

**Royal Palms Beach Hotels PLC**  
**INTERNAL SUSTAINABILITY REPORT**  
**2024/25**



**our commitment to sustainability**  
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## INTRODUCTION

Royal Palms Beach Hotel, a 5-star establishment in Kalutara, Sri Lanka, is located 40km from Colombo and close to the southern express highway. The hotel features 119 Deluxe Rooms and 10 Suites, dedicated to providing a memorable experience through customer-centric service and high-quality products.

We are committed to sustainable tourism and environmental responsibility. Our focus includes engaging guests and staff in year-round green programs, managing energy, water, and waste efficiently, and reducing our carbon footprint. We adhere to national and international standards such as ISO: 14001:2015, ISO:45001:2018, ISO:22000:2018, HACCP, Travelife Gold certification and Eco Labal Certification.

Our efforts are recognised with awards including the Travel Life Gold Award, Travellers Choice awards, and several Presidential Environmental Gold Awards. We strive to enhance environmental quality and local living standards while delivering exceptional guest experiences.

## SUSTAINABILITY

***“At Royal Palms Beach Hotel, we believe that sustainability is not a destination; it is a journey”.***

This report highlights our ongoing efforts in environmental, social, and economic responsibility during 2024/25. Sustainability has become a crucial focus for hotels worldwide, given their significant contribution to global warming and greenhouse gas emissions. Hotels are recognizing the urgent need to reduce their carbon footprint through various initiatives. From adopting energy-saving technologies to cutting down on waste, there are numerous ways hotels can make a positive environmental impact. Moreover, with travellers increasingly seeking out eco-friendly options, embracing sustainability isn't just about responsibility it's also a smart business move. Sustainable tourism is gaining momentum, reflecting a growing passion for protecting our planet. Guided by a long-term vision, we remain committed to creating lasting value while fostering resilience, ethical practices, and community engagement. Join us in our commitment to sustainability and thank you for being a part of our journey.

## ***Our Standards:***

At Royal Palms Beach Hotel, we adhere to a suite of internationally recognized standards and certifications to ensure the highest standards of quality, safety, and sustainability across our operations.

**ISO 14001:** *We are proud to implement ISO 14001, the standard for environmental management systems. This framework enables us to effectively manage our environmental responsibilities, reduce our environmental footprint, and continuously improve our environmental performance.*

**ISO 45001:** *With ISO 45001, the global standard for occupational health and safety management systems, we prioritize the well-being of our employees, guests and other stakeholders. By establishing and maintaining a safe and healthy work environment, we prevent work-related injuries and illnesses, ensuring the safety of everyone on our premises.*

**ISO 22000 and HACCP:** *Our commitment to food safety is evident through our compliance with ISO 22000 and Hazard Analysis and Critical Control Points (HACCP) principles. These standards enable us to uphold the highest standards of food safety, mitigate risks, and maintain the quality and integrity of the food products we serve.*

**Travelife Gold Certification:** *As holders of the Travelife Gold Certification, we are dedicated to sustainable tourism practices. This certification validates our efforts to minimize our environmental impact, promote social responsibility, ensure child safety and contribute positively to the communities in which we operate.*

At Royal Palms Beach Hotel, these standards and certifications underscore our commitment to excellence, sustainability, and responsible business practices. By adhering to these rigorous standards, we ensure that our guests enjoy a safe, comfortable, and environmentally conscious experience during their stay with us.



***Eco Label Sri Lanka, The Mark of a Greener Product. Royal Palms Beach Hotel, Kalutara, proudly marks the first Eco Label Certified hotel in Sri Lanka.***



During this financial year, Royal Palms Beach Hotel achieved global recognition for its sustainability practices by obtaining the first Eco Label Certification (EL-HS-1-2025) in the Hotel Service category, aligned with global sustainability standards. This certification was granted following a rigorous audit conducted by the Ministry of Environment, Japan, and the esteemed NCPC panel.

The Eco Label Sri Lanka is a Type 1 ecolabelling scheme based on ISO 14024:2018 – Environmental Labels and Declarations, administered by the National Cleaner Production Centre (NCPC), Sri Lanka. As a recognised member of the Global Ecolabelling Network (GEN), this certification underscores the hotel's dedication to internationally accepted environmental standards.

## **Our Key Policies Supporting Sustainability**

Royal Palms Beach Hotel operates under a comprehensive set of policies that reflect our commitment to sustainable and responsible hospitality. These include the Environment Policy, Energy Policy, and Environmentally Sensitive Purchasing Policy, which guide our efforts in resource conservation, greenhouse gas (GHG) reduction, and eco-friendly procurement. The Corporate Social Responsibility (CSR) Policy strengthens our engagement with the community and ensures ethical practices. Our Food Safety Policy and Health and Safety Policy prioritise the wellbeing of both guests and staff. Additionally, the Quality Management Policy upholds our standards of service excellence, while the Child Protection Policy demonstrates our dedication to safeguarding the rights and welfare of children. Together, these policies form the foundation of our sustainability framework.

## **Our Environmental Policy: ISO 14001:2015**

*We at Royal Palm is not just a hospitality service provider but a team of dedicated individuals who has a passion of contributing positively to our mother Earth and protect it for our future generations. We always strive to mitigate negative impacts created due to our operations and positively participate in developing environmentally friendly practices within and outside our premises.*

*We dedicate to create awareness among our staff, guests and visitors while meeting statutory, regulatory and other requirements all the time and continually improve our good environmental practices. Consider the wider global impact of all our activities including those of our supplier's customers and other stakeholders.*

*Educate, train and motivate employees to carry out tasks in an environmentally responsible manner and ensure that a continuous professional development strategy remains core to our business goals Encourage environmental protection among suppliers and subcontractors.*

*To investigate the feasibility of influencing its suppliers, customers and third parties with consideration to life cycle impacts of their aspects and activities. Committed to protect and enhance biodiversity and ecology. Also, we are combatting climate change by implementing actions that reduce our greenhouse gas emissions.*

## **Our Food Safety Policy: ISO 22000:2018**

*We strongly believe that serving safe food is not an option, but a moral and legal obligation towards our guests and staff. The quality that they experience at Royal Palms is the result of that belief.*

*We achieve this by implementing and continually improving an effective Food Safety Management System, Staff training and infrastructure development of our facilities in par with HACCP/ISO 22000 Principles.*

## **Our Health & Safety Policy: ISO 45001:2018**

*We consider our staff, guest and visitors are our stakeholders are the most important humans who patronizing our products and services. We believe that providing safest place for all of them is our most important responsibility and therefore we take every step to reduce and eliminate risks to ensure that safety all the time.*

*We strongly believe that our success and future is all about maintaining our stakeholders' health and safety while creating a quality environment and service standards to all. We continually improve our health and safety standards and maintained as per regulatory legal requirements and other requirements. Also, we continuously educate all stakeholders in every possible way and time.*

## **Royal Palms Beach Hotel Energy Policy**

*We believe Energy is our key source on our day to day activities. Globally energy production will have adverse impact on global warming and climate change.*

*We at Royal Palms Beach Hotel believe conservation of Energy is the key survival of our future generation. Hence we take all precautions measures to ensure energy is used effectively on our day to day activities. We always believe our future depends on focusing more on renewable Energy than non-renewable Energy. We will take every measure to make our staff, guests, visitors and Stakeholders understand the importance of Energy conservation.*

## **Corporate Social Responsibility Policy**

*We recognize and strive to integrate our business values and operations to meet the expectations of our communities, recognizing our responsibility to work in partnership with the communities in which we operate. We recognize our business presence in the community and to enhance our presence to the betterment of the community to safe guard their respect and offer our maximum support in up lift their living standards, cultures and religious habits by actively participating in open dialogue to ensure that we fulfill the requirements outlined within this policy.*

*We shall be open and honest in communicating our strategies, targets, performance and governance to our communities in our continual commitment to sustainable development. Royal Palms Beach Hotel is responsible for the implementation of this policy and will make the necessary resources available to realize our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company. We are committed to ensuring our operations do not have any negative impacts on our community and are continually seeking ways to make sure local residents benefit from our presence.*

## **Environmentally and Social Sensitive Purchasing Policy**

*Royal Palms Beach Hotel will make every effort to minimize our operational impact on the environment by purchasing eco-friendly products, partnering with like-minded vendor and make sound eco-operation decision while providing the highest level of service to our guest. Our mission is to recognize that it is to explore all purchasing to be environmentally and sustainably appropriate. It is understood that products that are purchased have environmental impacts, and that the Hotel should make procurement decisions that embody the Hotel's ongoing commitment to promote environmental stewardship and sustainability.*

*All Hotel future procurement decision will embody the hotel's ongoing commitment to promote environmental stewardship and sustainability and will follow local government legal frame work when making procurement decision without making an impact on the economic efficiency of the property.*

*We will work closely with the local communities very closely promoting procurement of local products and services where possible at all time. We will educate all our stake holders on the environmental and socially sensitive purchasing and its legal frame work and its importance. Our objective is to reduce impacts on the Environment and human health through changing purchasing behavior by adopting a Green Procurement policy.*

## **Child Protection Policy**

*A child is defined by the Convention on the Rights of the Child (CRC) as "Every human being below the age of 18 years unless under the law applicable under the child majority is attained earlier" (WHO).*

*Child abuse is defined as constituting all forms of physical and/ or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.*

*Royal Palms Beach Hotel as a responsible hospitality entity, our golden aim is to deny all sorts of child labor and generate awareness of child abuse in the industry, which our policy is to make it zero at all times and adhere to the legal framework that relates to child abuse & child labor. Our Hotel is committed to safeguarding children and will always report any suspected instances of child exploitation or abuse.*



## **Royal Palms Beach Hotel Quality Assurance Policy**

*Royal Palms Beach hotel is committed to maintaining high standards and ensuring quality for our guests, staff and other stakeholders. We regularly seek feedback from our staff and guests about their experience with us and use this information to continually improve our operations.*

*Guest Feedback: we have the following procedures in place to ensure we are monitoring guests' feedback and making any necessary changes to our business as a result of that feedback.*

