



SANDS SUITES RESORT & SPA – MAURITIUS SUSTAINABILITY REPORT

2025–2026

Nature & People — Progress with Purpose

Certification support positioning
Prepared with reference to the GRI
Standards (2021) and the SASB Hotels ;
Lodging Standard, in support of Green
Globe certification and Gold-readiness.
This report presents verified available
data, identifies current limitations, and
sets out the continuous-improvement
actions required for the next cycle.



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How to read this report

The report is intentionally structured around measurable impact rather than a catalogue of initiatives. Each major topic links the issue, available evidence, year-on-year movement, management interpretation, and the next improvement action.

1. ABOUT THIS REPORT

Reporting scope

The report covers Sands Suites Resort & Spa, operated by Mauriplage Investment Co. Ltd, with FY2025 as the principal reporting period and selected H1 2026 indicators used to demonstrate recent progress. For utilities, FY2024 and FY2025 are shown as complete calendar years, while 2026 data cover January to June. Progress from 2025 to 2026 is assessed on a comparable January-to-June basis so that the year-on-year direction is not distorted by the partial 2026 reporting period. The report draws on utility records, operational trackers, HR information, partner records, and management documentation that remain available and traceable.

Framework approach

The report is prepared with reference to the GRI Standards and uses the SASB Hotels & Lodging Standard as an industry lens. It also supports the annual Green Globe certification process by demonstrating management systems, year-on-year performance, action plans, and evidence of continuous improvement.

Data principle	Reporting treatment
Traceability	Use source records, supplier invoices, HR/PMS reports and partner evidence where available.
Transparency	Clearly identify data gaps, pending verification and future reporting improvements.
Continuity	Strengthen digital backup, retention, access control and restore testing.

2. MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Since the beginning of Sands Suites Resort & Spa, a member of Preferred Hotels & Resorts since 2025, our founding Chairman, the late Sir Kailash Ramdane, built this resort on a deep respect for nature and responsible hospitality. That principle continues to guide every decision we make today. Our gardens, green spaces and orchard reflect this long-standing commitment.

This year, we have taken a deliberate step forward. We have repositioned our sustainability strategy around the two things that matter most: Nature and People. We have launched our first structured materiality process — to be formally validated with our team and stakeholders in September/October 2026 — and are listening to our guests, our team and our community as we commit to measuring what matters — not simply

describing what we do, but demonstrating the difference it makes.

The results in this report show real, measurable progress. Our municipal water withdrawal fell by 17.9% in 2025 following the commissioning of our desalination plant and expanded wastewater reuse. In the first half of 2026, our LPG consumption fell by 19.6% against the same period last year — an indicative estimate of around 25 tonnes of CO₂e avoided (see the indicative GHG methodology in Section 7.1). Our circular economy programmes recovered 39% more plastic bottles for recycling. And behind every number stands our team — 245 team members, more than 91% of them Mauritian — whose daily discipline turns policy into practice.

We are equally honest about our challenges. Electricity consumption rose with occupancy, and decarbonising our energy supply is now our single most important environmental priority. Our roadmap — smart submetering, intensity-based targets and the phased installation of solar photovoltaics — is set out in this report, alongside the 2030 targets we will hold ourselves accountable to.

We are proud to have held Green Globe Certification since 2021, and we now aim higher: Gold Membership, recognising five consecutive years of certified sustainable operation. Sustainability is not a one-time initiative at Sands — it is part of our daily operations and service culture. Together, we are building a greener future for Mauritius and the world.

Sanjiv Ramdane
CEO

3. MESSAGE FROM THE GENERAL MANAGER

Delivering a five-star experience and operating responsibly are not competing ambitions — at Sands, they are the same ambition. In 2025–2026 our teams embedded sustainability deeper into daily operations than ever before: from the stewarding team weighing and diverting food waste, to housekeeping leading our linen reuse and upcycling programmes, to our engineers fine-tuning energy controls room by room.

This report reflects their work. It also reflects a more rigorous way of managing: monthly monitoring of every utility, quarterly review by the Sustainability Management Team, and corrective action whenever the data tells us we are off track. The Sustainability Management Plan 2026 was formally reviewed on 2 April 2026, and the next review is scheduled for April 2027.

I would like to thank every member of the Sands family, our guests who embrace our initiatives, and our local partners who make our circular economy possible. The path to Green Globe Gold is a shared one — and we are firmly on it.

Yours Faithfully,

Guillaume Brillatz
General Manager



4. SANDS RESORTS SUSTAINABILITY JOURNEY 2021–2027

Sands Resorts began its Green Globe certification journey in 2021, marking an important milestone in the resort’s commitment to embedding internationally recognised sustainability principles within its operations.

The first year represented the beginning of a structured sustainability certification journey, providing the foundation for a more systematic approach to environmental management, social responsibility, cultural preservation and sustainable business practices.

The subsequent period was significantly affected by the COVID-19 pandemic, which created unprecedented operational and business challenges for the hospitality industry. As a result, the normal annual certification cycle was interrupted, resulting in a one-year gap in the certification sequence between the initial 2021 certification and the resumption of the programme in 2023.

Rather than viewing this interruption as a break in commitment, Sands Resorts considers the period an important part of its sustainability journey. The experience reinforced the importance of resilience, continuity, responsible resource management and the ability to maintain sustainability principles through periods of significant disruption.

From 2023 onwards, Sands Resorts re-established a structured annual sustainability cycle, supported by its Sustainability Management Plan (SMP), measurable objectives, evidence-based monitoring and continuous improvement.

From Certification to Continuous Improvement

Year	Journey stage	Key message
2021	Green Globe – Year 1	First Green Globe certification and establishment of the sustainability certification journey
2022	Certification Journey 2022 COVID	Certification cycle affected by the unprecedented pandemic and hospitality-sector disruption
2023	Foundation	Sustainability programme re-established; 30 SMP goals achieved
2024	Systems	Sustainability increasingly embedded into operational systems
2025	Scaling	Circularity, mobility, People and community initiatives expanded
2026	Delivery & Integration	42 SMP goals achieved; sustainability increasingly integrated across the resort
2027	Impact	ImpactGreater focus on measurable environmental, social and economic outcomes
2028-2030	Transformation	Renewable energy, biodiversity, resource efficiency and deeper ESG integration

4.1 A Journey of Resilience and Progress

The Sands Resorts sustainability journey should not be measured solely by the number of certifications achieved. It represents a broader progression in sustainability management maturity — from establishing foundational practices, to embedding sustainability into daily operations, strengthening governance and measurement, and progressively creating greater environmental, social and economic value.

- 2021 marked the beginning of the Green Globe certification journey.
- 2022 tested our resilience during the COVID-19 pandemic.
- 2023 rebuilt the sustainability foundation.
- 2024 strengthened our operational systems.
- 2025 expanded and scaled our sustainability programme.
- 2026 demonstrated delivery and integration.
- 2027 will focus on measurable impact and continuous improvement.

This progression demonstrates that sustainability at Sands Resorts is not a one-year initiative, but a long-term commitment that continues to evolve with the business, our people, our community and the environment in which we operate.

4.2 Our Sustainability Journey

From Certification → Foundation → Systems → Scaling → Delivery → Impact A sustainability journey built on resilience, continuous improvement and measurable progress.

