Sustainability Report 2019

Reethi Faru Resort
RAA Atoll • Maldives

Our Conservation Promise

Sustainability Report 2019

Mahogany Pvt Ltd
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This annual sustainability report presents data as of 31 March, 2019. A first of its kind, this report can be found at https://www.reethifaru.com/. This report was produced by the 2019 Eco Committee at Reethi Faru Resort.

Contact us:
Comments or questions about this report may be directed to Smrutica Jithendranath, resident Marine Biologist, at marinebiologist@reethifaru.com
THE COMPANY

Mahogany Private Limited was incorporated on the 24th of August 2005. The core board members are Mr Ravi Chopra (Chairman), Mr Vir Chopra (Managing Director), Mr Aditya Chopra (Director) and Mrs Marianne Zihlmann (Director).

OUR CORE VALUES
Mahogany Pvt Ltd is a family run business, and the core members consider all the staff involved in their projects and/or resort operations as valuable stakeholders of their company. Taking on the role as guardians of the island, the core members were all personally involved during construction phases to ensure that eco-friendliness and sustainability remain at the heart of every action taken. A main deciding factor when considering the island to build Reethi Faru Resort was the healthy house reef and the thriving eco-system surrounding it. The layout of the resort was the result of over a year of environmental monitoring and analysis.

MISSION
We believe that we must contribute through our actions what we can to safeguard and enhance the ecosystem around us. This always should and will get the highest priority from us.

VISION
The vision of the core board members is to provide an eco-friendly and close to nature destination with a high quality of service to visiting guests. They continuously emphasise for the operational team to promise less but always deliver more.

LEADERSHIP STATEMENT
Vir Chopra, Managing Director of Mahogany Pvt Ltd, has over 30 years of experience in the hospitality industry. Having completed his PhD at the London School of Economics, and completed with Distinction a course on Sustainable Development from Columbia University, Vir Chopra has always had a focus towards environmentally sustainable practices that were implemented every step of the way in creating Reethi Faru Resort.

“I never wish to be a free rider where nature & environment are concerned. I consider it our first obligation to look after and contribute to our physical environment. This will always remain our motto.”
Vir Chopra
Managing Director
Mahogany Pvt. Ltd.
REETHI BEACH RESORT

Reethi Beach Resort is located in the north-east of Baa Atoll on a small island called Fonimagoodhoo, measuring about 600m by 200m. Only 15% of the land is built upon with 120 guest rooms, 10 F&B outlets, Spa, Water sports Centre, Dive Centre and staff area buildings. The resort is nestled amidst lush vegetation, shaded by graceful palm trees, surrounded by a white sandy beach and a lagoon of crystal clear water, with a beautiful house reef 30m to 100m from shore. Reethi Beach Resort has been operating under the Mahogany Pvt Ltd. since 2000.
Reethi Faru (translates to “Beautiful Reef”), a bio-luxury resort on the secluded, private island of Filaidhoo is a stunning, one-of-a-kind, tropical island paradise where the glistening, crystal clear ocean meets endless white coral sand and lush foliage making this a truly magical lagoon escape, with the house reef just 30 to 80 meters from the shore. Sister resort to Reethi Beach, Reethi Faru, also operating under Mahogany Pvt. Ltd., was opened to the public in December 2017.

Reethi Faru can be reached by a scenic 45-minute seaplane ride from Velana International Airport, Malé or by a 20-minute domestic flight to Dharavandhoo airport (in Baa Atoll), followed by a 45-minute speedboat ride. The island measure 600 by 350 meters and houses 150 fully furnished villas of categories ranging from Garden to Beach and Water villas. There are six restaurants, six bars, an infinity pool, sports complex and gym, dive centre, spa and watersports centre.

With 347 staff members, Reethi Faru has people from diverse backgrounds and locals alike. The centre of the island is apportioned for staff facilities as well as back-of-house operations such as engineering, laundry etc. the staff area is also equipped with a cafeteria that caters to the entire staff, a novelty shop, a staff gym, futsal and volleyball courts. With fully furnished staff accommodation within the property, most of the staff members reside on the island.
OUR RESORT - REETHI FARU RESORT

OUR BRAND PILLARS
The main brand pillars of Reethi Faru focuses on the following demographics:
- Romantic travellers
- Families
- Adventurers
- Eco-conscious travellers

AWARDS & RECOGNITION
ECO-COMMITTEE - CORE MEMBERS

OPERATIONS MANAGER
HPS Barsal has previously worked with ECOTEL certified hotels and has the experience of running operations while being environmentally conscious in the hospitality industry. He has been responsible for drastically improving the feasibility and ease of implementation of sustainable ideas proposed.