*Visitors can rate the hotel and write their own experienced feedback about TripAdvisor and Holiday check without interruption or they can use guest comment books. We treat our locals and foreigners equally. During the stay, we make curtesy calls and ensure that all guests are happy. If there are any special guest needs or improvements, our staff will take prompt action to rectify the issues. All guest inquiries are discussed during the morning meeting with management, along with any recommendations for changes and improvements to our service. Every year we train our staff on how to deal with guest complaints and procedures for handling guest complaints.*

*Staff Feedback: We have the following procedures in place to ensure we are monitoring staff feedback and making any necessary changes to our business as a result of that feedback A locked employee suggestions box is located at staff cafeteria with signage encouraging all employees to give feedback that can be anonymous. The Human Resources department collects the contents of the box and works where necessary with relevant department heads to investigate comments and to make changes where possible. Staff are notified of changes that have been made as a result of the feedback at a monthly staff meeting.*

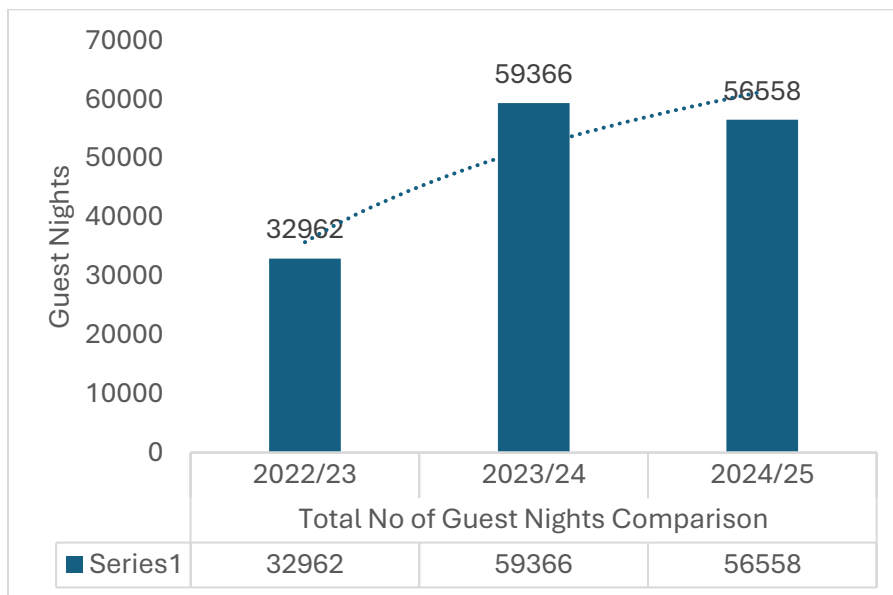
## Annual Sustainability and Environmental Performance assessment 2024/25 financial year vs 2023/24 (April –March)

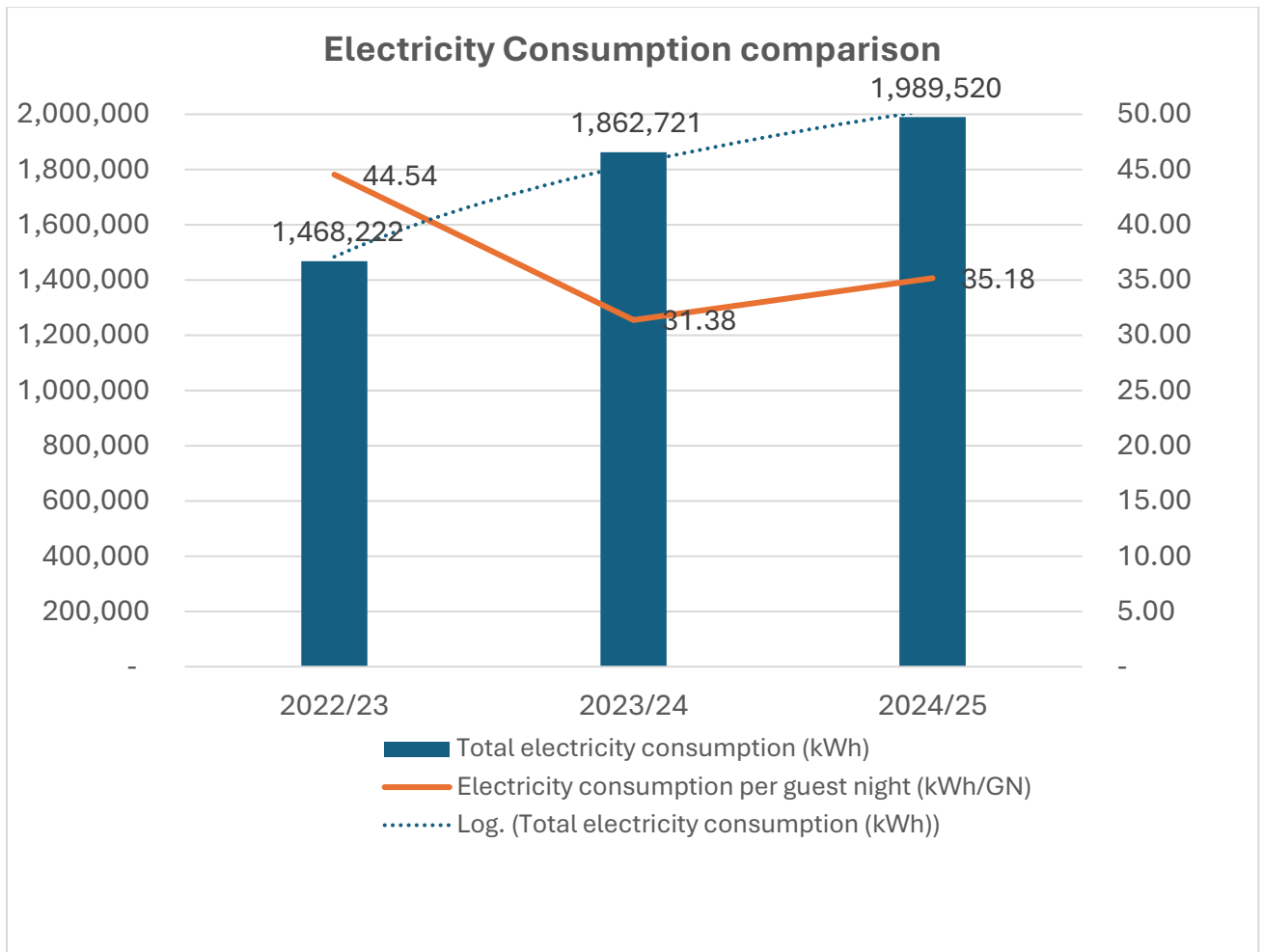
Section Name	Classification	2024/25	2023/24	Reduction(-) or Increased(+) amount	Reduction/ Increased %
<b>Summary</b>					
	Total energy (kWh)	3,503,426.72	3,590,835.49	-87,408.77	-2.4
	Total water consumption (m³)	140,952.00	116,503.00	24,449.00	21.0
	Total solid waste (kg)	61,536.20	58,149.13	3,387.07	5.8
	Total Emissions (kg CO <sub>2</sub> e)	1,245,692.60	1,246,824.54	-1,131.94	-0.1
	Total Net Emissions (kg CO <sub>2</sub> e)	1,245,692.60	1,246,824.54	-1,131.94	-0.1
	Actual Guest Nights	56,558.00	59,366.00	-2,808.00	-4.7
	Ave. emissions per guest night (kg CO <sub>2</sub> e)	22.03	21.00	1.03	4.9
	Ave. emissions per m2 GFA (kg CO <sub>2</sub> e)	0.00	0.00	0.00	0.0
	Scope 1 Emissions (kg CO <sub>2</sub> e)	371,406.83	426,913.36	-55,506.53	-13.0
	Scope 2 Emissions (kg CO <sub>2</sub> e)	851,116.65	796,872.03	54,244.62	6.8
	Scope 3 Emissions (kg CO <sub>2</sub> e)	23,169.10	23,039.14	129.96	0.6
	Environmentally hazardous substances (kg)	6,066.50	3,814.07	2,252.43	59.1
	Environmentally hazardous substances (l)	165,231.00	192,619.00	-27,388.00	-14.2
	High emission food purchased (kg)	68,804.86	71,071.59	-2,266.73	-3.2
	High emission food purchased (l)	15,146.00	15,085.00	61.00	0.4
	Single Use Plastics items purchased	81,752.00	133,555.60	-51,803.60	-38.8
<b>Energy</b>					
	Mains Electricity (kWh)	1,989,520.00	1,862,721.00	126,799.00	6.8
	Mains Electricity (kg CO <sub>2</sub> e)	851,116.65	796,872.03	54,244.62	6.8
	Fuels measured by weight (Gas) (kWh)	308,305.74	275,642.25	32,663.49	11.8
	Fuels measured by weight (Gas) (kg CO <sub>2</sub> e)	66,126.67	59,120.88	7,005.79	11.8
	Fuels measured by liquid (Diesel) (kWh)	1,205,600.97	1,452,472.25	-246,871.28	-17.0
	Fuels measured by liquid (Diesel) (kg CO <sub>2</sub> e)	305,280.17	367,792.47	-62,512.30	-17.0
	Total Kilowatt Hours (kWh)	3,503,426.72	3,590,835.49	-87,408.77	-2.4
	Ave kWh Per Guest Night	61.94	60.49	1.45	2.4
	Total Energy Emissions (kg CO <sub>2</sub> e)	1,222,523.50	1,223,785.40	-1,261.90	-0.1
<b>Water</b>					
	Water sourced directly (m³)	140,952.00	116,503.00	24,449.00	21.0
	Ave. consumption per guest night (m³)	2.49	1.96	0.53	27.0
	Total Water Emissions (kg CO <sub>2</sub> e)	0.00	0.00	0.00	0.00
<b>Waste</b>					
	Landfill (Kg CO <sub>2</sub> e) (60% TBH, 40% RPBH)	22,627.42	22,567.56	59.86	0.3
	Recycled Waste Emissions (kg CO <sub>2</sub> e) (60% TBH, 40% RPBH)	541.73	471.64	70.09	14.9
	Total Solid Waste emissions (Kg CO <sub>2</sub> e) (60% TBH, 40% RPBH)	23,169.10	23,039.14	129.96	0.6
<b>Procurement</b>					