2021 → Green Globe Certification

↓

2022 → COVID-19 Resilience & Certification Cycle Interruption

↓

2023 → Foundation

↓

2024 → Systems

↓

2025 → Scaling

↓

2026 → Delivery & Integration

↓

2027 → Impact & Continuous Improvement

↓

2028–2030 → Transformation

5. RESORT PROFILE & GOVERNANCE



Sands Suites Resort & Spa — a 91-suites beachfront resort on the west coast of Mauritius.

Resort profile

Sands Suites Resort & Spa is located at Wolmar, Flic en Flac, overlooking Tamarin Bay. The property comprises 91 suites and operates accommodation, food & beverage, spa, boat house and related guest services. The reporting data include 30,195 rooms sold and 97.2% guest satisfaction.

Sustainability governance

The Sustainability Management Plan is reviewed annually. A 20-member cross-functional Sustainability Committee (Sustainable Management Team) coordinates actions across operational and support departments. Formal committee review is quarterly, supported by monthly KPI monitoring by departmental owners. Section 3.1 sets out the committee charter, membership and responsibilities.

Governance level	Responsibility
CEO / General Manager	Strategic oversight, approval of priority actions and capital investment.
Sustainability Champion	Programme coordination, Green Globe evidence, training, records and reporting.
Department Managers	Own operational KPIs and corrective actions for energy, water, waste, people and guest topics.
IT / Finance / HR support	Data continuity, records integrity, payroll/HR metrics and source documentation.

5.1 Sustainability Committee (Sustainable Management Team)

The Sustainability Management Plan (SMP) 2026 establishes a cross-functional Sustainable Management Team to oversee and support sustainability initiatives across all departments. For governance purposes in this report, this team functions as the Sands Sustainability Committee. Its role is to translate the SMP into accountable action, monitor goals and KPIs, coordinate Green Globe evidence, review risks and corrective

Committee governance	Operating protocol
Purpose	Provide cross-functional oversight of Nature, People and Governance priorities and ensure alignment with the SMP and Green Globe requirements.
Chair / executive sponsor	Guillaume Brillatz, General Manager - overall leadership, strategic direction and approval of sustainability projects.
Implementation lead	Laurent Odillard, Resort Manager - integration of sustainability practices into day-to-day operations across departments.
Coordinator / secretariat	Anju Auckaloo, Sustainable Management Champion / Senior Training & Quality Executive - programme coordination, progress monitoring, records, training and Green Globe certification evidence.
Meeting frequency	Formal Sustainability Committee review at least quarterly, supported by monthly operational KPI monitoring by departmental owners. Extraordinary meetings may be called for significant incidents, non-compliance, audit findings or urgent corrective actions.
Annual review	The SMP is formally reviewed annually. The 2026 SMP review was confirmed on 2 April 2026 and the next review is scheduled for April 2027.
Core meeting agenda	Progress against goals and KPIs; utilities and waste performance; people and community indicators; materiality actions; audit findings; data quality; risks/ incidents; corrective actions; investment and resource needs.

Committee governance	Operating protocol
Records & follow-up	Minutes, decisions, owners, due dates and evidence references are retained in the sustainability evidence repository and followed up at the next meeting.

Source basis: Sands Sustainability Management Plan 2026. The quarterly committee cadence formalises the management practice already described in this report, while monthly monitoring remains the operational control layer.

5.2 Committee Membership & Functional Responsibilities

The SMP 2026 identifies a 20-member cross-functional team, ensuring that sustainability ownership sits with the functions that control operational impacts and stakeholder outcomes

Member	Role	Core sustainability responsibility
Guillaume Brillatz	General Manager	Chair; overall sustainability leadership, strategic oversight and approval of projects.
Laurent Odillard	Resort Manager	Leads cross-department implementation and integration into daily operations.
Anju Auckaloo	Sustainable Management Champion / Senior Training & Quality Executive	Coordinates the programme; monitors progress; maintains records; manages training and Green Globe evidence.
Haadiya Pheerunggee	Head of Communication, Marketing & Digital	Communicates initiatives and raises guest/ stakeholder awareness through marketing and digital channels.
Farhaaz Moosafeer	Accountant	Monitors sustainability-related costs and supports budgeting and financial planning.
Malen Curpen	Purchasing Manager	Prioritises local and environmentally responsible suppliers and aligns purchasing with sustainability objectives.
Akshay Parmessur	Assistant HR Manager	Supports fair employment, staff training, engagement and sustainability awareness.
Nitish Ramnath	Health & Safety Officer	Supports legal/H&S compliance, inspections, safe work practices and incident follow-up.
Patrick WaiChoon	Maintenance Manager	Oversees energy and water efficiency initiatives and sustainable systems.
Yannick Sarah	Assistant Maintenance Manager	Supports facilities maintenance, energy/water monitoring and operational efficiency.

