



BAGLIONI MALDIVES
LUXURY ALL-INCLUSIVE

SUSTAINABILITY MANAGEMENT PLAN (2026 edition)



THE PALACE COMPANY®



PURPOSE

The Sustainability Management Plan is to ensure that decision making within our group contributes to achieve its objectives, in order to improve its sustainability, reduce its long-term environmental impact and increase the welfare of employees, guests and of the environment that surrounds us. The Sustainability Management Plan is to guide the daily operations of the business in a sustainable manner in considering the environmental, socio-cultural, quality, and health & safety issues.

SUSTAINABILITY OBJECTIVES

01. ENERGY CONSERVATION

Reduce the general energy consumption.
Optimize the energy efficiency of plants.
Implementation of green initiatives for energy production.
Reduce our carbon footprint quota.

02. WATER CONSERVATION

Reduce water expenditure.
Install water-efficient faucets and showerheads.
Install water meters for separate areas and monitor the consumption per section.

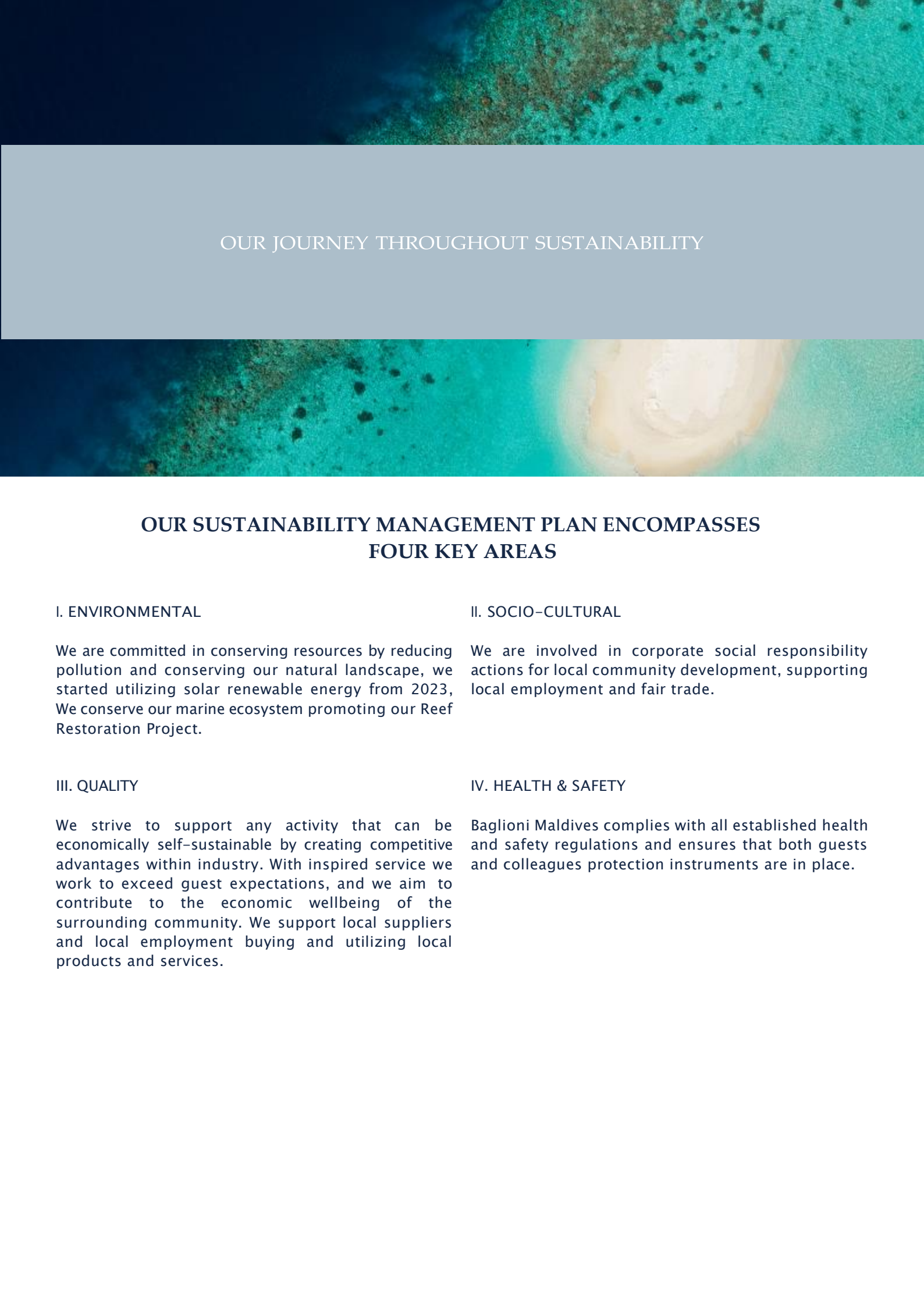
03. WASTE CONSERVATION

Reduce the amount of non-recyclable waste.
Increase the amount of waste that we recycle.
Start cooperating with NGOs and local communities to raise awareness

SCOPE

The scope of the Sustainability Management Plan covers all activities at Baglioni Resort Maldives and its integration with all colleagues, customers and guests, business partners, owners, other stakeholders, and the environment at large.

Ref: Green Globe Certification Standard and Guide to Certification.

An underwater photograph of a coral reef. The top half of the image shows a dark blue water column with some greenish-brown coral structures. The bottom half shows a lighter, sandy seabed with a large, pale, circular coral structure on the right side.

OUR JOURNEY THROUGHOUT SUSTAINABILITY

OUR SUSTAINABILITY MANAGEMENT PLAN ENCOMPASSES FOUR KEY AREAS

I. ENVIRONMENTAL

We are committed in conserving resources by reducing pollution and conserving our natural landscape, we started utilizing solar renewable energy from 2023, We conserve our marine ecosystem promoting our Reef Restoration Project.

II. SOCIO-CULTURAL

We are involved in corporate social responsibility actions for local community development, supporting local employment and fair trade.

III. QUALITY

