

# *Sustainability*

**AT THE FOREFRONT  
OF OUR GUEST EXPERIENCE**



**SUN SIYAM**  
CARE

**PUBLIC SUSTAINABILITY DOCUMENT**

## OUR SUSTAINABILITY JOURNEY

# AT A GLANCE

At Sun Siyam Pasikudah, we are committed to creating a positive impact on our community, environment, and future generations. Our sustainability journey is guided by clear commitments in four key areas:

### 1. Reducing Greenhouse Gas Emissions

We are dedicated to lowering our carbon footprint. In 2024, we successfully installed **15 solar-powered hot water systems** in 15 villas, reducing greenhouse gas emissions from energy use. Our target is to expand this initiative by installing solar-powered hot water systems in **all villas by the end of 2026**, bringing us closer to our long-term goal of reducing emissions from energy, water, and waste by **50% before 2030**.

### 2. Protecting and Supporting Biodiversity

We believe in protecting the unique biodiversity of our region and beyond. Since 2024, we have proudly supported wildlife conservation by becoming a **foster parent for Kalo, a baby elephant at the Elephant Transit Home in Udawalawe**. This commitment will continue in 2025 and 2026, supporting rehabilitation and protection efforts.

### 3. Protecting Human Rights

We are committed to upholding human rights across all areas of our operations. We ensure fair and respectful treatment of our employees, guests, and community partners. Regular staff training is conducted to prevent discrimination, ensure equal opportunities, and strengthen ethical practices.

### 4. Safeguarding Children

The safety and well-being of children and young people are a top priority. We have a strict policy to prevent and report any suspected cases of child exploitation and abuse. All concerns are reported to the authorities via the official police **HOTLINE 1929**. Guests, staff, and visitors are encouraged to remain vigilant and proactive in protecting children.

### Progress and Transparency

We believe that sustainability requires accountability. The installation of 15 solar-powered hot water systems in 2024 demonstrates measurable progress against the goals shared in our previous sustainability document. Each year, we will continue to share transparent and verifiable updates to track our progress towards 2030.

We invite our valued guests, staff, and visitors to join us in this mission. From saving water and energy to reducing waste, every small action contributes to building a better and more sustainable future.

**Together, we can make a lasting difference.**

**Updates – July 2025**

# SUSTAINABILITY POLICIES

## 1. SUSTAINABILITY

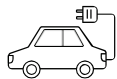
At Sun Siyam Resorts, we believe that sustainable tourism is not just an option but an ethical responsibility. Our purpose is to protect and preserve the natural environment, support local communities, and promote responsible tourism practices. We are committed to making a positive impact on the environment, society, and the well-being of our neighboring communities while providing exceptional experiences to our guests.

We are dedicated to operating our resort with the utmost respect for the environment and local culture. Our commitment extends to reducing our carbon footprint, conserving natural resources, supporting local communities, and implementing sustainable practices throughout our operations. We strive to create a harmonious relationship between our guests and the environment, leaving a positive legacy for generations to come.



### I. Sustainability

- Reduce energy consumption and implement renewable energy sources whenever possible
- Minimize water usage through water – saving initiatives and wastewater management systems
- Implement waste reduction and recycling programs to minimize the generation of waste
- Preserve and protect the local ecosystem and biodiversity through responsible land use practices



### II. Carbon Footprint Reduction

- Set target to reduce greenhouse gas emission across our operation



### III. Responsible Water Management

- Monitor and manage water usage to ensure responsible water consumption
- Implement water conservation measures
- Collaborate with local communities to protect water resources and access to clean water



### IV. Waste Management and Recycling

- Implement a comprehensive waste management system to reduce, reuse, and recycle waste
- Collaborate with local waste management facilities and educate guests and islanders about responsible waste disposal



## V. Biodiversity Protection

- Engage in conservation efforts to protect local flora and fauna
- Avoid activities that may harm or disturb sensitive ecosystems
- Support local biodiversity preservation initiatives through partnerships and financial contribution



## VI. Community Engagement and Empowerment

- Support local communities through employment opportunities and skills training
- Collaborate with local businesses and suppliers to promote economic growth and sustainable development
- Engage in community development projects that enhance education, healthcare, and social welfare



## VII. Guest Education and Engagement

- Raise awareness among our guests about sustainable practices through informational material and workshops
- Encourage guests to participate in eco-friendly activities and excursions that promote cultural understanding and respect for nature



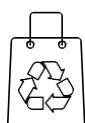
## VIII. Continuous Improvement

- Regularly monitor and measure our sustainability performance to assess progress towards our goals.
- Continuously seek new technologies and best practices to enhance our sustainability efforts.
- Transparently communicate our sustainability initiatives and progress to stakeholders.