5.3 Committee Membership & Functional Responsibilities - continued

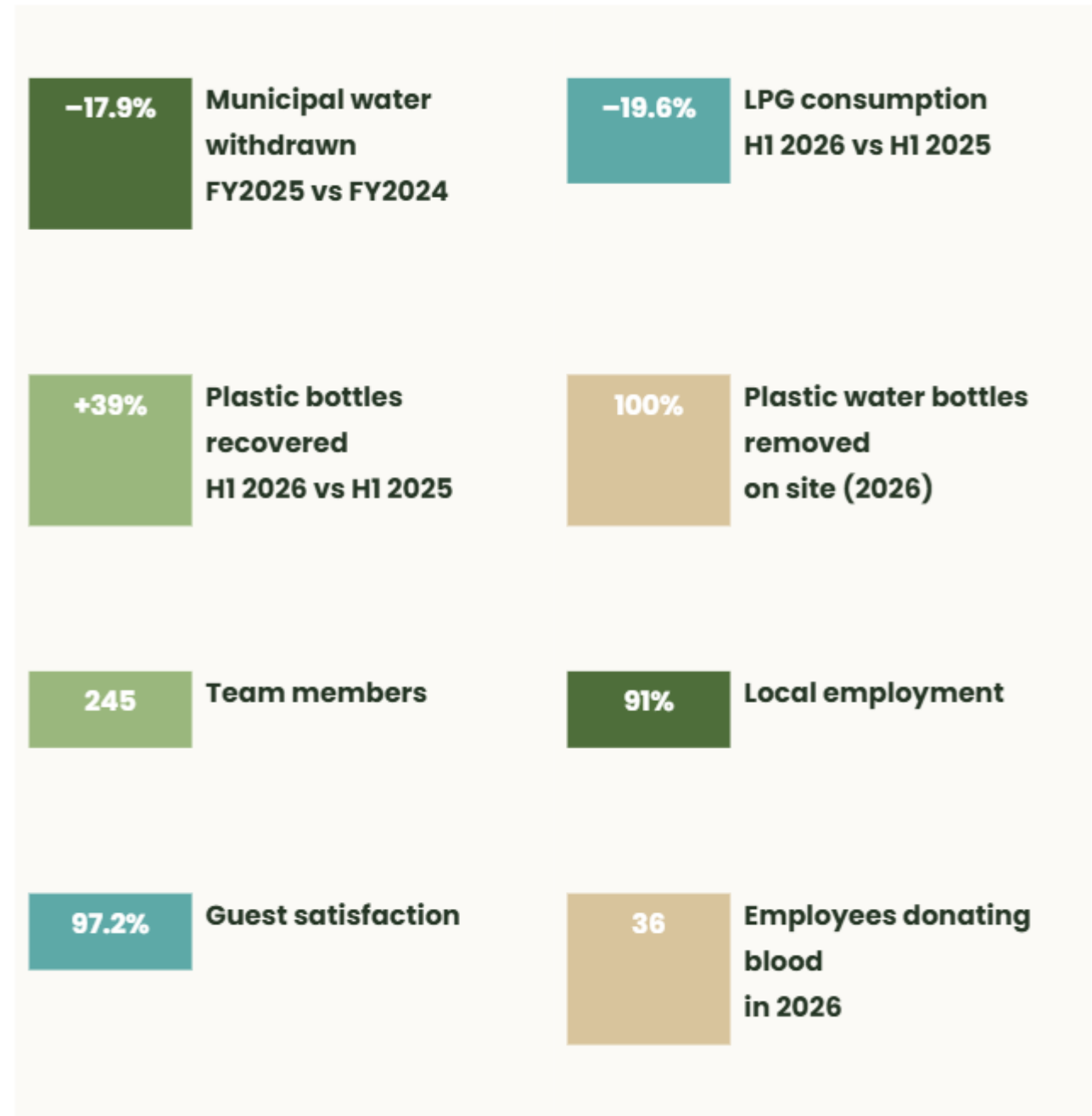
Member	Role	Core sustainability responsibility
Rohan Rambrich	IT Manager	Supports digital efficiency, paper reduction, data resilience, backups and continuity controls.
Krishna Baboolall	Front Office Manager	Promotes paperless processes, responsible resource use and guest sustainability information.
Soudesh Chamaree	Head Concierge	Promotes responsible tourism, eco-friendly activities and local cultural experiences.
Olivier Catora	Executive Chef	Supports local/seasonal sourcing, food-waste reduction and responsible kitchen practice.
Jude Julie	Senior Sous Chef	Implements sustainable kitchen operations and food-waste reduction.
Jean Francois Marottee	Food & Beverage Manager	Leads responsible sourcing, waste reduction and local-product integration in F&B.
Selven Moothoocurpen	Assistant Food & Beverage Manager	Supports waste/resource reduction and staff awareness in F&B.
Youneline Fong Kye	Executive Housekeeper	Leads eco-friendly products, resource saving and waste reduction in housekeeping.
Sweta Rama	Assistant Spa Manager	Promotes eco-aligned spa products and water/ energy-saving practice.
Winley Legris	Entertainment Manager	Integrates sustainability into guest activities, events and awareness programmes.

Committee control	Management protocol
Quarterly formal review	Review progress against the SMP, material topics, KPIs, risks, audit findings and corrective actions.
Monthly monitoring	Department owners monitor utility, waste, people and operational indicators and escalate material variances.

Member	Role	Core sustainability responsibility
Annual SMP review	Reconcile achieved, ongoing and forecast goals, confirm evidence and approve the next annual action plan.	

6. 2025–2026 IMPACT AT A GLANCE

All graphics on this page are editable Word objects.



What the dashboard shows

The clearest measured improvements are the reduction in municipal water dependence, the H1 2026 LPG reduction, and greater recycling recovery. Electricity remains a priority because absolute consumption rose with business activity, reinforcing the need for intensity-based management and a decarbonisation roadmap. The detailed utility analysis in Section 7 presents FY2024, FY2025 and H1 2026 together, and uses H1 2025 versus H1 2026 for the comparable progress assessment.

7. STRATEGY — NATURE, PEOPLE & GOVERNANCE

All graphics on this page are editable Word objects.

Three themes, one management system		
Theme	Purpose	Focus areas
NATURE	Protect the natural systems on which island hospitality depends.	Energy & climate; water stewardship; waste & circularity; food waste; biodiversity & marine ecosystems; climate resilience; pollution prevention.
PEOPLE	Create fair work, trusted guest experiences and shared local value.	Employee wellbeing; health & safety; training & careers; diversity & human rights; guest safety & satisfaction; communities; culture & heritage.
GOVERNANCE	Provide accountability, data integrity and responsible decision-making.	Ethics & compliance; data privacy and digital resilience; responsible procurement; sustainability governance, certification and transparent reporting.

Strategic shift

This positioning replaces a fragmented list of sustainability actions with a clearer impact model. It allows every initiative and KPI to be connected back to Nature, People or Governance and makes performance easier to communicate to management, Green Globe, guests and partners.

8. PLANNED MATERIALITY ASSESSMENT —SEPTEMBER / OCTOBER 2026

The resort has not yet completed the formal 2026 materiality assessment. To ensure appropriate participation, the assessment workshop is planned for September or October 2026, subject to the availability of Sustainability Management Team members and selected stakeholders. The 18 topics on the following page are therefore candidate topics — not final material topics.

1	2	3	4
Prepare	Assess	Validate	Approve
Confirm the 18-topic universe, evidence pack and stakeholder list.	Score importance and impact severity using an agreed 1–5 scale.	Discuss results with management and key stakeholder representatives.	Confirm the final material topics, owners, KPIs and targets.

Proposed Importance Assessment

Importance will consider stakeholder concern, relevance to the resort strategy, legal/certification expectations and the extent to which the topic can influence guest trust, operational continuity or long-term value.

Proposed Severity Assessment

For negative impacts, severity will consider scale, scope and how difficult the impact would be to remedy. For potential impacts, likelihood will also be considered. Positive impacts will be assessed according to the significance and reach of the benefit created.

Decision Rule

All 18 topics will be discussed. The workshop will determine whether each topic remains material, is merged with another topic, or is retained as a monitored but lower-priority issue. Until that validation occurs, this report refers to them as proposed candidate topics.

8.1 Proposed 18-topic materiality universe

All graphics on this page are editable Word objects.

NATURE		PEOPLE		GOVERNANCE	
Candidate topic	I / S	Candidate topic	I / S	Candidate topic	I / S
1. Energy efficiency & GHG emissions	H / H	8. Employee wellbeing & fair employment	H / H	15. Ethics, anti-corruption & legal compliance	H / H
2. Water stewardship & water security	H / H	9. Occupational health & safety	H / H	16. Data privacy, cybersecurity & business continuity	H / H
3. Waste & circular economy	H / M-H	10. Training, skills & career development	H / M	17. Responsible procurement & supplier ESG	M-H / M
4. Food waste prevention & diversion	H / M	11. Diversity, inclusion & human rights	H / H	18. Sustainability governance, certification, data quality & transparency	H / H
5. Biodiversity, marine & coastal ecosystems	H / H	12. Guest health, safety & satisfaction	H / H		
6. Climate adaptation & coastal resilience	H / H	13. Local communities & social investment	M-H / M		
7. Pollution prevention, chemicals & wastewater	H / H	14. Cultural heritage & authentic Mauritian experiences	M-H / M		

How to read the preliminary screening

I = preliminary importance and S = preliminary severity. H = High; M-H = Medium-High; M = Medium. These are management pre-screening indications only. All 18 topics remain proposed and will be assessed formally in September / October 2026 before any final material-topic list is approved.

Preliminary screening visual

The chart below plots the same 18 candidate topics by preliminary importance and severity, to help the Sustainability Management Team focus the September/October 2026 workshop. It is a pre-screening aid only — not the final material-topic assessment.

