



SUSTAINABILITY
MANAGEMENT
PLAN

Purpose

To lead sustainable hospitality
across the Maldives and Sri Lanka
by caring for our islands, people, and future.



Mission

To foster a sustainable future for our destinations,
communities, and guests through conscious hospitality
and care-driven practices



The Scope of the

Sustainability Management Plan

This Sustainability Management Plan (SMP) applies to all five Sun Siyam Resorts in the Maldives: Siyam World Maldives, Sun Siyam Iru Fushi, Sun Siyam Olhuveli, Sun Siyam Iru Veli, and Sun Siyam Vilu Reef and one boutique retreat in Sri Lanka Sun Siyam Pasikudah. The plan covers all resort operations, departments, facilities, and activities with environmental, social, cultural, and economic impacts. It addresses governance, legal compliance, resource efficiency, waste management, biodiversity protection, health and safety, quality assurance, employee wellbeing, community engagement, responsible procurement, and guest awareness. The SMP aligns with Green Globe criteria, Maldivian and Sri Lankan regulations, and international best practices, ensuring consistent implementation, monitoring, and continuous improvement across all resorts.



OUR HOUSE OF SUN SIYAM

SUN
SIYAM

LUXURY COLLECTION

SUN SIYAM
IRU FUSHI
LUXURY COLLECTION

PRIVÉ COLLECTION

SUN SIYAM
IRU VELI
PRIVÉ COLLECTION

SUN SIYAM
VILU REEF
PRIVÉ COLLECTION

SUN SIYAM
PASIKUDAH
PRIVÉ COLLECTION

LIFESTYLE COLLECTION

SUN SIYAM
OLHUVELI
LIFESTYLE COLLECTION

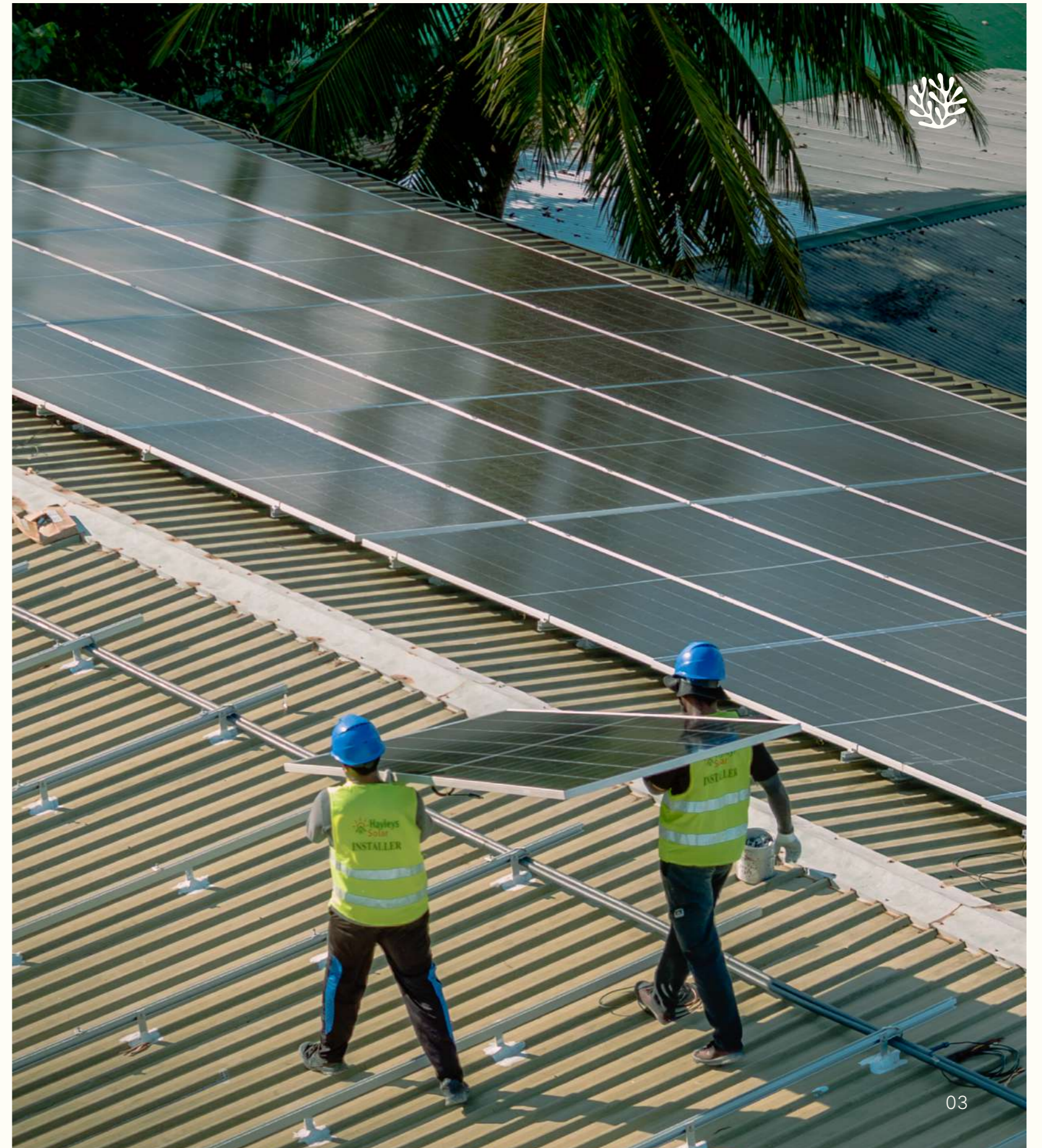
SIYAM WORLD
LIFESTYLE COLLECTION

SUSTAINABILITY MANAGEMENT PLAN EXECUTIVE SUMMARY



Sun Siyam is deeply committed to responsible tourism through its sustainability framework known as Sun Siyam Cares. This Sustainability Management Plan (SMP) establishes a structured and measurable approach to managing environmental, social, cultural, and economic sustainability across all Sun Siyam Resorts in the Maldives.

The plan aligns with Green Globe Certification Criteria, Maldivian environmental regulations, and international best practices for sustainable hospitality. It ensures continuous improvement through governance, monitoring, reporting, stakeholder engagement, and innovation while preserving the natural and cultural heritage of the Maldives.



Message from CEO

Deepak Booneady

At Sun Siyam , sustainability is not an obligation—it is a responsibility and a privilege. Operating in one of the world's most fragile ecosystems demands that we lead with integrity, innovation, and care.

Through Sun Siyam Care, we embed sustainability into our strategy, daily operations, and guest experiences. From large-scale renewable energy investments to community empowerment and marine conservation, our actions reflect our commitment to safeguarding the Maldives for future generations.

