

The Standard, Maldives

Sustainability Management Plan

Introduction

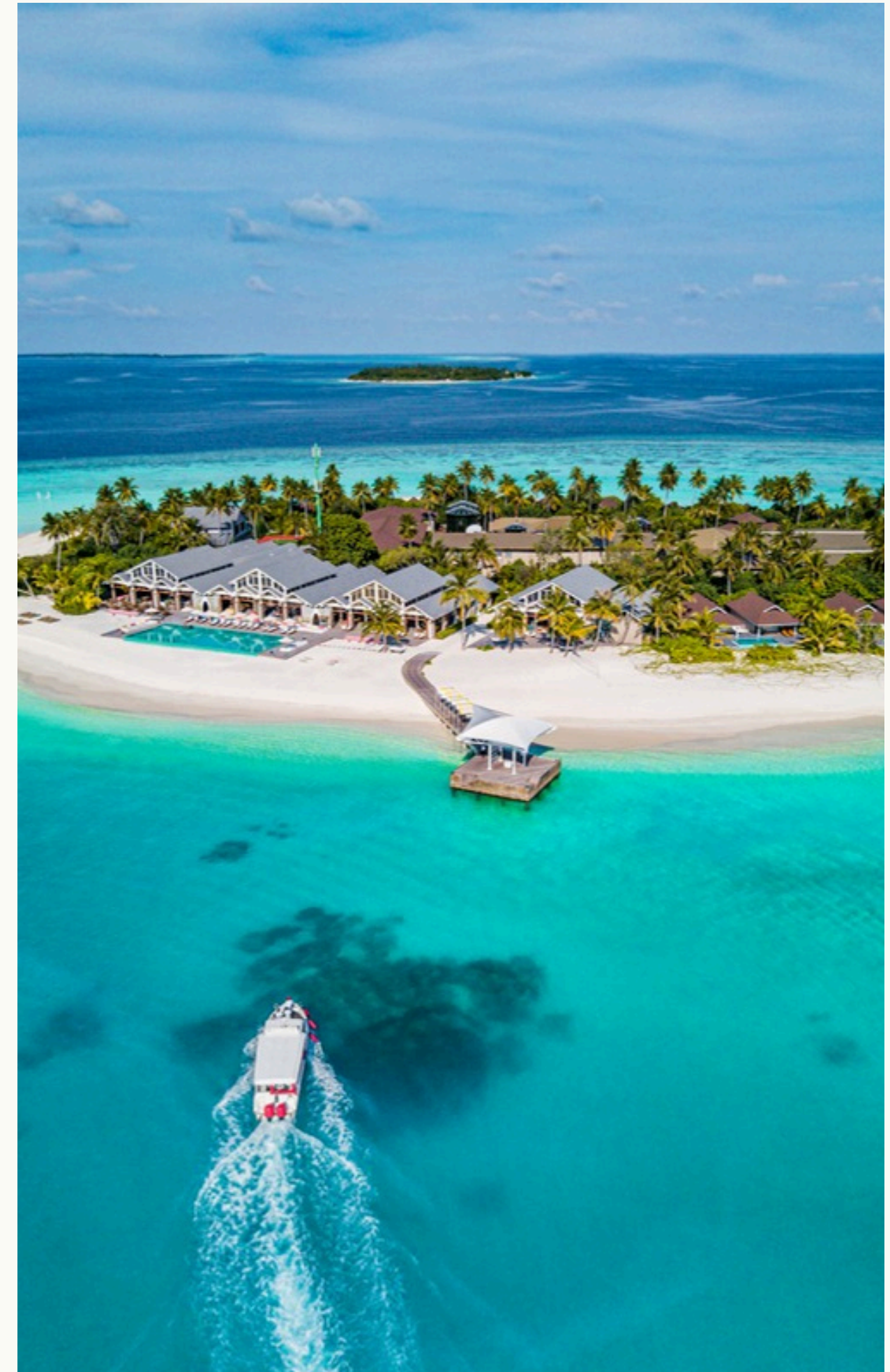
One of the 1,200 islands that form the breathtaking archipelago of the Maldives, the island of Huruvalhi lies in the pristine waters of Raa Atoll, approximately 152 kilometers north of Malé, the capital city. The island is reached by a 35-minute scenic seaplane journey from Velana International Airport, offering guests sweeping views of turquoise lagoons and scattered coral islands along the way.

