

Internal Sustainability Report – Royal Palms Beach Hotel, Kalutara, Sri Lanka
(2025/26)

Royal Palms Beach Hotels PLC

INTERNAL SUSTAINABILITY REPORT

2025/26



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 Label Certification. Our efforts are recognized 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 Sustainability Report for 2025/26 shows our continued commitment to protecting the environment, supporting people, and running our business in a responsible way. It explains the progress we have made during this period to reduce our impact on the environment and improve our positive contribution to society.

As the hotel industry faces challenges from climate change and high use of natural resources, we understand the importance of working in a more sustainable way. We are focusing on saving energy, reducing waste, using resources carefully, and encouraging responsible practices in our daily operations.

We also work closely with our employees, guests, and local community to promote awareness and support for sustainability. With a clear long-term vision, we remain committed to building a greener and more sustainable future while creating value for all our stakeholders. Thank you for being part of our journey towards sustainability.

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 Certification - Royal Palms Beach Hotel, Kalutara, is proud to be Sri Lanka's **first Eco Label Certified hotel**. This shows our strong commitment to sustainable hospitality and responsible environmental practices.

During this financial year, we have continued to strengthen our position as a leader in sustainable hospitality in Sri Lanka. We are proud to maintain our Eco Label Certification in the Hotel Service category, which reflects our ongoing commitment to environmental responsibility and global sustainability standards.

This certification is awarded under the Type I ecolabelling system based on ISO 14024:2018. It checks the overall environmental performance of services using strict, life-cycle-based criteria. Through this certification, Royal Palms

Beach Hotel remains dedicated to protecting the environment while providing high-quality service in a responsible and sustainable way.



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.

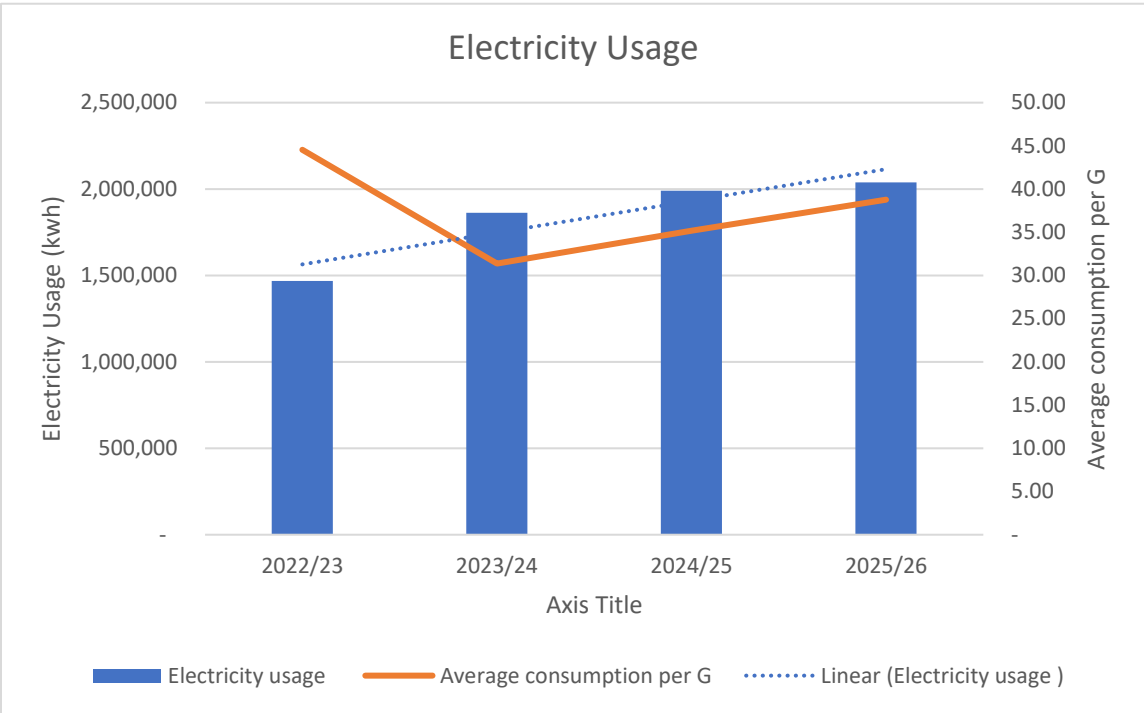
Staff Feedback: We have the following procedures in place to ensure we are monitoring staff feedback and making any necessary changes to our business as a result of that feedback A locked employee suggestions box is located at staff cafeteria with signage encouraging all employees to give feedback that 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.