## 2. PURCHASING

At Sun Siyam Resorts, our commitment to excellence extends to every aspect of our operations, including procurement. This Purchasing Policy outlines our principles, procedures, and purpose-driven approach to ensure that every purchasing decision aligns with our core values, enhances guest experiences, supports sustainability, and contributes to the success of our resort.

This policy outlines the guidelines and principles to be followed in all procurement undertakings at Sun Siyam Resorts. Its primary focus is on establishing a procurement framework that:



- Is fair, open, and efficient
- Adheres to relevant laws and regulations
- Upholds our Company's principles and benchmarks
- Brings enhanced benefits for both our Company and stakeholders
- Advocates for a more environmentally conscious supply chain
- Aligns with the facilitation of evolving organizational development requirements

### 3. OCCUPATIONAL HEALTH AND SAFETY

It is a multidisciplinary field concerned with the safety, health, and welfare of people at work. The goal of an occupational safety and health are to foster a safe healthy work environment in order to protect all stakeholders in the workplace environment.

The purpose of this policy is to:



- Comply with occupational health and safety (H&S) legal requirements to prevent accidents and injuries, and occupational illnesses in our Resort
- Define the duties and responsibilities with regard to the prevention of workplace accidents, injuries, and illnesses

### 4. PREVENTION OF CHILD SEXUAL EXPLOITATION

Child abuse is a global phenomenon. It occurs in all countries and in all societies. It involves the physical, sexual, emotional abuse and neglect of children and adolescents. It is almost always preventable. Children and adolescents can be potentially subjected to exploitation, abuse, violence and neglect in \ families, communities, institutions, organizations, private places, public places by various circumstances by variety of people, including delegates, support staff, and ancillary personnel people associated with the conference While tourism is not the cause of these crimes, many offenders travel to commit abuse In order to address and protect children and adolescents from potential abuse and exploitation this Prevention of Child Sexual Exploitation policy has been developed.



- We believe that children should be safe from harm
- We condemn the exploitation of children & adolescents under 18, who may have been persuaded by an adult to come and stay in our resort and receive, in exchange for performing sexual activities, free accommodation, drink and food
- We also condemn the general exploitation of children for commercial sexual and support any local or national initiatives for the protection of children in our community
- Empowering and educating children on their rights, personal safety and steps they can take, if there is a problem
- Integrating child protection into all aspects of our organizational strategy, structures and work practices



# PARENTS & ADULTS! BE VIGILANT PROTECT YOUR CHILDREN HOTLINE 1929

- |                       |   |
|-----------------------|---|
| <b>Spend time:</b>    | Always spend time with your children.   |
| <b>Explain why:</b>   | If your child has done something wrong, explain why it is wrong and its consequences.   |
| <b>Be careful:</b>    | If your child tells you about a risky or a painful situation, act carefully.  |
| <b>Pay attention:</b> | Listen to children. Pay attention to what they say.   |
| <b>Have patience:</b> | If you are angry with your child wait till you become calm to respond reasonably without using harsh words and saying cruel things. |
| <b>Be alert:</b>      | Always be alert about the whereabouts of your child and the places they go to and with whom your child is spending time with.       |
| <b>Talk openly:</b>   | Always talk openly with your children. Ensure that you're their closest friend.   |
| <b>Have empathy:</b>  | Understand how your children think. It will allow you to understand their changes. Have empathy.                                    |
| <b>Encourage:</b>     | Strengthen them emotionally so that they can face any situation.  |

# **HUMAN RESOURCES POLICIES & PROCEDURES**

## **1. HUMAN RIGHTS POLICY**

At Sun Siyam Resorts, we understand the importance of the protection of Human Rights of our team members. This policy is applicable to all team members, guests, visitors and stakeholders of Sun Siyam Group.