Environmentally hazardous substances (l)	165,231.00	192,619.00	-27,388.00	-14.2
Environmentally hazardous substances (kg)	6,066.50	3,814.07	2,252.43	59.1
Single Use Plastics items purchased	81,752.00	133,555.60	-51,803.60	-38.8
Total Meat (kg)	33,608.25	31,511.75	2,096.50	6.7
Total Dairy (l)	15,146.00	15,085.00	61.00	0.4
Total Dairy (kg)	11,767.61	14,947.02	-3,179.41	-21.3
Total Fish (kg)	23,429.00	24,612.82	-1,183.82	-4.8

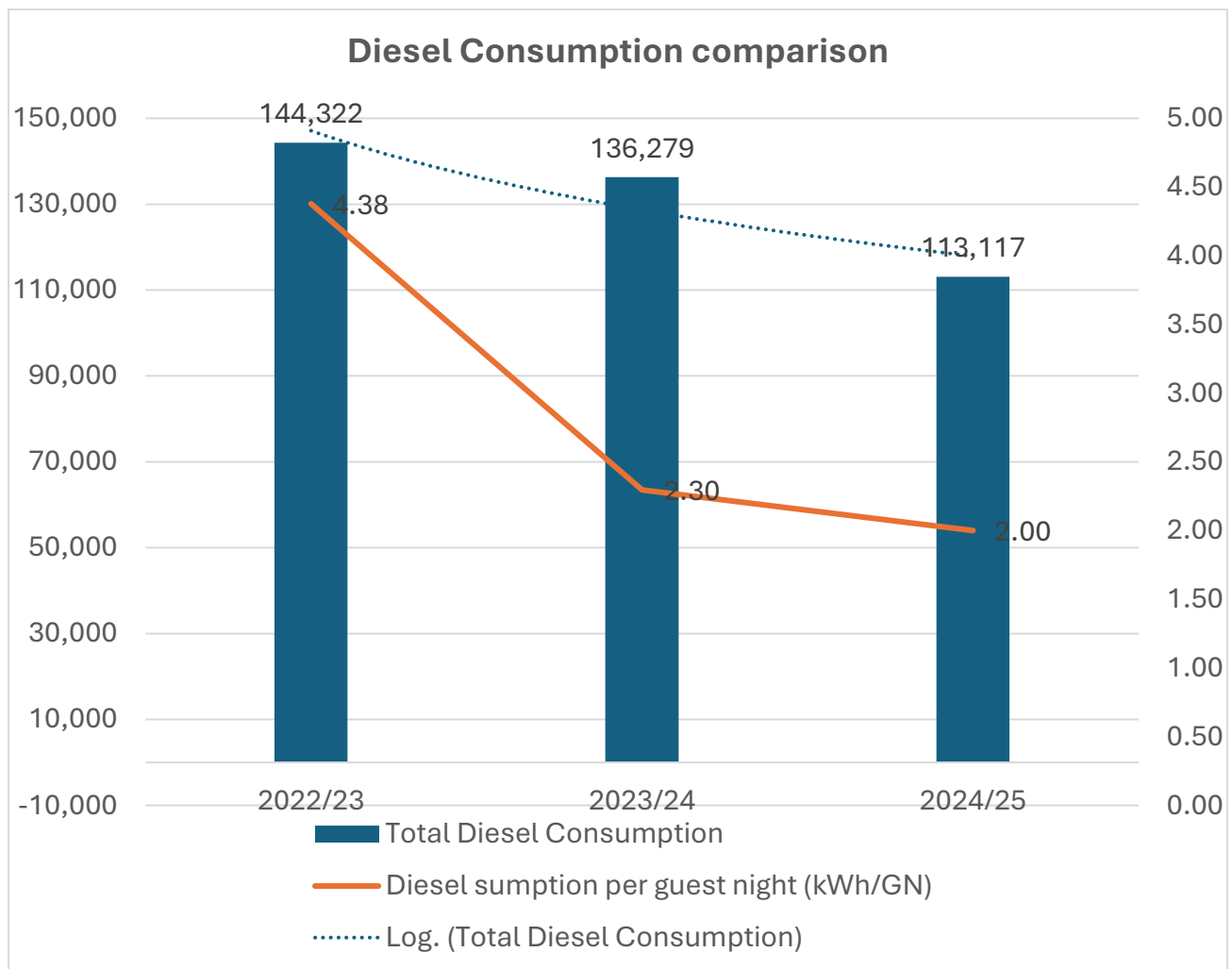
## Analysis of our sustainability performance over to past years:

Category	Year(Jan- Dec)				
	2020	2021	2022	2023	2024
Total Guests	12,665	24,862	30,497	52,502	57,845
Electricity (kWh)	1,246,571	1,292,019	1,470,153	1,744,181	2,002,846
Electricity per guest (kWh)	98.4	52	48.21	33.22	34.62
Diesel (litres)	78,828.60	70,198.20	146,448	145,036.30	114,860
Diesel per guest (litres)	6.2	2.8	4.80	2.76	1.99
LPG (kg)	16,512.50	15,552.50	17,878	19,302	23,210
LPG per guest (kg)	1.30	0.60	0.59	0.37	0.09
Water (m <sup>3</sup> )	54,948.28	57,442	79,771	110,391	133,395
Water per guest (m <sup>3</sup> )	4.3	2.3	2.62	2.10	2.31