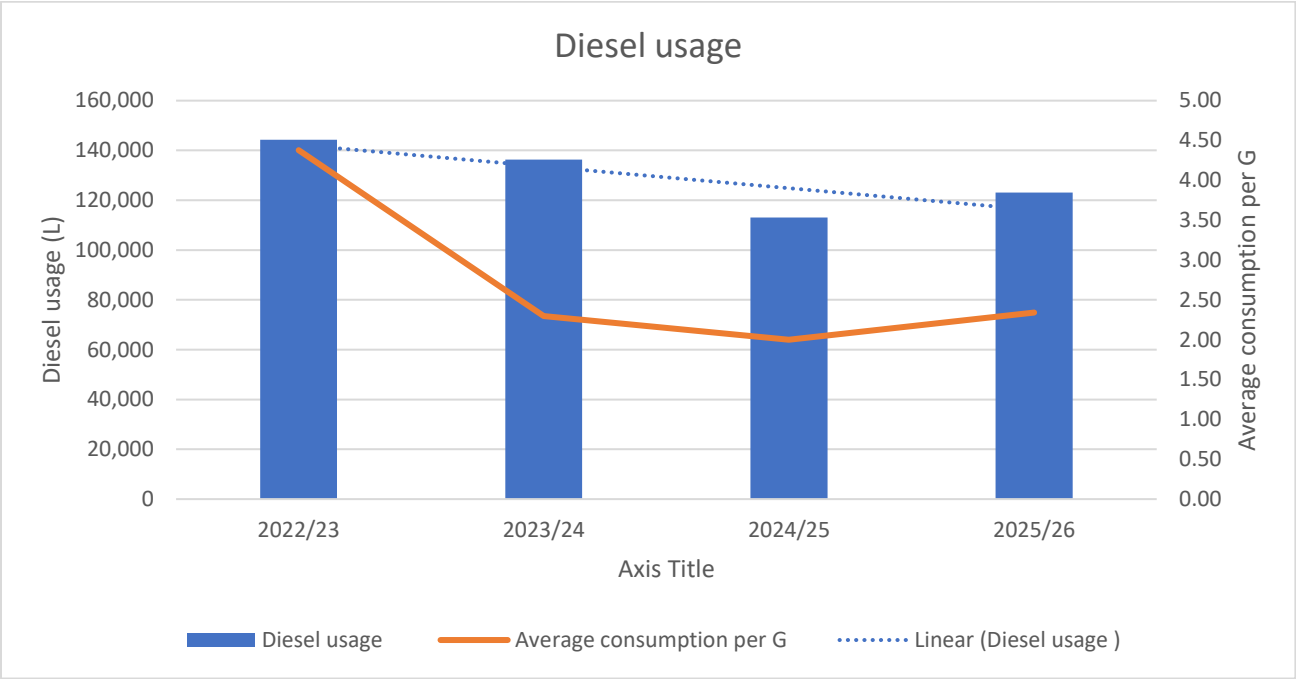
Analysis of our sustainability performance over to past years:

Category	2020	2021	2022	2023	2024	2025
Total Guests	12,665	24,862	30,497	52,502	57,845	56,047
Electricity (kWh)	1,246,571	1,292,019	1,470,153	1,744,181	2,002,846	2,060,236
Electricity per guest (kWh)	98.4	52	48.21	33.22	34.62	36.76
Diesel (litres)	78,828.60	70,198.20	146,448	145,036.30	114,860	118,859
Diesel per guest (litres)	6.2	2.8	4.80	2.76	1.99	2.12
LPG (kg)	16,512.50	15,552.50	17,878	19,302	23,210	19,188
LPG per guest (kg)	1.30	0.60	0.59	0.37	0.40	0.34
Water (m³)	54,948.28	57,442	79,771	110,391	133,395	158,706
Water per guest (m³)	4.3	2.3	2.62	2.10	2.31	2.13

