



REETHI FARU RESORT

RAA ATOLL • MALDIVES

Reethi Faru Resort

Sustainability Management Plan



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MAHOGANY PVT LTD

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ABOUT US

Our vision is to offer our guests an environmentally friendly destination that makes them feel connected to nature while providing high-quality service. We do our best to minimize our impact on the environment by constantly seeking out the latest innovative technologies to save water and energy and reduce pollution including CO₂ emissions as much as possible. As the available technology can reach its limits, it is important to also focus on educating our guests and employees. Our environmentally friendly approach requires following the collective idea of sustainability and incorporating it into all important decisions, actions and activities.

One of the main goals of our company, in addition to our day-to-day business, is to contribute to the protection, restoration and rehabilitation of our island as well as the local and global environment.

SCOPE

The scope of the sustainability management plan covers all activities of the Reethi Faru Resort and involves all our stakeholders like:

- employees
- guests
- business partners
- owners
- contractors
- sub-contractors

PURPOSE

This document is intended to serve as a guide, manual and roadmap for our sustainability efforts. As a sustainability management plan, this plan aims to ensure that every decision made by the resort is not only goal-oriented but also placed in the context of sustainability and, in the best-case scenario, even improves the overall sustainability of the resort. This can reduce long-term impacts on the environment and increase the well-being of employees, guests and locals. The sustainability management plan, including the referenced policies, plans and documents, is intended to serve as a framework for daily business operations to act sustainably, considering environmental, socio-cultural, quality, health and safety aspects.

LEGAL COMPLIANCE

It is important to act in a legally correct manner in every respect and to follow the law. In order to maintain a general overview, Reethi Faru Resort maintains a legal register, which is divided into departments and the laws that apply to them. This document is updated at the beginning of each year at the latest, or whenever necessary. The required licenses for our equipment and plants are also displayed on site.

OUR GOALS

The resort strives to continuously improve, identify potential problem areas and resolve them as best and sustainable as possible. In order to do so, Reethi Faru Resort conducts an annual sustainability assessment. Future goals are derived from the identified weaknesses and areas where improvements can be made. These are listed in our annual sustainability action plan and progress is documented and evaluated monthly. In addition to the defined goals, the employees responsible for each goal are also determined and documented. Progress or problems encountered are discussed at the monthly Green Meeting, and any necessary adjustments to the goals are made accordingly.

We divide our annual goals into the following sections:

- Procurement, Recruitment and General Operations
- Emissions and Biodiversity
- Pollution
- Biodiversity in our Destination
- Wildlife Conservation
- Human Rights and Community
- Treating People Fairly
- Animal Welfare

REPORTING (SUSTAINABILITY REPORT)

To understand our resort's position in terms of environmental friendliness and negative impacts, it is important to constantly monitor our consumption and work with our stakeholders to ensure that we save water and electricity and reduce or avoid products with high CO₂ emissions.



For this purpose, we conduct regular training sessions with our employees and put up reminder signs to ensure that no unnecessary water or electricity is used or wasted in all areas of our operations. We also inform our subcontractors about our policies and encourage our guests to save water and energy with the help of notice signs.

For our internal analyses, we compare our electricity and water consumption with previous years, monitor our waste, and calculate the associated CO₂ emissions in general and per guest night. In addition, we monitor our consumption of meat, fish, eggs, dairy products, and the purchase of single-use plastics. These analyses and calculations are published and discussed in our annual sustainability report, together with our annual goals and our progress concerning environmental protection.

[Link to the Sustainability Report](#)

GUIDELINES FOR RESPONSIBLE GUESTS AND HOSTS

Responsible Hospitality Guide



Responsible Guest Guide



KEY AREAS

1. ENVIRONMENT



Reethi Faru Resort is actively committed to protecting the environment by conserving resources, using renewable energy sources wherever possible, reducing pollution through recycling initiatives, protecting and restoring biodiversity, ecosystems, and, above all, the surrounding coral reefs. Our environmental protection efforts are described in our environmental policy.

ENVIRONMENTAL MANAGEMENT PLAN (CORAL NURSERY PROJECT)

At Reethi Faru Resort, we are committed to respecting and always preserving our local environment and especially our marine environment. To rebuild the house reef, which was largely destroyed by the strong El Niño in 2016, we have our own Environmental Management Plan for coral cultivation and conservation in place with the Maldivian authorities.