Numbers correspond to the topic list in Section 6.1 — not the final material-topic list

Priority screening zone

Preliminary severity (S) — management pre-screening only	Medium (M)	Medium-High (M-H)	High (H)
High (H)			1, 2, 5, 6, 7, 8, 9, 11, 12, 15, 16, 18
Medium-High (M-H)			3
Medium (M)		13, 14, 17	4, 10

Pillar

- Nature
- People
- Governance

Medium (M) Medium-High (M-H) High (H)

Preliminary importance (I) — management pre-screening only

9. PILLAR ONE – NATURE



-17.9%

-19.6%

+39%

100%

Plastic bottles
removed on site (2026)

Comparable reporting basis

FY2024 and FY2025 are complete calendar years. FY2026 currently covers January to June. Therefore, the progress assessment from 2025 to 2026 uses the same six-month period (January–June) for both years. This preserves the existing reported results while making the three-year utility trend easier to interpret.

Utility	FY2024 full year	FY2025 full year	H1 2025	H1 2026	2025-2026 H1 movement
Grid electricity	1,286,848 kWh	1,407,360 kWh	691,461 kWh	734,234 kWh	+6.2% — increased
Municipal water	69,293 m³	56,873 m³	21,616 m³	29,553 m³	+36.7% — increased
LPG	65,065 kg	96,374 kg	42,171 kg	33,895 kg	−19.6% — improved

Grid electricity — comparable H1 trend 2024–2026 (MWh)

Year	Renewable Energy (MWh)	Total Energy (MWh)
H1 2024	621.9	700.0
H1 2025	691.5	750.0
H1 2026	734.2	800.0

LPG — comparable H1 trend 2024–2026 (tonnes)

Year	Value
HI 2024	28.3 t
HI 2025	42.2 t
HI 2026	33.9 t

2025→2026 progress	Result	Management interpretation
Electricity — H1	+6.2%	Absolute consumption increased; no reduction claim. Continue intensity-based monitoring, sub-metering, LED completion and solar-PV planning.

LPG — H1	–19.6%	Clear positive movement versus H1 2025, consistent with kitchen maintenance, equipment servicing, production planning and staff awareness.
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Indicative greenhouse-gas estimate (not externally verified)

To support the Nature pillar, the resort has calculated an indicative Scope 1 (LPG) and Scope 2 (grid electricity, location-based) estimate from metered, verified consumption data using published/indicative emission factors (2.983 kgCO₂e/kg LPG; 0.90 kgCO₂e/kWh electricity — to be confirmed against the CEB’s current published factor). This is a calculation applied to verified consumption — **not a reconstruction of lost records** — and has not been externally assured. On this basis, the H1 2026 LPG reduction avoided approximately 25 tCO₂e compared with H1 2025, consistent with the estimate referenced in the CEO message.

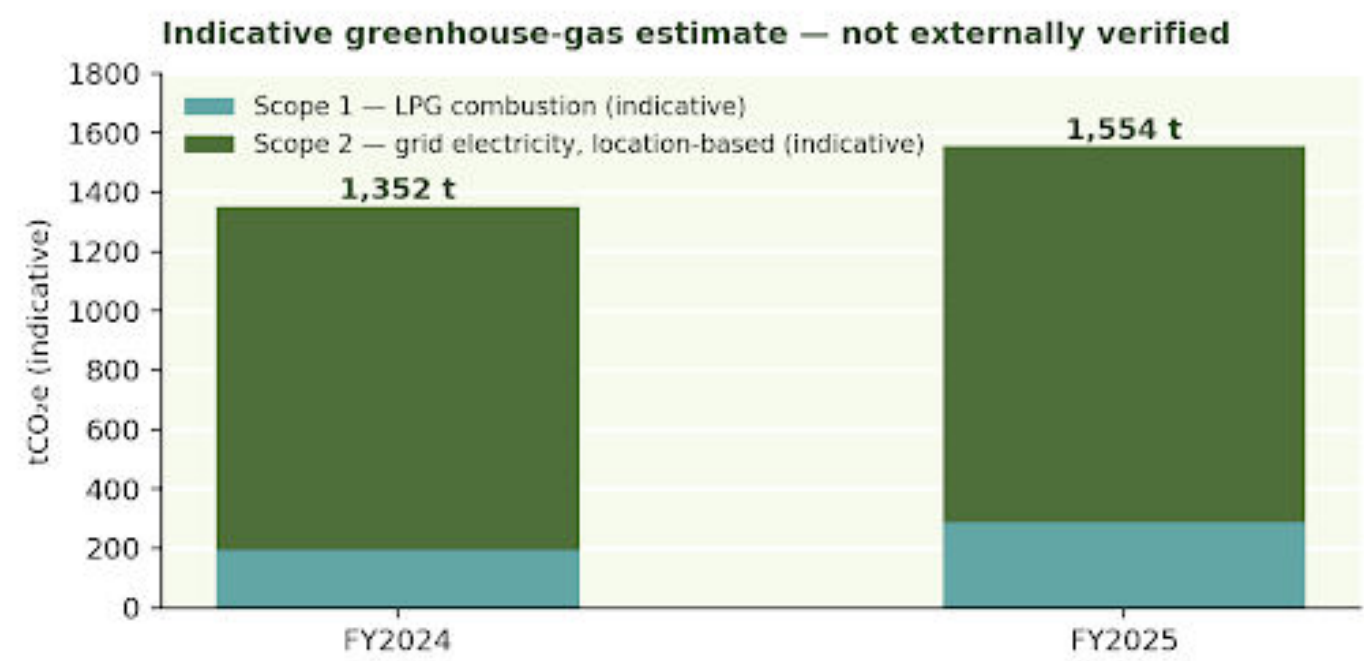


Figure 7.1a — Indicative estimate only. Scope 3 (procurement, food, guest travel) is not yet measured.

9.2 Water stewardship — 2024, 2025 & 2026 Trend

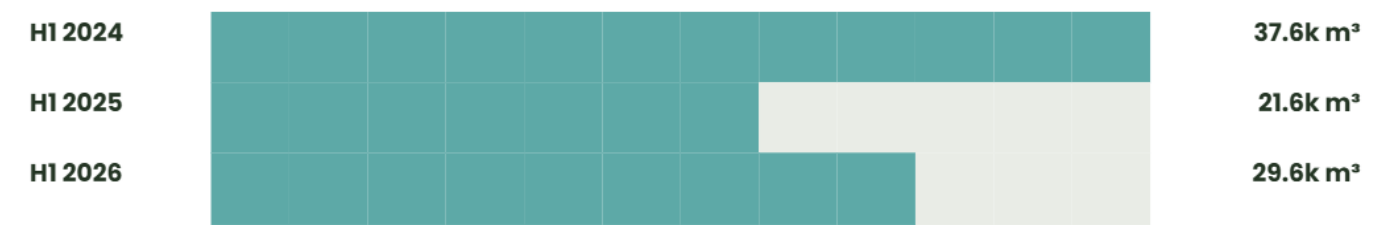
Measured annual progress

Municipal water withdrawal fell from 69,293 m³ in FY2024 to 56,873 m³ in FY2025 — a 17.9% reduction. This remains an important annual achievement and is unchanged from the previous report. The resort combines demand reduction, on-site desalination and reuse of treated effluent for irrigation.

