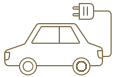# SUSTAINABILITY POLICIES

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 under standing 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 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. lt occurs in all countries and in all societies. lt involves the physical, sexual, emotional abuse and neglect of children and adolescents. lt 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 ln 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
- lntegrating child protection into all aspects of our organizational strategy, structures and work practices