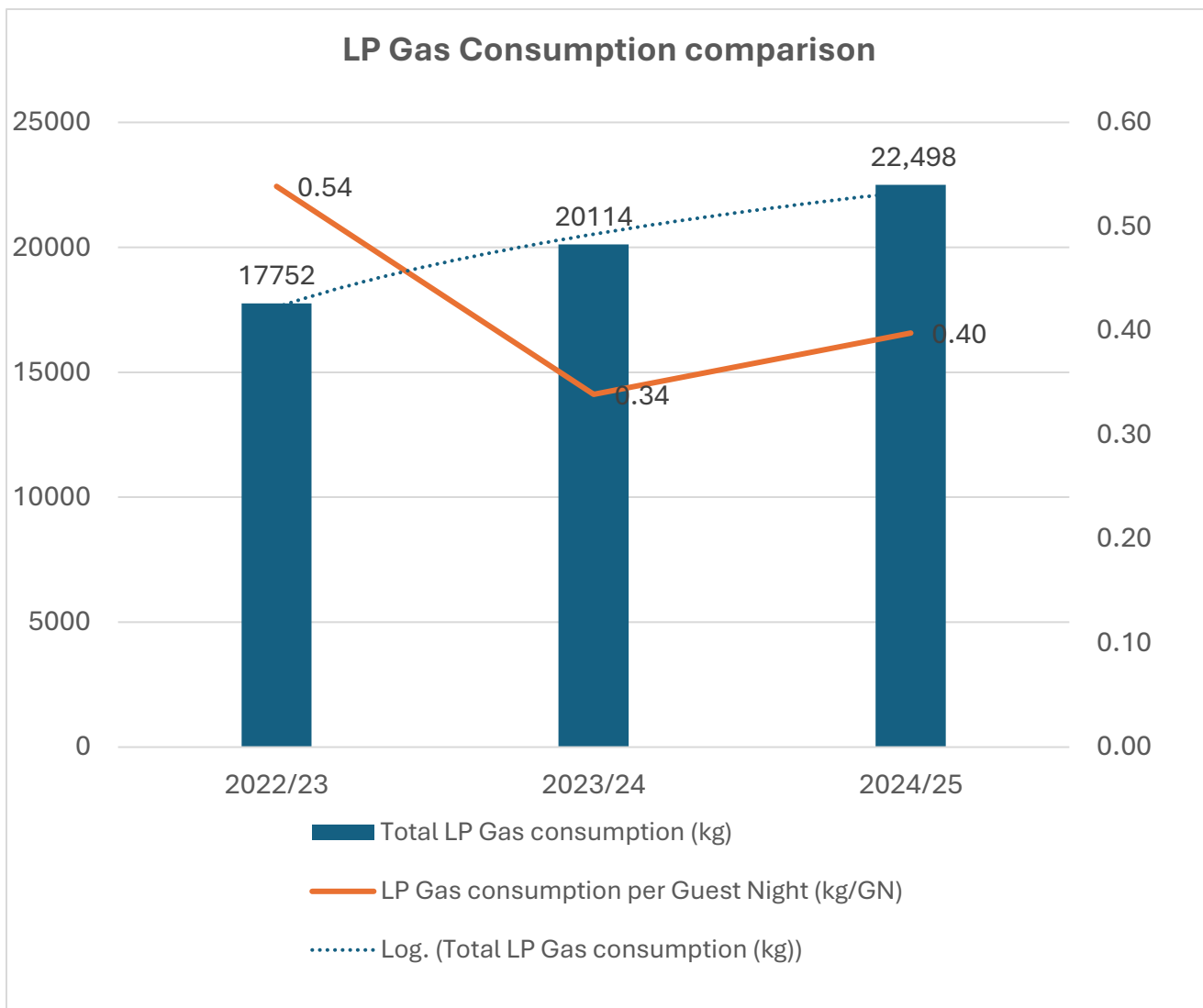




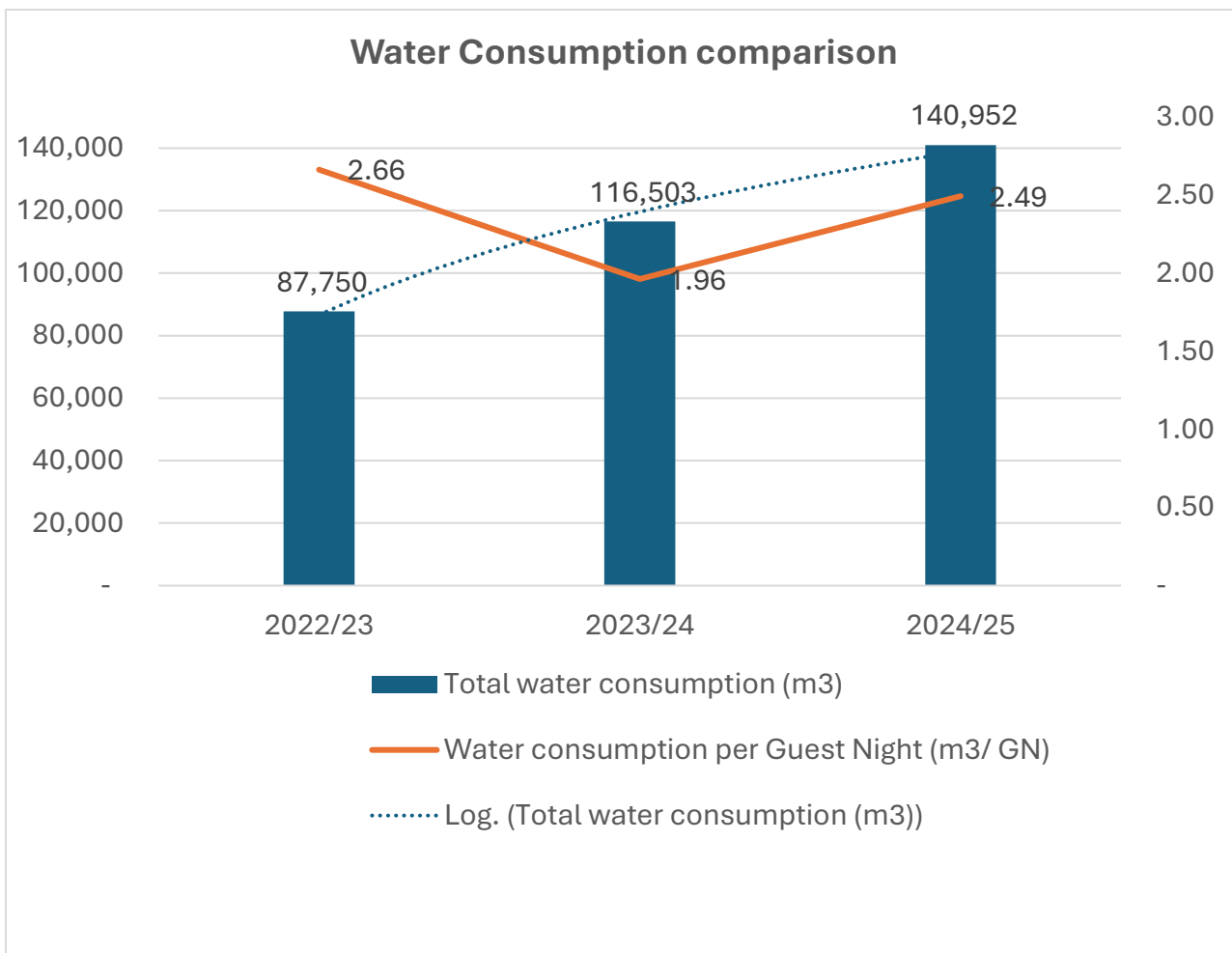
Electricity (kWh)			
	2022/23	2023/24	2024/25
<b>April</b>	123,681	154,759	174,541
<b>May</b>	133,012	154,749	167,947
<b>June</b>	118,518	142,796	149,309
<b>July</b>	106,786	153,102	165,299
<b>August</b>	117,235	154,975	167,448
<b>September</b>	117,594	143,971	169,860
<b>October</b>	119,176	144,248	168,448
<b>November</b>	117,875	147,781	159,683
<b>December</b>	124,928	158,383	172,354
<b>January</b>	117,506	163,377	165,573
<b>February</b>	122,783	163,898	154,140
<b>March</b>	149,128	180,682	174,918



	Diesel (L)		
	2022/23	2023/24	2024/25
<b>April</b>	15,697	15052	11,983
<b>May</b>	13,535	10594.5	7,790
<b>June</b>	10,016	8697.7	6,844
<b>July</b>	10,249	10780.4	8,804
<b>August</b>	10,046	10924.3	8,879
<b>September</b>	8,467	11069.7	8,308
<b>October</b>	8,785	11692.1	9,337
<b>November</b>	11,211	12011.1	10,217
<b>December</b>	14,725	12623.7	9,865
<b>January</b>	14735.2	12879.9	10368
<b>February</b>	12815	9311.6	10183
<b>March</b>	14040.6	10641.9	10539



	Gas (kg)		
	2022/23	2023/24	2024/25
<b>April</b>	1700	1663	1,887
<b>May</b>	1163	1700	1,918
<b>June</b>	1388	1350	1,949
<b>July</b>	1450	1500	1,980
<b>August</b>	1550	1450	2,011
<b>September</b>	1150	1663	2,042
<b>October</b>	1325	1800	2,073
<b>November</b>	1450	1650	1,938
<b>December</b>	1913	1863	1,938
<b>January</b>	1475	1800	1662.5
<b>February</b>	1488	1813	1600
<b>March</b>	1700	1862	1500



	Water (m3)		
	2022/23	2023/24	2024/25
<b>April</b>	6,777	9,130	10,791
<b>May</b>	5,548	8,154	7,930
<b>June</b>	5,486	7,180	8,488
<b>July</b>	6,134	8,829	10,982
<b>August</b>	6,587	11,133	11,489
<b>September</b>	6,300	8,655	11,401
<b>October</b>	6,255	8,904	11,667
<b>November</b>	7,912	9,976	12,932
<b>December</b>	8,775	10,454	13,627
<b>January</b>	9,102	10,396	14,020
<b>February</b>	8,862	10,233	13,019
<b>March</b>	10,012	13,459	14,606

## **Our commitment statements to reduce Green House Gas Emissions:**

### **Commitment to reduce Energy Consumption:**

Royal Palms Beach Hotel has implemented a comprehensive range of energy-saving initiatives aimed at reducing electricity consumption and greenhouse gas (GHG) emissions, maintaining an impressive average energy usage of 42 kWh per room night—well below the Sri Lanka Sustainable Energy Authority benchmark of 137.4 kWh. Through architectural designs that promote passive energy saving, including brick walls and roof tiles that minimise heat absorption, and the strategic use of natural daylight and ventilation in areas such as the lobby and restaurants, the hotel reduces dependence on artificial cooling and lighting. Over 95% of the lighting across the property has been converted to LEDs, further supported by dimmer switches and an energy-saving colour code system that automates light usage. Solar-powered Garden lights, solar hot water systems, and air-to-air heat pumps have replaced traditional energy-intensive systems, while CFC-free mini-fridges, LCD and LED televisions, and efficient machinery like the hydrocarbon dry-cleaning machine in the laundry contribute to enhanced energy efficiency. Guest awareness is promoted through key card systems, thermostat controls, and signage encouraging the use of stairs over elevators. The hotel's Green Team and Energy Management Team, supported by policies on energy and the environment, conduct regular energy audits and training sessions to maintain high staff engagement. As a result, the hotel has significantly reduced its carbon footprint from 2,419 tCO<sub>2</sub>e in 2015 to 1,977 tCO<sub>2</sub>e in 2018, with further reductions achieved through solar adoption (avoiding 36.972 tCO<sub>2</sub>e) and LED lighting replacements (saving 18.442 tCO<sub>2</sub>e). With sustained efforts, Royal Palms Beach Hotel aims to achieve carbon neutrality in the near future. Moreover compared to last financial year this financial year we were able to reduce 2.4% of total energy in kWh with reducing -0.09% of GHG emissions based on annual sustainability action plan.








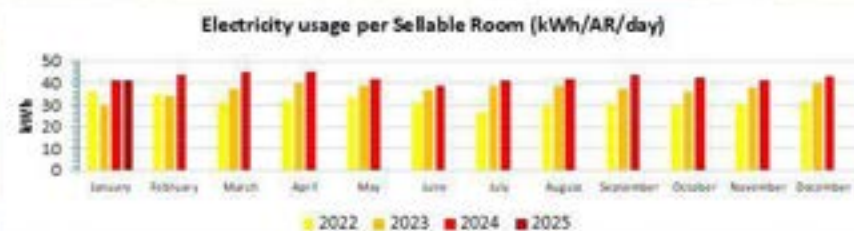
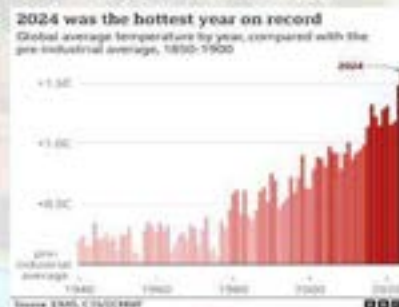


## Comparison of the GHG inventory

GHG EMISSION (tCO <sub>2</sub> e)			
Year 2015	Year 2018	Year 2025	In Future
2419	1977	Ongoing	
(Scope 1,2)	(Scope 1,2,3)	(Scope 1,2,3)	



