensuring that no guests or employees disturb or influence this natural spectacle.



Between mid-October and May, 3 different female Green Sea turtles laid a total of 18 nests on Reethi Faru. The incubation period of the eggs was between 49 and 62 days. A total of 2285 turtles have successfully hatched, found their way into the ocean and possibly a few survivors will return to our island in 20-30 years to lay their own eggs.

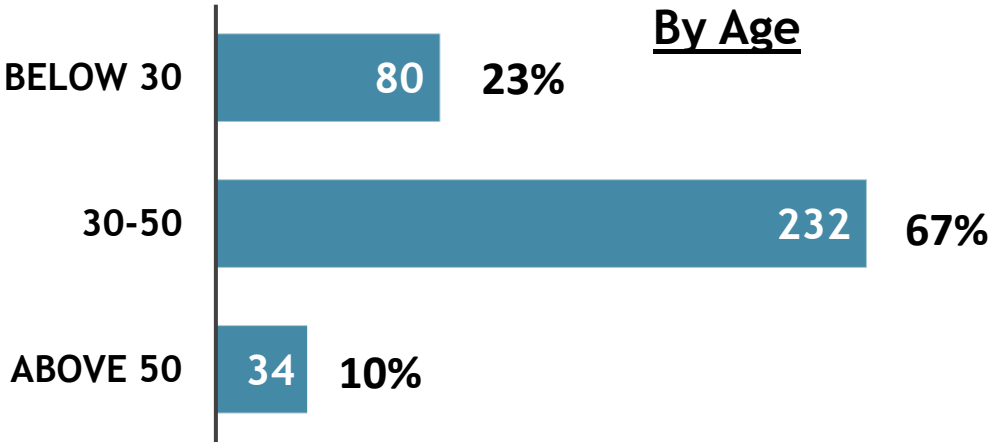
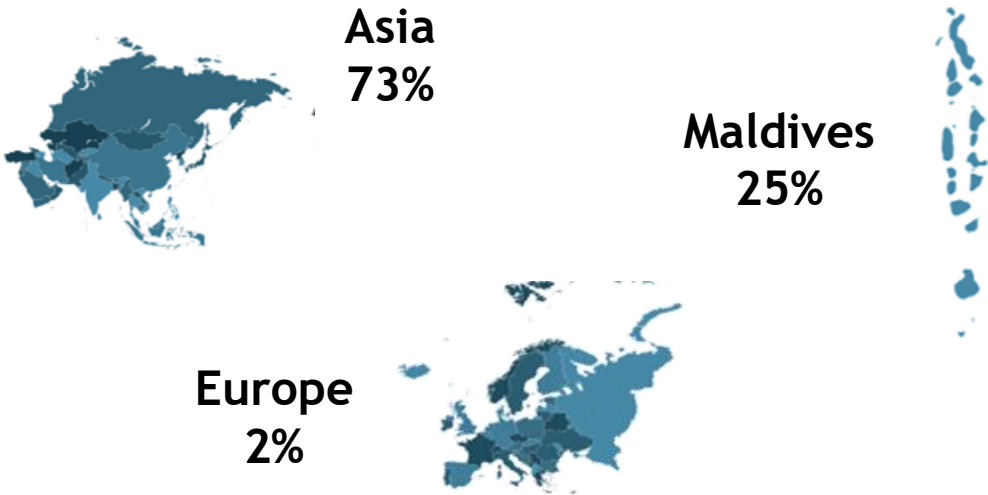


Depending on the conditions and sand shifts on our island, the mothers chose the best locations for their nests. Therefore, the first nests were laid in October on the south side of the island, the following nests on the east side and the last nests on the north-east side of our island.