We are committed to conduct our business in compliance with the following principles of Human Rights.

### **I. Respecting the rights of the team members**

- We ensure to provide suitable employment conditions to all our team members along with fair compensation and benefits in line with the company's job levels
- We aim to promote a work culture where all team members are treated with respect. All team members have the freedom of opinion, information and expression
- All team members have the right to openly discuss and raise their concerns with Human Resources Department and can approach the management in compliance with the grievance policy.

### **II. Providing a safe working environment**

- We aim to provide a safe working environment for our team members. We are dedicated to complying with the health and safety requirements set by the relevant authorities
- We are committed to maintain a workplace which is free from bias, harassment, intimidation and other disruptive conditions

### **III. No forced labour or exploitation of children**

- We do not encourage or support any forced labour or exploitation of children. No team member is forced to work against his or her will
- Details of employment conditions are provided to the team member no later than the first day of work.
- Employment commences upon the mutual agreement from both parties
- No underage child is employed as a team member or an intern without consent and approval from the guardian

### **IV. Eliminating discrimination**

- We seek to promote equal opportunities and we do not discriminate any team member based on their gender, race, color, ethnicity, religion, sexual orientation, age, disability, marital status, pregnancy or any other characteristic protected by law



- We provide our team members the opportunities for career development based on their performance, commitment, qualification and experience

## **V. Promoting diversity**

- We strive to attract, develop, advance and retain a diverse, high performance work force. We hire individuals based on their competence for the job role

## **VI. Conducting business with honesty and integrity**

- We seek to conduct the business with integrity and in compliance with the Employment Law of Maldives

Any complaints on human rights abuses or failure to comply with the policy will result in the investigation and relevant disciplinary action will be taken whenever deemed necessary.

## **2. CHILD PROTECTION POLICY**

Sun Siyam Resorts is fully committed in providing a safe environment for children and complies with all the laws and regulations on child protection.

We recognize the responsibility to promote safe practices and to protect children from harm, abuse and exploitation. For the purposes of this policy and associated procedures, a child is recognized as someone under the age of eighteen (18) years.

Child Abuse involves neglect, physical, sexual, emotional harm and exploitation of children.

The purpose of this policy is to provide information and create awareness among all team members on the importance of protecting children from abuse. This policy describes the steps that will be taken in meeting our commitment to protect children.

This policy is applicable to all team members, guests, visitors and stakeholders of Sun Siyam Group. All the parties are responsible for adhering to the policy on Child Protection and report abuse if there is any case of suspected abuse.



### **Procedure on reporting child abuse**

In case of any suspicion on child abuse, the following steps must be taken to report the abuse:

1. Make an appointment with a member of the disciplinary committee via Head of Department or HR department.
2. Provide the details of the incident which led to the suspicion.
3. Identify the person abusing the child.



4. Identify the child being abused.
5. Upon receiving the complaint, the disciplinary committee members must investigate the matter immediately and report to Executive Management.
6. Executive Management to make a final decision within 7 days of the complaint being submitted.

### **3. ANTI - HARASSMENT POLICY**

The purpose of this policy is to uphold a safe, positive work environment where all team members are treated with respect.

This policy outlines the behavior and conduct which is expected from all team members and provides the guidelines and the necessary steps to follow if subjected to harassment.

This policy is applicable to all team members, guests, visitors and stakeholders of Sun Siyam Group. All the parties are responsible for treating everyone with respect and complying with Anti-Harassment policy and reporting any case of harassment without delay.

#### **Harrassment**

Harassment is defined as any unwanted speech or conduct which violates a person's dignity. Acts of harassment creates an offensive work environment which affects the well-being of the subjected team member(s).

#### **Types of harrasment**

##### **1. Verbal Harrasment**

Shouting, insulting, intimidating, threatening, shaming, demeaning, using derogatory language.

##### **2. Bullying**

Repeated acts of criticism or abuse, ridicule, exclusion, unfair treatment, misuse of power, victimization

##### **3. Hate Speech**

derogatory speech that is intended to humiliate an individual or group of individuals based on their race, religion, gender, sexual orientation or disability.

