



SANDS
SUITES RESORT & SPA
MAURITIUS

SANDS SUITES RESORT & SPA MAURITIUS SUSTAINABILITY REPORT 2025–2026



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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 Suites Resort & Spa, 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 SUITES RESORT & SPA SUSTAINABILITY JOURNEY 2021–2027

Sands Suites Resort & Spa 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 Suites Resort & Spa 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 Suites Resort & Spa 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 Suites Resort & Spa 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 Suites Resort & Spa 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.



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 5.1 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 Suites Resort & Spa Sustainability Committee. Its role is to translate the SMP into accountable action, monitor goals and KPIs, coordinate Green Globe evidence, review risks and corrective actions, and prepare recommendations for management approval.

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.
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 Suites Resort & Spa 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 19-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.
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.

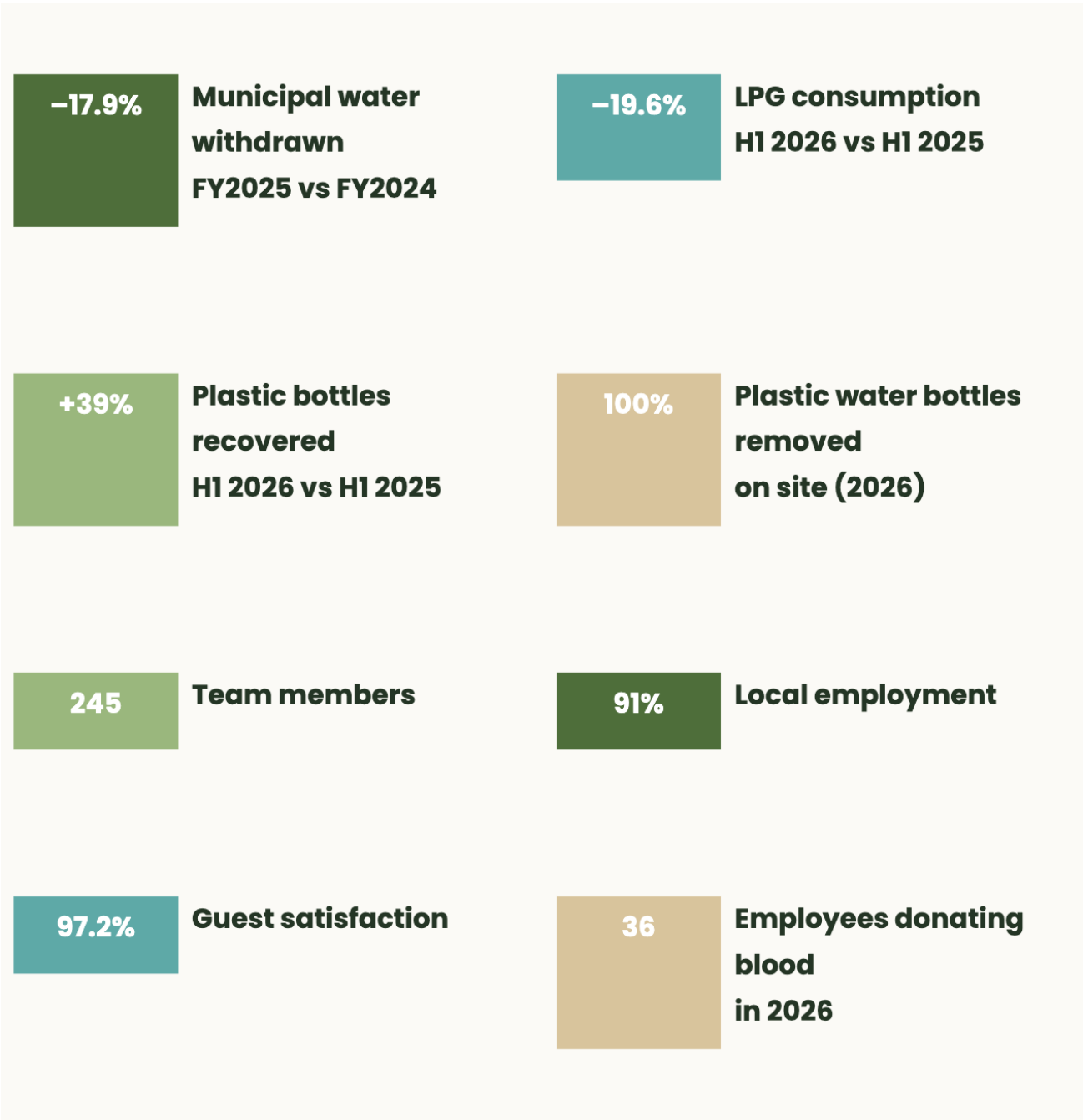
5.3 Committee Membership & Functional Responsibilities - continued

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.
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.