This Sustainability Management Plan reinforces our promise to operate responsibly, transparently, and collaboratively while delivering exceptional luxury experiences.



Message from Vice President

Abdulla Thamheed

Operational excellence and sustainability are inseparable at Sun Siyam Resorts. This Sustainability Management Plan serves as a roadmap for integrating responsible practices into every department, ensuring efficiency, resilience, and long-term value creation.

By empowering our teams, engaging our guests, and working closely with local communities, we ensure sustainability becomes a shared responsibility across all our resorts.



*Message from
Group Sustainability Manager*

Upul Kumara

Sun Siyam Care represents our holistic approach to sustainability—combining environmental stewardship, social responsibility, cultural preservation, and economic resilience.

This plan translates our vision into clear actions, targets, and accountability mechanisms aligned with Green Globe standards.

Through continuous monitoring, staff engagement, and innovation, we aim to set a benchmark for sustainable luxury hospitality in the Maldives.





Sustainability Philosophy



Environmental Stewardship

At Sun Siyam Resorts Maldives, environmental stewardship is at the heart of our island operations. Surrounded by fragile marine and island ecosystems, we are committed to protecting biodiversity, conserving natural habitats, and minimizing our environmental footprint. Our initiatives include coral reef protection, turtle conservation, responsible waste management, elimination of single-use plastics, and support for marine research. Through continuous monitoring, staff training, and partnerships with environmental organizations, we actively safeguard the natural beauty that defines the Maldives, ensuring our islands remain resilient, thriving, and preserved for future generations.

Community & Cultural Empowerment

Sun Siyam Resorts strongly believes that sustainable tourism must uplift local communities and preserve cultural heritage. We actively engage with neighboring islands through education programs, skill development, local employment, and community partnerships. Our resorts celebrate Maldivian culture by promoting traditional crafts, cuisine, music, and storytelling, offering guests authentic cultural experiences. We support schools, women-led initiatives, and youth empowerment projects, while ensuring respect for local values and traditions. By fostering meaningful relationships with communities, we aim to create shared prosperity and long-term positive social impact.