We strive to support any activity that can be economically self-sustainable by creating competitive advantages within industry. With inspired service we work to exceed guest expectations, and we aim to contribute to the economic wellbeing of the surrounding community. We support local suppliers and local employment buying and utilizing local products and services.

IV. HEALTH & SAFETY

Baglioni Maldives complies with all established health and safety regulations and ensures that both guests and colleagues protection instruments are in place.



A.

SUSTAINABLE MANAGEMENT

Resort shall establish and maintain the SMP complying with requirements included in this section.

Our property will provide and write Policies and Procedures that:

1. IMPLEMENT SUSTAINABLE MANAGEMENT PLAN

- Are appropriate to the nature and scale of the organization's activities.
- Are aligned with the four key SMP areas i.e. Environmental, socio-cultural, quality and health& safety issues.
- Include a commitment to continual improvement of the SMP.
- Include a commitment to comply as a minimum with the current applicable legislation, regulations and other requirements to which the organization subscribes.
- Provide a framework for setting and reviewing SMP objectives and targets
- They are documented, implemented, maintained and communicated to all colleagues.
- Are available to all interested and affected parties and are reviewed periodically to remain relevant and appropriate to the organization's SMP.

2. LEGAL COMPLIANCE

The resort is licensed according to the law of the Republic of Maldives and in compliance with all relevant international or local legislations and regulations, including health, safety, labor, and environmental aspects, and insurance policies and other guest and colleague's protection instruments are up to date and in order.

3. COLLEAGUE TRAINING

Colleague hiring, training, annual appraisal and performance review, at our properties are in line with the competent models, based on the company's belief and expectations.

4. CUSTOMER SATISFACTION

Our property monitors customer satisfaction by receiving feedback in different ways and platforms. We strongly believe, accept and work in any kind of positive or constructive feedback provided by our guest. Besides customer satisfaction, we also review and monitor internal quality performance and satisfaction. Some of the tools used for monitoring and reviewing the same are:

- Courtesy Calls
- Guest's Interactions with the Management and Team
- Guest Feedback Forms (filled out upon check-out)
- Post Stay Online Surveys
- All 3rd party online platforms such as TripAdvisor, Booking.com and all social media channels.