## Total Average Electricity Consumption Per Day (Year 2022-2025)



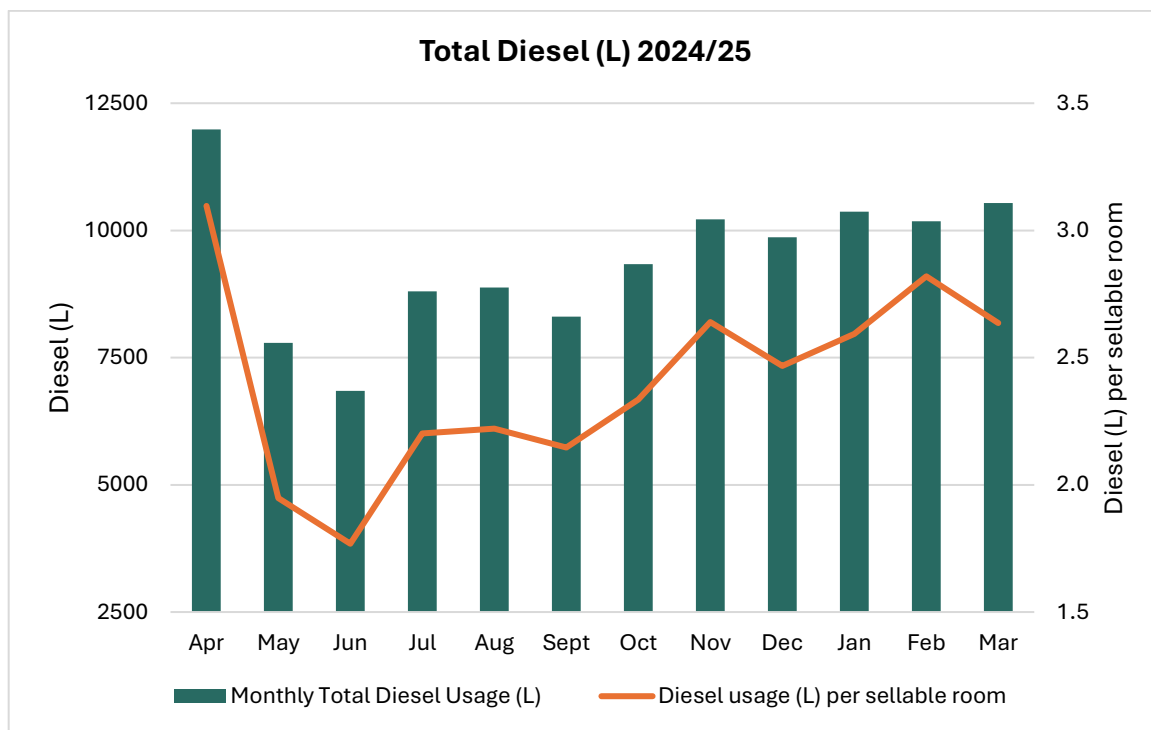
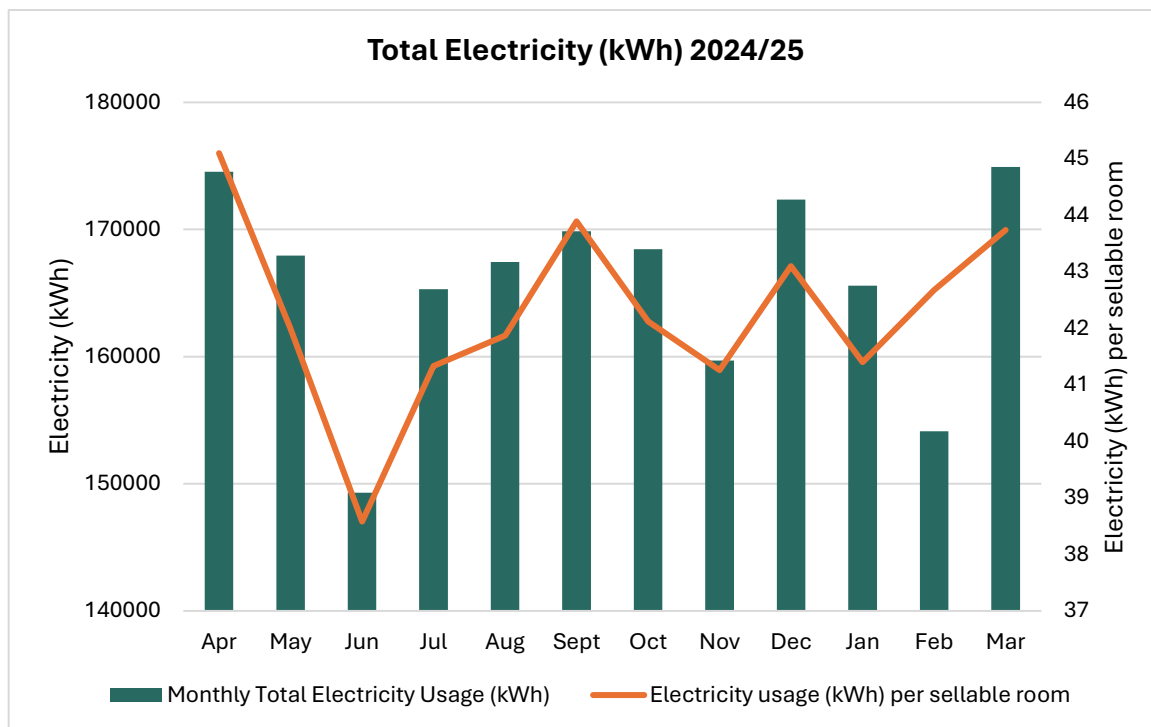
Energy consumption Benchmark  
**137.4 kWh/RN**

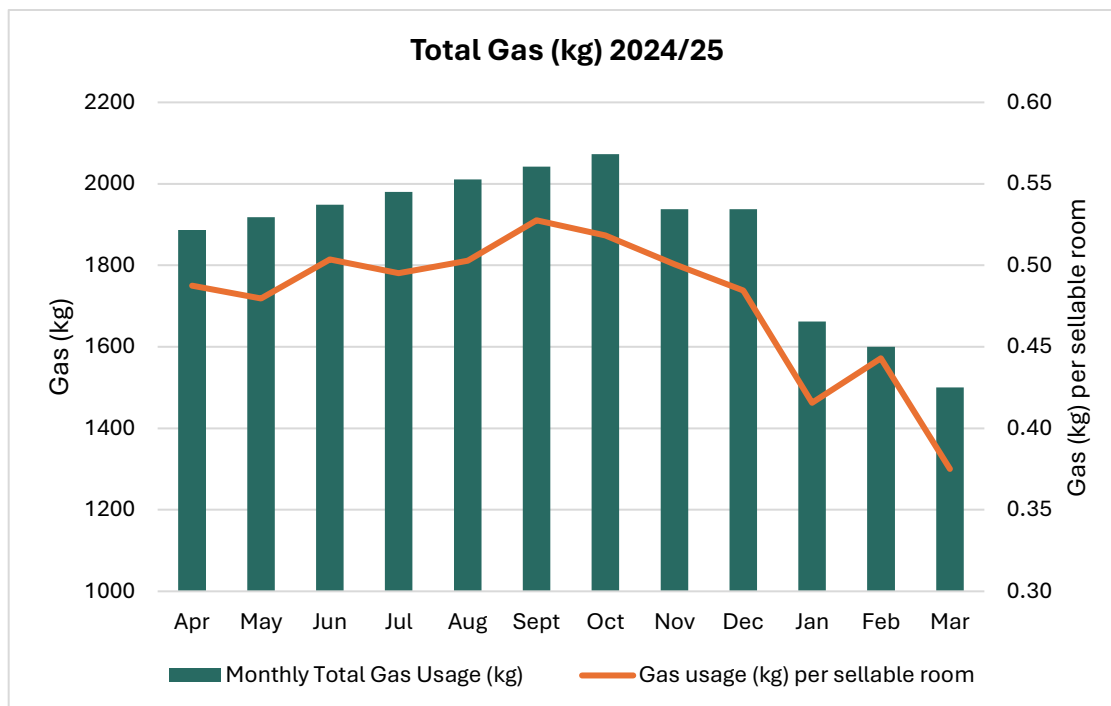
Ref: Sri Lanka Sustainable authority

We are maintaining

**42kWh/sellable room/day**  
Based on 2024 figures







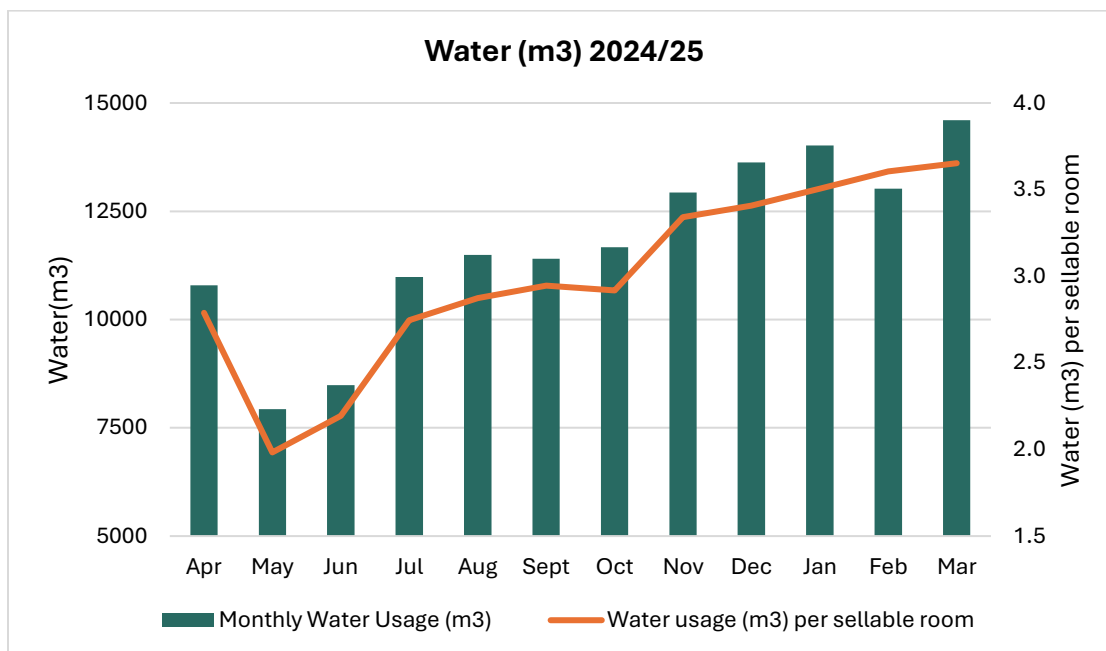
## Commitment to reduce Water Consumption:

Although Royal Palms Beach Hotel primarily uses well water, water conservation remains a top priority. All guest rooms adhere to international water efficiency standards, with basin taps limited to 5 litres per minute, showers to 10 litres per minute, toilets to 6.5 litres per flush, and urinals to 2 litres per flush. In addition, several measures have been implemented to optimise water usage, including sensor-activated taps, dual-flush cisterns, automated urinals, and sprinkler systems for gardening. Rainwater harvesting systems are utilised for cleaning operations at the Green Bank. The hotel also promotes linen and pool towel reuse programmes, displays water-saving messages in guest rooms, and conducts daily water consumption monitoring through sub-meters. These practices collectively support the hotel's commitment to responsible and efficient freshwater management. All wastewater generated by Royal Palms Beach Hotel is treated at the Sewage Treatment Plant (STP) located in the sister hotel adjacent to the property.

