CROWN & CHAMPA RESORTS

- POLICIES, STANDARDS & PROCEDURES –

NUMBER : KMSI/SOP-05-25-22	PAGE: 1-2	EFFECTIVE: MAY 25, 2022
AFFECTS: KAGI MALDIVES SPA ISLAND		SUPERSEDES: NIL
DIVISION: ADMINISTRATIVE & GENERAL, HUMAN RESOURCES		
SUBJECT: LOCAL COMMUNITY & ENVIRONMENT POLICY		

Policy

Since the start of the resort operation at the island, Kagi Maldives Spa Island has actively contributed to sustainable development of the local community through its corporate social responsibility program, and this will continue.

Processes and Principles

Kagi Maldives Spa Island believed the local community as a very important stakeholder. Mutual respect and corporation with the community would benefit both the resort and the local community. Community development, environmental protection and economic progression of the community will be achieved through various means of engagement such as follows;

A. Recruitment of employees

Kagi Maldives maintains a fair recruitment policy where the best applicant for the job is selected. The only reservation the resort maintains is to favour a local candidate in the case where there is equal qualification.

B. Work related vocational educational programs

Kagi Maldives continues to engage with school leavers to provide them with vocational experience in the form of an apprenticeship program where a school leaver will be recruited and trained alongside the professionals.

C. Purchase of locally grown fruits and vegetables

Kagi Maldives purchases locally grown produce such as bananas, papayas and watermelon. Unfortunately, due to the land scarcity, not much is grown in the locality. In addition, it also purchases other items produced by the community.

D. Purchase of fish

All the fish used at the resort are purchased from the local community.

E. Engagement of entertainers

All the outsourced entertainment programs are done by locals, this include live band performances, DJ and performances on cultural nights.

F. Hiring or boats from the neighboring islands

Kagi Maldives hires its boats to be used in the operation when needed from the neighboring islands

G. Additional benefits to local employees

1. Travel Home: All the local employees are given a tickets to travel home 2 times per year while the normal arrangement per the labour law is once a year.
2. Families of local employees are given the right to enroll in the health insurance scheme of the resort with a small premium.

H. Emergency Assistance

The resort assists the neighboring islands in the emergencies such as fires or emergency transportation needs.

I. Educational Sponsorships

Every year, a number of local employees are selected for fully paid sponsorships programs where they are sent to universities abroad and in the Maldives. Such students study from certificate level to Bachelor's Degree level in various fields including general hotel management, accounting, cookery, engineering etc. In such a program, the employees are paid their full salary, service charge, annual bonus, tuition fees, accommodation and living expenses etc.

J. Compliance with Laws and Regulations

The resort fully complies with the Laws and Regulations of the Maldives government.

K. Environment

The resort is very active in environmental protection of the island and its surroundings. The resort is engaged with the local environmental consultant CDE who do monitor and provide with counsel on the activities of the resort to minimize damage to the environment.

Since the concept of the corporate social responsibility is embedded in the business practice at Kagi Maldives, no separate program is named and conducted under the label of corporate social responsibility.

END

Environmental protection policy

Statement of commitment:

Kagi Maldives is committed to preserve and protect the beautiful environment in which it is allowed to operate the resort. As such we strive to constantly improve and review our operating practices in order to minimize the impact of our business activities to the local environment.

Resort goals:

- To enhance the bio diversity by implementing a project of planting additional native vegetation
- To minimize waste by seeking cooperation with sustainable suppliers who minimize packaging following the EU Waste Framework Directive
- To follow best practices and maximize recycling in our waste management procedures and waste management site
- Ban use of single use plastic and minimize use of plastic in general
- To protect the marine life and house reef around the island by only allowing none intrusive water activities
- To use treated sewage grey water for irrigation purposes and limit fresh water consumption for irrigation
- To undertake a feasibility study to generate partial electricity for the resort through solar energy

Sustainability and environmental committee:

The resort environmental policy is driven and overseen by the following senior Team Members:

1. General Manager – overall responsibility for coordination and implementation. GM also presides over the monthly sustainability meeting
2. DOO – responsible for local community and Team Member engagement. DOO is also responsible for adherence and instruction on international and local relevant legislations
3. HRM – responsible for staff welfare, staff sustainability training and human right protection
4. CE – responsible for sustainable best practice in engineering and maintenance department. This includes: energy, water, waste and landscaping

The sustainability and environment committee meets monthly to review and improve on sustainability practices.

KAGI MALDIVES RESORT & SPA | Champa Building 3rd Floor | Malй | 20187 | Republic of Maldives
T +960 664 0123 | F +960 664 0664 | reservations@kagimaldives.com | kagimaldives.com