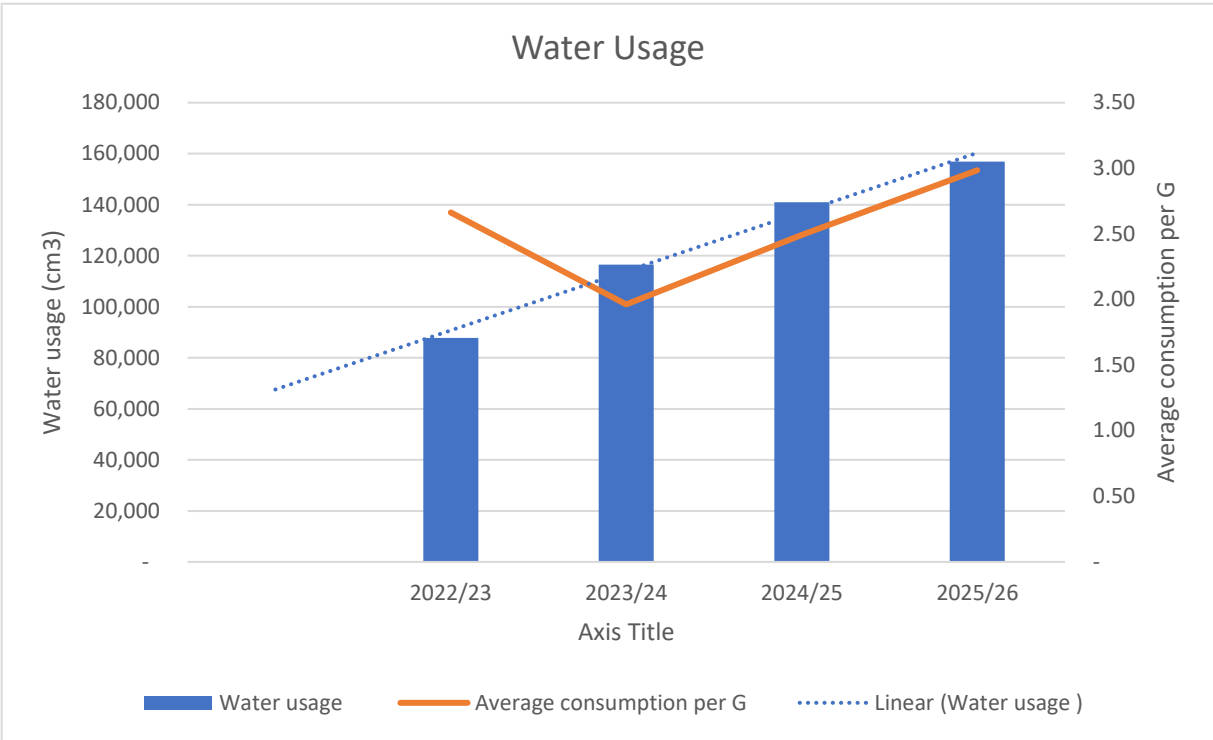
SectionName	Classification	December-2025	November-2025	October-2025	September-2025	August-2025	July-2025	June-2025	May-2025	April-2025	March-2025	February-2025	January-2025	TOTAL
Summary														
	Total energy (kWh)	322,812.53	295,305.75	112,461,426.60	296,428.62	302,887.53	292,095.93	286,036.42	310,052.93	291,172.06	307,798.66	284,596.81	298,858.04	115,749,471.88
	Total water consumption (m³)	14,080.00	12,523.00	12,155.00	12,589.00	12,101.00	12,764.00	10,129.00	13,238.00	17,482.00	14,606.00	13,019.00	14,020.00	158,706.00
	Total solid waste (kg)	5,033.00	4,895.50	4,478.50	5,667.00	3,942.80	4,181.00	5,052.00	4,054.60	5,001.90	7,464.75	6,826.40	4,868.25	61,465.70
	Total Emissions (kg CO₂e)	113,544.05	104,600.71	28,506,101.92	106,064.35	108,730.54	105,836.63	103,776.27	111,426.90	105,218.17	109,657.21	100,087.94	105,620.26	29,680,664.95
	Total Net Emissions (kg CO₂e)	113,544.05	104,600.71	28,506,101.92	106,064.35	108,730.54	105,836.63	103,776.27	111,426.90	105,218.17	109,657.21	100,087.94	105,620.26	29,680,664.95
	Actual Guest Nights	5,846.00	4,988.00	3,754.00	3,807.00	3,278.00	3,088.00	2,930.00	3,471.00	5,244.00	6,237.00	6,314.00	7,090.00	56,047.00
	Ave. emissions per guest night (kg CO₂e)	19.42	20.97	7,593.53	27.86	33.17	34.27	35.42	32.10	20.06	17.58	15.85	14.90	529.57
	Ave. emissions per m2 GFA (kg CO₂e)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Scope 1 Emissions (kg CO2e)	35,967.13	32,257.00	28,433,641.62	30,692.07	30,795.66	28,613.24	27,738.59	31,675.77	28,717.83	32,851.59	32,184.74	32,867.73	28,778,002.97
	Scope 2 Emissions (kg CO2e)	75,653.01	70,422.72	72,364.94	73,434.86	76,034.18	75,317.61	74,113.36	77,848.05	74,577.09	74,829.92	65,941.09	70,832.13	881,368.96
	Scope 3 Emissions (kg CO2e)	1,923.92	1,920.99	95.37	1,937.42	1,900.70	1,905.77	1,924.32	1,903.08	1,923.25	1,975.70	1,962.10	1,920.41	21,293.03
	Environmentally hazardous substances (kg)	0.00	0.00	0.00	298.00	336.00	299.00	275.00	353.00	260.00	0.00	455.00	348.00	2,624.00