CHIEF ENGINEER
Kasi Rao is responsible for maintaining and improving the back-of-the-house operations in the resort. Having developed and spearheaded sustainable practices, he is a vital part of the committee. Mr Kasi is focused on making the resort as self-sustainable as possible, by improving upon the current operations.

RESIDENT MARINE BIOLOGIST
Smrutica Jithendranath focuses on marine conservation and works towards that by creating artificial reefs around the island’s house reef while monitoring the health of the reef and monitoring the density and abundance of the marine fauna. As a part of the eco committee, ensures the protection and preservation of the marine environment by participating in other sustainable activities such as plastic waste management, reef clean ups and eco-education of the guests.

MARKETING EXECUTIVE
Alma Afzal has been spearheading the marketing of the resort’s eco-friendly and sustainable practices in all social media forums. She is also the creative head in all operations and brings in new ideas through various environmentally friendly activities.
SUSTAINABILITY & CONSERVATION ACTIVITIES

Reethi Faru Resort, as a bio luxury resort is dedicated to reducing its carbon footprint and the negative impact on the marine and terrestrial environment by engaging in various eco-friendly and sustainable practices. Over the last year, many improvements have been made to operate the resort in a greener way. From installing solar panels to producing our mineral water on site; from producing fuel through biogas plant, to using wastewater for irrigation; Reethi Faru has implemented effective ways to conserve and protect the environment.

We have also implemented the use of paper straws instead of plastic and switched from plastic bottles to glass bottles in all the guest areas. 99% of the lights around the island are LED as part of the resort’s conservation plan. The refrigerant gas used in the refrigeration & air conditioning is eco-friendly which is free of CFCs. Electric bikes and carts are used for commute and baggage transfer within the island. During the construction of the resort, the team avoided cutting down trees and the ones that had to be removed, were safely relocated to other parts of the island. The mobilisation of machinery which would harm corals in our lagoon were avoided. While setting up the beams for the jetties and water villas, the corals present were also safely relocated within the house reef as was the case while placing the wave breakers as well.
SUSTAINABILITY & CONSERVATION ACTIVITIES

WATER

RO PLANT
RO plant is used for desalination of seawater through the process of reverse osmosis. At Reethi Faru Resort, there are four RO plants. Three are of capacity 150 cubic meter/day, which is used for regular water consumption like bathing/cleaning/laundry etc., and one unit of 50 cubic meter/day for drinking water. Seawater is pumped into the plant, which is desalinated and converted into fresh water using certain selectively permeable membranes that remove salts and unwanted minerals. We also have an energy recovery system which is inbuilt in the plants to reduce energy consumption. This, in essence, is a cost-effective way to provide fresh water for human use. Reethi Fen - our sparkling bottled water, is also manufactured/produced in-house through these plants.

Current statistics: On average, 220kL of water is consumed every day.

WASTEWATER
All the wastewater produced is treated on the island in our state-of-the-art sewage treatment plant, which is located in the middle of the island. The wastewater is treated organically, and the treated water is reused within the island as well. The treated water is used for gardening purposes and irrigation (using drip irrigation system) and the rest getting recycled back into the plant. In this way, there is more potential to save water and nutrients by allowing the water to drip slowly to the plants.

Current statistics: 180KL of treated water is produced every day, all of which is used for the purposes as mentioned above.
SUSTAINABILITY & CONSERVATION ACTIVITIES

HEAT EXCHANGERS
Hot water is produced on the island using heat exchangers, which are tagged with the generators, to provide enough heat to generate hot water. This hot water is distributed through the island by an intricately designed distribution system that aims to conserve most heat in transportation. This has resulted in the resort eliminating the use of all-electric or gas boilers on the island. By using heat exchangers, we are reducing our carbon footprint by minimising the use of fossil fuels on the island.
SUSTAINABILITY & CONSERVATION ACTIVITIES

ENERGY

SOLAR ENERGY
The solar panel is installed on the roofs of staff accommodation/ back of the house buildings. Currently, there are 2134 solar panels installed with a total capacity of 559 kilos Watt peak (kWP).
The electrical energy generated is connected to the grid so we can use that energy to power approximately 80 villas. About 60% of 559kWp is used during the day time on the island, which is applied immediately.