2025 to 2026 comparable analysis

On a January–June basis, municipal water withdrawal increased from 21,616 m³ in H1 2025 to 29,553 m³ in H1 2026 (+36.7%). H1 2025 was exceptionally low. H1 2026 nevertheless remains 21.5% below H1 2024 (37,648 m³). Because total site water and comparable occupied-room denominators are not yet complete, the report does not claim an efficiency improvement for H1 2026.

Municipal water — comparable H1 trend 2024–2026 (thousand m³)



Water indicator	FY2024	FY2025	H1 2026	Interpretation
Municipal withdrawal	69,293 m ³	56,873 m ³	29,553 m ³	FY2025 improved 17.9% vs FY2024; H1 2026 increased 36.7% vs H1 2025 but remains 21.5% below H1 2024.
STP reuse	Operational	Continued	Continued	Treated wastewater reused for irrigation; annual reused volume should be metered.
Desalination	Commissioned / operational	Operational	Operational	Integrate desalinated output into a full site water balance.
Lead KPI from 2027	Not fully established	Not fully established	In development	Water per occupied room / guest-night plus full source balance.

Water progress conclusion

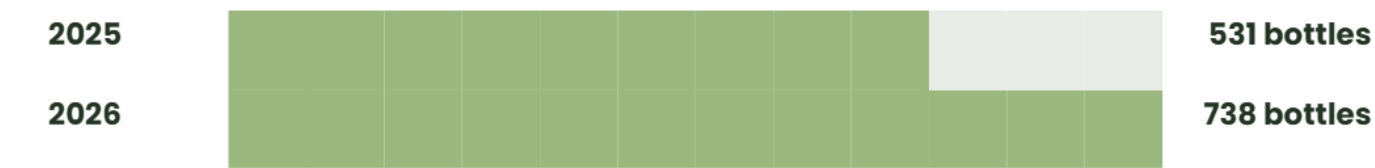
The annual FY2025 result remains positive at –17.9% versus FY2024. For the latest comparable period, H1 2026 is higher than H1 2025, so Sands should present this transparently as a management challenge and continue strengthening metering, water-balance reporting and intensity KPIs rather than claiming a 2026 absolute reduction.

9.3 Waste, circularity & biodiversity

Circular economy progress

H1 plastic bottle recovery increased from 531 units in 2025 to 738 in 2026 (+39%). Refillable guest amenities, reusable glass bottles, used-oil recovery, textile upcycling, food-waste diversion and recycling partnerships demonstrate a practical circular approach.

Plastic bottles recovered for recycling — H1



Nature impact focus

Biodiversity management currently includes beach cleaning, invasive-species control, responsible wildlife interaction and planning for endemic planting and marine restoration. Future reporting should measure ecological outcomes, not only activities.

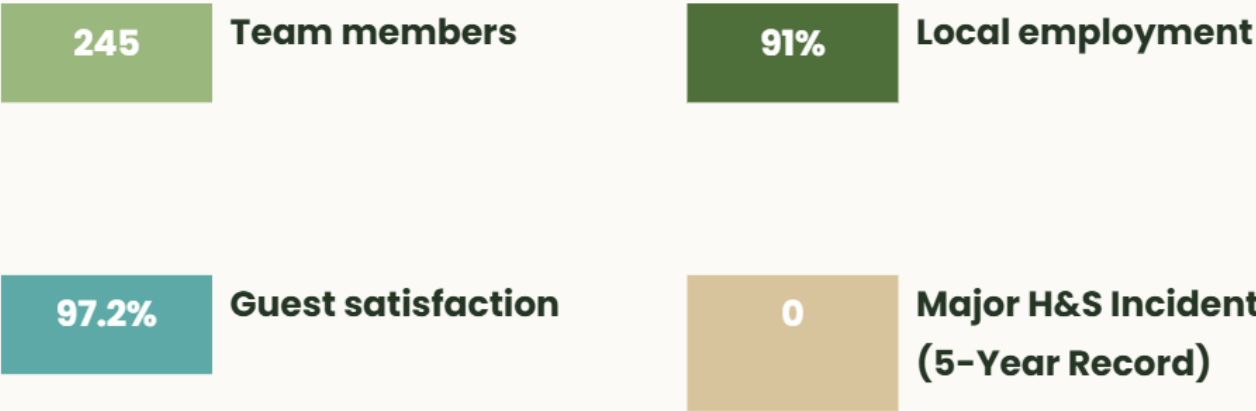
Nature stewardship activities provide evidence of action; future reporting will focus more strongly on measurable ecological outcomes.

Nature / circular action	Current evidence	Next impact measure
Food-waste diversion	Food and organic waste routed to recovery / feed pathways	kg per cover; % suitable waste diverted from landfill.
Plastic reduction	Plastic water bottles removed on site; refillable systems in use	Avoided units / kg packaging per year.
Biodiversity	Beach cleaning, invasive-species control, endemic planting planned	Area restored, species survival, coastal condition indicators.

10. PILLAR TWO – PEOPLE



Creating value through fair work, safe and memorable guest experiences, community partnership and Mauritian identity.



Workforce diversity & recruitment — GRI HR disclosure update

New HR records strengthen the People pillar with gender composition and recruitment data. Because the files cover different source periods, the results are shown as supplementary snapshots rather than used to restate previously approved workforce KPIs.