	Environmentally hazardous substances (l)	1,375.00	1,535.00	16,494.00	16,250.00	2,695.50	15,417.50	16,487.50	17,058.50	3,809.00	16,744.00	16,577.50	17,773.50	142,217.00
Energy	High emission food purchased (kg)	7,382.78	6,486.47	5,647.84	5,688.75	5,940.30	5,004.10	4,144.25	5,106.50	6,226.00	7,069.50	5,786.50	7,248.50	71,731.49
	High emission food purchased (l)	1,358.00	1,238.00	1,380.00	1,152.00	1,368.00	1,084.00	1,064.00	1,096.00	1,460.00	1,388.00	1,505.00	1,584.00	15,677.00
	Single Use Plastics items purchased	488.00	799.00	3,150.10	7,284.50	7,296.50	3,046.70	2,405.00	7,429.00	7,831.00	4,424.00	4,724.00	6,794.00	55,671.80
	Mains Electricity and Gas (kWh)	176,842.00	164,616.00	169,156.00	171,657.00	177,733.00	176,058.00	173,243.00	181,973.00	174,327.00	174,918.00	154,140.00	165,573.00	2,060,236.00
	Mains Electricity (kg CO₂e)	75,653.01	70,422.72	72,364.94	73,434.86	76,034.18	75,317.61	74,113.36	77,848.05	74,577.09	74,829.92	65,941.09	70,832.13	881,368.96
	Fuels measured by weight (kWh)	25,695.00	21,583.80	20,898.60	23,296.80	23,125.50	19,870.80	21,241.20	19,528.20	22,447.15	20,556.00	21,926.40	22,782.90	262,952.35
	Fuels measured by weight (kg CO₂e)	5,511.17	4,629.38	4,482.42	4,996.79	4,960.05	4,261.97	4,555.90	4,188.49	4,814.56	4,408.94	4,702.86	4,886.57	56,399.10
	Fuels measured by liquid (kWh)	120,275.53	109,105.95	112,271,372.00	101,474.82	102,029.03	96,167.13	91,552.22	108,551.73	94,397.91	112,324.66	108,530.41	110,502.14	113,426,283.53
	Fuels measured by liquid (kg CO₂e)	30,455.96	27,627.62	28,429,159.20	25,695.27	25,835.61	24,351.27	23,182.69	27,487.28	23,903.27	28,442.65	27,481.88	27,981.16	28,721,603.86
Water	Total Kilowatt Hours (kWh)	322,812.53	295,305.75	112,461,426.60	296,428.62	302,887.53	292,095.93	286,036.42	310,052.93	291,172.06	307,798.66	284,596.81	298,858.04	115,749,471.88
	Ave kWh Per Guest Night	55.22	59.20	29,957.76	77.86	92.40	94.59	97.62	89.33	55.52	49.35	45.07	42.15	2,065.22