The treatment process strictly adheres to all government-approved environmental parameters, ensuring compliance and safety. The treated water is sustainably reused for maintaining a natural pond and for gardening purposes, supporting the hotel's circular water management approach.







## Commitment to reduce Waste:

Royal Palms Beach Hotel - Waste Management System 2024/ 2025 April - March																
No	Waste Type	Unit	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Total Recycled (kg) /Item viz	Emissions from Recycling kgCO2e
1	Iron	kg	0	0	0	0	0	0	0	0	0	0	15	0	15	0.32
2	Aluminium	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
3	Brass	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
4	Burn Oil	kg	0	0	128.8	0	257.6	0	331.2	147.2	0	184	386	276	1711.2	36.44
5	Card Board	kg	0	625	345	300	182	290	446	444	464	209	583	457	4345	92.52
6	Cast Iron	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
7	Copper	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
8	G.I Sheets	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
9	Glass Bottle Green	kg	46	66	82	171	65	66	86	74	158	0	428	187	1429	30.43
10	Glass Bottle white	kg	288	436	238	447	187	281	632	815	757	724	1510	1449	7764	165.33
11	Glass Pieces	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
12	Jam Bottle	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
13	Metal Tin	kg	59	268	245	250	254	152	242	265	117	332	304	279	2767	58.92
14	Paper	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
15	Magazin	kg	0	0	0	0	71	0	35	0	0	0	0	58	164	3.49
16	Plastic Can 1 L	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
17	Plastic Can 2 L	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
18	Plastic Can 4 L	kg	42	12.5	43	40.5	44	25.5	45	25	46	13.75	35	72.75	445	9.48
19	Plastic Can 25L/20L	kg	49.5	66	120	99	82.5	61.5	151.5	132	49.5	127.5	99	174	1212	25.81
20	Plastic Water Bottle	kg	341	131	335	224	153	162	317	282	198	278	466	399	3286	69.97
21	S/Steal Iron	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
22	Cocunut Shells	kg	0	0	802	0	0	0	470	0	0	0	0	1113	2385	50.79
23	Chlorine bucket	kg	0	0	0	0	0	0	13	0	0	0	0	0	13	0.28
24	Empty Gel Can	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
25	News Paper	kg	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
	Total	kg	825.5	1604.5	2339	1532	1296	1038	2769	2184	1790	1868	3826	4465	25536.2	543.77





Royal Palms Beach Hotel adopts the comprehensive 12R waste management concept to ensure sustainable handling of solid, hazardous, and wastewater. Over 80% of solid waste is treated, beginning with segregation through Sri Lanka's national colour-coded system, followed by detailed sorting into more than 20 categories at the hotel's secondary waste collection centre, the "Green Bank." Recyclables, including e-waste, are handed over to licensed collectors, generating an average monthly income of Rs. 150,000. Wet waste is sent to a piggery as part of CSR initiatives, while ocean waste is collected separately. Garden waste is crushed daily, naturally composted over two to three months, and reused within the hotel garden, eliminating the need for external fertilisers. A refillable glass bottling system replaced plastic water bottles, reducing costs and plastic waste. Water-saving initiatives include low-flow taps and sensor-based systems in guest rooms and public areas, while new digital displays enhance guest awareness. The hotel also introduced a smart paperless back-office system and uses eco-accommodation practices to minimise material consumption. Bulk purchasing, reusable containers, ceramic amenity dispensers, recycled paper wrappers, and biodegradable chemicals are prioritised to reduce environmental impact. Guests' plastic items, like straws and carry bags, are re-collected and recycled responsibly. Automatic chemical mixing systems and strict adherence to dilution guidelines further prevent wastage. Soft drinks are served in paper cups from dispensers, and all commodes and urinals are fitted with water-saving fixtures. Packaging materials are mostly biodegradable, and wrapping uses recycled or recyclable content. The hotel trains staff regularly on proper waste disposal, aiming to reduce garbage bills and maximise recycling income, reaffirming its ongoing commitment to environmental responsibility and sustainability.

## Onsite - Primary waste segregation



## Secondary waste segregation – at Green Bank Segregate over 25 types of waste



Income generation from waste : above Rs.150,000/- Per month









## Commitment to eliminate single-use plastics:

Royal Palms Beach Hotel is committed to sustainability, actively working to eliminate single-use plastics from the guest experience. Through dedicated efforts, significant progress has been made towards achieving a single-use plastic-free environment, with ongoing initiatives aimed at reaching the goal of complete elimination. Plastic items have been replaced with eco-friendly alternatives, such as paper straws, bamboo straws, and paper cups, while glass stirrers adorn restaurants and guest rooms. Reducing plastic waste is a primary focus, evident in the elimination of plastic water bottles, replaced by jar water for AI guests during meal times instead of PET bottles. Takeaway packaging now consists of cardboard, compostable containers, paper cups, and straws. The hotel prioritizes natural and degradable materials for guest table and room decorations, including flowers, towel arts, and rice artworks. Guest amenities like shampoo, conditioner, and shower gel are refilled in ceramic bottles, reducing reliance on single-use plastic. Even razors and toothbrushes are made from eco-friendly wooden materials and are available upon request. For welcome arrangements, only natural flowers and seashell garlands are used, avoiding non-degradable materials. The hotel proudly boasts the complete elimination of single-use plastics from guest rooms, meeting areas, and restaurants. Royal Palms Beach Hotel is dedicated to providing a sustainable guest experience, inspiring conscious choices for a greener future.





## Commitments to do Environmentally Friendly Purchasing

Royal Palms Beach Hotel practices sustainable procurement through an environmentally sensitive policy that prioritises eco-labelled, ethical, and locally sourced products. The hotel actively reduces its environmental impact by selecting suppliers with strong sustainability credentials and replacing single-use plastics with eco-friendly alternatives. Notable examples include the use of complementary glass water bottles in guest rooms, metal key cards, newly implemented biodegradable takeaway bags and containers made from sugarcane, eco-friendly guest room amenities, sustainable information-sharing systems, and the introduction of bicycles for short-distance travel etc. all reflecting the hotel's commitment to responsible purchasing and environmental stewardship.



## Commitments to Protecting and supporting biodiversity.

At our property, we are deeply committed to promoting biodiversity and ensuring the welfare of animals within and around our premises. While we do not have domesticated animals for guest interaction, we take pride in the presence of free-roaming wildlife, including birds and squirrels, that guests can observe and appreciate. We prioritize protecting these natural inhabitants by displaying informative boards, providing educational materials, and organizing regular cleaning campaigns to preserve their habitats.

Moreover, our efforts extend beyond our immediate surroundings. We actively engage in planting native vegetation, organizing tree-planting events, and supporting conservation initiatives to enhance biodiversity in our area. Through guest education, staff training, and collaboration with local organizations, we strive to raise awareness and foster a sense of responsibility towards wildlife and their habitats.

Outside our property, we recognize the importance of promoting responsible tourism practices. We ensure that off-site activities do not pose harm to free-roaming wildlife and actively educate guests about respectful behavior towards nature. Additionally, we support local conservation initiatives and advocate for biodiversity conservation at our destination.

In essence, our commitment to biodiversity and animal welfare underscores our dedication to creating a sustainable and harmonious environment for both guests and wildlife alike.

The following initiatives were successfully completed according to our sustainability action plan to enhance guest awareness and promote biodiversity conservation: identification and display of 85 floral types within the hotel premises; creation and display of an informative tour leaflet highlighting Kalutara's attractions and travel tips; launch of a guided educational nature cycle tour led by trained staff; implementation of marine conservation initiatives, including regular beach clean-ups; and installation of beach protection display boards along with a designated PET bottle collection point.







## **Commitments to Treating our Staff Fairly:**

We uphold strict adherence to local and international labour laws, ensuring that all staff members are treated fairly and equitably. Our employment practices promote transparency, equal opportunities, and a safe working environment for all employees. Through regular training and development programs, we empower our staff with the necessary skills and knowledge to excel in their roles while fostering a culture of respect, dignity, and mutual support.

## **Commitments to Protecting and Respecting Human Rights:**

At Royal Palms Beach Hotel, we recognize and uphold the fundamental human rights of all individuals, including our staff, guests, and members of the local community. We have zero tolerance for any form of discrimination, harassment, or exploitation and take proactive measures to prevent and address human rights violations within our operations. Through continuous education and awareness campaigns, we promote a culture of respect, tolerance, and inclusivity, ensuring that human rights are upheld in all aspects of our business practices.

## **Commitments to Being a Responsible Member of the Community:**

As a responsible corporate citizen, Royal Palms Beach Hotel actively engages with and supports the local community through various initiatives and partnerships. We contribute to community development projects, support local businesses and artisans, and participate in environmental conservation efforts. By collaborating with community stakeholders and addressing local needs, we strive to foster positive social and economic impacts, promoting sustainable development and enhancing the well-being of the community at large.

## **Commitments to Safeguarding Children:**

The safety and well-being of children are paramount at Royal Palms Beach Hotel. We have stringent policies and procedures in place to ensure the protection of children who may visit or reside within our premises. Our staff members are trained to recognize and respond to child safeguarding concerns, and we work closely with local authorities and child protection agencies to uphold child protection standards. Through ongoing education and awareness programs, we promote a child-safe environment and empower staff members to play an active role in safeguarding children from harm or exploitation.