7. STRATEGY — NATURE, PEOPLE & GOVERNANCE

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.

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.

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

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.

9. PILLAR ONE – NATURE



Protecting the resources, ecosystems and coastal setting on which the Sands Suites Resort & Spa guest experience depends.



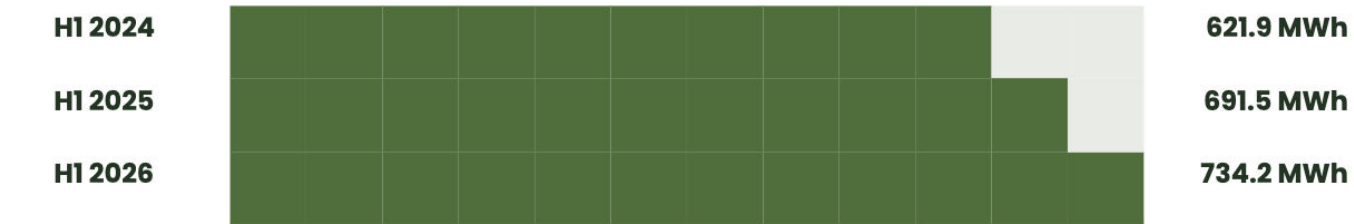
9.1 Utilities Performance — Electricity & LPG

Comparable reporting basis

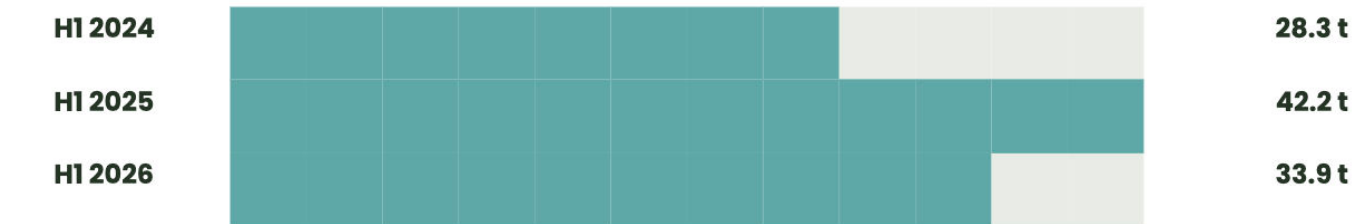
FY2024 and FY2025 are complete calendar years. FY2026 currently covers January to June. Therefore, the progress assessment from 2025 to 2026 uses the same six-month period (January–June) for both years. This preserves the existing reported results while making the three-year utility trend easier to interpret.

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

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



LPG — comparable H1 trend 2024–2026 (tonnes)



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.

Indicative greenhouse-gas estimate (not externally assured)

Sands Suites Resort & Spa has prepared an initial CHG estimate using available activity data. The calculation currently covers LPG as partial Scope 1 and purchased electricity as Scope 2 (location-based). Based on available data, LPG consumption fell from 42,171kg in H1 2025 to 33,895kg in H1 2026 equivalent to approximately 24.7 tCO₂e lower LPG-related emissions.

