

Annual Sustainability Assessment

Embudu Village Resort

Reporting Period: January 2024 - December 2024

Date of Assessment: March 2025

Executive Summary

This assessment evaluates Embudu Village Resort's sustainability performance against Travelife certification standards for the calendar year 2024. Overall, the resort has demonstrated significant improvements in energy efficiency per guest night, successful implementation of the water bottle refilling program, and maintained compliance with sustainability standards. However, challenges remain in water consumption efficiency and waste management, particularly in increasing recycling rates. This report serves as documentation for our commitment to sustainable tourism practices and identifies areas of achievement and opportunities for improvement.

1. Sustainability Management & Legal Compliance

1.1 Sustainability Policy Implementation

- **Summary of Policy:** Embudu Village Resort is committed to minimizing environmental impact through efficient resource use, waste reduction, and biodiversity protection while respecting local culture and supporting community development.
- **Communication Methods:** Policy communicated through staff orientation and training, guest information booklets, website content, and supplier agreements.
- **Staff Training Completion Rate:** 95%

1.2 Legal Compliance

- **Environmental Permits Status:** All permits current including water extraction permit (valid until Dec 2025), waste disposal permit (valid until Nov 2025), and environmental impact assessment approval (valid until July 2026).
- **Labor Law Compliance:** Full compliance with Maldivian labor regulations, including working hours, leave entitlements, and minimum wage requirements.
- **Health & Safety Regulations:** All health and safety certifications updated, including fire safety inspection (Feb 2024) and food safety certification (May 2024).

2. Environmental Performance

2.1 Energy Management

Energy Source	Total Consumption	Per Guest Night	% Change from Previous Year
Electricity (kWh)	1,948,125.0	5.07 kWh	-13.9%
Diesel (L)	486,250	1.26 L	-15.2%
LPG (kg)	24,360	0.63 kg	-8.3%

Energy Conservation Initiatives:

- LED lighting upgrade completed in all guest rooms and public areas, resulting in 12% reduction in lighting energy consumption
- Installation of room key card systems to control power in guest rooms, resulting in estimated 8% overall energy savings
- Staff energy conservation awareness program implemented with monthly performance reviews
- Regular maintenance schedule optimized for all AC systems, improving efficiency by approximately 10%

2.2 Water Management

Water Source	Total Consumption (m ³)	Per Guest Night	% Change from Previous Year
Freshwater	N/A	N/A	N/A
Desalinated Water	36,944.3	0.999	+13.9%

Water Conservation Initiatives:

- Implementation of water bottle refilling system for 200 guest rooms, eliminating approximately 73,000 plastic bottles annually
- Leak detection program implemented, identifying and repairing 23 minor leaks throughout the property
- Water-saving awareness materials placed in guest bathrooms, encouraging towel and linen reuse
- Staff training on efficient water use practices in housekeeping and kitchen operations

2.3 Waste Management

Waste Type	Total Production (kg)	Per Guest Night	% Recycled	% Change from Previous Year
General Waste	108,000	1.49	N/A	+8.8%
Recyclables	1,953	0.026	100%	-6.2%
Food Waste	33,680	0.46	0%	+12.5%
Hazardous Waste	245	0.003	85%	-15.3%

Waste Reduction Initiatives:

- Separation of recyclable materials in back-of-house areas, focusing on plastic, glass, and paper
- Introduction of reusable containers in kitchen operations, reducing packaging waste
- Staff training on proper waste segregation procedures, achieving 85% compliance rate
- Guest information on waste reduction practices provided in all rooms

2.4 Chemical Use

- **Inventory of Chemicals:** Regular inventory management of cleaning products, pest control substances. All chemicals properly stored and labeled.
- **Staff Training on Chemical Handling:** Quarterly training sessions conducted for housekeeping and maintenance staff, with 100% completion rate.
- **Eco-friendly Alternatives Adopted:** Switched to biodegradable cleaning products in guest rooms, phosphate-free detergents in laundry, and natural pest control methods where possible.

2.5 Biodiversity Conservation

- **Habitat Protection Measures:** Regular monitoring of island vegetation, with protection of native plant species and controlled removal of invasive species.
- **Marine Environment Protection:** Implementation of no-anchor zones around coral reefs, guest education on reef etiquette, and weekly beach and underwater clean-up activities.

- **Endemic Species Protection:** Monitoring program for local bird species, protection of turtle nesting sites on adjacent beaches, and guest education on local biodiversity.

3. Social & Economic Impact

3.1 Employment Practices

- **Local Employment Rate:** 68% of staff from Maldivian communities
- **Fair Wage Practices:** All wages exceed Maldivian minimum wage by at least 15%, with transparent salary bands and benefit packages
- **Staff Development Programs:** Skills development training provided in hospitality services, and sustainability practices. 82% of staff participated in at least one development program.