Resource Efficiency & Innovation

Operating in remote island environments demands innovative and responsible resource management. Sun Siyam Resorts continuously improves energy, water, and waste efficiency through smart technologies, renewable energy solutions, and data-driven monitoring systems. Initiatives such as energy-efficient equipment, water conservation measures, food waste reduction programs, and circular waste practices help reduce environmental impact while enhancing operational performance. By embracing innovation and sustainable design, we not only lower resource consumption but also set new standards for responsible luxury hospitality in the Maldives.



Responsible Economic Growth

Sun Siyam Resorts is committed to achieving economic growth that is ethical, inclusive, and sustainable. We prioritize local sourcing, fair employment practices, and long-term investments that benefit both our business and host communities. By supporting local suppliers, entrepreneurs, and service providers, we strengthen island economies while reducing environmental impact. Our approach balances profitability with social responsibility, ensuring resilience, transparency, and compliance with global sustainability standards. Responsible economic growth enables us to continuously reinvest in people, innovation, and environmental protection.



Guest Engagement & Awareness

Guests play a vital role in our sustainability journey. Sun Siyam Resorts actively engages guests through immersive experiences, educational programs, and transparent communication on our sustainability initiatives. From reef conservation activities and island clean-ups to eco-tours and sustainability storytelling, we encourage responsible travel choices without compromising comfort or luxury. Informative signage, digital platforms, and staff interactions help raise awareness on environmental protection and cultural respect. By inspiring guests to be conscious travelers, we extend our positive impact beyond the resort experience.

BEYOND
BLUE





Environment Management

This Sustainability Management Plan complies with Green Globe criteria including:

- ▶ Sustainable Management System
- ▶ Legal Compliance
- ▶ Employee Training & Engagement
- ▶ Environmental Impact Reduction
- ▶ Cultural Heritage Protection
- ▶ Community Development
- ▶ Health & Safety
- ▶ Guest Communication & Satisfaction



Energy Management

Sun Siyam Resorts actively manages energy consumption through renewable solutions and efficient operational practices. Solar PV systems supported by battery storage are integrated at Sun Siyam Olhuveli and Siyam World Maldives to reduce reliance on fossil fuels, with plans to expand to other resorts in the future. Energy-efficient lighting, including LED bulbs, and high-performance equipment are used across operations. Energy consumption per guest night is closely monitored, supported by daylight optimization, proper ventilation, responsible purchasing, and guest awareness initiatives.

Waste Management

Sun Siyam Resorts implements a comprehensive waste management strategy focused on prevention, reduction, and circular practices. The PLEDGE food waste prevention program operates across all resorts, supported by smart kitchen tools to track and reduce food waste. Waste is segregated at source, with organic waste composted and recyclables managed responsibly. Plastic waste is upcycled into furniture at Siyam World. All waste streams are measured monthly and reported to monitor performance, enabling continuous improvement and reduced environmental impact.

Water Management

Sun Siyam Resorts practices responsible water management through continuous monitoring and efficiency measures. Desalinated water production and consumption per guest night are closely tracked to identify improvement opportunities. Rainwater harvesting systems support non-potable uses where feasible, while treated wastewater is reused for irrigation. Bi-annual water assessments help evaluate risks and performance. Water-saving fixtures, leak detection, and regular maintenance reduce wastage, supported by a third-day linen change policy and staff and guest awareness programs to encourage responsible water use.

Biodiversity Protection

Sun Siyam Resorts is committed to preserving the unique marine and island ecosystems of the Maldives. Coral reef monitoring, restoration projects, and turtle conservation initiatives are actively implemented to protect marine life. Native vegetation is preserved and invasive species controlled to maintain island biodiversity. Staff training, guest awareness programs, and partnerships with environmental organizations strengthen conservation efforts. By safeguarding habitats and species, we ensure the long-term health of ecosystems that define our islands and guest experiences.



Social & Community Responsibility



Fair Labor Practices & Equal Opportunity Employment

Sun Siyam Resorts Maldives is committed to fair labor practices and equal opportunity employment across all operations. The company complies with Maldivian and Sri Lankan labor laws and international standards, ensuring a safe, respectful, and inclusive workplace. Recruitment, promotion, and training are based on merit and performance, without discrimination. Sun Siyam Resorts values workforce diversity, supports local employment, and respects employee rights, fair wages, safe working conditions, and grievance mechanisms, fostering dignity, trust, and long-term employee well-being.