A.

SUSTAINABLE MANAGEMENT

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Our property will provide and write Policies and Procedures that:

5. ACCURACY OF PROMOTIONAL MATERIALS

All communication regarding promotional material at our properties goes through the Sales and Marketing Team and is in line with the company standards, local regulations and cultural norms. We do not overpromise and commit to deliver whatever promised and advertised.

6. LOCAL ZONING, DESIGN AND CONSTRUCTION

Our property is located in an uninhabited island. No significant local sites, wildlife of any sort, vegetation or residents would have been disturbed in an adverse manner. Ongoing maintenance and repairs are performed regularly. The refurbishments, if any, include reusing as much of the original structure as possible, incorporate local design and architecture (i.e. kadjan roofing, wood and bamboo) and renovation/ interior design is always performed with the purpose of being as sustainable, energy-saving and long-lasting as possible, and includes use of environmentally sound materials.

7. INTERPRETATIVE TOURISM

We inform our guests about the local environment, local culture and cultural heritage through various means; may it be electronic or something as simple as friendly dialogue with guests. As the Maldives is predominantly a Muslim country, guests are made aware of the local culture during the holy month of Ramadan as special emphasis is made on period of fasting of colleagues. Special Maldivian themed nights are held in the main restaurant every week. On arrival to the resort, each guest is greeted with the sound of bodu-beru (traditional Maldivian drums). Various expedition packages are available with the Resorts to visit nearby local islands, so that guests are able to experience the

real Maldives, interact with the local community and support local businesses like handicrafts, and other souvenir shops.

8. COMMUNICATIONS STRATEGY

We communicate with our guests and visitors to the hotel and the website in a comprehensive manner. Our implementations, plans and strategy for a sustainable operation are clearly defined, as well as our involvement with the local community and other charity work.

Our sustainable operations involve our guests.

Example: we have placed a card in all the rooms in order to give our guests an option whether or not they want the bed linen and/or towels to be replaced for the day, hence, providing them with an opportunity to play a direct role in water and energy conservation.

Upon arrival our guest relation team and our Resident Marine Biologist will remind the guests of the damage inflicted on fragile coral if one stands on them, and the need to protect the ecosystem around the island.

In the same way guests are also politely requested not to collect or remove shells from the beach.

We support and promote our Reef Restoration Project, involving guests in participating in coral reef adoption initiatives and weekly marine life presentations. We are moreover launching a Kid's academy initiative to involve the little ones to the importance of nature preservation.



A.

SUSTAINABLE MANAGEMENT

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Our property will provide and write Policies and Procedures that:

9. HEALTH AND SAFETY

We follow strict environmental, health and safety laws, regulations and procedures to conserve and protect nature and create a workplace where we bring the best out of our colleagues whilst avoiding the risk of injury. Staff are appropriately trained so as to make them aware of the health and safety issues while working and guests are made aware of hazards by using appropriate signage and other forms of communication.

Purchasing and operating policy for all mechanisms, equipment and facilities are as environmentally friendly as possible: low emission and consuming minimum energy. Another requirement we try, and meet is to procure goods and equipment which are durable and long-lasting.

We have an experienced team of engineers and technicians who maintain the facilities and equipment, so we have constant checks on them being in good working condition. All necessary and mandatory safety requirements for the same are in order, such as and use of Personal Protective Equipment.

Highlights:

- Guests are provided with life jackets in their rooms.
- Guests are made cautious by posting safety instructions in the villas and other public areas.
- The swimming pool depth is clearly marked including pictorial NO Diving Signs, life-rings and notice boards. Basic Health and Safety training, fire training, and evacuation drills are conducted regularly for colleagues. All paint is environmentally friendly and lead free with low VOC content.
- An active in-house system is in place whereby colleagues are trained to report any malfunctions

and leaks immediately, and there is a good follow-up system to ensure the work is carried out satisfactorily.