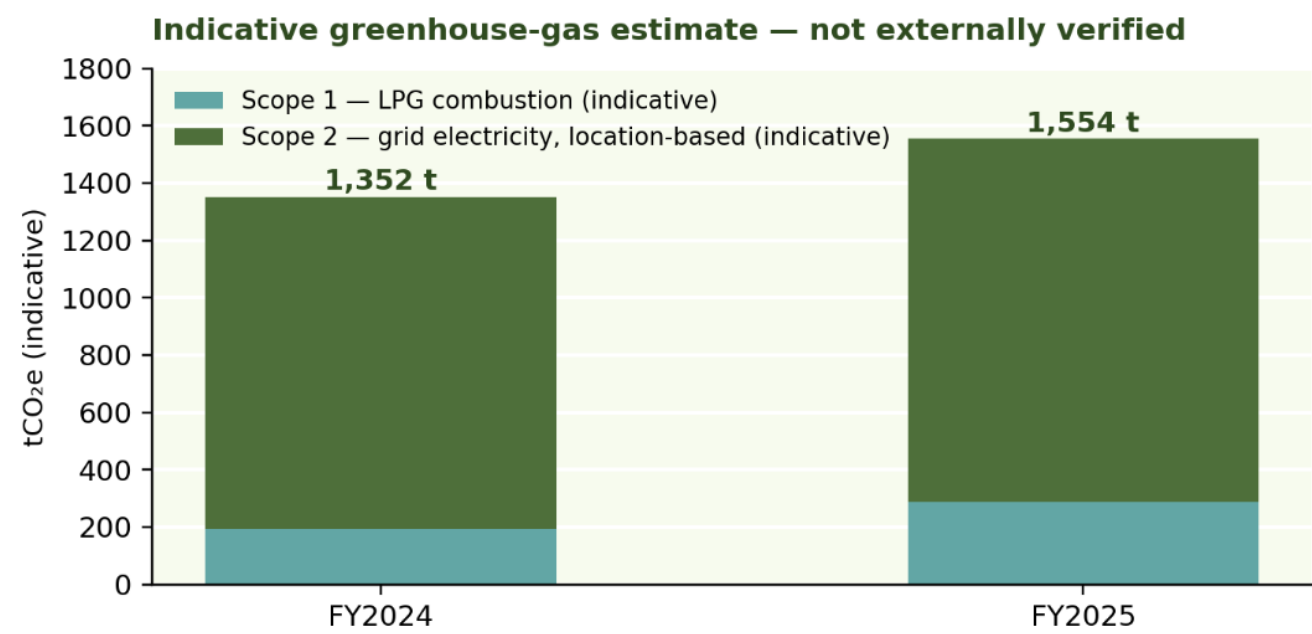


Figure 7.1a — Indicative estimate only. Scope 3 (procurement, food, guest travel) is not yet measured.

9.2 Water stewardship — 2024, 2025 & 2026 Trend

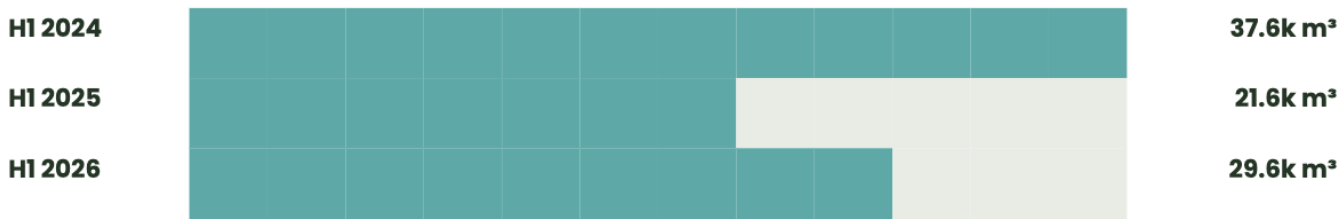
Measured annual progress

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 m³	56,873 m³	29,553 m³	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

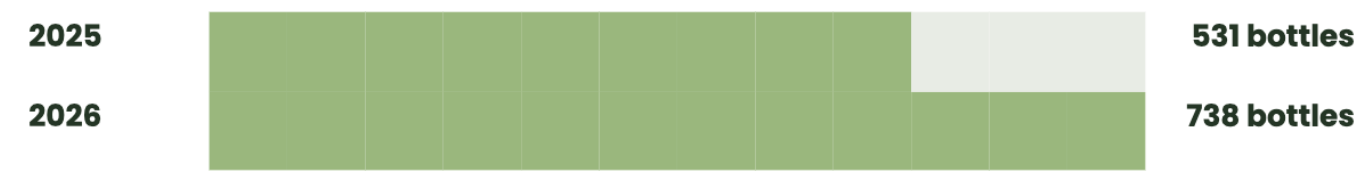
The annual FY2025 result remains positive at –17.9% versus FY2024. For the latest comparable period, H1 2026 is higher than H1 2025, so Sands Suites Resort & Spa should present this transparently as a management challenge and continue strengthening metering, water-balance reporting and intensity KPIs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