Local Hiring & Skills Development

Sun Siyam Resorts Maldives prioritizes local hiring and the development of Maldivian talent across its resorts. The company actively recruits from nearby islands, creating employment opportunities and supporting national workforce growth. Through structured training, apprenticeships, and on-the-job learning, employees build technical, leadership, and service skills. Partnerships with local institutions and continuous capacity-building programs support long-term career development, community empowerment, and sustainable economic growth in the Maldives.

Collaboration & Partnerships With Local Islands

Sun Siyam Resorts Maldives collaborates with local islands, NGOs, and government institutions to protect marine ecosystems and support sustainable development. Partnerships with Clean Maldives, Parley for the Oceans, Maldives Resilient Reefs, and the Blue Marine Foundation focus on ocean conservation, sea grass protection, and pollution reduction. Working closely with island councils and local authorities, the company supports awareness programs, conservation action, and community engagement, fostering shared responsibility for protecting the Maldives' natural environment.

Cultural Awareness Programs for Guests And Staff

Sun Siyam Resorts Maldives promotes cultural awareness among guests and staff by embedding Maldivian heritage into its core brand identity as the home of Maldivian spirit. Through staff training, cultural briefings, and guest experiences, the resorts highlight local traditions, history, arts, and values. Authentic cultural elements are integrated into architecture, cuisine, storytelling, and island activities, fostering respect, understanding, and pride while preserving Maldivian culture and heritage.

Health & Safety, Training & Awareness, Quality Assurance



Health & Safety

We maintain a comprehensive Health and Safety framework to ensure a safe and secure environment for guests, employees, and partners across all properties. Health and safety standards are embedded into daily operations, focusing on risk prevention, workplace safety, fire prevention, and emergency preparedness. A structured Fire Prevention Program and clearly defined evacuation procedures are implemented and regularly tested to ensure readiness during emergencies. Continuous monitoring, inspections, and drills support compliance, risk reduction, and a strong safety culture across all resorts.

Employee Sustainability Training

All employees at Sun Siyam Resorts Maldives receive comprehensive sustainability training to ensure awareness and engagement across all operations. This includes an initial sustainability induction for new staff, annual refresher programs to update knowledge and best practices, and role-specific training tailored to individual responsibilities. These programs cover environmental protection, resource efficiency, waste management, and community engagement, empowering employees to actively contribute to the resorts' sustainability goals while fostering a culture of responsibility, awareness, and continuous improvement.

Guest Sustainability Awareness

Sun Siyam Resorts Maldives promotes guest awareness of sustainability through multiple engaging initiatives. In-room information educates guests on eco-friendly practices and responsible behavior during their stay. Sustainability tours and activities provide hands-on learning experiences about marine conservation, waste reduction, and local culture. Interactive experiences, including workshops and guided excursions, allow guests to actively participate in environmental and community initiatives. These efforts foster appreciation for the Maldives' natural and cultural heritage while encouraging responsible travel and support for the resorts' sustainability commitments.

Quality Assurance

Sun Siyam Resorts maintains a robust Quality Assurance framework to ensure consistent service excellence across all properties while preserving the authentic Maldivian spirit. Quality standards are embedded into daily operations, focusing on guest satisfaction, hygiene, food safety, facility upkeep, and service consistency. Our quality assurance approach places Maldivian culture and heritage at the core of the guest experience, reflected through design, service style, cuisine, and community connection. Regular audits, inspections, and guest feedback are used to monitor performance, drive continuous improvement, and uphold the unique identity of Sun Siyam Resorts as a true home of Maldivian hospitality.



Monitoring, Reporting & Continuous Improvement



Monthly Data Collection at Resort Level

We conduct monthly sustainability data collection across each resort to monitor energy and water consumption, waste generation, resource efficiency, and calculate greenhouse gas (GHG) emissions in line with recognized reporting standards. This data is analyzed to identify trends, track performance, and support evidence-based operational improvements. Annual GHG reduction targets are set, with a commitment to reduce carbon emissions by 10% year-on-year through energy efficiency, renewable energy integration, and waste reduction initiatives. Regular monitoring ensures accountability, supports internal and external sustainability reporting requirements, and drives continuous improvement across all resorts, reinforcing our commitment to responsible and sustainable operations.