##### **4. Gender Based Harassment**

Acts of verbal or non-verbal intimidation based on gender.

##### **5. Sexual Harassment**

acts of unwelcome verbal or physical conduct of a sexual nature including sexual advances or requests for sexual favors.

## Examples of Harassments

Some examples of harassment are defined below:

- Offensive jokes or comments that embarrass or insult someone.
- Derogatory comments.
- Using unwelcome nicknames.
- Written or verbal abuse or threats.
- Ignoring or isolating a team member repeatedly due to a personal characteristic.
- Spreading malicious rumors to discredit someone .
- Offensive comments about appearance or clothing.
- Repeated use of offensive gestures.
- Improper touching .
- Asking questions of an intimate nature.
- Making offensive gestures toward someone.
- Distributing inappropriate sexual material or discriminatory photos, videos, or internet postings.
- Physical threats

## Procedure on reporting incidents of Harassment

1. Immediately report the incident to Supervisor or Department Head. If the supervisor or Department Head is unavailable or is directly involved in the incident, the team member should directly report the incident to Human Resources Department.
2. Fill out the complaint form attached in Annex I.
3. The following details must be included on the complaint form:
  - Date and time of the incident(s).
  - Nature of the harassment.
  - The person being harassed (complainant).
  - The person committing the harassment (respondent).
  - Names of individuals who witnessed the incident.
4. Once the official complaint form is submitted, it will be investigated by the Disciplinary Committee.
5. The complainant and the respondent will be required to submit the relevant statements and supporting evidences to the Disciplinary Committee.
6. A decision will be made by the Disciplinary Committee within 10-12 working days after the official complaint was submitted. The decision will be made based on the outcome of the investigation and after reviewing all statements and evidences presented.
7. If the harassment case is proved, the respondent will be subjected to the following actions, depending the gravity of the
  - Provide an official apology to the complainant.
  - Attend to additional training and awareness programs.
  - Reassignment or relocation.
  - Disciplinary action
  - Termination
  - Notification to police

# QUALITY ASSURANCE POLICY

We are committed to providing our guests with an exceptional experience characterized by superior service, consistent health and hygiene practices and responsible operations. Our Quality Assurance Policy encompasses various aspects of our operations to ensure that the highest standards are consistently met.

## 1. Guest Satisfaction:

We prioritize guest satisfaction by actively listening to their needs and preferences.

We strive to exceed guest expectations through personalized service and attention to detail.

Continuous monitoring, use of guest experience technology and analysis of guest feedback are integral to improving our services and offerings.

## 2. Food Service:

Our culinary team adheres to stringent hygiene and food safety standards to deliver delectable and safe dining experiences.

We source high-quality ingredients and emphasize freshness and taste in every dish.

Regular audits and inspections are conducted to maintain food quality and consistency.

## 3. Cleanliness:

Cleanliness is paramount in upholding our resort's image and guest comfort.

We use Diversey, a global leader in hygiene solutions with a strong focus on hospitality.

We implement rigorous cleaning protocols in all areas, including guest rooms, public spaces, and recreational facilities.

Regular training and supervision ensure adherence to cleanliness standards at all times.

## 4. Maintenance:

Preventive maintenance programs are in place to uphold the functionality and aesthetics of our facilities.

Prompt response to maintenance issues is guaranteed to minimize guest inconvenience.

We invest in modern technologies and equipment to enhance efficiency and effectiveness in maintenance operations.

## 5. Learning and Development:

Ongoing learning and development programs are provided to all our islanders to enhance their skills and knowledge.

We foster a culture of continuous learning and improvement to adapt to changing guest preferences and industry trends.

Training modules cover customer service, safety procedures, and job-specific skills to ensure staff competency and professionalism.

We have also invested in a blended learning solution, Lobsterink, to further enhance the learning journey of our islanders.

## **6. Responsible Business:**

We are committed to environmental sustainability and strive to minimize our ecological footprint through responsible resource management.

Ethical business practices and compliance with relevant regulations are integral to our operations.

We actively engage with the local community and support initiatives that promote social responsibility and cultural preservation.

## **7. Guest Feedback:**

We encourage open communication with guests and provide multiple channels for feedback submission.