10. DISASTER MANAGEMENT PLAN

In the Maldives, catastrophic events like for example Tsunami can be a real threat. Our property takes very seriously our internal Disaster Management plan, considering the 3R 's – Readiness; Response; Recovery.

Fire Safety: the resort uses the services of a third-party Fire company to inspect, analyses, advice, train and certify all colleagues.

Yearly drills are held involving all staff, where a real disaster is simulated, and practice responses are undertaken. All drills are observed by independent parties and observations and reports written.



B.

SOCIAL/ECONOMIC

This section is supported by the **Baglioni Resort** CSR policy; the policy states that the Company recognizes its role and responsibilities in contributing to the sustainable development of the communities in which it operates. This policy aims at maximizing the return on Community Investments and their impact on the local community.

1. COMMUNITY DEVELOPMENT

The Resort recognizes its role and responsibilities in contributing to the sustainable development of the communities in which it operates. This policy aims at maximizing the return on Community Investments and their impact on the local community. Through our community investment initiative, we have identified unique areas of involvement where we can actively support our local communities and engage in a mutually rewarding way with our stakeholders.

Education: Supporting initiatives focused on vocational training and skills development that improve employability in the tourism and hospitality sector. This is done by taking interns from local educational establishments and supporting their growth and development. Further job opportunities are offered within the company.

Healthcare: Supporting initiatives aimed at enhancing the health and well-being of local communities. We look into schemes of donating and sponsoring to the health facilities at local islands.

Cultural Preservation: Supporting initiatives aimed at enhancing the ability of small businesses that are strategically linked to business needs to perform more effectively in order to create economic growth. We regularly buy from local producers and support local fishermen.

Environmental Protection: Supporting initiatives that help protect the integrity of the environment. Our house reef, which is constantly rated as one of the best snorkeling/diving spots in the Maldives. We conduct regular surveys of its health status and are proud to say that until now, we have consistently maintained biodiversity.

2. LOCAL EMPLOYMENT

Baglioni Maldives proactively supports the recruitment and development of Maldivian nationals at various managerial level positions across its operational and support functions, with a view that such Maldivian nationals will be supported, mentored and guided to grow and move into leadership positions across the company. The element of local employment is supported by:

- Equal Employment Opportunity policy (part of the Business Ethics and Conducts Policy).
- Code of Conduct policy (part of Business Ethics and Conduct policy).
- Corporate Social Responsibility Policy.
- Workplace Health and Safety policy.

3. FAIR TRADE

Fair trade within our properties is driven by the “Procedure Goods & Services” process in the Maldives wherein resorts ensure the use of right methods to select suppliers and procure goods and services at the right quality, price, time, source and delivery while protecting the company.

Our Policy: “We at Baglioni Maldives ensure that all processes are done in compliance with relevant laws and consistent with ethical, social and environmental standards.”



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SOCIAL/ECONOMIC

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4. LOCAL ENTREPRENEURS

Baglioni Maldives does not engage with local entrepreneurs dealing with historical artifacts. Moreover, it is not permitted by law. It is worthwhile to state that, in we do engage in organizing events and activities that portray the local culture, especially during Ramadan, Eid, and Maldives National Day. Local craftsmen and businessmen are brought are encouraged to visit our properties to enable them to enhance their living, giving guests a chance to interact with them, and learn about local cultures.

5. RESPERCT LOCAL POPULATION AND CULTURE

Maldives is predominantly a Muslim country and as such guests and colleagues are made aware of the local culture. All efforts are made, where applicable, that due respect is given to the local values and beliefs, and we commit to safeguarding the Maldivian culture and ensuring that the local community shares in the benefits of tourism.