	Total Energy Emissions (kg CO₂e)	111,620.13	102,679.72	28,506,006.55	104,126.93	106,829.84	103,930.86	101,851.95	109,523.82	103,294.92	107,681.51	98,125.84	103,699.86	29,659,371.93
	Water sourced directly (m³)	14,080.00	12,523.00	12,155.00	12,589.00	12,101.00	12,764.00	10,129.00	13,238.00	17,482.00	14,606.00	13,019.00	14,020.00	158,706.00
	Ave. consumption per guest night (m³)	2.41	2.51	3.24	3.31	3.69	4.13	3.46	3.81	3.33	2.34	2.06	1.98	2.83
	Total Water Emissions (kg CO₂e)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Waste														
	Landfill (Kg CO₂e)	1,880.63	1,880.63	0.00	1,880.63	1,880.63	1,880.63	1,880.63	1,880.63	1,880.63	1,880.63	1,880.63	1,880.63	20,686.93
	Recycled Waste Emissions (kg CO₂e)	43.29	40.36	95.37	56.79	20.08	25.15	43.70	22.46	42.63	95.07	81.48	39.78	606.16
	Total Solid Waste emissions (Kg CO₂e)	1,923.92	1,920.99	95.37	1,937.42	1,900.70	1,905.77	1,924.32	1,903.08	1,923.25	1,975.70	1,962.10	1,920.41	21,293.03
Procurement														
	Environmentally hazardous substances (l)	1,375.00	1,535.00	16,494.00	16,250.00	2,695.50	15,417.50	16,487.50	17,058.50	3,809.00	16,744.00	16,577.50	17,773.50	142,217.00
	Environmentally hazardous substances (kg)	0.00	0.00	0.00	298.00	336.00	299.00	275.00	353.00	260.00	0.00	455.00	348.00	2,624.00
	Single Use Plastics items purchased	488.00	799.00	3,150.10	7,284.50	7,296.50	3,046.70	2,405.00	7,429.00	7,831.00	4,424.00	4,724.00	6,794.00	55,671.80
	Total Meat (kg)	3,682.28	2,976.61	2,753.30	2,928.35	2,983.30	2,328.10	2,290.00	2,486.00	3,103.00	2,709.00	2,725.00	3,638.50	34,603.44
	Total Dairy (l)	1,358.00	1,238.00	1,380.00	1,152.00	1,368.00	1,084.00	1,064.00	1,096.00	1,460.00	1,388.00	1,505.00	1,584.00	15,677.00
	Total Dairy (kg)	1,411.10	1,251.40	1,087.50	958.90	860.30	955.50	722.60	835.50	1,012.00	2,637.50	933.50	1,136.00	13,801.80
	Total Fish (kg)	2,289.40	2,258.46	1,807.04	1,801.50	2,096.70	1,720.50	1,131.65	1,785.00	2,111.00	1,723.00	2,128.00	2,474.00	23,326.25