Feedback is promptly acknowledged and addressed to resolve any issues and improve service delivery.

Positive feedback is celebrated and serves as motivation for our team, while constructive criticism is embraced as an opportunity for growth.

## **8. Management Commitment:**

Our management team is fully committed to upholding the highest standards of quality and service excellence.

We lead by example and actively participate in quality assurance initiatives and decisionmaking processes.

Continuous review and improvement of our policies and practices reflect our unwavering dedication to guest satisfaction and operational excellence.

The management reserves the right to alter, change, suspend or abolish this policy at any given time without prior notice.

This policy is subject to review by the Management every two years for continuous improvements.

# SUSTAINABLE PROCUREMENT POLICY

Sun Siyam Resorts in Maldives and Sri Lanka are committed to improving the impact we have on people and the environment. As part of meeting that commitment, we will ensure that we are sourcing the most sustainable products and services whenever it is possible, relevant and practical to do so. This policy describes our rules and expectations in relation to sustainable procurement.

## 1. Showing preference to sustainable products and services

Whilst ensuring they comply with any other relevant policies regarding purchasing, all staff that are responsible for making procurement decisions are expected to show preference to products and services that meet as many of the following conditions as possible and/or are relevant:

1. It is made from recycled materials.
2. It can be recycled locally.
3. It can be easily reused or repurposed.
4. We can verify it has been sustainably produced/sourced.
5. It is produced locally.
6. It is from a locally owned business.
7. It is from a small business.
8. It has a reputable sustainability certification label such as Rainforest Alliance, MSC or FSC.
9. It is delivered in minimal packaging and/or more sustainable packaging.
10. It is energy and/or water efficient.
11. It does not produce any pollution or minimises pollution.
12. It reduces the need for printing,
13. It requires minimal shipping/transport.
14. It uses cleaner, more resource efficient or low-emission transport options.
15. It reflects the nature, history and culture of the local area.
16. It is from a fair-trade supplier.
17. It minimises food waste,
18. It minimises the use of single-use or disposable items, e.g. single-use plastics.

## 2. Human Rights & Safe guarding children

We will not tolerate any instances of human exploitation or abuse that we find in our supply chain and will immediately report any suspicions we have to the appropriate authorities.

We will not offer, promote or otherwise commercially benefit from any activities, attractions or events involving people under the age of 18 when the operator cannot verify to us that they comply with all relevant laws including the UN Convention on the Rights of the Child and ILO Conventions 138/182.

If we procure items that include a unique cultural aspect of any indigenous group, we will ensure that we have respected their cultural intellectual property rights,

### **3. Recruitment**

We are committed to equal opportunities and will not exclude or show favour to specific groups of people during our recruitment processes. This includes, but is not limited to, excluding or showing favour to people based on their race, nationality, religion, gender, sexuality or disabilities.

### **4. Renovations and building work**

When we carry out any renovations, extensions or other types of building work, we will make every effort to ensure that this is done in a sustainable manner. This includes the following whenever it is possible, practical and relevant:

- Incorporating local traditions regarding design, construction and materials
- Harmonising design with local landscape, cultural heritage and architecture
- Giving preference to materials, installations, fixtures and fittings that are sustainably sourced and minimise environmental impacts, e.g, energy-efficient insulation, showers that minimise water use, renewable energy fixtures, water recycling
- Ensuring areas are accessible to people with disabilities and other special needs

### **5. Landscaping and planting**

When we carry out any new planting or landscaping work, we will make every effort to ensure that this is done in a sustainable manner.

We will never knowingly procure or plant an invasive species and will always opt for native or endemic plants when it is possible and practical to do so.

Whenever it is possible and practical, we will show preference to plants that offer natural draught and/or pest resistance so that we can minimise the use of water and pesticides.

### **6. Endangered species**

We will not purchase or otherwise acquire any species that are currently on the IUCN Red List of Threatened Species. This includes any items made from these species.

When we procure species that have come from the wild, we will make every effort to ensure that sustainable harvesting, hunting and/or fishing practices have been used.

### **7. Harmful chemicals**

We will only purchase harmful chemicals and other types of hazardous substances when it is absolutely necessary for the safe operation of our business.