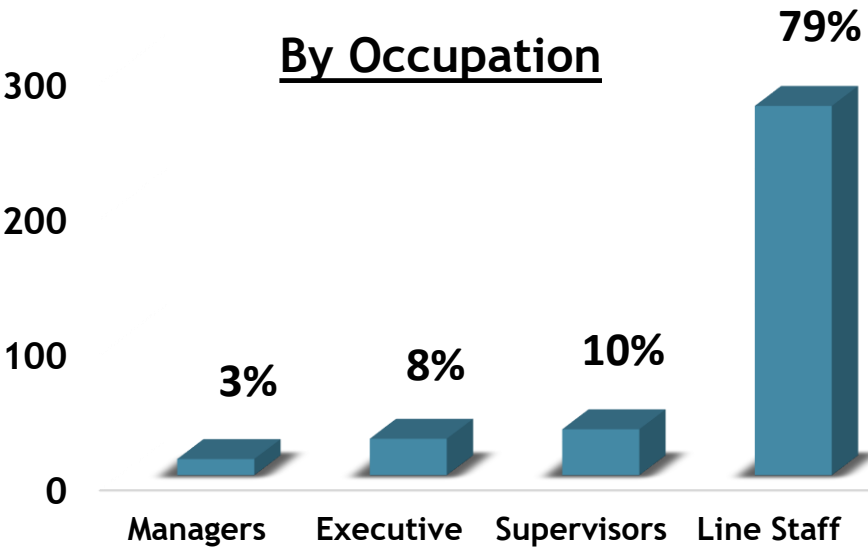
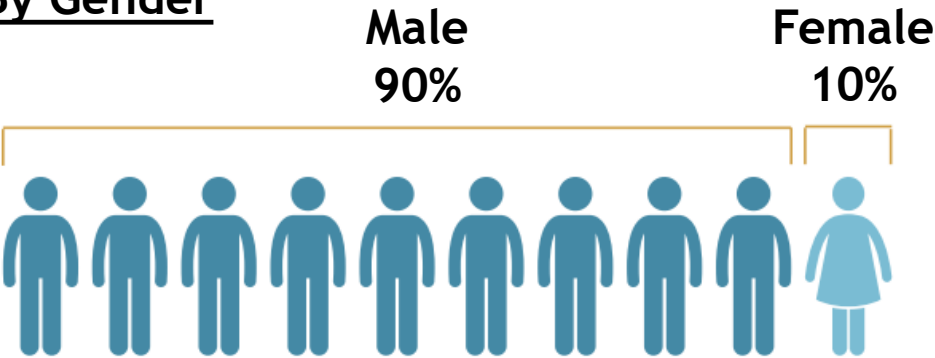
Nest	Turtle Name	Track Size [cm]	Location	Date	Time	Expected Hatching Date	Hatched Date	Hatched Time	Incubation Time	Excavation Date	No. of Baby Turtles
1	Myrtle	97-99	Villa 332	15.10.2022	05:00-07:30 am	03.12-16.12.2022	23.12.2022	20:30 pm	69 days	26.12.2022	130
2	Myrtle	97-99	Villa 349	28.10.2022	00:00-01:50 am	16.12-29.12.2022	unknown	unknown	unknown	09.01.2023	148
3	Myrtle	92-100	Villa 328	09.11.2022	06:00-06:50 am	28.12-10.01.2023	16.01.2023	11:20 AM	68 days	18.01.2023	154
4	Myrtle	96-100	Nala Bar	21.11.2022	00:30-03:13 am	09.01-22.01.2023	24.01.2023	19:15 pm	64 days	27.01.2023	144
5	Myrtle	99	Nala Bar Flag	01.12.2022	before 8 am	19.01-01.02.2023	31.01.2023	20:00 pm	61 days	03.02.2023	164
6	Joyce	109-112	Villa 602	14.12.2022	01:30-03:20 am	01.02-14.02.2023	14.02.2023	20:48 pm	62 days	17.02.2023	114
7	Joyce	117-118	Villa 602	25.12.2022	01:40-03:50 am	12.02-25.02.2023	25.02.2023	unknown	62 days	28.02.2023	143
8	Joyce	110-113	Villa 340	06.01.2023	03:00-05:15 am	24.02-09.03.2023	04.03.2023	20:18 pm	57 days	07.03.2023	160
9	Joyce	110-113	Villa 325	19.01.2023	00:35-03:35 am	09.03-22.03.2023	21.03.2023	unknown	61 days	25.03.2023	114
10	Joyce	110-113	Nala Bar Deck	30.01.2023	05:00-07:49 am	20.03-02.04.2023	27.03.2023	21:35 pm	56 days	30.03.2023	124
11	Bailey	110-113	333 right	11.02.2023	00:38-03:56 am	01.04-14.04.2023	14.04.2023	19:26 pm	62 days	17.04.2023	75
12	Bailey	110-113	333 middle	22.02.2023	20:20-23:15 pm	12.04-25.04.2023	21.04.2023	7:55 AM	58 days	24.04.2023	153
13	Bailey	110-113	333 left	06.03.2023	before 8 am	24.04-07.05.2023	29.04.2023	10:20 am	54 days	01.05.2023	149
14	Bailey	110-113	333 life ring	17.03.2023	before 8 am	05.05.-17.05.2023	13.05.2023	unknown	58 days	15.05.2023	82
15	Bailey	110-113	Nala Bar front	28.03.2023	01:30-08:30 am	16.05-29.05.2023	18.05.2023	11 pm	51 days	21.05.2023	125
16	Bailey	110-113	Vakaru	09.04.2023	00:00-01:50 am	28.05.-10.06.2023	04.06.2023	18:35 pm	56 days	07.06.2023	127
17	Bailey	110-113	Nala Bar back	20.04.2023	05:00-07:15 am	08.06.-21.06.2023	15.06.2023	unknown	56 days	16.06.2023	118
18	Bailey	110-117	Villa 316	04.05.2023	unknown	22.06.-04.07.2023	24.06.2023	unknown	51 days	28.06.2023	61



At Reethi Faru Resort, our employees and staff are vital to the success of our organization. In January 2023 we had a total 336 employees which increased to 346 employees until December 2023. Some staff distributions are shown below, which were calculated for December 2023.