Current statistics: 2000kWh is produced every day on average. Total energy produced since July 2017 is 678,505 MWh (mega-Watt-hours), and about 194,000 Litres of diesel has been saved because of the solar power.
SUSTAINABILITY & CONSERVATION ACTIVITIES

WASTE & RECYCLING

BIO-GAS PLANT
Biogas is a renewable energy source that is produced as a by-product of organic waste. All of the food and horticulture waste is segregated from other waste and disposed of in the biogas plant. 100% of this organic waste is treated in the plant and biogas is produced as a result of anaerobic decomposition of materials. The fuel produced is used for cooking purposes in the staff area kitchen. This caters to three meals for 350 staff every day.

Current statistics: About 30kg of fuel is produced daily, on an average.

PLASTIC MANAGEMENT
Reethi Faru Resort is working in collaboration with Parley for the oceans to manage the plastic waste on the island, to avoid and intercept their entry into the marine ecosystems. However, the primary goal is to minimise the import of single-use plastic altogether, which is already underway. Apart from this, we have a glass crusher, paper compactor and can crusher in-house. The rest of the waste is sent on a boat to Thilafushi, which is a waste management island in Malé Atoll. All the green waste (dried leaves etc.) is ground and used as mulch for soil stabilisation.
SUSTAINABILITY & CONSERVATION ACTIVITIES

ENVIRONMENTAL PROGRAM

MARINE CONSERVATION
Artificial reefs have been set up since the construction phase to help boost the growth of coral reefs around the island, in the shallow and deep waters of the house reef. After 2016 El Nino, most coral reefs have been affected severely in and around the Maldives, and globally as well. Artificial reefs are a way to restore the reefs which is one of our main initiatives in the resort. So far we have seen a lot of recovery and regeneration of corals around the house reef and the artificial reefs are taking on as well. Conservation of coral reefs is imperative to show the presence and survival of other marine life. Sharks are a sign of a healthy reef, and at Reethi Faru Resort we have various species of friendly sharks present, which in turn has a positive impact on other fish species in the reef. The most common sightings around the house reef are some curious turtles, eagle rays, sharks, schooling fish all around.
SUSTAINABILITY & CONSERVATION ACTIVITIES

Marine conservation efforts for certain megafauna species are also being made by working in collaboration with Manta Trust and Olive Ridley Project for manta rays and turtles, respectively. These studies help the organisations monitor the populations (movement patterns, behaviour, injuries, breeding, survival etc.) of the animals and in turn help in the conservation of the same.

DOLPHIN TRACKING
The newest project is being tried and tested. This initiative is to work and understand the movement patterns of the spinner dolphins within Raa Atoll and study their behaviour in the wild.
SUSTAINABILITY & CONSERVATION ACTIVITIES

REETHI DAY
At Reethi Faru, we are mindful of protecting our environment, both marine and terrestrial. That is how our “Reethi Day” (Translates to Beautiful Day) initiative began. Every month we conduct a different activity along with staff and guests to help the environment through activities like reef cleanups, tree planting, coral planting etc.; education and awareness through screening of movies and documentaries such as Chasing Coral and BBC hunt. Through these various practices, we are aiming to do our part in conserving our environment and the island, which we believe will have a lasting impact in the grand scheme of things.
CORPORATE SOCIAL RESPONSIBILITY

KEY ENVIRONMENTAL ISSUES

As a newly developed resort island, many post-construction issues have ensued. Initially, marine debris was a significant issue. Remnants of construction material in the house reef were consistently cleaned and cleared in the months that followed the opening. There is always more and more marine pollution that enters the lagoon brought in by the currents, which are also regularly cleaned. Plastic pollution is very quickly becoming one of the leading environmental issues, resulting in the death of many marine animals that accidentally ingest them. Beach erosion, one of the main by-products post-construction, has been responsible for shifting the shorelines drastically. This is exacerbated by the naturally occurring changes in the shoreline during the different seasons. Global warming, the current major threat to the coral reefs, is also aggravated by anthropological factors. This is resulting in the death of the reefs all around the world, in turn affecting about 25% of the marine creatures that depend on the coral reefs.