We will not purchase pesticides, insecticides, fungicides or herbicides containing any of the following POPs (persistent organic pollutants) listed in Appendix A or B of the Stockholm Convention:

- Aldrin
- Alphahexachlorocyclohexane
- Betahexachlorocyclohexane
- Chlordane
- Chlordecone
- DDT

- Dicofol
- Dieldrin
- Endrin
- Heptachlor
- Hexachlorobenzene(HCB)
- Lindane
- Mirex
- Pentachlorobenzene
- Pentachlorophenol and its salts and esters (PCP)
- Perfluorooctane sulfonic acid and its salts
- Perfluorooctane sulfonyl fluoride
- Technical endosulfan and its related isomers
- Toxaphene

## 8. Refrigerant gases

We will not purchase any products or equipment containing the gases listed below unless there is no other suitable alternative available and we are allowed to do so by law.

- Chlorofluorocarbons(CFCs)
- Hydrochlorofluorocarbons HCFCs)
- The following Hydrofluorocarbons (HFCs); R134a, R404A, R407A, R410A

## 9. Sunscreen that is harmful to marine life

We will not purchase any sun protection products that contain the following ingredients:

- Benzophenone-1(BP-1)
- Benzophenone-2(BP-2)
- Dioxbenzone[benzophenone-B)
- Octyl-dimethyl-para-aminobenzoic IOD-PABA)
- Enzacamene (4-Methylbenzylidene camphor, 4-MBC)
- 3-Benzylidene camphor (3-Benzylidenebornan-2-one)
- nano-Titanium dioxide [TiO<sub>2</sub>)
- nano-Zinc oxide (ZnO)
- Octinoxate (Octyl methoxycinnamate, ethylhexyl methoxycinnamate, Eusolex 2292, Uvinul
- MCB0)
- Octocrylene
- Oxybenzone[Benzophenone-3, BP-3)

## 10. Products containing microplastics

We will not purchase any products containing the following ingredients that are sometimes found in personal care items such as soaps, shampoos, conditioners and lotions:

- |   |                                 |
|---|---------------------------------|
| • Polyethylene (PE)                                   | • Polytetrafluoroethylene(PTFE) |
| • Polypropylene [PP] - Polyethyleneterephthalate(PET) | • Nylon [PA)                    |
| • Polymethyl methacrylate (PMMA)                      |                                 |



## 11. Single-use plastics

We will not purchase any of the following types of single-use plastics unless it is absolutely necessary to do so for the safe operation of our business.

- Balloons and balloon sticks
- Beverage stirrers
- Bin liners/rubbish bags
- Bottled water
- Cold beverage cups/glasses
- Condiment minis (e.g. ketchup, jam, sugar)
- Cotton buds/sticks
- Cutlery incl. chopsticks
- Food containers
- Hot beverage cups
- Hygiene covers for glasses and toilets
- Identification wristbands
- Individual coffee or tea capsules
- Laundry bags
- Mini bottles of bathroom amenities [e.g. shampoo)
- Plates and bowls
- Single-serve bottled beverages
- Shopping bags
- Straws
- Individually wrapped: Bathrobes, confectionery, cotton wool/pads/wipes, razors, slippers, soap, toothbrushes/ toothbrush sets

## 12. Animal welfare

When we procure animal products that have been harvested or hunted from the wild, we will make every effort to ensure that sustainable and humane practices are used.

We will not offer, promote, sell or otherwise commercially benefit from any animal activities that involve the following practices:

- Animal breeding or commercial trade in sanctuaries and orphanages
- Any tourist holding of, or photo opportunity with, wild animals where the animal does not have the choice of terminating the interaction or moving away
- Performances or tourist interactions involving animals where training involves punishment or food deprivation, causes the animal fear, injury or distress, or the tasks are not based on normal behavior
- Tourist contact or feeding elephants without a barrier
- Elephant shows or performances for tourists
- Tourist contact, feeding of and 'walking with' wild cats
- Tourist contact or feeding of crocodiles, alligators, apes, bears or sloths
- Tourist contact or feeding of orca and unsupervised tourist feeding of cetaceans
- Feeding any animals with live vertebrate prey
- Canned hunting.
- Unlicensed zoos.