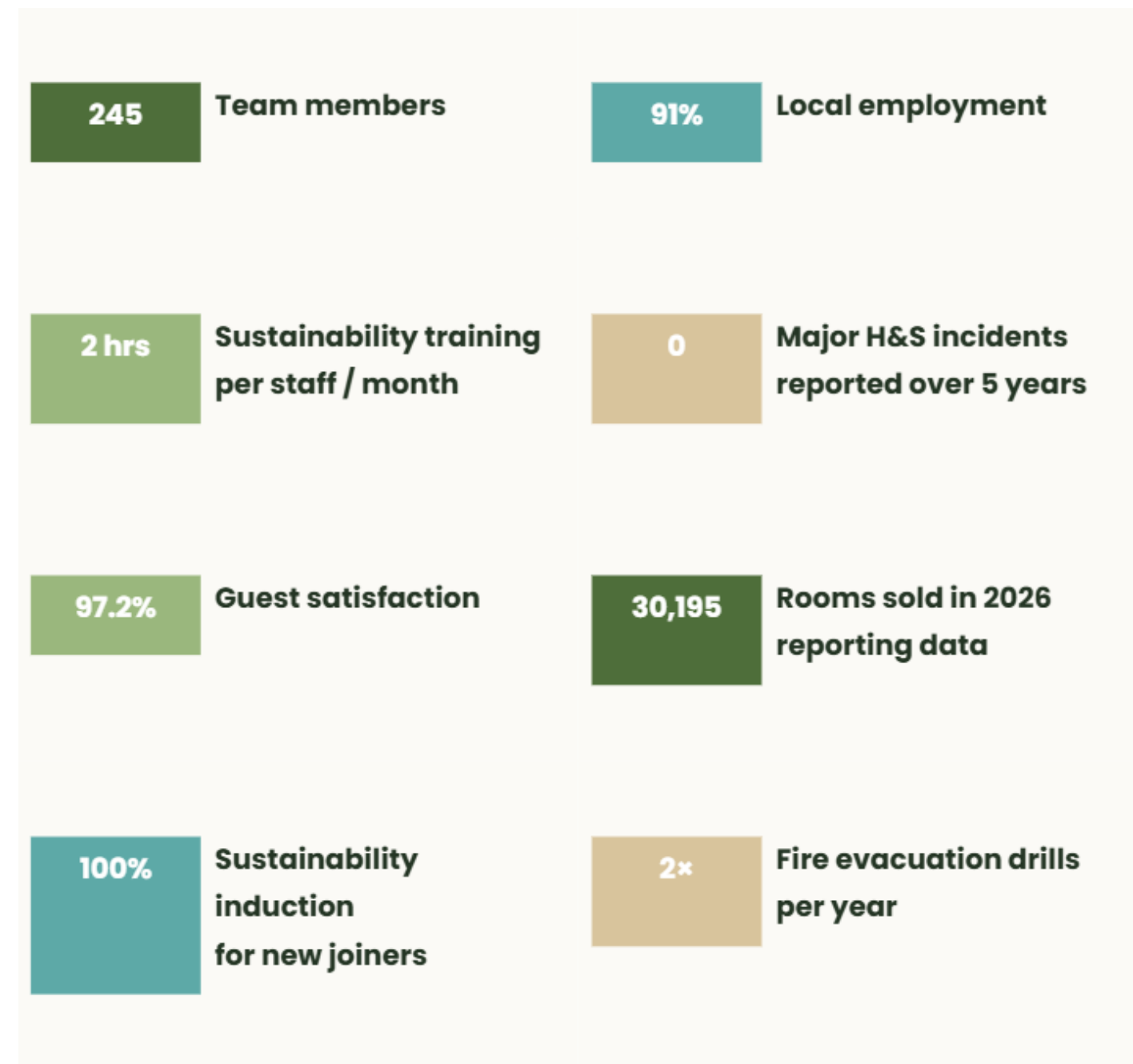
HR indicator / source period	Total	Female	Male
Workforce snapshot — Aug 2026	245	104 (42.4%)	141 (57.6%)
HR-classified management group — Aug 2026	29	13 (44.8%)	16 (55.2%)
Operations group — Aug 2026	216	91 (42.1%)	125 (57.9%)
New recruits — Jul 2024 to Jun 2025	138	45 (32.6%)	93 (67.4%)

Water progress conclusion

The annual FY2025 result remains positive at –17.9% versus FY2024. For the latest comparable period, H1 2026 is higher than H1 2025, so Sands should present this transparently as a management challenge and continue strengthening metering, water-balance reporting and intensity KPIs rather than claiming a 2026 absolute reduction.

Data note: the August 2026 HR file contains 245 employees and is a point-in-time snapshot. It is supplementary to, and does not restate, the previously approved team-member KPI elsewhere in this report. Sources: Sands HR workforce gender file (August 2026) and New Recruit Monthly Gender Report (July 2024–June 2025).

10.1 Employees & guests



Next step for People impact measurement

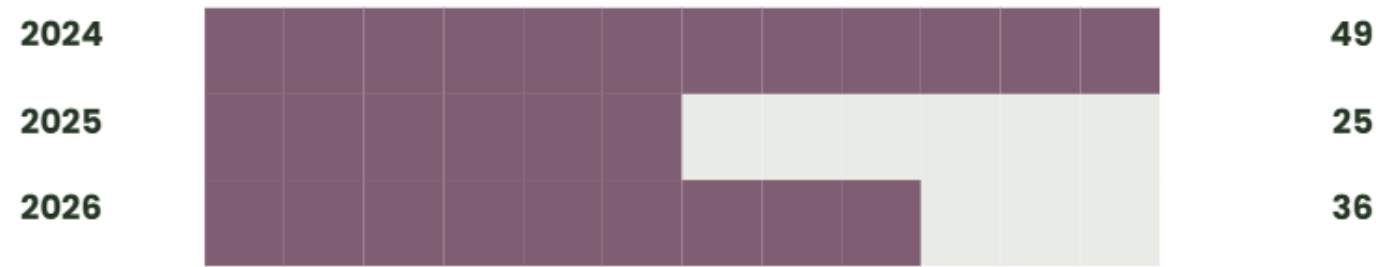
Add employee turnover, internal promotion, women in management, training completion, lost-time injury rate, grievance statistics, and local procurement spend to the regular KPI dashboard. These indicators will make the People pillar more outcome-focused and comparable year on year.

10.2 Community, Culture & Local Value

Community participation

Blood donation participation increased from 25 employees in 2025 to 36 in 2026 — a 44% year-on-year increase — although it remains below the 49 participants recorded in 2024. The resort also supports local organisations, community events and environmental outreach.

Employee blood donation participation



Culture & local value

Sands integrates Mauritian culture into the guest experience through local celebrations, Sega, local artisans and locally sourced products. The next maturity step is to quantify the economic value retained locally through procurement and cultural partnerships.

11. 2030 ROADMAP & GREEN GLOBE READINESS

Timing	Nature	People	Governance / Green Globe
Sep–Oct 2026	Confirm environmental impact priorities during materiality workshop.	Validate employee, guest and community topics.	Complete formal materiality assessment and approve final topic owners.
Q4 2026	Complete LED transition; define energy and water intensity KPIs.	Expand People KPI dashboard.	Implement digital continuity controls and strengthen evidence repository.
2027	Publish full water balance; expand waste and biodiversity outcome metrics.	Quantify local procurement, community beneficiaries and people outcomes.	Formalise supplier ESG screening and stakeholder validation.
2028–2030	Phased solar PV; continue resource-intensity reduction and ecosystem programmes.	Maintain strong local employment and development pathways.	Demonstrate year-on-year continuous improvement and certification continuity.

Green Globe Gold readiness

Gold positioning should remain evidence-based. The resort should provide Green Globe with the available certification sequence, current 2026 audit status, and any documentation required to confirm continuity. The report should not assume a missing certification year without documentary evidence.

12. FRAMEWORK ALIGNMENT — EXECUTIVE SUMMARY

Framework	How this report uses it	Current status / next step
GRI Standards	Impact-oriented structure, stakeholder engagement, materiality process, topic disclosures and performance indicators.	Prepared with reference to GRI. Formal 2026 materiality assessment planned Sep/Oct 2026.
GRI 101: Biodiversity 2024	Used as the biodiversity reference for reports published in 2026.	Outcome metrics and ecosystem-condition evidence to be expanded.
SASB Hotels & Lodging	Industry lens for energy, water, labour, climate and operating metrics.	Selected metrics disclosed; full water balance and more complete intensity measures remain partial.
Green Globe	Management systems, social/economic, cultural and environmental evidence plus continuous improvement.	This report supports certification and Gold-readiness evidence; continuity records remain subject to verification.

Materiality statement for the 2025–2026 report

The 18 candidate topics presented in this report are proposed for formal assessment. They are grouped under Nature, People and Governance for strategic clarity, but they should not be described as the final material topics until the planned September / October 2026 assessment and management validation are completed.

People im- pact area	Current evidence	Future KPI
Community	Blood drives, charity support, local events	Volunteer hours; beneficia- ries; repeat partnerships.
Local economy	91% local employment; local suppliers / artisans used	% local procurement spend; number of local SMEs sup- ported.
Culture	Mauritian events and guest experiences	Guest participation; local artist / artisan spend.