The resort features 115 villas, located over the lagoon and along the white-sand beaches, each with a private pool and modern comforts designed to blend with the natural environment. Guests can enjoy six restaurants and bars, world-class diving and snorkeling, a variety of water sports, and holistic wellness experiences at The Standard Spa.

While known for its playful spirit and memorable guest experiences, The Standard, Huruvalhi Maldives is equally committed to protecting the fragile ecosystem in which it thrives. From the planning and design of the resort to its daily operations, sustainability has always been a guiding principle.

Initiatives include reducing single-use plastics, managing food and water resources responsibly, conserving energy, and protecting the coral reef and marine life that make the Maldives unique.

This Sustainability Management Plan reflects our commitment to operating in an environmentally responsible manner. It outlines the standards, practices, and goals that ensure our resort continues to deliver unforgettable experiences while minimizing our impact and contributing positively to our community and environment.



Purpose

In line with Hyatt, At The Standard, Huruvalhi Maldives, our purpose is to create meaningful, memorable stays by tailoring every guest's experience to their individual needs and preferences.

“We care for people so they can be their best.”

Our care is rooted in empathy and genuine human connection. By truly understanding each person as a unique individual, we are able to craft thoughtful and personal experiences that resonate.

We are committed to making a positive difference in the lives of everyone we touch — our colleagues, guests, owners, partners, community members, and stakeholders.

To be at one's best means embracing authenticity: feeling valued, inspired, and empowered to live fully and confidently in each moment.

Values

The Sustainability Management Plan is to ensure that decision making within our group contributes to achieve its objectives, 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 environmental, sociocultural, quality, health & safety issues.

Respect

We embrace inclusivity, welcome diverse perspectives, and nurture both people and the environment around us.

Humility

We let our actions speak louder than words, share successes with others, and always put people before ourselves.

Creativity

We challenge conventions, stay curious, and see each opportunity as a chance to learn, grow, and innovate.

Integrity

We are honest and transparent, keep our promises, and take responsibility pride in everything we do.

Empathy

We listen deeply, respond with compassion, and seek to understand by seeing the world through others' eyes.

Fun

We bring joy into our work, celebrate the lighter moments, and remember not to take ourselves too seriously.

Energy Conservation objectives

- Reduction in the amount of CO2 emissions.
- Green energy utilization.
- Optimize the energy efficiency of plants.
- Reduce energy expenditure.

Waste management objectives

- Reduce water expenditure.
- Reduce the amount of non-recyclable waste.
- Increase the amount of waste that we recycle.
- Improve the results obtained in previous years.

General objectives

- Achieve Green Globe certification.
- Lead the decision-making process to be more sustainable.
- Develop a business strategy based on sustainability, quality, safety, and health.

Satisfaction goals

- Increase commitment to our customers.
- The increase in customer satisfaction is measured by surveys.
- Provide clients with information on good waste management practices.
- Provide clients with information on the company's CSR projects.

Procurement Objectives

- Preference must be given to suppliers following sustainable practices.
- Eco-certified products will be prioritized.
- Bulk purchasing will be prioritized whenever possible to reduce waste.

Training objectives

- Raise awareness about energy and water conservation, preservation of environment and local culture.
- Promote diversity and train employees on how to overcome sociocultural issues.
- Train employees in sustainability annually.
- Ensure staff understand their role in achieving sustainability targets and are empowered to suggest improvements.
- Encourage staff to lead by example and motivate guests to participate in eco-friendly activities and behaviors.

Scope

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

Vision

We consider Green Globe as the premier global certification for sustainable travel and tourism. Green Globe Certification offers the world's most recognized and longest running program allowing us, as one of the green leaders in the travel and tourism industry, to confidently promote our environmental credentials along with our commitment to the people and prosperity of our location.