TURTLE AND MANTA CONSERVATION

When turtles nest on the island, guests are involved in conservation efforts and educated about the process. Official permission is obtained to examine and excavate nests to collect important scientific data. Reethi Faru Resort is committed to protecting turtles and works with the Olive Ridley Project whenever possible and necessary.

Manta rays are one of the main attractions in our surrounding ocean. Therefore, our resort collects data such as GPS tracks from our boats and photos of manta rays and passes this on to the charity Manta Trust for documentation and manta ray identification.

TREE PLANTING

In addition to our marine conservation efforts, Reethi Faru Resort is part of a 5 million tree program. To support this, guests can plant palm trees on our island in exchange for a donation. These donations are then invested in conservation initiatives by organizations and projects across the region.

WASTE MANAGEMENT AND POLLUTION CONTROL

To keep track of our waste, its quantities, and its whereabouts, we maintain a waste management plan. This document specifies the relevant procedures for disposal, recycling, or reuse to ensure that they are consistently followed. In addition, we keep strict records of the quantities of waste we dispose of per type. Monitoring like this simplifies the assessment and evaluation of disposal methods that need improvement and the search for new solutions. To reduce the overall production of pollutants and environmental impact of our island, we have installed one of the largest solar power systems in the Maldives, we filter our waste- and washing water, keep our island clean, and ensure that no chemicals enter the soil or the sea. To keep the environmental impact of our resort as low as possible, we regularly look for improvement opportunities.

2. SOCIOCULTURAL

Our resort will be committed to corporate social responsibility, community development, local employment, respect for local communities, and the protection of colleagues. We are also committed to participating in projects or organizing activities that support the local community. Therefore, some of our guest activities serve exclusively to raise funds, which in turn can be used for these purposes or as donations to regional non-governmental organizations.

HUMAN RIGHTS STATEMENT

Reethi Faru Resort acknowledges the duty of care to safeguard and promote the welfare of humans, especially children and is committed to best safeguarding practice, reflecting government guidance and general responsibility.

This statement recognizes that the welfare and interests of humans and especially children are paramount under all circumstances.



PREVENTION OF ALL FORMS OF EXPLOITATION

The purpose of this policy is to uphold the highest standards of human rights, dignity, and ethical conduct by preventing and addressing all forms of exploitation within our organization. This includes but is not limited to sexual commercial exploitation, child exploitation, labor exploitation, and any form of discrimination. This policy applies to all employees, management, contractors, business partners, suppliers, community stakeholders, and customers associated with our organization.



SEXUAL ABUSE AND HARASSMENT

Our sexual abuse and harassment policy aims to protect men and women in our company from unwanted sexual advances and give them guidelines to report incidents. We will also explain how we handle claims, punish sexual harassment, and help victims recover.

We won't tolerate sexual harassment in our workplace in any shape or form. Our culture is based on mutual respect and collaboration. Sexual harassment is a serious violation of those principles. This policy applies to every person in our company, regardless of gender, sexual orientation, level, function, seniority, status, or other protected characteristics. We are all obliged to comply with this policy.

Also, we won't tolerate sexual harassment from inside or outside of the company. Employees, investors, contractors, customers, and everyone interacting with our company are covered by this policy.



CHILD PROTECTION

Reethi Faru Resort acknowledges the duty of care to safeguard and promote the welfare of children and is committed to best safeguarding practice, reflecting government guidance and general responsibility. The policy recognizes that the welfare and interests of children are paramount under all circumstances. The policy will be widely promoted and failure to comply by any employee will be addressed without delay and may result in immediate termination. Suspected cases of exploitation or abuse of children can be reported at any time to reception under +9604004000, to the police via 119 or any member of staff, who will take appropriate action immediately.



CSR (CORPORATE SOCIAL RESPONSIBILITY)

Reethi Faru Resort has always supported the notion that operating a property successfully and continually improving its services and standards in a responsible manner is intrinsically linked to the well-being and advancement of its staff and the local community.



Traditionally good relations to neighboring islands have been cultivated with a friendly and non-bureaucratic approach since the beginning of operations and honest and fair employment opportunities have always been maintained.

Always more than satisfying the legal requirements, our target is to create a progressive and sustainable relationship of trust and tolerance among partners, colleagues and guests to ensure the growth of the enterprise as a harmonious development.

SUSTAINABILITY

At Reethi Faru Resort, we pride ourselves on being a sustainable tourism business that takes responsibility for its impact on the environment, its employees and the local community to achieve long-term balance and ensure that current needs are met without compromising the ability of future generations to meet their own needs.