3.2 Community Engagement

- **Community Projects Supported:** Financial support for local school improvement project, participation in island clean-up initiatives, and healthcare support program on neighboring islands.
- **Local Purchasing Policy Implementation:** 45% of food supplies sourced from Maldivian suppliers, with priority given to local fishermen and farmers.
- **Guest Involvement in Community Initiatives:** Optional cultural exchange visits to local islands, guest donations to community projects, and participation in environmental conservation activities.

3.3 Cultural Heritage

- **Cultural Activities Offered:** Weekly Maldivian cultural nights featuring local music, cooking demonstrations of traditional cuisine, and handicraft workshops.
- **Local Culture Promotion:** Guest information about Maldivian culture and customs, display of local artwork in public areas, and cultural heritage information in room directories.
- **Guest Education on Local Customs:** Information provided during check-in about respectful behavior, dress codes for visiting local islands, and cultural sensitivities.

4. Guest Engagement

4.1 Guest Communication

- **Sustainability Information Provided:** Sustainability policy in all rooms, information on resort initiatives in welcome package.
- **Guest Participation Rate:** 47% of guests participated in at least one sustainability initiative during their stay.
- **Guest Feedback Summary:** Sustainability efforts received positive feedback in 82% of guest reviews, with particular appreciation for the water bottle refilling program and marine conservation activities.

4.2 Guest Services

- **Sustainable Activities Offered:** Guided reef ecology tours, marine biology presentations, tree planting opportunities, and sustainable fishing excursions.
- **Local Experience Promotion:** Local island visits and cultural performances are marketed through pre-arrival communications and an in-resort activities program.

5. Target Achievement & Future Goals

5.1 Previous Year's Target Assessment

Target Area	Target Set	Achievement	Status
Energy Reduction	Reduce energy consumption per guest night by 10%	13.9% reduction achieved	Complete
Water Conservation	Reduce water consumption per guest night by 5%	13.9% increase recorded	Not Met
Waste Reduction	Implement waste segregation in all areas	85% implementation achieved	In Progress
Community Engagement	Support at least 3 local community projects	4 projects supported	Complete
Staff Development	80% staff participation in sustainability training	95% participation achieved	Complete

5.2 Next Year's Sustainability Targets

Target Area	Specific Target	Timeline	Responsible Department
Energy	Reduce energy consumption per guest night by an additional 7%	Dec 2025	Engineering
Water	Implement water-saving fixtures to reduce consumption by 15%	June 2025	Engineering/Housekeeping
Waste	Increase the recycling rate to 10% of the total waste	Dec 2025	F&B/Housekeeping
Biodiversity	Expand the coral restoration project with 300 new transplants	Nov 2025	Recreation
Community	Establish a vocational training partnership with the local school	Aug 2025	HR/Management
Guest Experience	Achieve 60% guest participation in sustainability initiatives	Dec 2025	Front Office/Recreation

6. Certification Compliance Summary

6.1 Travelife Criteria Compliance Assessment

Criteria Category	Total Requirements	Requirements Met	Compliance Rate
Management & Legal	24	22	92%
Environmental	42	38	90%
Social & Economic	28	26	93%
Cultural	18	17	94%

6.2 Non-Compliance Issues and Remediation Plan

Issue	Travelife Criterion	Action Plan	Timeline	Responsible Person
Increased water consumption	Water management and efficiency	Install water-efficient fixtures in all areas and implement a comprehensive leak detection system	June 2025	Chief Engineer
Low recycling rate	Waste segregation and recycling	Expand recycling infrastructure and establish new recycling partnerships	Sept 2025	Sustainability Manager
Incomplete supplier sustainability assessment	Sustainable procurement	Complete assessment of all major suppliers and implement green purchasing policy	July 2025	Purchasing Manager

7. Conclusion & Recommendations

7.1 Key Achievements

- Significant reduction in energy consumption per guest night (13.9%), exceeding target
- Successful implementation of water bottle refilling system, eliminating approximately 73,000 plastic bottles annually
- High compliance rate with Travelife certification criteria (92% overall)
- Strong staff participation in sustainability training and initiatives (95%)
- Positive guest feedback on sustainability efforts (82% positive rating)

7.2 Areas for Improvement

- Water consumption efficiency requires immediate attention due to a 13.9% increase per guest night
- Waste management systems need enhancement to increase recycling rates (currently only 1.8%)
- Food waste management lacks a comprehensive strategy for reduction and processing
- Supplier engagement on sustainability criteria requires a more systematic approach

- Carbon footprint from transportation of goods and guest travel is not comprehensively addressed

7.3 Strategic Recommendations

- Implement a comprehensive water management plan with specific conservation targets and monitoring
- Develop a full plastic elimination strategy, expanding on the success of the water bottle initiative
- Establish a food waste composting system to reduce landfill waste and create nutrient-rich soil
- Create a formal green purchasing policy with clear supplier sustainability requirements
- Develop a carbon offset program for unavoidable emissions
- Enhance data collection methodologies for more accurate sustainability reporting



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