Sustainability within The Standard Huruvalhi Maldives, is defined as “carrying out its business in line with our company’s guiding principles of being conscious of global environment issues and acknowledge our responsibility towards the environment. While the well-being of our guests remains the forefront, we commit ourselves to carrying out operations in a sustainable manner, taking every step to minimize operational impact on, and preserve the environment wherever we operate.”

We believe our guests, colleagues and environment are equally important. Our Sustainable Management Plan ensures colleagues, customers, business partners, owners, other stakeholders, the environment and the property are taken care of.



A. Sustainable Management

Implement a Sustainable Management Plan:

The Standard, Huruvalhi Maldives will establish and maintain a Sustainability Management Plan (SMP) that aligns with the organization’s activities and addresses the four key areas. **Environmental, Socio-cultural, Quality, and Health & Safety.**

The SMP will include policies and procedures that commit to continual improvement, compliance with applicable laws and regulations, and a structured framework for setting and reviewing objectives and targets. These policies will be documented, implemented, communicated to all colleagues, accessible to relevant stakeholders, and reviewed periodically to ensure ongoing relevance and effectiveness

Environmental

To be actively involved in conserving resources, utilizing renewable energy to an extent possible, reducing pollution, conserving biodiversity, ecosystems, and landscapes.

Socio-cultural

To be actively involved in conserving to be involved in corporate social responsibility actions, community development, local employment, fair trade, respect local communities, colleague protection. Being involve with activities to support the local community.

Quality

Any activity that can sustain itself economically through creating competitive advantages within the industry with inspired service that not only meets, but exceeds guest expectations; it continues to contribute to the economic well-being of the surrounding community through local ownership, employment, buying local products, etc. A sustainable business should benefit its colleagues, customers, business partners, owners, other stakeholders.

Health & Safety

The Standard Huruvalhi Maldives, complies with all established health and safety regulations and ensures that both guest and colleagues protection instruments are in place.

Renewable Energy Initiatives

Expand projects of Solar PV panel installations on all available roof tops, in The Standard Huruvalhi Maldives. Solar power plants have already been commissioned by Swimsol. A total of 670 kWp of solar PV capacity is installed and fully operational across three phases, comprising approximately 1,200 panels.

Colleague Training

At The Standard, Huruvalhi Maldives, colleague recruitment, training, annual appraisals, and performance reviews are aligned with corporate competency models and company values. We prioritize following structured processes to foster a healthy, balanced team, promoting internal development and career growth opportunities for all employees.

Customer Satisfaction

It is extremely relevant for us to focus on our customer's satisfaction. Therefore, while our guests are at the resort, a personal host is assigned to each guest in order to ensure a personalized service. Personal hosts are usually assigned based on the guests' native language as guests would feel more at ease conversing in their mother tongue as well as to reduce language barriers. Upon our guests' departure, a customer's survey is emailed to each guest in order to receive their feedback as an evaluation form. These scores are recorded and evaluated through HYSAT/ Medallia, Trip Advisor, Booking.com, etc..

Legal Compliance

The Standard Huruvalhi Maldives 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, labour, and environmental aspects, and insurance policies and other guest and colleague's protection instruments are up to date and in order.

Accuracy of Promotional Materials

All promotional and marketing communications at The Standard, Huruvalhi Maldives are managed by the Sales and Marketing team and adhere to company standards, local regulations, and cultural norms. Materials are accurate, transparent, and do not overpromise, ensuring guests receive a truthful representation of what can reasonably be expected.

Local Zoning, Design and Construction

The Standard, Huruvalhi Maldives is situated on an uninhabited island, ensuring that no significant local sites, watercourses, wildlife, vegetation, or residents were adversely impacted. Ongoing maintenance and refurbishments prioritize sustainability by reusing existing structures, incorporating traditional Maldivian design elements such as kadjan fencing, coir, and wood, and employing environmentally sound materials. Renovations are carried out with a focus on energy efficiency, durability, and minimal environmental impact.