- Euthanasia, unless carried out by a trained professional because welfare needs cannot be met, or because the animal cannot be released into the wild
- Acquisition of any CITES Appendix I, II or III listed species except for demonstrable conservation or rescue/rehabilitation purposes
- Bear pits
- Bear-bile farms
- Any animal fighting, whether against humans or other animals
- Bull running
- Rodeo events that include calf-roping, team-roping, steer wrestling, bareback horse/bull riding using flank straps, wild-cow milking, wild horse racing or horse/steer-tripping
- Ritual animal slaughter as part of the tourism experience
- Unregulated animal and plant collection from the wild
- Human-initiated contact with or feeding of animals in the wild.
- Trade and sale of endangered wildlife products.
- Trophy hunting

The management reserves the right to alter, change, suspend or abolish this policy at any given time without prior notice.

This policy is subject to review every two years by the responsible Management team.

# LOCAL CULTURE & HERITAGE

## Rich Cultural Tapestry

Pasikudah is steeped in a unique blend of Sinhalese and Tamil traditions, reflecting the diverse heritage of Sri Lanka. The local community celebrates a variety of cultural festivals throughout the year, each offering a glimpse into their vibrant way of life.

## Festivals & Traditions

**Tamil New Year (Puthandu):** Celebrated in April, this festival marks the beginning of the Tamil calendar. Enjoy colorful processions, traditional music, and festive feasts featuring rice dishes and sweets.

**Sinhala Avurudu:** This Sinhala New Year festival, also held in April, includes rituals such as the lighting of the new fire, family gatherings, and games. Visitors can participate in traditional games and taste local delicacies like milk rice.



## Historical Significance

**Temples and Religious Sites:** The area is home to ancient Hindu temples, such as the Koneswaram Temple in Trincomalee, where visitors can witness traditional rituals and admire intricate sculptures.

**Batticaloa Fort:** This historic fort, built during the Dutch colonial period, offers insights into the region's colonial history. Explore the fort's architecture and enjoy scenic views of the surrounding area.





## Culinary Heritage

**Local Cuisine:** Sri Lankan food is known for its bold flavors and use of spices. Don't miss trying dishes like kottu roti, hoppers, and seafood curries. Consider taking a cooking class to learn how to prepare these traditional meals using local ingredients. Try to taste from our Resort Sri Lankan corner.



## Handicrafts & Arts

**Local Artisans:** Pasikudah boasts talented artisans who create beautiful handcrafted items. Look for batik fabrics, wooden carvings, and traditional masks, all of which make for meaningful souvenirs and support local craftsmanship.



## Music & Dance

**Traditional Performances:** Experience local music and dance forms such as Baila, a lively genre that blends African and Portuguese influences. Look for cultural performances at local festivals or community events for an authentic experience.



## Community Engagement

**Village Visits:** Engage with the local community by visiting nearby villages. This is a wonderful opportunity to learn about daily life, traditions, and customs directly from the residents.



# RESPECTING HERITAGE

As you explore the vibrant local communities and sacred sites around Pasikudah, we want to ensure you have a respectful and enjoyable experience. Here are some helpful tips to keep in mind:

## 1. Dress Appropriately

- **Modest Clothing:** When visiting temples and sacred sites, wear clothing that covers your shoulders and knees. For women, long skirts or pants and blouses with sleeves are ideal. For men, long pants and shirts with sleeves are recommended.
- **Remove Shoes:** Always remove your shoes before entering temples and sacred spaces. Many places will have designated areas for this.

## 2. Respect Local Customs

- **Photography:** Always ask for permission before taking photos of people, especially in local communities. In sacred places, check if photography is allowed, as some areas may have restrictions.
- **Silence and Reverence:** Maintain a respectful demeanor in sacred spaces. Speak softly and avoid loud conversations.

## 3. Be Mindful of Cultural Sensitivities

- **Greetings:** A friendly smile and a simple “Ayubowan” (hello) can go a long way in making a positive impression.
- **Gift Giving:** If you wish to give gifts, consider small tokens or educational materials, but avoid giving money directly to individuals.

## 4. Stay Hydrated and Sun-Safe

- **Drink Water:** Always carry a water bottle and stay hydrated, especially in warmer weather.
- **Use Sunscreen:** Protect your skin with sunscreen and wear a hat to shield yourself from the sun.