6. EXPLOITATION

Our properties are in strict compliance with the Maldives Labor Law. Hence, appropriate policies are in place against the employment of children, sexual harassment and exploitation. The element of avoidance of exploitation is supported by:

- Equal Employment Opportunity policy (part of the Business Ethics and Conducts Policy).
- Code of Conduct policy (part of Business Ethics and Conduct policy).
- Harassment Policy.
- Maldives Labor Act.

7. EQUITABLE HIRING

Baglioni Maldives promotes diversity and equality on all levels of the business, and no colleagues or applications are discriminated against in any way.

All positions are filled on the basis of competence. Our hotels adhere to all local laws and regulations concerning labour laws and offers conditions and wages superior to the minimum requirements. We employ people of many nationalities – currently we have no less than 17 different nationalities on our properties. Women candidates are encouraged to apply across all levels of the business.

The Maldives has strict labour law related issues, which we adhere to in full.

8. COLLEAGUE PROTECTION

Salaries and benefits exceed national regulations, and all payments required by law into insurance and pension funds are made on behalf of all colleagues. Overtime is paid for hours worked beyond the established work in accordance with Maldives labor law. Week hours and working hours do not exceed the legal maximum established by the labor law, but being a hospitality industry at times a need might arise to work additional hours, colleagues are accordingly remunerated as per the policies outlined.

To further enforce colleague protection at our properties, the welfare Committee comprising of employees of all levels and the management hold regular meetings and assure that any concerns or ideas from any colleague is given due considerations and actioned on if possible.

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SOCIAL/ECONOMIC

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C.

CULTURAL HERITAGE

Our colleagues are trained to guide guests towards the cultural sights and events and/or entertainment/restaurants that the guests are most interested in.

9. BASIC SERVICES

The activities of the business have not impacted or jeopardized resources or services in the local area or neighboring communities in any negative manner. The activities of the business generate a number of secure jobs and reflect a positive influence on the community.

10. LOCAL LIVELIHOOS

Since our resort is located on an independent island, its activities do not affect any of the other islands around. The activities of the business contribute to the economy of neighboring islands by creating jobs and buying from them.

11. BRIBERY AND CORRUPTION

Baglioni Maldives prohibits all forms of bribery, directly or through third parties, including employees from soliciting, arranging, or accepting bribes.

No direct or indirect contributions to political parties, etc, are made, as a way of obtaining advantage in business transactions.

The Resort will not deal with contractors and suppliers known or reasonably suspected of being paying bribes. Due diligence is undertaken in evaluating prospective contractors and suppliers to ensure that they have an effective anti-bribery Program.

Ref: Gift policy, Anti-bribery and corruption policy.

Local Maldivian culture and idiosyncrasies can be explained and discussed with guest, but mainly in a nice-to-know form, as the culture is significantly different from anywhere else in the western/developed part of the world, from where we have a substantial number of guests coming from.

Historical and archaeological artifacts are not sold, traded, or displayed. Business complies with laws, standards, and regulations concerning the protection of historical sites and cultural heritage. Goods which are protected and may not be bought or taken are communicated to guests through in-house literature.

The Maldives is a treasure of marine diversity and fragile coral, and their protection and natural growth is publicized as much as possible. The villas and all public areas have a minimal charm and blend in naturally with the surroundings and landscape. The scenic beauty of the Maldives is enhanced through our thoughtful architecture and design of structures.

D.

ENVIRONMENTAL

This section is supported by the **Baglioni Resort** Environmental policy; the policy states that the Company recognizes its role and responsibilities in carrying out the operations in a sustainable manner. This policy aims at minimizing the carbon footprint impact and preserve the environment wherever we operate.

Baglioni Maldives sources and obtains many locally produced goods including watermelons, papaya, Kurumba, bananas, and many others which have been grown organically. Freshly caught fish using pole and line method is brought directly to us just off the sea by local fishermen every day.

We do not use any invasive alien species in our gardens and landscapes, we also minimize the trimming and trying to keep the native vegetation as undisturbed as possible. Measures are taken to prevent the introduction of pest and exotic species. No captive wildlife, endangered species, products thereof any form of unethical items are used, sold, or allowed at Baglioni Maldives.