STAFF DEVELOPMENT

RFR Exchange Committee has been set up to develop a healthy workforce by motivating staff members to involve and participate in sports and other recreational activities actively. The committee members are assigned by the head of departments and are representatives of each of the departments.

Marine conservation awareness program for staff: Educational talks for the team are being conducted to raise awareness on the importance of the marine environment and the conservation of the same by our Resident Marine Biologist, Smrutica. The talk includes information on the coral reef ecosystem, the reef of Reethi Faru Resort, our conservation efforts and various projects and information about the dangerous marine animals and treatments (in case of accidents).

<table>
<thead>
<tr>
<th>Staff Training Program</th>
<th>Trained Staff</th>
<th>Total Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Aid</td>
<td>20</td>
<td>347</td>
</tr>
<tr>
<td>Fire Awareness Training</td>
<td>85</td>
<td>347</td>
</tr>
<tr>
<td>Food Handling &amp; Personal Hygiene (Food &amp; Beverage)</td>
<td>45</td>
<td>76</td>
</tr>
</tbody>
</table>
CORPORATE SOCIAL RESPONSIBILITY

PARTNERSHIPS

PARLEY MALDIVES
A branch of Parley for the Oceans is a global collaboration network which addresses the global threat of marine plastic pollution. Their mission is to end this fast-growing threat through creativity, collaboration and eco-innovation. Their strategy is to Avoid, Intercept and Redesign (A.I.R) marine plastic. As a partner of Parley, we are doing our part in protecting the marine environment by redirecting our plastic waste towards the organisation and also promoting the responsible disposal of single-use plastics.

LOCAL COMMUNITY
While partnering with Parley, we also involve nearby local schools in their plastic waste management. By coordinating the exchange between Parley and the local schools, Reethi Faru is engaging with the local communities to raise awareness on the importance of plastic waste management and protection of the environment. So far, we have two schools involved in the program (Kinolhas and Innamaadhoo) and two more joining in as well (Meedhoo and Maduvvari). We aim to get as many local schools and islands involved within the atoll to ensure the safe and proper disposal of plastic waste away from the ocean.
FUTURE OBJECTIVES

RFR ECO CENTRE
Which will also be a Marine Research Centre, is a useful educational tool to promote the importance of marine biology/conservation. Reethi Faru resort has an active marine conservation program, and an eco-centre will be the one place where all the activities and educational programs can be conducted and promoted. The goal is to have an onshore coral nursery to grow the coral fragments in a controlled environment before putting it back on to the reef, coupled with a touch tank, which will simulate the coral reef ecosystem around Reethi Faru.

MINERAL ACCRETION FOR CORAL PROPAGATION
Mineral accretion is a new technology used for coral propagation. This method uses a low voltage direct current that aids the growth of stable limestone rock structures in the sea, thereby accelerating the growth of corals. This, in turn, provides a healthy home for the reef fish and protects the shorelines. The composition for this technology can vary in shape and size, and by creating a design unique to Reethi Faru, we can stand out in the field of coral restoration in the Maldives.

PLACEMENT OF WAVE-BREAKERS
To tackle the issues of beach erosion, wave-breakers are going to be placed in the critical areas around the island. Wave-breakers reduce the intensity of wave action on the shore and reduce coastal erosion. They are concrete structures that are designed to protect the gently sloping beach and placed in relatively shallow water. The unique design of these wave-breakers also doubles up as fish homes. They provide food and shelter for small fishes and sometimes aid coral growth as well.

TECHNICAL TOUR OF THE ISLAND FOR GUESTS
The professional tour will be conducted, by our Chief Engineer, for the guests to showcase our sustainable and eco-friendly practices on the island. This will be a back-end tour of the powerhouse, the RO plant, the sewage treatment plant and the biogas plant.

SEGREGATION OF WASTE IN STAFF & GUEST AREA USING COLOUR CODED BINS
We aim to segregate our waste from the starting point of disposal by using colour coded bins for different types of waste. Education and training will be the first step in the process towards keeping and maintaining the cleanliness of the island. This ensures the proper and secure disposal of wastes.

REDUCE AND AVOID THE PURCHASE & USE OF SINGLE-USE PLASTICS
The long-term goal is to avoid the use of single-use plastic by reducing the purchase of the same. By partnering with Parley, we are disposing of the plastic in an environmentally friendly way. However, in the future, we aim to reduce our reliance on plastic and find an alternative wherever possible.