By Gender



Reethi Faru Resort has always believed that the successful operation of a business and the continuous improvement of our services and standards are inextricably linked to the welfare and advancement of our employees, the local community and all other stakeholders with whom we interact. We continuously involve our employees in our (environmental) activities and ensure their overall satisfaction. We offer all our employees benefits such as medical advice and treatment, health insurance or, for example, Maldives Retirement Pension Scheme (MRPS) for local employees. In addition, we conduct inter-departmental and inter-resort competitions to keep our employees engaged and motivated. We also have in-house volleyball and futsal courts and a game room available to all employees to aid their work-life balance.

LABOUR PRACTICES AND HUMAN RIGHTS

We value the fundamental rights of all people and are committed to treating our employees and surrounding communities respectfully. We adhere to ethical standards, human rights and fair labour practices and ensure that we follow applicable local laws and government regulations in our operations. We have a grievance procedure to evaluate and address any perceived violations of human rights or labour practice standards. We do not engage in child labour or forced labour of any kind and strive to eliminate any risks or violations throughout our value chain. Our approach in this regard is outlined in our Child Protection Policy.

EMPLOYEE OF THE MONTH & EMPLOYEE OF THE YEAR

Each month, the head of departments select an Employee of the Month based on their job performance, attitude, and cooperation with other employees and the management. In addition, two employees are chosen as "Heart of the House" and "Front of the House", which are financially rewarded. An Employee of the Year is selected similarly at the end of each year.



We believe in developing our employees and fostering an inspiring work environment. Within the last year, we provided a lot of training hours to our staff across a variety of topics:

- Fire Safety
- First Aid
- Water Safety and Life Ring
- Personal Hygiene and Grooming
- Environmental Awareness and Waste Management
- Child Safeguarding and Child Protection



ENVIRONMENTAL AWARENESS PROGRAM FOR STAFF

Educational trainings for the staff are conducted regularly by our resident marine biologist to raise awareness on the importance of environmental sustainability and marine conservation. The program includes education on various environmental topics such as waste segregation and management, for which staff will join deserted island cleanups. It also includes education on coral reef ecosystems, our house reef, conservation efforts and information about marine animals. Therefore, we started to give snorkelling lessons and activities for every interested staff on our house reef. We believe that the effort, that everybody makes to protect our environment will raise by seeing the beautiful coral and fish life under water.



We strive for continuous improvement by protecting the health and safety of our employees and stakeholders. We follow the Ministry's safety regulations and participate in audits by the Maldives Ministry of Tourism twice a year to monitor our performance. The Head of Security is responsible for security measures throughout the island, and a patrol team monitors all potential risks around the clock.

We also provide training on safety procedures for staff throughout the year. This includes training in firefighting, life ring training and first aid. Employee health and welfare is also a priority for us. We established the RFR Sports Committee to promote a healthy workforce by actively motivating employees to participate in sports and other recreational activities. Committee members are appointed by department heads and are representatives of the individual departments.



DIVERSITY, EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

We are committed to providing a work environment free from harassment and discrimination. We focus on promoting diversity and equal opportunity and avoid discrimination based on race, religion, gender or age throughout our operations. Reethi Faru Resort is also committed to eliminating sexual harassment in the workplace. The female employees of our resort are accommodated together in one staff block and live mostly separated from the male employees. Our approach in this regard is outlined in our specific Sexual Harassment Policy. We believe that it is the responsibility of every employee and volunteer to ensure that the island is free from harassment of any kind.