Interpretative Tourism

The Standard, Huruvalhi Maldives is dedicated to raising guest awareness and engagement with local culture, heritage, and the environment through meaningful communication and immersive experiences. Guests are introduced to Maldivian traditions during Ramadan, weekly cultural nights with bodu-beru performances, Maldivian cuisine offerings, and cooking classes, as well as island expeditions that support local communities and businesses. Our communications strategy ensures transparency by sharing sustainability initiatives through our website, in-resort dialogue, and the in-house Green Book, which highlights conservation practices and cultural guidelines. Guest participation in sustainability is encouraged through initiatives such as the “Tag Me” card for linen and towel reuse, alongside reminders to protect fragile coral.

Health and Safety

We follow strict environmental, health and safety policies with standardized procedures, as well as laws and regulations to conserve and protect the environment. As our Hyatt purpose indicates, we care for people so they can be their best and we want to ensure a safe working environment. Therefore, health and safety trainings and refreshers are provided to raise awareness on the importance of health and safety in each department. We have an experienced team of engineers and technicians who regularly maintain all the facilities at the resort. To ensure compliance of the Food Safety Management System, We have engaged in the services of a Food Safety Company – NSURE PVT. LTD. - who visit the premises quarterly to ensure the food safety compliance systems are in order. New kitchen colleagues are trained in safety and procedures and must undergo a mandatory basic food hygiene course in food handling. Swimming pool depth is clearly marked and security on duty at the jetties keep an eye out on guests in the ocean, setting a flag to indicate when people are in the water. We have engaged in the services of a Food Safety Company – NSURE PVT. LTD. - who visit the premises quarterly to ensure the food safety compliance systems are in order. New kitchen colleagues are trained in safety and procedures and must undergo a mandatory basic food hygiene course in food handling.

Disaster Management

The Standard, Huruvalhi Maldives prioritizes disaster preparedness with a strong focus on the three R’s – Readiness, Response, and Recovery – recognizing the real threat of tsunamis in the Maldives. Fire safety is managed in partnership with Gage Fire Services Pvt, who provide inspections, training, and certification for all colleagues. To ensure effective preparedness, annual disaster drills are conducted with full staff participation, simulating real scenarios, with each exercise documented and reviewed through detailed reports and observations



B. Social / Economic

Our Policy

“We at The Standard Huruvalhi Maldives, ensure that all processes are done in compliance with relevant laws and consistent with ethical, social and environmental standards.”

Community Development

The Standard, Huruvalhi Maldives is committed to supporting the sustainable development of local communities through targeted community investments. Our initiatives focus on education by providing internships, skills training, and employment opportunities; healthcare by donating and sponsoring local medical facilities; and cultural preservation by supporting small businesses, local producers, and fishermen to strengthen economic growth. We also prioritize environmental protection through regular beach, reef, and island cleanups with team and guest participation, as well as supporting innovative solutions to environmental challenges. In partnership with Drift watersports and dive operators, we actively work to conserve and protect our house reef, recognized as one of the best snorkeling and diving spots in the Maldives.

Local Employment

The Standard, Huruvalhi Maldives is committed to fostering local employment by actively recruiting and developing Maldivian nationals across managerial and operational roles, with the aim of mentoring and guiding them into future leadership positions. This commitment is reinforced through key policies, including the Equal Employment Opportunity and Code of Conduct policies under the Business Ethics and Conduct framework, the Corporate Social Responsibility Charter, and the Workplace Health and Safety policy, ensuring fair, ethical, and supportive employment practices.

Fair Trade

We have been ensuring that products purchased are as sustainable as possible. To date, 70% of our food and beverage suppliers engaged are sustainable and the resort continues to focus on getting as much local supplies. Standing by its environmental and social sustainability policy, the resort partnered with Coffee B to eliminate the use of traditional aluminum capsules by introducing revolutionary compostable coffee balls. These are made of ground coffee pressed into balls and encased in a natural alginate shell derived from seaweed — completely free of plastic or aluminum. Unlike conventional capsules, the coffee balls break down naturally in garden soil within weeks, nourishing plants rather than polluting the ocean. The carefully selected coffee varieties also meet sustainable and Fair Trade standards, ensuring both quality and responsibility. All villa coffee machines have been replaced with customized models designed to brew using coffee balls. The Standard Maldives is proud to be the first resort in the Maldives to go completely capsule-free, offering guests an innovative, eco-friendly coffee experience that cares for both people and planet.