12.1 Green Globe evidence summary & final management statement

Green Globe area	Evidence in this report	Evidence status
Sustainable man-agement	SMP governance, annual review, proposed materiality process, data controls, disaster management and corrective action.	In place / strengthening
Social & economic	Local employment, training, health & safety, community activity, local culture and responsible sourcing direction.	In place / measurement expanding
Cultural heritage	Mauritian experiences, local events and cultural engagement.	In place
Environmental	Energy, water, waste, plastic reduction, food waste, coastal/biodiversity actions and improvement roadmap.	Quantified where data available
Continuous improvement	Year-on-year water, LPG, recycling and community participation data; 2030 roadmap and data-resilience actions.	Demonstrated / ongoing
Certification continuity	Available certificates in current evidence set; 2022 continuity and latest 2026 status to be verified before final Gold claim.	Verification item

13. SMP GOALS IMPLEMENTED / ATTAINED / FORECAST - 2023-2027

A simpler management view of the SMP goal register

119 goals are tracked across 2023-2027. This dashboard shows delivery at a glance; the detailed SMP register remains the audit trail.

119 TOTAL SMP GOALS 2023-2027	96 ACHIEVED implemented / attained	11 PLANNED recurring / active controls	12 NOT STARTED 2027 /2028 forecast / not started
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Progress by year

2023 FOUNDATION	2024 SYSTEMS	2025 SCALING	2026 DELIVERY	2027 NEXT WAVE
30 goals 13 A 17 O	9 goals 6 A 3 O	7 goals 1A 6 O	2 goals 1A 1O	6 goals 6 P

How the Sustainability Committee should use this view

1 REVIEW status + evidence	2 MEASURE theme KPIs	3 ACT owner + action	4 REPORT committee + SMP
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ONGOING = active recurring control, not unfinished work. Training, community engagement, resource conservation and waste diversion remain on the committee dashboard because they require continuous management.

2023 SMP GOALS - FOUNDATION YEAR

TOTAL SMP GOALS 2023 ACHIEVED	NATURE	PEOPLE	GOVERNANCE
30	16	10	4

2023 established the operational foundation. All 30 goal names and SMP statuses are retained below; the detailed objectives and outcomes remain in the SMP 2026 source register.

2023 SMP GOALS - NATURE	
Goal	Status
Re-use Food Waste	Achieved
Energy Conservation	Achieved
Zoned Areas During Low Occupancy	Achieved
Eco-Friendly Takeaway Packaging	Achieved
Showerhead Installation	Achieved
Bulk Organic Soap and Amenities	Achieved
Beach Cleaning Activities	Achieved
Plastic Amenities Replacement	Achieved
Vivreau Bottle Usage	Achieved
Recycling Stained Tablecloths	Achieved
Post-Consumer Recycled Paper Usage	Achieved
Bio-Based Cleaning Products	Achieved
Organic Cotton Bedding	Achieved
Eco-Friendly Beach Bags	Achieved
Soap Petal Use	Achieved
Organic Toiletries & Biodegradable Packaging	Achieved

2023 SMP GOALS - PEOPLE	
Goal	Status
Guest Awareness on Green Practices	Achieved
Monthly Staff Welfare Calendar	Achieved
Corporate Social Responsibility (CSR)	Achieved
Homemade Jam Usage	Achieved
Departmental Training	Achieved
Upcycling Slippers – Caritas / Les Foyers Des Charités	Achieved
Old Uniforms / Bed sheets – Caritas	Achieved
Sustainable Fair Products	Achieved
Regular Hygiene & Food Allergens Training	Achieved
Staff Hotel Induction	Achieved

2023 SMP GOALS - GOVERNANCE	
Goal	Status
Eco-Friendly Printing	Achieved
Digital Transformation	Achieved
HMS Guest Ecosystem	Achieved
Clutter-Free Meetings	Achieved

2024-2025 SMP PROGRESS - SCALING THE SYSTEM

2024 - Operational Systems

TOTAL SMP GOALS 2024 ACHIEVED	NATURE	PEOPLE	GOVERNANCE
9	6	1	2

2024 SMP GOALS - NATURE	
Goal	Status
100% Varta Batteries Recycling Programme	Achieved
100% Carton Boxes Recycling	Achieved
100% Waste Segregation and Recycling	Achieved
100% LED Lighting	Achieved
50% Desalination System Implementation	Achieved
50% Hybrid Car Taxis	Achieved

2024 SMP GOALS - PEOPLE	
Goal	Status
100% Wooden Employee Name Tags	Achieved

2024 SMP GOALS - GOVERNANCE	
Goal	Status
100% Eco-Friendly Printing	Achieved
100% Digital Payslips for Employees	Achieved

2025 - Circularity, Mobility & Community

TOTAL SMP GOALS 2025 ACHIEVED	NATURE	PEOPLE	GOVERNANCE
15	4	5	6

2025 SMP GOALS - NATURE	
Goal	Status
1 Mercedes EQE for Guest	Achieved
1 Electric Buggy	Achieved
100% Empty 0 Cernol Chemical / Detergent Gallons Recycled	Achieved
100% Empty Labourdonnais Juice Gallons Recycled	Achieved

2025 SMP GOALS - PEOPLE	
Goal	Status
100% Upcycling of Slippers – Caritas	Achieved
100% Old Uniforms / Bedsheets Donated – Les Foyers des Charités	Achieved
World Environment Day Celebration	Achieved
Earth Day Celebration	Achieved
Menstrual Leave: Sands Resort provides one day of paid menstrual leave to eligible female employees, supporting employee wellbeing, dignity and an inclusive workplace.	Achieved

2026-2027 SMP PROGRESS - CURRENT ACTION & NEXT WAVE

2026 - Current implementation

TOTAL SMP GOALS 2026 ACHIEVED	NATURE	PEOPLE	GOVERNANCE
42	16	13	13

2026 SMP GOALS - NATURE	
Goal	Status
100% BE Eau Water Usage	Achieved
100% Coffee Ground Capsule Recycling	Achieved
100% Ily Coffee Capsule Recycling	Achieved
100% Par LED Autonome Rechargeable	Achieved
100% New Digital SCM System Whole Resort in Place	Achieved
Signed Purchasing Code of Conduct in Place	Achieved
Local Supplier 60% – Above Target of 40%	Achieved
Target More Local Products Made in Mauritius	Achieved
Order Taker Digital Tablets in Place	Achieved
Dry Woods and Filao Seeds Used for Decoration Instead of Fresh Flowers	Achieved
100% Curtains Sewn Internally by Our Seamstress Team	Achieved
100% Sewing of Front Office Team Members' Blouses	Achieved
Pants & Chemises Sewn Internally to Sell to Guests in Our Shop	Achieved
100% Reduce Water Flow	Achieved
WhatsApp Group Across All Departments for Time Efficiency	Achieved
Beach Towels Follow-up & Control by Front Office	Achieved