And we do report any instances of child exploitation or abuse

**2020-2024 Main Sustainability Goals and status and progress:**

<b>Goals to reduce Greenhouse Gas Emissions (2020-24)</b>		
<b>No</b>	<b>Goals</b>	<b>Status</b>
1	Minimise electricity consumption by 5% by replacing old manual thermostats with digital thermostat systems (100%) featuring an economy mode in the guest room areas by the end of December 2020	Replaced all manual thermostats with digital thermostats.
2	To reduce Diesel consumption by 20%, implement a water-to-air heat pump by the end of December 2020.	The project changed to implement an air-to-air heat pump. And completed in 2024 and reduced diesel consumption by 20%.
3	To significantly reduce CFC emissions (<50%) by the end of April 2020, replace all mini-refrigerators in guest rooms.	Replacing all mini-refrigerators with eco-friendly CFC-free (100%) mini fridges.
4	Reduce 15% reduction of electricity consumption per guest in (2021) than last year (2020)	47.1% reduction was reported
5	Reduce 5% reduction of electricity consumption per guest in (2022) than last year (2021)	7.31% reduction reported
6	To Minimize the electricity consumption, re-implementing solar garden lights at the beach front garden area by the end of December 2022 (10 by 10) - altogether up to 20	Implemented.
7	To Minimize the electricity consumption, and to run the entire garden lights as solar power (100%), operate 15 more solar garden lights before the end of December 2023.	Installed 15 new solar panels in the garden area.
8	To reduce diesel consumption significantly (>20%) electricity and solar hot water system coupled with Diesel boiler and calorifier system by the end of 2024 April.	Due to a lack of spare parts this project was repropose to implement a air to air heat pump system. To reduce Boiler diesel consumption by 20%. Air to Air heat pump was installed.
9	Implemented solar lighting system to the Green Bank by end of December 2024.	Implemented.
<b>Goals to reduce Water Consumption (2020-24)</b>		
<b>No</b>	<b>Goals</b>	<b>Status</b>
1	Maintain the wash basin water flow as 6L/min in public washroom areas by the end of August 2020	Implemented low-flow tap water filters. Water flow: 6L/min
2	Reduce 15% reduction of water consumption per guest in (2021) than last year (2020)	46.51% reduction reported.
3	To reduce 2% the waste water generation, introduce sensor water tap system further to public female washroom areas by the end of Dec. 2022	Implemented low flow tap water system
4	To reduce the waste water generation from the garden taps by 10% identified the water leaks and replace those old taps with new taps system in 2022.	Rectified all leaks.

5	Complete installation of water-efficient fixtures like low-flow toilets and showerheads across the hotel premises by January 31, 2024, aiming for a 20% reduction in water consumption per guest stay compared to the previous year.	Task completed.
6	Implement a low-flow tap water system to the entire guest rooms by the end of April 2024 and fulfil international standards.	Task completed.
7	Install water-efficient fixtures such as low-flow toilets and showerheads throughout the hotel premises by June 2024, aiming to reduce overall water consumption per guest stay, compared to the previous year.	Task completed.
8	Checked and rearrange the guest room water into standard amounts. Wash basin 5L per min, shower 10 L per min. by end of December 2024	Task completed.
9	To reduce 5% wastewater generation, by introducing a low-flow water tap system further to the Guest rooms public washrooms by the end of Dec. 2024.	Task completed.
10	Low flow tap water system has been implemented to guest rooms and public washrooms at lobby areas.	Task completed.
11	Introduce a guest engagement program focused on water conservation, including educational materials in guest rooms, signage promoting towel and linen reuse, and incentivized programs for guests who opt-in to participate in water-saving initiatives, to achieve a 15% reduction in water usage per occupied room by April 2024.	Task completed.

#### Goals to reduce Waste and Raw materials


No	Goals	Status
1	To reduce ocean waste accumulation by 70% from the hotel-adjacent beach, implement an ocean waste collection centre at the hotel beach area by 2022	Implemented
2	To uplift the compost quality by 20%, implement a permanent roof at the compost pit area; furthermore, increase the organic garden coverage to 40% by 2023	Permanent roof was implemented at the compost area. Organic garden was expanded.
3	Replace all single-use plastic items (straws, stirrers, disposable cutlery) with sustainable alternatives by December 31, 2024, aiming for a 20% reduction in plastic usage compared to the baseline measurement in 2024	Implemented.
4	Offer table water and glass water bottles / water refilling facility in F&B outlets by December 2024	Implemented.

#### Goals to Protect Biodiversity 2024

Goals	Status
1 To enhance guest awareness about floral diversity of the hotel, identify and display main plant types within the hotel premises by end of December 2024.	85 floral types were identified and displayed in the garden areas.

2	To enhance guest awareness about places of interest in Kalutara and how to protect the biodiversity there, make a leaflet for visitors regarding Places of Interest in Kalutara and include travel tips; display it in the lobby by end of December 2024.	Implemented a tour leaflet and included travel tips.
3	Launching Educational Nature Cycle Tour: Develop and launch a guided nature village tour led by trained staff members to educate guests about local flora and fauna, highlighting conservation efforts and biodiversity hotspots, starting by the end of Dec 2024.	Implemented and continuing.
4	Implementing Marine Conservation Initiatives: Collaborate with local marine conservation organizations to organize regular beach clean-up events and educate guests about marine biodiversity and conservation efforts, starting by the end of June 2024.	Done and continuing.
5	Beach Area Modification Programme: Implement a beach area modification program by installing display boards regarding beach protection to uplift guest awareness and implement a new PET bottle collection place by the end of June 2024.	Implemented.

#### Goals to Support Community 2024

No	Goals	Status
1	Provide annual preschool uniforms, supportive materials, gifts, and food for events at The Learning Tree Preschool as a long term CSR.	Supported the Learning Tree preschool.
2	Implement a bus halt at Nagas Junction.	Implemented a common bus halt.
3	Arrange a Kalutara city tour promoting the programme by the hotel using village Tuk Tuk drivers during 2024.	Done
4	Increase Local Sourcing: Increase the percentage of food sourced from local businesses from 65% (average) to 70% by 2025. This goal involves tracking and measuring the current percentage of locally sourced food and implementing strategies to gradually increase it over the next few years.	 In Progress

#### HR Goals

No	Goals	Status
1	Increase staff recruitment from the local area by 2%, and increase the female carder beyond the existing level by the end of December 2024.	More priority given to recruit staff from nearby area and increasing the female staff carder.

### Goals to Increase Health and Safety 2024

No	Goals to Increase Health and Safety 2024	Status
1	Conduct a building stability audit by December 31, 2024, to identify and mitigate potential hazards and ensure a safe environment for guests and staff.	Task completed
2	Introduction of Safety Shoes for Engineering and Non-Slippery Shoes for Kitchen Staff by December 31, 2024, to enhance workplace safety and reduce the risk of accidents or injuries.	Task completed
3	Policies updated. Banquet roof renovation, water proofing and flashing fixing Block 7 roof repair Enhance emergency lights by end of December 2024.	Task completed

*Remarks: Previous year goal status highlighted in blue colour.*

## Annual sustainability action plan for next 12 months:

### Future Goals to improve overall performances:

Goals to reduce Greenhouse Gas Emissions					
No	Goal	Deadline	Overall Responsibility	Progress of Goals	Progress tracking method
1	Implement properly sealed cold room to store wet garbage by end of December 2025	December 2025	Cluster Engineer, Engineer Assistant Engineer	Done	Regular meetings & spot checks
2	To identify the CO2 releasing trend quantitatively, C Footprint calculation for the year 2024 before the end of Dec. 2025.	December 2025	Engineer Assistant Engineer Sustainability Officer	Ongoing	Regular meetings & spot checks
3	Conduct an energy audit with the consultation of Indian Technical team support funded by Plastic Free Project before the end of August. 2025.	August 2025	Cluster Engineer, Engineer Assistant Engineer Sustainability Officer	Done	Regular meetings & spot checks
4	Replaced old freezers/ reimplement proper rubber beadings to public doors and kitchen area fridges by end of December 2025.	December 2025	Cluster Engineer, Engineer Assistant Engineer	Pending	Regular meetings & spot checks
5	Establish a glass water bottling plant in Royal Palms Beach Hotel, utilizing solar electricity to power operations, thereby promoting eco-friendly packaging alternatives and reducing reliance on plastic	December 2025	Cluster Engineer, Engineer Assistant Engineer	Pending	Regular meetings CAPEX meetings

PET bottles before end of December 2026.

6	Implement Solar Roof system with a maximum capacity to reduce electricity bill over 20% covering the hotel roof system before the end of December 2026.	December 2026	Cluster Engineer, Engineer Assistant Engineer	Pending	Regular meetings CAPEX meetings
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#### Goals to Protecting and Supporting Biodiversity

No	Goal	Deadline	Coordinator	Progress of Goals	Progress tracking method
1	Collaborate with local marine conservation organizations to initiate regular beach clean-up events and educate guests about marine biodiversity starting in February 2025.	February 2025	Sustainability Officer	Done	Green Team meetings
2	Create a new video about places of interest in Kalutara to promote eco-tourism before February 2025.	February 2025	Sustainability Officer	Done	Spot checks
3	Develop an e picture guide by the end of August 2025 to educate guests about hotel local flora and fauna.	August 2025	Sustainability Officer	Pending	Regular meetings & spot checks

#### Goals to reduce Water Consumption

No	Goal	Deadline	Coordinator	Progress of Goals	Progress tracking method
1	To reduce dependency on conventional water sources. Introducing a Rainwater Harvesting Project: Rainwater will be collected from the lobby roofs and Block 07 before the end of April 2025	April 2025	Cluster Engineer Engineer Asst. Engineer	Done	Regular meetings & spot checks
2	Launch a guest engagement program promoting water conservation through educational materials, towel and linen reuse signage, and incentivized initiatives, targeting a 15% reduction in water usage per occupied room by April 30, 2025.	April 2025	Sustainability Officer	Done	Regular meetings
3	Install sensor tap/ low flow filter water system to Cabana washroom meeting international standards (5L/min) by December 2025.	Dec 2025	Cluster Engineer Engineer Asst. Engineer	Pending	CAPEX meetings
4	Increase the number of submeters by December 2025.		Cluster Engineer Engineer Asst. Engineer	Pending	Regular meetings

Goals to reduce Raw Material & Single Use Plastic / Sustainable purchasing					
No	Goal	Deadline	Coordinator	Progress of Goals	Progress tracking method
1	Introduction of a eco-friendly breakfast tack away box and containers to guests by end of April 2025.	April 2025	Sustainability Officer	Done	Regular meetings & spot checks
2	Introduce Glass water bottles as complementary water to guest rooms and use jar water instead of pet bottles in restaurants by end of April 2025.	April 2025	Housekeeping department Stores	Done	Regular meetings & spot checks
3	To reduce plastic PET bottle usage and promote an eco-friendly alternative, Implement a Glass Water Bottling Plant at Royal Palms Beach Hotel before the end of December 2026.	Dec 2026	Cluster Engineer Engineer Asst. Engineer	Ongoing	Regular meetings & CAPEX meetings
4	Transition to Computerized Back-Office System and ERP Solutions: Convert over 70% of the hotel's back-office operations into a computerized system and implement ERP solutions by the end of 2027 to reduce paper consumption and enhance operational efficiency.	Dec 2027	Accounts dep, Head office, 3 <sup>rd</sup> party	Pending	CAPEX meetings
5	Identified more sustainable certified suppliers and increase by 2% by end of 2025 Dec.		F&B cost controller Purchasing Manager Sustainability Officer	Ongoing	Regular meetings
Goals to reduce Food Waste					
No	Goal	Deadline	Coordinator	Progress of Goals	Progress tracking method
1	Salad Counter/Desserts: Introduce portioned dishes and action cooking to reduce food waste by 5%.	December 2025	Executive Chef	Continuing	Spot checks
2	Hot Cooking: Adjust menu based on guest preferences and reduce less popular dishes by 5%	December 2025	Executive Chef	Continuing	Spot checks
3	Staff Meals: Educate staff on sustainable practices and continuously monitor quality and	December 2025	Stewarding Manager	Continuing	Spot checks



wastage. Achieve 5% food waste reduction by December 2025.