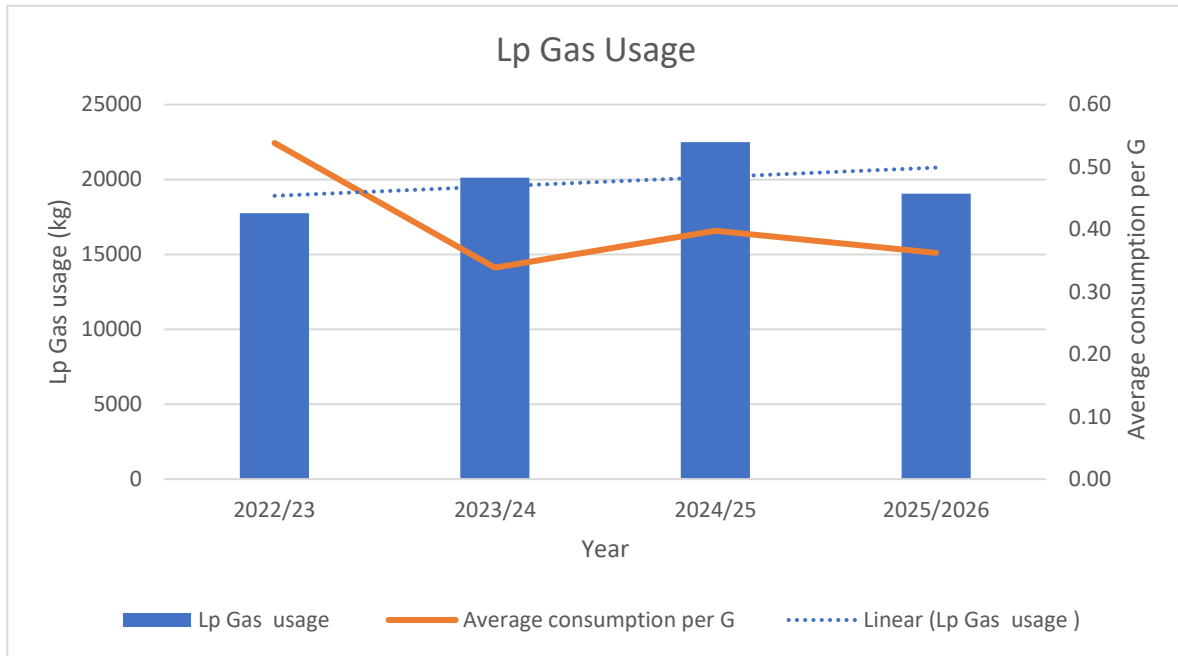
Electricity usage in each month				
	2022/23	2023/24	2024/25	2025/26
	kWh	kWh	kWh	kWh
April	123,681	154,759	174,541	174,327
May	133,012	154,749	167,947	181,973
June	118,518	142,796	149,309	173,243
July	106,786	153,102	165,299	176,058
August	117,235	154,975	167,448	177,733
September	117,594	143,971	169,860	171,657
October	119,176	144,248	168,448	169,156
November	117,875	147,781	159,683	164,616
December	124,928	158,383	172,354	176,842
January	117,506	163377	165573	167263
February	122,783	163898	154140	150938
March	149,128	180682	174918	154052