2026 SMP GOALS - PEOPLE	
Goal	Status
4 Additional Bicycles Bought for Guests	Achieved
Mutual Arrangement & Respect Among Staff for Cultural Festivals	Achieved
International Bar Mixologist Training	Achieved
Internal Promotion – 25% Management Level & 30% Staff Level	Achieved
100% Healthy Corner in Our Staff Canteen	Achieved
Staff NIC Medical Insurance 50%	Achieved
100% Medical Testing Across Resort – Glucose / FBC / Breast Cancer Screening / Pap Smear (Women) / Eye Test (60% Pre-Diabetics Detected)	Achieved
90% Local Recruitment	Achieved
Women's Day – Free Treatment & Facial Demo by SPA Team	Achieved
Distribution of Makeup Kits to All Female Front-Liner Staff	Achieved
Sexual Harassment Talk by the Police Team	Achieved
Drug Talk & Policy in Place	Achieved
Birthday Distribution Cakes to all staffs	Achieved

2026 SMP GOALS - GOVERNANCE	
Goal	Status
Be Eau Water in Fitness	Achieved
Dry Fruits & Cold Towels in Fitness	Achieved
Gender Equality – Male and Female Recruitment in F&B Bar	Achieved
New Sewing Machine Bought	Achieved
Makeup Training by Professional Artist for All F&B Staff	Achieved
Increase Hotel Hybrid Taxis from 3 to 6 (out of Eleven)	Achieved
Collaboration with Europcar for Rental of Electric & Hybrid Cars for Guests	Achieved
Rank 2nd on Trip Advisor – July 2026	Achieved
Fun Day at Sen Ken Unit – 100% (Children with Disabilities)	Achieved
Round Bread in Canteen to Avoid Wastage – Elimination of Long Bread	Achieved
New Staff Lockers to Replace Old Ones	Achieved
Family Party – Two Days, 17 & 24 July 2026	Achieved
45% Repeaters Guests	Achieved

2027 /2028 - Forecast / next-wave initiatives

Looking ahead to 2027, Sands Resort will build on the sustainability progress achieved during 2026 by moving from individual initiatives towards deeper integration, measurable outcomes and continuous improvement. The next-wave programme is structured around three key pillars – Nature, People and Governance – with each initiative supported by defined targets, implementation milestones and impact measures.

Progress and forecast achievement dates will be reviewed on a quarterly basis to assess performance, identify any areas requiring corrective action, and ensure that initiatives remain on track for their intended completion dates. Implementation results and realized benefits will be documented throughout the year and reported as part of the next sustainability reporting cycle.

TOTAL SMP GOALS 2027 /2028 FORECASTED	NATURE	PEOPLE	GOVERNANCE
28	7	8	8

2027 SMP GOALS - NATURE				
2027 Forecasted Goal / Initiative	Forecast / Target	Status	Progress	Forecast Achievement Date / Quarterly Review
Waste Reduction	Bulb / Glass Bottle Recycling	Planned	10%	Q4 2027
Biodiversity	New Green Space – Chef's Garden	Not Started	0%	Q4 2027
Local Sourcing	Target More Local Products Made in Mauritius	Planned	75%	Q4 2027
Paper Reduction	New Tablets to take guest order	Planned	25%	Q1 2027
Water Stewardship	Reduction of Leakage	Not Started	0%	Q2 2028
Internal Home Made Honey	Bee Skeps for Honey and Beeswax	Planned	10%	Q2 2028
Paper Reduction	New QR & Digital Application in Every Department	Planned	10%	Q4 2028

2027 SMP GOALS - PEOPLE				
Forecasted Goal / Initiative	Forecast / Target	Status	Progress	Forecast Achievement Date / Quarterly Review
Team Capability	SRA Coordinator Recruitment	Planned	40%	Q1 2027
Team Capability	Training SRA Team – Aqua Fitness Outsourced Trainer	Planned	50%	Q1 2027
Wellness Programme	Additional Yoga Sessions – From 4 to 6 Weekly	Not Started	25%	Q4 2027
Wellness Programme	Yoga Mats Placed in All Guest Rooms for Health & Wellness	Not Started	25%	Q4 2027
Guest Wellness	Six SPA Treatment Rooms Instead of Four	Not Started	10%	Q4 2027
Guest Wellness	Yoga Convention Desk Placed for Yoga Sessions	Planned	25%	Q4 2027
Guest Engagement	Guest Integration in Sustainability	Not Started	10%	Q4 2027
Team Capability	Infogenesis training F&B Team – OBI Ltd	Planned	50%	Q1 2027

2027 SMP GOALS - GOVERNANCE				
Forecasted Goal / Initiative	Forecast / Target	Status	Progress	Forecast Achievement Date / Quarterly Review
Plastic Reduction	New Suite Wooden Key Cards	Not Started	10%	Q4 2027
Staff Benefits	Attendance Bonus for All Staffs	Planned	75%	Q1 2027
Digitalization	New Digital App for Recruitment	Not Started	10%	Q4 2027
Facilities	Enlargement of Maintenance Workshop & Store	Not Started	10%	Q4 2027
Governance & Procurement	Signed Purchasing Supplier Code of Conduct in Place	Planned	15%	Q4 2027
Community Partnership	Partnership with Vati Foundation	Not Started	10%	Q4 2028
Renewable Energy	Solar Panels – All Resorts	Not Started	10%	Q4 2028
Renewable Energy	Photovoltaic Installation Across Resorts	Not Started	10%	Q4 2028

NATURE	PEOPLE	GOVERNANCE
– Energy: kWh + kWh / occupied room – Water: m3 + litres / guest-night – Waste: kg by stream + diversion rate – Single-use items avoided / recovered – Biodiversity: area, species, survival / restoration indicators	– Training hours + completion – Staff welfare participation / feedback – Community participants / beneficiaries – Guest sustainability engagement – Local products / partners supported	– Actions closed on time – Evidence completeness / traceability – Digital process adoption – Supplier / compliance records – Quarterly committee review + annual SMP review

Management commitment - from materiality to measurable impact

The planned September / October 2026 materiality assessment will move Sands from an activity-led SMP to a target-led management cycle.

1 ASSESS Sep / Oct 2026 Materiality workshop with the Sustainability Team and selected stakeholders.	2 PRIORITISE Confirm topics Validate which Nature, People and Governance topics are most significant.	3 TARGET Set ambition Approve short-, medium- and long-term targets for every confirmed material topic.
4 ASSIGN Owner + KPI Define baseline, indicator, data source, owner, timeline and evidence location.	5 REVIEW Track performance Monthly operating data and quarterly Committee review of progress and gaps.	6 IMPROVE Close the loop Corrective actions, deadlines and annual SMP roll-forward based on evidence.

Management cadence

MONTHLY	QUARTERLY	ANNUALLY
Operational tracking utilities • waste • people • evidence	Committee review performance • gaps • corrective actions	SMP review roll forward • reset targets • approve next plan

What management commits to

MEASURABLE TARGETS	ACCOUNTABILITY	EVIDENCE INTEGRITY
Every confirmed material topic will have a baseline, KPI, owner and short-, medium- and long-term target.	Progress will be reviewed by the Sustainability Committee and off-track performance will trigger documented corrective action.	Strengthened digital continuity controls will protect the records required for management review and Green Globe audit readiness.

Management statement

Sands Suites Resort & Spa commits to using the September / October 2026 materiality assessment to confirm its priority impacts and convert them into measurable targets. The existing 2023-2027 SMP goal register will remain the continuous-improvement baseline, while each confirmed material topic will be managed through defined KPIs, accountable owners, regular Committee review and corrective action. This approach links performance, evidence quality and annual SMP review into one clear management cycle for continuous improvement and Green Globe audit readiness.



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