4	Provide food cost % KPI figures respect to each month based on occupancy forecast figures.	December 2025	Executive Chef F&B cost controller	Continuing	Regular meetings PNL meetings
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Goals to Support Community					
No	Goal	Deadline	Coordinator	Progress of Goals	Progress tracking method
1	Organize clean-up programs at hotel adjacent railway and beach areas with the joining hands with clean Sri Lanka project by the end of Mar 2025	Mar 2025	Sustainability Officer	Done	Green Team meetings
2	Provide an opportunity for small-and medium-scale village entrepreneurs to visit the hotel and promote or sell their eco-friendly handmade products during key celebrations in 2025, including Independence Day, International Women's Day, and Sinhala & Tamil New Year etc.	April 2025	Sustainability Officer	Done and continuing	Regular CSR meetings
3	Arrange a Kalutara city tours using village Tuk Tuk drivers to promote local tourism by the hotel during 2025.	May 2025	Sustainability Officer Animators	Done and continuing	Spot checks
4	To enhance awareness on the theme "Beat Plastic Pollution," a mega awareness campaign will be organised targeting 25 selected schools in Kalutara District. The event will engage school principals and head prefects and will be held on 5th June 2025, in line with World Environment Day.	June 2025	Sustainability Officer	Done	Regular CSR meetings
5	Provide annual preschool uniforms, supportive materials, gifts, and food for events at The Learning Tree Preschool.	Dec 2025	Sustainability Officer	Continuing as long term CSR	Regular CSR meetings
6	Support improvement initiatives at Kalutara North Railway Station as a community engagement goal, with completion targeted by the end of December 2025.	Dec 2025	Sustainability Officer	Pending	Regular CSR meetings



7	Provide support to Kalutara Nadoda General Hospital for the development of an emergency ward, with completion targeted by the end of December 2025.	Dec 2025	Sustainability Officer	Pending	Regular CSR meetings
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**Goals relevant with HR**

No	Goal	Deadline	Coordinator	Progress of Goals	Progress tracking method
1	Increase Staff Recruitment from the 25km <sup>2</sup> area: Increase staff recruitment from the local area by 2% to enhance community engagement and support local employment opportunities.	December 2025	HR Manager	Continuing	Via staff address list
2	Implement Staff Training and Development Program: Implement a comprehensive staff OBT training and development program focused on enhancing skills, knowledge, and professional growth to ensure high standards of service delivery and guest satisfaction by the end of August 2025.	August 2025	HR Manager	Continuing	Regular meetings
3	Promote Equality and Inclusion in Employment Practices: Establish/upgrade HR policies and procedures that promote equality and equity in all employment practices, fostering a diverse and inclusive workplace free from discrimination and bias.	April 2025	HR department	Done	Spot checks
4	Review and Adjust Employee Compensation: Regularly review (6 months basis) and adjust employee wages and benefits to align with inflation and the cost of living, ensuring fair compensation and financial security for all staff members by the end of April 2025.	April 2025	HR department HOD, GM	Done	Staff Appraisal
5	Organise a free health camp for all staff members, along with an eye camp for volunteers, including the provision of spectacles with easy payment options, to be completed by the end of July 2025.	July 2025	HR department	Done	Spot checks

6	Strengthen the hotel's anti-discrimination and anti-harassment policy with updated procedures, staff training modules, and visible workplace guidelines	Oct-25	HR Department	Ongoing	Policy audit reports, training attendance records
7	Increase recruitment of women and minority groups by reassessing job descriptions and launching inclusive recruitment campaigns	Dec-25	HR Department	Ongoing	Monthly HR diversity reports
8	Conduct biannual wage reviews to align with inflation and ensure fair compensation across all staff levels	Every 6 months	HR Department, GM	Continuing	Salary revision records, cost-of-living analysis
9	Launch an anonymous feedback mechanism for discrimination, wage grievances, or harassment	Nov-25	HR Department	Planning	IT feedback system setup and monitoring logs
10	Conduct quarterly audits of wage, working hours, and leave records to ensure compliance with national and standards	Quarterly (Ongoing)	HR Department, Internal Audit Team	Continuing	Internal audit reports, labour compliance checklists

**\*\* Remarks: Already completed tasks – indicated with blue colour**

## Proposed 17 SDG-Related Goals for Implementation at Royal Palms Beach Hotel by December 2026



1. **No Poverty (SDG 1):** Support local communities by sourcing over 70% of hotel supplies from small-scale local producers (currently about 65%).
2. **Zero Hunger (SDG 2):** Reduce food waste by 10% through portion control, composting, and food donation programs, and awareness.
3. **Good Health & Well-being (SDG 3):** Enhance guest and staff wellness programs, including mental health support and fitness initiatives.
4. **Quality Education (SDG 4):** Conduct sustainability training for 100% of staff, focusing on environmental and social responsibility.
5. **Gender Equality (SDG 5):** Increase female representation in managerial roles and staff (currently 11%).
6. **Clean Water & Sanitation (SDG 6):** Implement rainwater harvesting and reduce water consumption by 20% through efficiency measures.
7. **Affordable & Clean Energy (SDG 7):** Expand solar energy use to power of outdoor lighting and operational areas.
8. **Decent Work & Economic Growth (SDG 8):** Improve employee benefits, training, and fair wages, ensuring ethical employment practices.
9. **Industry, Innovation & Infrastructure (SDG 9):** Upgrade to an energy-efficient Building Management System (BMS) for optimized resource use.
10. **Reduced Inequalities (SDG 10):** Promote inclusivity by increasing employment opportunities for people with disabilities.
11. **Sustainable Cities & Communities (SDG 11):** Strengthen partnerships with local communities for cultural and eco-tourism projects.
12. **Responsible Consumption & Production (SDG 12):** Follow green procurement policy, sourcing 70% of supplies from sustainable sources.
13. **Climate Action (SDG 13):** Conduct carbon footprint in 3 years of intervals and reduce emissions by 5%.
14. **Life Below Water (SDG 14):** Organize quarterly coastal clean-ups and eliminate single-use plastics in guest areas.
15. **Life on Land (SDG 15):** Plant mangroves, coconut plants and coastal vegetation to support biodiversity and prevent erosion.
16. **Peace, Justice & Strong Institutions (SDG 16):** Strengthen anti-corruption and ethical business practices through transparency initiatives.
17. **Partnerships for the Goals (SDG 17):** Collaborate with international sustainability organizations for knowledge-sharing and best practices.

## ***Recommendations for Senior Management***

- 1. Set Science-Based Emission Targets***  
*Adopt measurable and science-aligned carbon reduction goals to support long-term climate resilience and position the hotel as a regional sustainability leader.*
- 2. Strengthen Resource Efficiency Benchmarks***  
*Review and revise current electricity, water, and fuel consumption benchmarks annually.*
- 3. Expand Renewable Energy Usage***  
*Explore the feasibility of expanding solar energy use beyond existing systems, including more solar projects.*
- 4. Formalise Waste Circularity Programs***  
*Shift from waste reduction to more circular economy principles enhancing recycling partnerships, and promoting upcycled materials in hotel operations.*
- 5. Enhance Supplier Sustainability Screening***  
*More focus on Environmental sensitive procurement policy to prioritise vendors and contractors that meet environmental and social responsibility criteria.*
- 6. Strengthen Staff Engagement and Accountability***  
*Incorporate sustainability KPIs into departmental performance evaluations. Provide regular cross-departmental workshops to encourage innovation in sustainability practices.*
- 7. Update Biodiversity and Conservation Goals***  
*Introduce of more native flora species, pollinator support programs, and eco-sensitive landscaping practices within the premises.*
- 8. Guest Involvement Programs***  
*Develop interactive guest engagement programmes, such as app-based sustainability challenges or volunteer tourism initiatives related to conservation and clean-up drives.*
- 9. Emergency Preparedness for Climate Events***  
*Review operational readiness for climate-related risks such as floods or heatwaves and integrate adaptive infrastructure plans.*

Kindly scan this QR code for a responsible guest guide (multiple languages).



Kindly scan this QR code for a responsible hospitality guide (multiple languages).



**By prioritizing these topics within our sustainability initiatives, Royal Palms Beach Hotel aims to not only uphold ethical standards but also contribute positively to the well-being of our staff, guests, and the wider community, while safeguarding the rights and welfare of vulnerable individuals, including children.**

**SENIOR MANAGEMENT APPROVAL STATUS OF ANNUAL SUSTAINABILITY REPORT AND ANNUAL SUSTAINABILITY ACTION PLAN**

<b>Ravi Kurukulasooriya</b>	<b>General Manager</b>	<b>Royal Palms Beach Hotel, Kalutara</b>
<b>Ahinsa D. Karunaratne</b>	<b>Sustainability Officer</b>	<b>Royal Palms Beach Hotel, Kalutara</b>
<b>Last Amended Date</b>	<b>12. 09. 2025</b>	