Environmental objectives and goals are addressed in Environmental Policy.

Our Sustainability Management Plan is supported by the following Policies and procedure along with other supporting documents:

1. Environmental Policy
2. Health and Safety Policy
3. Business Ethics and Conduct Policy
4. Waste Management Plan
5. Environmentally Preferable Purchasing Policy
6. Environmental Impact Assessment Report
7. Landscaping Policy
8. Pollution Management Plan
9. Disaster Management Plan
10. Green Book

Future Plans to Conserve Marine and Wildlife Near Baglioni Maldives.

In collaboration with scientific experts, we are developing comprehensive programs aimed at managing marine and wildlife species in the Maldives. These initiatives encompass strategies for both the present and future:

- **Marine Debris Management:**
We are partnering with environmental organizations to effectively manage and diminish marine debris. Our objectives include cleaning up beaches, enhancing awareness, and implementing robust waste management strategies.
- **Strategies:**
To achieve our goals, we are organizing regular beach clean-ups, advocating recycling practices, and reducing the usage of single use plastics.
- **Current Efforts:**
Currently, we are actively conducting beach clean-ups and have implemented efficient waste management systems within the resort.
- **Future Plans:**
Our future endeavors involve expanding waste management programs across the entire island, actively engaging local communities in conservation efforts, and promoting the principles of a circular economy.

Marcos Rojas
General Manager



SUSTAINABILITY MANAGEMENT PLAN

REVISION DETAILS			
REV. NO	REV. DATE	BRIEF DETAILS	ENTERED BY
1	1 Nov. 2023	Future Plans to Conserve Marine and Wildlife Near Baglioni Resort Maldives (page 10)	Exec Office
2	14 Feb 2025	No changes were made	Exec Office
3	09 Mar 2026	No changes were made	Exec Office

Policy Title	Sustainability Management Plan	To	Baglioni Maldives
Issued by	Executive Office	Approved by	General Manager
Issued date	November 2022	Revision date	March 2026



BAGLIONI MALDIVES
LUXURY ALL-INCLUSIVE

ENVIRONMENTAL POLICY (2026 edition)



ENVIRONMENTAL POLICY

Policy Statement

We, at Baglioni Maldives, are conscious of global environmental issue acknowledge our responsibility towards the environment. While the well-being of our guests remains on the forefront, we commit ourselves to carry out operations in a sustainable manner, taking every step to minimize operational impact on, and preserve the environment wherever we operate.

In delivering this commitment Baglioni Maldives will endeavor to:

- Meet or exceed applicable environmental legislations, environmental standards and best practices.
- Monitor & document Energy consumption & related emissions daily & analyze monthly, quarterly & annually for review with the objective of reducing energy consumption & related emissions by 2% or more in relation to the energy consumption & resultant emissions specified in the annual plan for the financial year.
- Value and preserve the natural and cultural heritage of our properties, thus enabling our guests to enjoy an authentically local experience.
- Promote efficient use of materials and resources across our property, especially water and energy.
- Work diligently to minimize our waste stream by reusing, recycling and conserving natural resources, particularly through energy and water conservation.
- Set sound environmental and social objectives and targets, integrate a process of review and issue progress reports on a periodic basis.
- Continually identify opportunities for improving management system.
- Promote awareness and educate employees on environmental issues and sustainable working practices.
- Engage our guests, team members, suppliers, contractors and the local community in our initiatives to preserve the environment and consider their opinions/ feedback when setting our environmental programs and procedures.
- Conduct environmentally Preferable Purchasing.
- Participate in efforts to improve environmental protection at local and national levels.

This policy is intended to guide our property towards sustainable management.

1. ENVIRONMENTAL AWARENESS

- We will maintain awareness among our team members on environmental issues, preservation of local cultures and the necessity for everyone to act in a responsible manner.
- We will communicate to our team members the environmental practices that need to be implemented at the workplace as well as other simple environment-friendly measures that they can apply in their everyday lives.
- We will communicate our environmental commitment to guests and give them an option to support us in our green initiative.
- We will extend awareness on environmental issues and best sustainability practices to the local community.