9.3 Waste, circularity & biodiversity

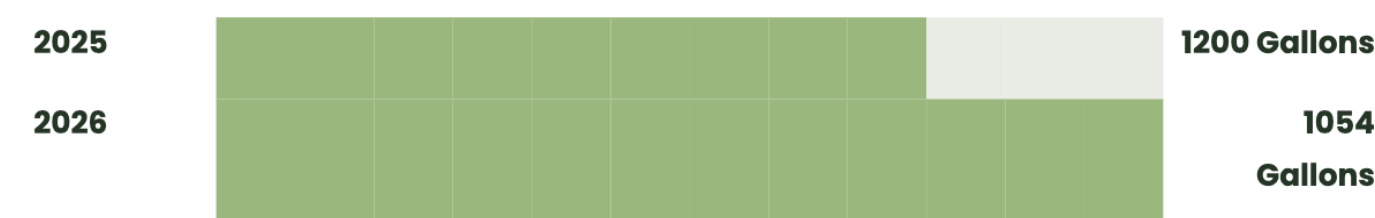
Circular economy progress

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.

Sunquick Plastic Bottles recovered for recycling — H1



Empty Labourdonnais Juice Gallon recovered for recycling — H1



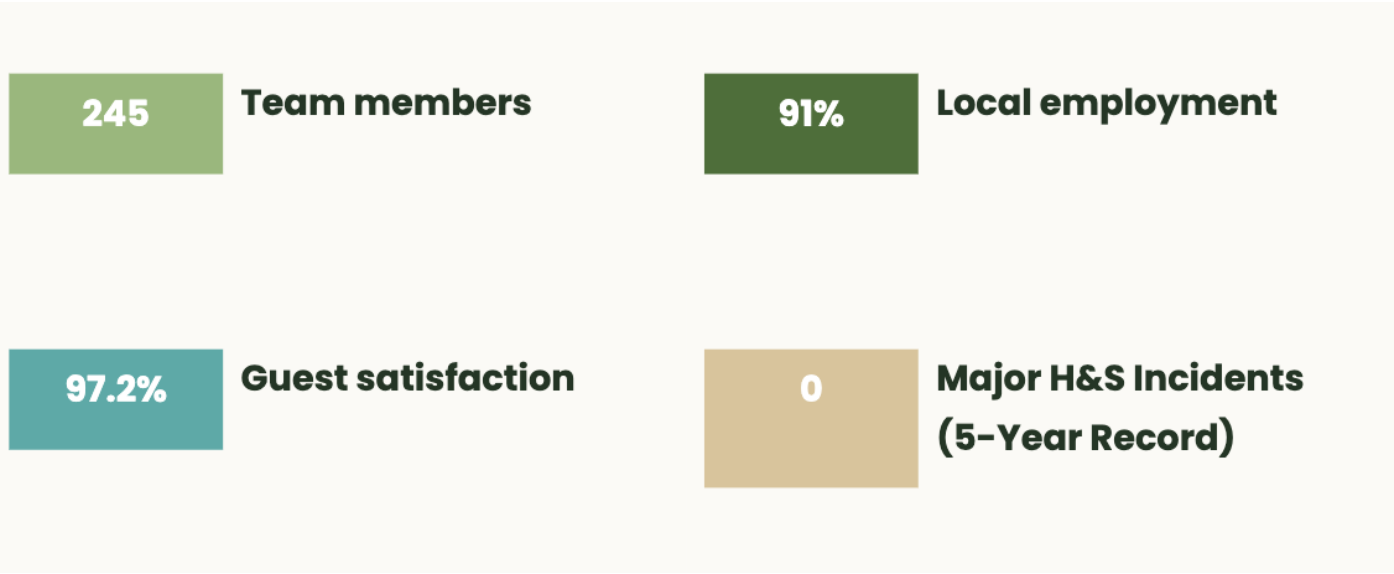
Nature stewardship activities provide evidence of action; future reporting will focus more strongly on measurable ecological outcomes.