## 5. Support Local Economies

- **Buy Local:** Purchase handmade crafts and products from local artisans to support the community.
- **Choose Local Guides:** If possible, opt for local guides who can provide authentic insights into the culture and history of the area.

## 6. Observe Nature and Wildlife

- **Respect Wildlife:** If you encounter local wildlife, observe from a distance and do not feed or disturb them.
- **Leave No Trace:** Follow the principle of leaving no trace. Dispose of waste properly and avoid littering in natural areas.

## 7. Engage with the Community

- **Participate Respectfully:** If you have the opportunity to engage with local community activities, do so with an open mind and willingness to learn.
- **Ask Questions:** Locals often appreciate genuine interest in their culture and traditions, so feel free to ask questions!

# RESPONSIBLE ENGAGEMENT WITH LOCAL COMMUNITIES

As you explore the vibrant local communities around Pasikudah, we encourage you to consider the welfare of children and the importance of supporting their access to essential resources such as education and healthcare. Here are some guidelines to help ensure your interactions are positive and respectful:

## 1. Avoid Orphanage Visits

While visiting orphanages may seem like a compassionate gesture, such activities can sometimes disrupt the children's routines and access to essential resources. We advise against visiting orphanages, as it can create an environment of dependency rather than empowerment.

## 2. Support Local Education Initiatives

Instead of direct visits, consider supporting local educational initiatives through donations or participating in programs that enhance educational resources. This helps provide children with the tools they need for a brighter future without disrupting their daily lives.

## 3. Engage in Community Development Projects

Look for opportunities to participate in community development projects that focus on sustainable



solutions, such as building schools or supporting healthcare initiatives. These projects promote long-term benefits for the community while ensuring children have access to necessary services.

#### **4. Be Mindful of Cultural Sensitivities**

When interacting with local families and children, always be respectful and sensitive to their cultural norms. Engage in meaningful conversations and learn about their lives rather than seeking to take photos or share their stories without permission.

#### **5. Contribute Thoughtfully**

If you wish to contribute to local communities, consider making donations to reputable organizations focused on education, health care, and child welfare. Your support can help create lasting change without inadvertently disrupting their lives.

#### **6. Promote Ethical Tourism**

By choosing to engage in responsible tourism practices, you can help protect children's rights and well-being. Opt for activities and experiences that prioritize the community's needs and values over those that may exploit or commodify their circumstances.

Thank you for your understanding and for being a responsible traveler. Your thoughtful engagement helps ensure a positive impact on the local community and its future.



# SUPPORT LOCAL CONSERVATION AND IMPROVEMENT INITIATIVES

We are delighted to have you here and appreciate your interest in supporting our local community and environment. Together, we can make a positive impact on our beautiful surroundings. Here are some ways you can get involved:

## 1. Join Our weekly Beach Cleanup

We organize a weekly beach cleanup to maintain the beauty of Pasikudah's shores and protect marine life. Participation is open to all guests!

**Cleanup Date:** Every Tuesday

**Meeting Point:** Near Beach Hut

**Time:** 08:30 am

Enjoy the sun, meet fellow guests, and contribute to a cleaner beach!

## 2. Participate in Sun Siyam Care Fund

Our guests can directly support our sustainability projects by contributing \$10 per villa, per stay. This donation helps fund initiatives focused on environmental conservation, education, and community development.

### How It Works:

- The contribution will be automatically added to your bill.

## 3. Spread the Word

Share your experiences with friends and family to raise awareness about conservation efforts. The more people know, the more we can collectively work towards a sustainable future.

Thank you for being a part of our mission to conserve and enhance the beauty of Pasikudah. Together, we can create a lasting impact!

For more information on how to get involved, please visit our Guest Services Desk or contact us.

## The Sun Siyam Pasikudah Resort Team

We value your insights! Reach out to discover how you can support our sustainability goals and commitments by engaging with our public sustainability documents. We welcome feedback from both guests and staff.

Email us at [chaminda.upul@sunsiyam.com](mailto:chaminda.upul@sunsiyam.com). Your input makes a difference!



SUN SIYAM  
PASIKUDAH  
SRI LANKA