Quarterly Sustainability Reviews

We conduct quarterly sustainability reviews to assess progress, share insights, and identify opportunities for improvement. These reviews are complemented by a Quarterly Sustainability Newsletter, which highlights achievements, updates on ongoing initiatives, and best practices across all resorts. The newsletter fosters engagement among staff, management, and stakeholders, promoting transparency, knowledge sharing, and a culture of continuous improvement. Through these reviews and communications, the company ensures its sustainability goals are consistently monitored, celebrated, and advanced.

Annual Sustainability Report

Sun Siyam Resorts Maldives publishes an Annual Sustainability Report to provide a comprehensive overview of the company's environmental, social, and governance (ESG) performance. The report highlights achievements, progress on sustainability initiatives, and future commitments across all resorts. It includes data on energy and water use, waste management, community engagement, and conservation efforts. By sharing this transparent and detailed report with stakeholders, the company demonstrates accountability, reinforces its sustainability commitments, and fosters trust while promoting continuous improvement in responsible and sustainable operations.



Management Review & Corrective Actions

Sun Siyam Resorts Maldives conducts regular management reviews to evaluate sustainability performance, operational efficiency, and compliance with internal and external standards. During these reviews, key metrics, audit findings, and feedback are analyzed to identify gaps or areas for improvement. Corrective actions are then planned and implemented to address issues, enhance processes, and prevent recurrence. This structured approach ensures accountability, continuous improvement, and alignment with the company's sustainability goals, fostering a culture of responsibility, transparency, and effective operational management across all resorts.

POSITIVE PATHWAY



Integration of the

Sustainability Management Plan at Decision –Making Level

At Sun Siyam Resorts, the Sustainability Management Plan (SMP) is fully embedded within the Group's governance structure and decision-making processes. Sustainability is a core strategic pillar and is integrated into business planning, resort operations, investment decisions, and risk management across all properties in the Maldives and Sri Lanka.



The Sustainability Management Plan is overseen at Group level by the Group Sustainability Manager, in close collaboration with the Group Executive Committee, Resort General Managers (GMs), and Resort Management Teams (RMTs). Sustainability considerations are systematically incorporated into:

- ▶ Group and resort-level annual business plans and budgets.
- ▶ Operational and departmental action plans.
- ▶ Capital expenditure (CAPEX) and infrastructure development decisions.
- ▶ Procurement and supplier selection processes.
- ▶ Risk registers, compliance systems, and certification requirements.
- ▶ Policies, standard operating procedures, and staff performance management frameworks.

This integrated approach ensures sustainability is treated as a business priority and not as a standalone initiative. Management Oversight, Leadership Involvement, and Annual Review.

Senior management involvement is central to the effective implementation of the Sustainability Management Plan at Sun Siyam Resorts. The Group Executive Team, together with Resort General Managers and Resort Management Teams, formally reviews sustainability performance and progress against the SMP at least once a year.

The annual management review includes:

- ▶ Assessment of progress against sustainability objectives, targets, and KPIs.
- ▶ Review of compliance with Green Globe, GSTC, and other applicable sustainability standards.
- ▶ Evaluation of environmental, social, and economic risks and opportunities.
- ▶ Review of energy, water, waste, emissions, biodiversity, health & safety, and community engagement performance.
- ▶ Identification of operational challenges and resource requirements.

Decisions and outcomes from these reviews are documented through management meeting minutes, sustainability review reports, and updated action plans. Where required, corrective and preventive actions are approved and responsibilities assigned. Visible leadership from senior management plays a key role in motivating teams, strengthening accountability, and embedding sustainable practices across all resorts. Monitoring, Analysis, and Evaluation Framework.

Sun Siyam Resorts operates a structured monitoring, analysis, and evaluation framework to track sustainability performance at both Group and resort levels. Each resort collects and reports sustainability data on a regular basis, coordinated by the Group Sustainability Team.

The framework includes:

- ▶ Defined sustainability KPIs and targets aligned with the Sustainability Management Plan.
- ▶ Regular data collection on energy consumption, water use, waste generation, wastewater treatment, emissions, biodiversity initiatives, employee wellbeing, and community engagement.
- ▶ Monthly and quarterly performance tracking at resort level.
- ▶ Group-level consolidation, benchmarking, and trend analysis.
- ▶ Performance results are reviewed by management and used to identify best practices, areas for improvement, and opportunities for innovation across the portfolio.