Local Entrepreneurs

The Standard, Huruvalhi Maldives does not engage with local entrepreneurs dealing with historical artifacts, in line with legal requirements. However, we actively promote and celebrate Maldivian culture by organizing events and activities during occasions such as Ramadan, Eid, and Maldives National Day. To support local livelihoods, we invite local craftsmen and businessmen to the resort, providing them with opportunities to showcase their work while offering guests authentic cultural experiences and interactions.

Respect Local Population & Culture

As stated earlier the 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.

Exploitation, Equitable Hiring and Employee Pro

To ensure employee protection, we implement a policy against commercial exploitation bribery; we promote equitable hiring and provide medical care to all associates. Local Livelihood Since our resort is located on an independent island, and the business encompasses the entire island, its activities do not affect any of the other islands around. Access to land, water, housing, right-of-way and transport for any neighboring communities has not been impacted at all. On the contrary, the activity of the business contributes to the economy of neighboring islands by creating jobs and buying from them.

Bribery and Corruption

The Standard, Huruvalhi Maldives maintains a zero-tolerance approach to bribery and corruption, strictly prohibiting employees or third parties from soliciting, arranging, or accepting bribes. The resort does not make political contributions to gain business advantages and avoids partnerships with contractors or suppliers suspected of engaging in corrupt practices. Due diligence is carried out to ensure business partners have effective anti-bribery measures in place. This commitment is upheld through the Code of Conduct, Gift Policy, and the Anti-Bribery and Corruption Policy.

Cultural Heritage

The Standard, Huruvalhi Maldives is dedicated to promoting and respecting local culture, heritage, and the natural environment. Our colleagues guide guests to cultural sights, events, and dining experiences, while also sharing insights into Maldivian traditions in an informative and engaging way. Guests are further educated through our in-house Green Book, which highlights sustainability initiatives, environmental practices, and cultural do's and don'ts. In compliance with laws protecting historical and cultural heritage, we do not sell, trade, or display artifacts and clearly communicate restrictions on protected goods. We also raise awareness about the Maldives' fragile marine biodiversity and coral reefs, emphasizing their protection. Our villas and public spaces are designed with rustic ethnic charm that blends seamlessly with the natural surroundings, enhancing the island's scenic beauty while maintaining cultural and environmental harmony.



Environmental

The Standard, Huruvalhi Maldives is committed to environmental protection by sourcing locally produced organic goods and freshly caught fish through sustainable pole-and-line methods, while favoring responsible, ethical, and eco-friendly suppliers. We avoid invasive alien species in landscaping, preserve native vegetation, and implement measures to prevent pests and exotic species. No captive wildlife, endangered species, or unsustainable products are allowed on the property, and business operations are designed to avoid negative impacts on local habitats, with steps taken to minimize noise, pollution, and artificial lighting. Guests are informed about native wildlife, plant species, and protected areas through our Green Book, encouraging awareness and responsible engagement with the environment. These efforts are guided by our Environmental Policy, Pollution Management Plan, Landscaping Policy, and Biodiversity Policy.

Conclusion

The Sustainability Management Plan for The Standard, Huruvalhi Maldives (2025) reflects our ongoing commitment to continuous improvement in sustainability. Recognizing that this is an evolving journey, the plan will be reviewed annually and progress will be measured through regular monitoring of electricity and water consumption, greenhouse gas emissions, and waste generation. Our approach is guided and supported by key policies and procedures, including the Environmental Policy, Health and Safety Policy, Business Ethics and Conduct Policy, Waste Management Plan, Environmentally Preferable Purchasing Policy, Environmental Impact Assessment Report, Landscaping Policy, Pollution Management Plan, Disaster Management Plan, and our in-house Green Book.