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%)

10.1 Employees & guests

245

Team members

91%

Local employment

2 hrs

Sustainability training per staff / month

0

Major H&S incidents reported over 5 years

97.2%

Guest satisfaction

100%

Sustainability induction for new joiners

1

Fire evacuation drills per year

10.2 Community, Culture & Local Value

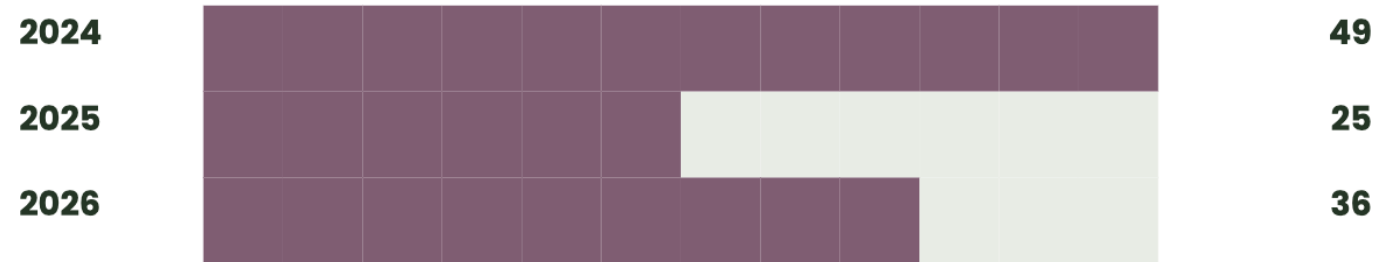
Community participation

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.

Culture & local value

Sands Suites Resort & Spa 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.

Employee blood donation participation



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

11. 2030 ROADMAP & GREEN GLOBE READINESS

Green Globe area	Evidence in this report	Evidence status
Sustainable management	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

12. SMP GOALS & INITIATIVES - 2023-2026

12.1 Green Globe evidence summary & final management statement

The resort's Sustainability Management Plan (SMP) is structured around three strategic pillars — Nature, People and Governance. Within each pillar, individual initiatives are grouped under a defined sustainability goal. This approach provides a clear link between the strategic objective, the initiatives implemented and the year in which progress was achieved.

The summary below provides the management and stakeholder view of the SMP programme before presenting the detailed initiatives under each goal.

From 2023 to 2026, the resort implemented 95 Sustainability Management Plan (SMP) initiatives across three strategic pillars:

- Nature – protecting natural resources, reducing environmental impact and advancing circularity.
- People – supporting employee wellbeing, development, inclusion and community impact.
- Governance – strengthening responsible business practices, digitalization, accountability and sustainable operations.

2023 FOUNDATION	2024 SYSTEMS	2025 SCALING	2026 DELIVERY
Establishment of core sustainability practices	Strengthening of operational systems	Expansion of circularity, mobility and community initiatives	Broad implementation and integration of sustainability practices
Nature – 4 Goals with 16 Initiatives	Nature – 3 Goals with 6 Initiatives	Nature – 2 Goals with 4 Initiatives	Nature – 5 Goals with 16 Initiatives
People – 4 Goals with 10 Initiatives	People – 1 Goal with 1 Initiatives	People – 3 Goals with 5 Initiatives	People – 4 Goals with 12 Initiatives
Governance – 1 Goal with 4 Initiatives	Governance – 2 Goal with 2 Initiatives	Governance – 2 Goals with 6 Initiatives	Governance – 4 Goals with 13 Initiatives

1. NATURE

Strategic Sustainability Goal	2023	2024	2025	2026	Total Initiatives
Energy & Resource Conservation	3	2	—	3	8
Waste Reduction, Recycling & Circularity	2	3	2	2	9
Sustainable Materials & Single-Use Reduction	10	—	—	—	10
Sustainable Mobility	—	1	2	—	3
Sustainable Procurement & Local Sourcing	—	—	—	3	3
Sustainable Production & Reuse	—	—	—	5	5
Operational Resource Efficiency	—	—	—	3	3
Nature Stewardship	1	—	—	—	1
Nature – Total	16	6	4	16	42

2. PEOPLE

Strategic Sustainability Goal	2023	2024	2025	2026	Total Initiatives
Employee Wellbeing, Health & Welfare	1	—	1	6	8
Training, Skills & Career Development	3	—	—	2	5
Inclusion, Equality & Respect	—	—	—	3	3
Community Engagement & Social Impact	4	—	2	1	7
Sustainability Awareness & Engagement	2	1	2	—	5
People – Total	10	1	5	12	28