ENVIRONMENTAL POLICY

2. ENERGY

Reducing energy consumption will help to reduce environmental impact and at the same time lower energy costs. In order to minimize energy consumption, we will:

- Take steps to make our workplace more energy efficient.
- Reduce the use of fossil fuels and opt for renewable energies.
- Maintain our machinery and equipment in good working conditions.
- opt for energy efficient equipment and low energy appliances.
- Ensure optimal use of plant and machinery.
- Use timers, sensors and other devices that regulate energy consumption.
- Make use of solar energy wherever applicable.
- Reduce loss of energy, for example by using insulated pipes to carry hot or chilled fluids.
- Set objectives for limiting consumption regularly monitor progress and improve processes.
- Implementation of SOLAR project across.

3. WATER

With global warming, particularly pertaining to the Maldives, sources of freshwater are very scarce and limited to a few natural wells. Water conservation is therefore becoming essential and as a responsible company, we will:

- Using sea water, a free resource, to generate water for the entire resort.
- Reduce water losses by regularly checking for leaks.
- Install sensors, regulators and other water saving devices –i.e. sensor-controlled men's urinals.
- Ensure efficient use of laundry equipment.
- Sensitize both employees and guests on the responsible use of water.
- Offer to guests the option of reusing towels and sheets.
- Limit the use of de-salinized water by:
 - ◊ Capturing and using rainwater wherever possible.
 - ◊ Using recycled greywater for irrigation.
- Set targets for minimizing water consumption, monitor and analyze periodically.
- Continually find ways to reduce water consumption.

4. WASTE

We generate waste that constitutes a major pollutant, affecting both the environment and public health. We will do our utmost to avoid recycle and reuse in order to reduce its impact on the environment. Our Waste Management Plan will include the following:

- Limit the use of disposable packaging for the resort supplies, whenever possible.
- Use compostable and bio-degradable products and materials, whenever the option is available.
- Limit individual packaging of hygiene products in bedrooms.
- Organize sorting and separating recyclable waste.
- Collect and recycle cooking oil for permitted uses.
- Compost our garden green waste for nutrient rich natural fertilizer.
- Organize recycling of materials such as paper/cardboard/glass/plastic packaging, metal cans, ink cartridges, restaurant organic waste, etc.
- Liaising with 3rd Party recycling companies such as Parley for Oceans and Secure Bag.
- Engage in projects with the local community for the reuse of recycled materials.
- Safely dispose of hazardous waste such as batteries, electrical and electronic devices, fluorescent bulbs/Tubes etc.
- Organize and/or support clean-up of the surrounding environment.

ENVIRONMENTAL POLICY

5. GREEN PROCUREMENT (ENVIRONMENTALLY PREFERABLE PURCHASING)

Green procurement or Environmentally Preferable Purchasing (EPP) is the practice of procuring products and services that are less harmful to the environment (land, air and water) and all species that depend on the environment for survival. Green products are those that are produced with less harmful materials or which upon usage or consumption would have a minimal impact on the environment.

We will carry out EPP whenever green options are available, while giving due consideration to guests' satisfaction, company standards and reasonable costing. Our green purchasing measures will include the following:

- Encourage and favor eco-friendly and power-efficient products.
- Prefer recycled, compostable and bio-degradable products.
- Buy seasonal and locally produced goods as far as possible and thus avoid transport energy.
- Buy in bulk to reduce packaging waste.
- Favor organic fertilizers and less harmful cleaning agents.
- Prefer eco-friendly designs and eco-labeled products.
- Prefer to purchase from a source that is less polluting or uses clean technology.
- Encourage and prefer vendors who use recycled packaging material. Explore the possibilities of further reuse and/or recycling with the vendor.
- Green the supply chain by seeking vendors who share our values and have in place an environment management system.