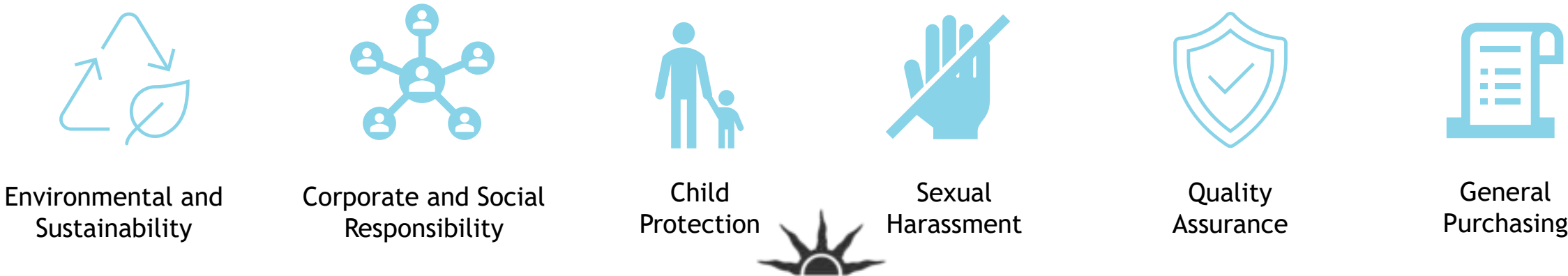
Governance is a top-down approach; management sets the practice and trains employees in its departments on sustainability. Sustainability is a key component of our business strategy and an essential part of all management processes. Management follows the guidelines set by local legislation, resort policy and the sustainability manager. Each employee must abide by all rules to ensure that the policies protect the entire team. This is followed by training and education of all employees and subcontractors.

To keep our staff and employees informed and as part of our environmental team, we want to implement a "Green Team" where each department member is aware of our environmental progress and shares it with their colleagues. This way, each department should know about our initiatives and correctly answer guests' questions. Additionally, we give staff training sessions about different topics, including First Aid, Child protection or sustainability




OUR SUPPLIERS

It is essential to work closely with our suppliers and promote a sustainably conscious supply chain. We are committed to sourcing our goods from sustainable suppliers wherever possible, particularly those using as little plastic packaging as possible and having a publicly visible sustainability program. Details on our approach to a sustainable supply chain can be found in our General Purchasing Policy. We continually strive to source locally and support our suppliers. In line with our policy, we ensure that our fruits and vegetables can be grown in the Maldives and that our fish is sourced locally. We will always prefer local service providers over foreign ones for general services such as fire safety training or repair services. We use approximately 60- 65% of our purchasing budget for local goods and services

OUR POLICIES



In our last sustainability report, we wanted to focus more on viable conservation methods and sustainability initiatives, and we had a 2-year plan to focus on the following goals:

- Increased vegetable production from our garden and hydroponics  We have already successfully increased our harvest in the first year
 - Reduced energy consumption through education of guests and staff of energy-saving strategies and lifestyle changes
 - Transplantation of over 1200 coral colonies from the two rope nurseries onto the house reef.  We were able to transplant 1500 corals from our nurseries and gave other fragments a second chance to grow on our coral frames
 - Increased education and involvement of guests and staff in our sea turtle conservation project. Weekly educational talks and workshops to teach how to protect nesting turtles and hatchlings as well as organized turtle nesting events and turtle hatching events to get people directly involved with nature.  During the turtle season, guests and employees were permanently involved in the protection of sea turtles
 - Increased focus on monthly island clean-ups and Reethi Days. Aim to get higher numbers of participants from each department.
 - Increased engagement of staff in our back-of-house recycling initiative - color coordinated bins for different recyclable wastes.
- Summary:
Based on the evaluation of our previous year's targets, we will adjust our targets for the next two years and focus more closely on the improvements that have not yet been fully achieved.

■ Achieved

■ On the right track

■ No apparent improvement



Based on the evaluation of our previous year's targets, we will adjust our targets for the next two years and focus more closely on the improvements that have not yet been achieved. The focus over the next two years will therefore be on reducing our energy and water consumption.

- Reducing energy and water consumption by educating guests and especially staff about energy- and water-saving strategies and lifestyle changes
- Transplanting again over 2000 coral colonies from the three nurseries to the house reef (expected 2025), as well as onto metal frames with guests
- Increase, or at least maintain the amount of locally produced vegetables and fruits
- Increased focus on monthly island clean-ups and Reethi Days. The aim is to achieve a higher number of participants from each department
- Increased employee participation in our in-house recycling initiative - color-coordinated bins for various recyclable waste.
- Educate guests about the island's flora and fauna and Maldivian culture through tours and future activity offerings
- Involving staff in the protection of our reefs through educational snorkeling sessions
- Increased focus on our CO2 emissions and the reduction of high-emission products



At Reethi Faru, we are dedicated to protecting our marine environment and precious species. We plan to take steps every day to improve our operations and ensure sustainability is at the forefront of our decision making



You will also find copies of our Operational Policies at the Environment and Marine Centre and at Reception.



Responsible
Guest Guide



Responsible
Hospitality Guide



Sustainability
Policy



Environmental
Policy



CSR
Policy



Health and Safety
Policy



Child Protection
Policy



Local Purchase
Policy



Quality Assurance
Policy



Sexual Harassment
Policy