Diesel usage in each month				
	2022/23	2023/24	2024/25	2025/26
April	15,697	15052	11,983	8,857
May	13,535	10594.5	7,790	10,185
June	10,016	8697.7	6,844	8,590
July	10,249	10780.4	8,804	9,023
August	10,046	10924.3	8,879	9,537
September	8,467	11069.7	8,308	9,521
October	8,785	11692.1	9,337	10,534
November	11,211	12011.1	10,217	10,237
December	14,725	12623.7	9,865	11,285
January	14735.2	12879.9	10368	12,111
February	12815	9311.6	10183	11,672
March	14040.6	10641.9	10539	11496



Water usage in each month (cm ³)				
	2022/23	2023/24	2024/25	2025/26
April	6,777	9,130	10,791	17,482
May	5,548	8,154	7930	13,238
June	5,486	7,180	8488	10,129
July	6,134	8,829	10982	12,764
August	6,587	11,133	11489	12,101
September	6,300	8,655	11401	12,589
October	6,255	8,904	11667	12,155
November	7,912	9,976	12932	12,523
December	8,775	10,454	13627	14,080
January	9,102	10,396	14,020	13,826
February	8,862	10,233	13,019	13,856
March	10,012	13,459	14,606	12,129



LP gas usage in each month				
	2022/23	2023/24	2024/25	2025/2026
April	1700	1663	1,887	1637.5
May	1163	1700	1,918	1425.0
June	1388	1350	1,949	1550.0
July	1450	1500	1,980	1450.0
August	1550	1450	2,011	1687.5
September	1150	1663	2,042	1700.0
October	1325	1800	2,073	1525.0
November	1450	1650	1,938	1575.0
December	1913	1863	1,938	1875.0
January	1475	1800	1662.5	1875.0
February	1488	1813	1600	1575.0
March	1700	1862	1500	1175

Our commitment statements to reduce Green House Gas Emissions:

Commitment to reduce Energy Consumption:

Royal Palms Beach Hotel has demonstrated a strong commitment to reducing greenhouse gas (GHG) emissions through the implementation of comprehensive energy-saving and renewable energy initiatives. The hotel has successfully maintained an impressive average energy consumption of 0000 kWh per room night, which remains well below the Sri Lanka Sustainable Energy Authority benchmark of 137.4 kWh. Energy-efficient architectural features such as brick walls and roof tiles help minimise heat absorption, while the use of natural daylight and ventilation in areas including the lobby and restaurants reduces dependence on artificial lighting and cooling systems.

A major contribution to emission reduction has been achieved through the installation of a large-scale solar power system consisting of 756 solar panels, generating approximately 456 kWh and supplying nearly 30% of the hotel's total electricity demand. This significantly lowers reliance on fossil fuels and reduces carbon emissions. In addition, over 95% of the hotel's lighting has been converted to LED technology, supported by dimmer switches and an energy-saving colour code system that helps automate light usage. To further strengthen energy monitoring and efficiency, 42% of the hotel's total electricity consumption is currently monitored through a sub-metering system, enabling the identification and control of high-energy-consuming areas. Solar-powered garden lights, solar hot water systems, and air-to-air heat pumps have replaced traditional energy-intensive systems, while energy-efficient equipment such as CFC-free mini-fridges, LCD and LED televisions, and hydrocarbon dry-cleaning machinery further contribute to reduced energy consumption. The hotel has also introduced electric vehicle (EV) charging facilities to encourage the use of environmentally friendly transportation options.

Guest participation is actively encouraged through energy-saving initiatives such as key card systems, thermostat controls, and awareness signage promoting stair usage instead of elevators. In support of low-carbon tourism, guests are encouraged to participate in bicycle rides and village tuk tuk tours, promoting environmentally friendly travel experiences with minimal carbon impact while supporting the local community. The hotel's dedicated Green Team and Energy Management Team continuously conduct energy audits, staff training, and awareness programmes under established environmental and energy policies to ensure ongoing improvement.

As a result of these sustained efforts, Royal Palms Beach Hotel has significantly reduced its carbon footprint from 1,962 tCO₂e in 2018 to 1,582 tCO₂e in 2025, achieving an overall carbon footprint reduction of approximately 19%. Furthermore, compared to the previous financial year, the hotel achieved a 2.4% reduction in total energy consumption in kWh and a 0.09% reduction in GHG emissions in line with its annual sustainability action plan. Through continuous renewable energy expansion, including solar panel development and solar hot water systems, Royal Palms Beach Hotel remains committed to achieving carbon neutrality in the near future.

Use **natural daylight** and **ventilation** as much as possible .