3. GOVERNANCE

Sustainability Goal	2023	2024	2025	2026	Total Initiatives
Paperless Operations & Digital Transformation	4	2	—	3	9
Sustainable Guest Experience	—	—	4	3	7
Operational Efficiency & Workplace Improvement	—	—	2	3	5
Responsible Business, Procurement & Accountability	—	—	—	4	4
Governance – Total	4	2	6	13	25

12.2 Overall SMP Achievement

Pillar	2023	2024	2025	2026	Total
Nature	16	6	4	16	42
People	10	1	5	12	28
Governance	4	2	6	13	25
TOTAL	30	9	15	41	95

12.3 Detailed Goals & Initiatives

NATURE

Goal 1 - Energy & Resource Conservation

Strategic objective: Reduce energy and water consumption through efficient technologies, operational controls and responsible resource use.

Initiatives Achieved

Year	Initiative	Status
2023	Energy Conservation	Achieved
2023	Zoned Areas During Low Occupancy	Achieved
2023	Showerhead Installation	Achieved
2024	100% LED Lighting	Achieved
2024	50% Desalination System Implementation	Achieved
2026	100% BE Eau Water Usage	Achieved
2026	100% Reduction of Water Flow	Achieved
2026	Beach Towel Follow-Up & Control	Achieved

Total: 8 initiatives achieved

Expected sustainability contribution

These initiatives are designed to reduce energy and water consumption, improve operational efficiency and encourage responsible resource management across the resort.

Goal 2 - Waste Reduction, Recycling & Circularity

Strategic objective: Reduce waste generation and increase reuse, segregation, recycling and recovery of materials.

Initiatives Achieved

Year	Initiative	Status
2023	Re-use of Food Waste	Achieved
2023	Recycling of Stained Tablecloths	Achieved
2024	100% Varta Batteries Recycling Programme	Achieved
2024	100% Carton Box Recycling	Achieved
2024	100% Waste Segregation and Recycling	Achieved
2025	100% Empty Cernol Chemical / Detergent Gallons Recycled	Achieved
2025	100% Empty Labourdonnais Juice Gallons Recycled	Achieved
2026	100% Coffee Ground Capsule Recycling	Achieved
2026	100% Ily Coffee Capsule Recycling	Achieved

Total: 9 initiatives achieved

Goal 3 - Sustainable Materials & Single-Use Reduction

Strategic objective: Replace conventional and single-use materials with reusable, recycled, biodegradable or lower-impact alternatives.

Initiatives Achieved

Year	Initiative	Status
2023	Eco-Friendly Takeaway Packaging	Achieved
2023	Bulk Organic Soap and Amenities	Achieved
2023	Plastic Amenities Replacement	Achieved
2023	Vivreau Bottle Usage	Achieved
2023	Post-Consumer Recycled Paper Usage	Achieved
2023	Bio-Based Cleaning Products	Achieved
2023	Organic Cotton Bedding	Achieved
2023	Eco-Friendly Beach Bags	Achieved
2023	Soap Petal Use	Achieved
2023	Organic Toiletries & Biodegradable Packaging	Achieved

Total: 10 initiatives achieved

Goal 4 - Sustainable Mobility

Strategic objective: Increase the use of electric, hybrid and non-motorised transportation options for guests and resort operations.

Initiatives Achieved

Year	Initiative	Status
2024	50% Hybrid Car Taxis	Achieved
2025	1 Mercedes EQS for Guests	Achieved
2025	1 Electric Buggy	Achieved

Total: 3 initiatives achieved

Goal 5 - Sustainable Procurement & Local Sourcing

Strategic objective: Increase responsible purchasing, strengthen local sourcing and support suppliers that align with the resort’s sustainability objectives

Initiatives Achieved

Year	Initiative	Status
2026	Signed Purchasing Code of Conduct in Place	Achieved
2026	Local Supplier 60% – Above Target of 40%	Achieved
2026	Target More Local Products Made in Mauritius	Achieved

Total: 3 initiatives achieved

Goal 6 - Sustainable Production & Reuse

Strategic objective Increase internal reuse, repair, production and resource-efficient practices while reducing dependence on newly purchased materials.