6. DESTINATION PROTECTION

The natural environment is one of the primary attractions for leisure visitors. In order to develop sustainable tourism, we will:

- We will encourage our team members to participate in and support environmental initiatives.
- Ensure protection of the natural and cultural values of the area while developing and creating recreational facilities and activities for our guests.
- Participate in efforts to restore habitat whenever possible.
- Promote local food, entertainment, culture and cottage industry.
- Engage with local people when developing cultural attractions.
- Offer guests souvenirs of local nature and making, and which are made of eco-friendly products.
- Provide guests with a list of environmentally friendly products and local souvenirs that they may shop for.

ENVIRONMENTAL POLICY

7. CONSERVATION OF MARINE LIFE AND REEFS

The ocean and the reefs are home to numerous sea creatures and plants, many of which are fragile and endangered. We will take every possible step towards the conservation of marine life and protection of our reefs.

Measures taken by our property will include:

- Ensuring wastewater is not discharged in the ocean.
- Using ecological or organic fertilizers.
- Sensitizing our team members and guests about the negative environmental impact of littering on the beach and in the sea.
- Ensuring all trash is properly disposed of and no debris are left hanging on the beach.
- Sensitizing our guests and ensuring with service providers that snorkeling and diving are practiced in a way that does not affect our coral reef.
- Encouraging and supporting clean-up of the marine and coastal environment.
- Complying with local conservation policies, for e.g., by coral transplanting for coral rejuvenation.
- Keeping boats clean and in proper working conditions in order to minimize noise pollution.
- Plant trees as they reduce runoff into the oceans and contribute to reversing the warming of our planet and the rising temperatures of our oceans Keeping the IUCN Red List and national conservation list species with habitats in areas affected by its operations by levels of extinction risk.

8. BIODIVERSITY AND PROTECTION OF WILDLIFE

Biodiversity boosts ecosystem productivity where each species, no matter how small, has an important role to play. In order to protect biodiversity, we will:

- Reduce our use of insecticides, weed killers, and fungicides.
- Use organic fertilizers.
- Use environmentally friendly products for cleaning.
- Buy sustainably harvested seafood and agricultural products.
- Water plants in a rational way.
- Use indigenous plants for landscaping and minimizing light and noise.
- Ensure that invasive alien species are not introduced in our gardens and landscapes.
- Not display or sell products made from threatened or protected plant and animal species.
- Participate in ecological restoration initiatives in the local area.
- Not detain any captive wildlife on properties grounds, except for wildlife breeding farms, rescue or reintroduction, according to law and best practices.
- Protect land-based and marine wildlife and not disturb in any possible way.

9. COMMUNICATION AND ENGAGEMENT

Effective communication and engagement are vital for ensuring alignment with our environmental goals. To achieve this:

- Ensure stakeholders understand our environmental policy.
- Empower staff with sustainability training.
- Engage guests with educational programs.

ENVIRONMENTAL POLICY

10. LOCAL ENVIRONMENTAL PARTNERSHIPS

a. Collaborate with:

- Local environmental NGOs.
- Marine conservation groups.
- Waste management facilities

Sustainable farming initiatives

- b. Support local environmental education
- c. Participate in community clean-up programs
- d. Share environmental best practices
- e. Joint environmental monitoring programs
- f. Community environmental awareness campaigns
- g. Local biodiversity protection initiatives

Baglioni Resort Maldives complies, as far as reasonably possible, with this policy.

Marcos Rojas
General Manager
Approved by:

Signature

Date 09 March 2026

ENVIRONMENTAL POLICY

REVISION DETAILS			
REV. NO	REV. DATE	BRIEF DETAILS	ENTERED BY
	1 Nov. 2023	Added Communication and Engagement (page 7)	Exec Office
	14 Feb. 2025	Local Environmental Partnerships	Exec Office
	09 Mar 2026	No changes were made in content	Exec Office

Policy Title	Environmental Policy	First issue date	1 November 2022
Issued by	Executive Office	Previous revision date	14 February 2025
Applicable to	Resort	Last revision date	09 March 2026



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