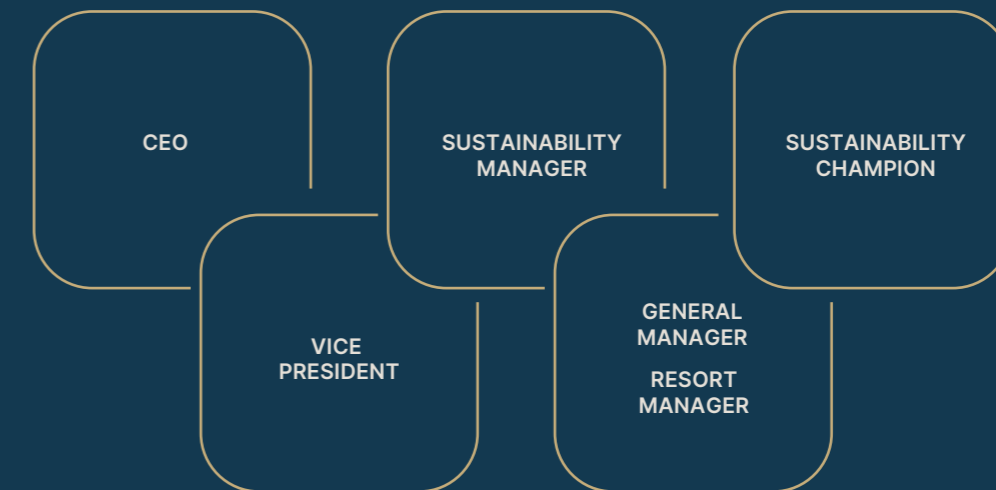
Leadership Commitment And

Organisation –wide Engagement

Strong leadership commitment underpins the Sustainability Management Plan at Sun Siyam Resorts. By actively participating in reviews, setting clear expectations, and leading by example, senior management fosters a culture of sustainability and continuous improvement. This commitment enables effective engagement across all departments and resorts, ensuring sustainability principles are consistently implemented, monitored, and enhanced throughout the Group.



Act — Do



Continuous Improvement Through The

Plan – Do – Check – Act (PDCA) Cycle

Sun Siyam Resorts applies the Plan-Do-Check-Act (PDCA) methodology as the core framework for implementing, monitoring, and continuously improving the Sustainability Management Plan across all resorts.



Plan *During The Planning Phase, Sun Siyam Resorts:*

- ▶ Establishes sustainability baselines for each resort and at Group level.
- ▶ Identifies material environmental, social, and economic impacts.
- ▶ Sets clear objectives, targets, KPIs, and action plans.
- ▶ Assigns responsibilities to the Group Sustainability Manager, Resort General Managers, and departmental heads.
- ▶ Allocates timelines, budgets, and resources.
- ▶ Planning focuses on realistic, measurable, and site-specific improvements. while maintaining Group-wide consistency.

Do *In The Implementation Phase, Sun Siyam Resorts:*

- ▶ Execute approved sustainability action plans.
- ▶ Implement sustainability-related policies, SOPs, and operational controls.
- ▶ Conduct staff training, awareness programmes, and engagement activities.
- ▶ Pilot new technologies or practices where appropriate (e.g. energy efficiency, waste reduction, water reuse)
- ▶ Evidence and performance data are systematically collected to assess implementation effectiveness.

Check *In The Evaluation Phase, Sun Siyam Resorts:*

- ▶ Reviews sustainability performance data against established targets and baselines.
- ▶ Conducts internal reviews, audits, and certification assessments.
- ▶ Analyses trends, deviations, and root causes.
- ▶ Benchmarks performance across resorts to identify best practices.
- ▶ Findings are documented and reported to resort and Group management as part of the sustainability review process.

Act *Based On The Evaluation Outcomes:*

- ▶ Successful initiatives are standardized and adopted as best practice across relevant resorts.
 - ▶ Improved performance levels become the new operational baseline.
 - ▶ Where targets are not achieved, corrective actions are defined and responsibilities reassigned.
- No changes are formalized without completing the full Plan-Do-Check stages, ensuring evidence-based decision-making.
- ▶ Adjust (Ongoing Continuous Improvement)
- Once new standards are established, Sun Siyam Resorts continues to:
- ▶ Monitor sustainability performance on an ongoing basis.
 - ▶ Refine controls and practices in response to operational changes, emerging risks, or stakeholder expectations.
 - ▶ Integrate lessons learned into future planning cycles.