Initiatives Achieved

Year	Initiative	Status
2026	Dry Woods and Filao Seeds Used for Decoration Instead of Fresh Flowers	Achieved
2026	100% Curtains Sewn Internally by Our Seamstress Team	Achieved
2026	100% Sewing of Front Office Team Members' Blouses	Achieved
2026	Pants & Chemises Sewn Internally to Sell to Guests in Our Shop	Achieved
2026	Beach Towels Follow-Up & Control by Front Office	Achieved

Total: 5 initiatives achieved

Goal 7 - Operational Resource Efficiency

Strategic objective Use digital and communication tools to improve operational efficiency, reduce unnecessary resource consumption and strengthen coordination across departments.

Initiatives Achieved

Year	Initiative	Status
2026	100% New Digital SCM System Whole Resort in Place	Achieved
2026	Order Taker Digital Tablets in Place	Achieved
2026	WhatsApp Group Across All Departments for Time Efficiency	Achieved

Total: 3 initiatives achieved

Goal 8 - Nature Stewardship

Strategic objective Use digital and communication tools to improve operational efficiency, reduce unnecessary resource consumption and strengthen coordination across departments.

Initiatives Achieved

Year	Initiative	Status
2023	Beach Cleaning Activities	Achieved

Total: 5 initiatives achieved

PEOPLE

Goal 9 - Employee Wellbeing, Health & Welfare

Strategic objective: Promote employee health, wellbeing, dignity and a supportive workplace environment.

Initiatives Achieved

Year	Initiative	Status
2023	Monthly Staff Welfare Calendar	Achieved
2025	Menstrual Leave – One Day Paid Leave for Eligible Female Employees	Achieved
2026	100% Healthy Corner in Staff Canteen	Achieved
2026	Staff NIC Medical Insurance – 50%	Achieved
2026	Medical Testing Across the Resort – Glucose / FBC / Breast Cancer Screening / Pap Smear / Eye Test	Achieved
2026	Women’s Day – Free Treatment & Facial Demonstration by SPA Team	Achieved
2026	Distribution of Makeup Kits to All Female Front-Liner Staff	Achieved
2026	Birthday Cakes Distributed to All Staff	Achieved

Total: 8 initiatives achieved

Goal 10 - Training, Skills & Career Development

Strategic objective: Strengthen employee capabilities, professional development, internal career progression and service excellence.

Initiatives Achieved

Year	Initiative	Status
2023	Departmental Training	Achieved
2023	Regular Hygiene & Food Allergens Training	Achieved
2023	Staff Hotel Induction	Achieved
2026	International Bar Mixologist Training	Achieved
2026	Internal Promotion – 25% Management & 30% Staff Level	Achieved

Total: 5 initiatives achieved

Goal 11 - Inclusion, Equality & Respect

Strategic objective: Promote an inclusive workplace based on equality, respect, cultural understanding and a safe working environment.

Initiatives Achieved

Year	Initiative	Status
2026	Mutual Arrangement & Respect Among Staff for Cultural Festivals	Achieved
2026	Sexual Harassment Talk by the Police Team	Achieved
2026	Drug Talk & Policy in Place	Achieved

Total: 3 initiatives achieved

Goal 12 - Community Engagement & Social Impact

Strategic objective: Support vulnerable groups, strengthen community relationships and create positive social impact through partnerships, donations and community-oriented activities.

Initiatives Achieved

Year	Initiative	Status
2023	Corporate Social Responsibility (CSR)	Achieved
2023	Upcycling Slippers – Caritas / Les Foyers des Charités	Achieved
2023	Old Uniforms / Bed Sheets – Caritas	Achieved
2023	Sustainable Fair Products	Achieved
2025	100% Upcycling of Slippers – Caritas	Achieved
2025	100% Old Uniforms / Bedsheets Donated – Les Foyers des Charités	Achieved
2026	Fun Day at Sen Ken Unit – 100% (Children with Disabilities)	Achieved

Total: 7 initiatives achieved

Goal 13 - Sustainability Awareness & Engagement

Strategic objective: Encourage employees and guests to understand, participate in and support the resort’s sustainability practices.