3. QUALITY

Our mission is to ensure the quality of services and all facilities to meet and exceed the expectations of our guests. We strive to maintain and boost the number of satisfied customers returning as repeat visitors.



To ensure consistent service quality and continuous improvement, there are a number of mechanisms in place to measure guest satisfaction and make appropriate decisions. This includes, for example, the use of feedback forms and a customer complaints procedure that guarantees a transparent step-by-step follow-up to any issues.

ANTI-BRIBERY & CORRUPTION

The Anti-Bribery and Corruption Policy reflect our commitment to conducting business with integrity, transparency, and fairness. The purpose of this Policy is to prevent bribery and corruption in all forms within our operations and those of our business partners. The Company has zero tolerance for bribery and corruption. All forms of bribery, whether direct or indirect, are strictly prohibited.



LOCAL AND SUSTAINABLE PURCHASE POLICY

Reethi Faru Resort strives to source goods and products from the region and from local suppliers, giving preference to sustainably produced goods and food wherever possible.

In addition to our efforts, we are constantly focusing on expanding our own production of fruit, vegetables, herbs, and mushrooms.

This ensures local and sustainable sourcing with consistently high quality from our own gardens.



4. HEALTH & SAFETY

Reethi Faru Resort is fully committed to providing and maintaining a safe, healthy, and sustainable working environment for all employees, contractors, guests, and visitors. We believe that the health and safety of every individual is of paramount importance and integral to our business success and reputation.



We are dedicated to the prevention of work-related injuries and illnesses, compliance with all applicable Maldivian laws and regulations, and continuous improvement of our occupational health and safety performance.

DISASTER MANAGEMENT

Potential environmental risks on our island can arise actively or passively, and the entire workforce should be prepared for any type of emergency.

While we want to actively counteract all natural disasters or catastrophes, only some, such as fires, accidents involving chemicals, leaks, or accidents of other kinds, can be prevented and avoided through regular training and maintenance programs. However, general passive risks such as tsunamis, earthquakes, or other natural disasters can occur and cannot be prevented or controlled. Only the handling and safeguarding of people and chemicals (in stable, lockable storage facilities) can be organized to a certain extent.

Clear procedures for responding to all types of incidents, including environmental incidents, are described in our “Disaster Management Plan.”

CHEMICALS AND HAZARDOUS SUBSTANCES

Environmental risks posed by gas leaks or chemicals are among the most significant risks, as even small quantities can cause considerable damage and minor handling errors can have an adverse impact on the environment. For these reasons, we conduct annual training sessions on handling chemicals, and not everyone has unrestricted access to chemicals and storage facilities; their use is restricted to one's own profession at work. Wherever necessary, spill pans must be installed to prevent oil, diesel, or chemicals from entering the soil/groundwater. Spill response kits must be installed in all necessary locations, along with a spill response plan and emergency numbers. Our wastewater is treated and filtered to prevent any kind of environmental pollution.

In the event of an island-wide emergency where no one on the island can be contacted and the island must be entered and secured from outside, it is important for a potential evacuation team to be fully aware of potential hazards. For this purpose, there is an additional document showing the storage locations (and approximate quantities) of all our chemicals and hazardous substances. This document is maintained and filed in an online folder that can be accessed by anyone with access to our internal servers, even from outside our facility in the event of an external evacuation.

FIRE SAFETY AND AWARENESS TRAINING

Fires caused by thunderstorms or lightning can be mostly prevented by taking appropriate measures. We conduct regular fire awareness training for our employees, and at least 80% of our staff must have a valid certificate. The island is equipped with lightning rods to prevent fires caused by thunderstorms. We have installed hydrants, fire extinguishers, and alarms so that we can respond effectively in the event of a fire. Annual emergency/fire drills will be conducted.

MEDICAL CARE AND PREVENTION

We offer all our employees (and guests) services such as medical advice and treatment at our island clinic which is staffed 7 days a week by either our resident doctor or our nurse.

For general fitness, health, and prevention, we have a small fitness room that is available for everyone to use. In addition, we have a sports committee that promotes the health of our employees through sporting events and leisure activities and actively encourages them to participate.

SUMMARY

Concluding this sustainability management plan, Reethi Faru Resort would like to emphasize that sustainability is an ongoing process for us and has never been, is not, and should never be a one-time project.

To constantly remind ourselves to improve and work tirelessly toward this goal, we set ourselves new objectives, establish targets to be achieved, and work toward various sustainability certifications.

Reethi Faru Resort would like to thank everyone involved (employees, partners, management) for their contribution and joint efforts.