This ensures the Sustainability Management Plan remains dynamic and effective, supporting continuous improvement across all Sun Siyam Resorts.

Scope of the Policy

Environment & Integrated Sustainability Policy

This policy applies to all Sun Siyam Resorts properties, employees, management, contractors, suppliers, and business partners.

I.Environment & 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.

Environment

- ▶ 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.

Carbon Footprint Reduction

- ▶ Set and monitor measurable targets to reduce greenhouse gas emissions annually across all operations.

Responsible Water Management

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

Waste Management And Recycling

- ▶ Continuously improving the existing 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.

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.

Community Engagement And Empowerment

- ▶ Through the Sun Siyam Care initiative, we actively support local communities by investing in education, livelihoods, environmental conservation, and social well-being.
- ▶ 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.

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.

Continuous Improvement

- ▶ Regularly monitor and measure our Environmental and 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 & 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 THE POLICY IS TO

- ▶ Comply with occupational health and safety (H&S) legal requirements to prevent accidents & 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 sexuality 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.

This policy will be reviewed on an annual basis to evaluate effectiveness, address gaps, and continuously improve our environmental and sustainability performance.

Governance & Policies

To ensure long-term sustainability and responsible business practices, Sun Siyam Resorts Maldives has developed and implemented a comprehensive set of policies across all resorts. These policies guide ethical conduct, environmental protection, social responsibility, and good governance, ensuring compliance with Maldivian regulations, Green Globe standards, and international best practices.

SUN SIYAM RESORTS HUMAN RIGHT POLICY
 SUN SIYAM RESORTS CHILD PROTECTION POLICY
 SUN SIYAM RESORTS ANIMAL WELFARE POLICY
 SUN SIYAM RESORTS QUALITY ASSURANCE POLICY
 SSR SUSTAINABILITY PROCUREMENT POLICY
 SSR FOOD WASTE REDUCTION POLICY
 ANTI HARASSMENT POLICY

Monitoring & Continuous Improvement Across Sun Siyam Resorts

All Sun Siyam Resorts are required to routinely follow the Sustainability Assessment Guidelines issued by the Sustainability Department to ensure consistent implementation of sustainability practices across all operations. Each resort shall implement actions in line with the approved Annual Sustainability Action Plan, with clearly defined responsibilities, timelines, and performance indicators. Sustainability activities, campaigns, trainings, and reporting shall be planned and executed according to the Annual Sustainability Calendar to ensure timely delivery and alignment with corporate objectives. Regular monitoring, reporting, and internal reviews will be conducted to track progress, address gaps, and support continuous improvement, ensuring accountability and effective implementation at resort level.

Example of our Action Plan

ACTION	TARGET	RESPONSIBLE	TIMELINE	KPI
ENERGY				
WATER				
WASTE				
CULTURE				
TRAINING				

Wildlife Species Management Program

Objective

To protect and enhance populations of wildlife species and their habitats within and around the Siyam World, Sun Siyam Irufushi, Sun Siyam Iruveli, Sun Siyam Olhuveli and Sun Siyam Vilu Reef while minimizing operational impacts on biodiversity.

Scientific Input

This program has been developed in consultation with qualified marine biologists and environmental specialists. The program will be reviewed annually based on monitoring data and scientific recommendations.

Key Species

Green sea turtle
 Hawksbill turtle
 Blacktip reef shark
 Manta ray
 Reef-building corals
 Nesting seabirds

Current Actions

- Monthly reef health surveys.
- Monitoring and protection of turtle nesting sites.
- Guest code of conduct for marine wildlife encounters.
- No collection, sale, display, or consumption of protected species.
- Coral restoration through coral nursery activities.
- Restrictions on artificial lighting near nesting beaches.

Future Actions (2026–2030)

- Increase coral restoration area by 20%.
- Implement annual biodiversity assessments.
- Install turtle-friendly amber lighting in beach areas.
- Develop partnership with a recognized marine research organization.
- Introduce guest citizen-science monitoring programs.

Monitoring Indicators

INDICATOR	BASELINE	TARGET
Turtle Nests Recorded	XX	Increase Annually
Coral Survival Rate	XX%	>80%
Staff Trained in Biodiversity	XX%	100%
Wildlife's Disturbance Incidents	XX	Zero