Initiatives Achieved

Year	Initiative	Status
2023	Guest Awareness on Green Practices	Achieved
2023	Homemade Jam Usage	Achieved
2024	100% Wooden Employee Name Tags	Achieved
2025	World Environment Day Celebration	Achieved
2025	Earth Day Celebration	Achieved

Total: 5 initiatives achieved

GOVERNANCE

Goal 14 - Paperless Operations & Digital Transformation

Strategic objective: Reduce paper consumption while improving efficiency, traceability, communication and operational control through digitalisation.

Initiatives Achieved

Year	Initiative	Status
2023	Eco-Friendly Printing	Achieved
2023	Digital Transformation	Achieved
2023	HMS Guest Ecosystem	Achieved
2023	Clutter-Free Meetings	Achieved
2024	100% Eco-Friendly Printing	Achieved
2024	100% Digital Payslips for Employees	Achieved
2026	New Digital SCM System Whole Resort in Place	Achieved
2026	Order Taker Digital Tablets in Place	Achieved
2026	WhatsApp Group Across All Departments for Time Efficiency	Achieved

Total: 9 initiatives achieved

Goal 15 - Sustainable Guest Experience

Strategic objective: Integrate sustainability, wellbeing and responsible consumption into the guest experience while maintaining high standards of service.

Initiatives Achieved

Year	Initiative	Status
2025	Cold Towel Implementation in SPA	Achieved
2025	Natural Infusion and Detox in SPA	Achieved
2025	Dry Fruits Offered to Guests After Treatment	Achieved
2025	Balinese Therapist Recruitment	Achieved
2026	Be Eau Water in Fitness	Achieved
2026	Dry Fruits & Cold Towels in Fitness	Achieved
2026	45% Repeaters Guests	Achieved

Total: 7 initiatives achieved

Goal 16 - Operational Efficiency & Workplace Improvement

Strategic objective: Improve workplace conditions, operational efficiency and resource management through practical improvements and employee-focused initiatives.

Initiatives Achieved

Year	Initiative	Status
2025	75 Stainless-Steel Kids' Bottles Distributed as Christmas Gifts	Achieved
2025	Christmas Market and Fair in Resort for Staff	Achieved
2026	New Sewing Machine Bought	Achieved
2026	Makeup Training by Professional Artist for All F&B Staff	Achieved
2026	New Staff Lockers to Replace Old Ones	Achieved

Total: 5 initiatives achieved

Goal 17 - Responsible Business, Procurement & Accountability
Strategic objective: Strengthen responsible business practices, equality, sustainable procurement, mobility partnerships and transparent operational performance.

Initiatives Achieved

Year	Initiative	Status
2026	Gender Equality – Male and Female Recruitment in F&B Bar	Achieved
2026	Increase Hotel Hybrid Taxis from 3 to 6 out of 11	Achieved
2026	Collaboration with Europcar for Rental of Electric & Hybrid Cars for Guests	Achieved
2026	Rank 2nd on TripAdvisor – July 2026	Achieved

Total: 4 initiatives achieved

12.4 SMP PROGRESSION 2023 – 2026

The four-year SMP programme demonstrates a progressive approach to sustainability management:

2023 – Foundation

The resort established the fundamental sustainability practices required to create an operational baseline. Key actions included waste reduction, sustainable materials, resource conservation, employee welfare, CSR and digital transformation.

2024 – Systems

The focus shifted towards strengthening operational systems through waste segregation, recycling programmes, LED lighting, desalination, hybrid mobility, eco-friendly printing and digital employee administration.

2025 – Scaling

Sustainability practices were expanded into circularity, electric mobility, community initiatives, employee wellbeing and sustainable guest experiences.

2026 – Delivery

The programme moved towards broader implementation and integration, with increased focus on digital operational systems, local sourcing, resource efficiency, employee wellbeing, inclusion, sustainable mobility, internal production and responsible business practices.

Overall, the SMP demonstrates a progression from foundation → systems → scaling → delivery, providing a structured pathway for continuous sustainability improvement across the resort.

Committee KPI lens - what should be monitored
The Committee will monitor a concise outcome dashboard by theme, while the detailed SMP register remains the supporting audit trail.

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, and 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 Operational tracking utilities • waste • people • evidence	QUARTERLY Committee review performance • gaps • corrective actions	ANNUALLY SMP review roll forward • reset targets • approve next plan
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What management commits to

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