More than **95%** **LED light system.**



Thermostat project to control the air condition system within the guest room



New CFC free refrigerators



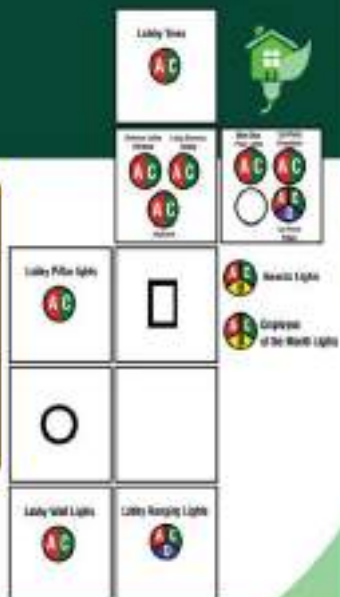


Let's be a Energy Saver

Lobby lighting plan

- A** 6.00 am - 7.00 am Full Lights period
- B** 7.00 am - 6.00 pm Day Lights period
- C** 6.00 pm - 12.00 mn Full Lights period
- D** 12.00 mn - 6.00 am Night Lights period

Time of Day	Unit Charge (Rs./ kWh)
Peak (6.30 pm - 10.30 pm)	34.00
Day (5.30 am - 6.30 pm)	25.00
Off-peak (6.30 pm - 5.30 am)	13.00
Night	22.00



Sub-meters

- Kitchen,
- Laundry,
- Staff changing room,
- Pool & Garden,
- Cabana,
- Hot water,
- Japanese,
- Banquet stewarding,
- staff meal room,
- banquet washroom areas



Solar Hot water



GHG emission calculation

2015 carbon footprint value was **2418 tCO₂e**

2018 carbon footprint value was **1962 tCO₂e**

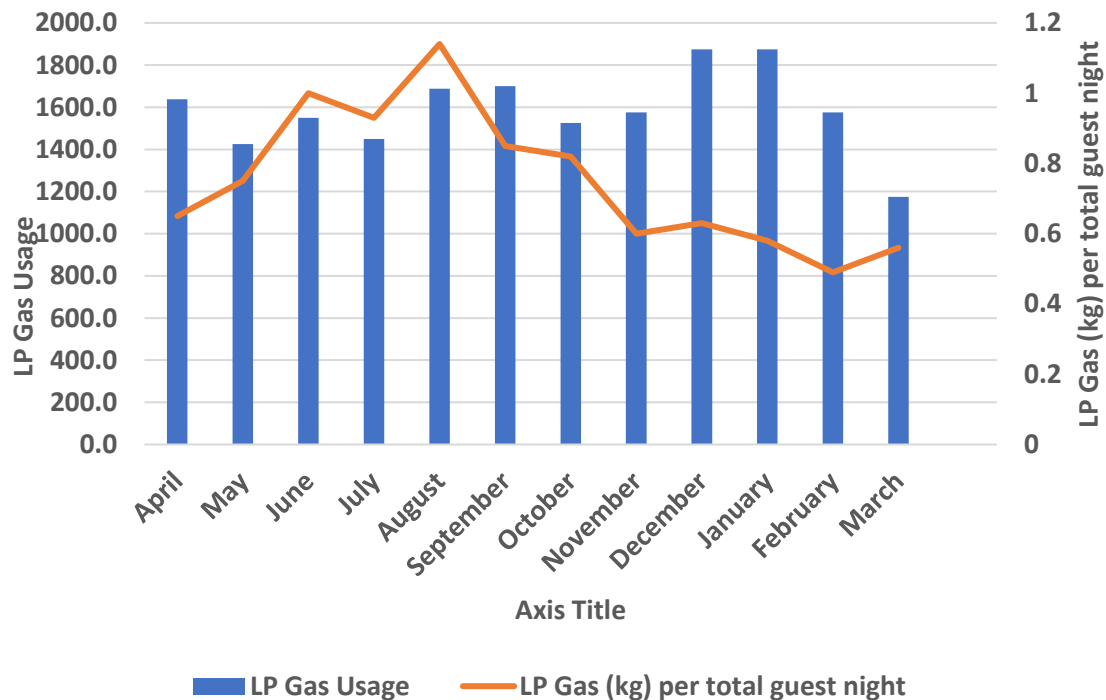
2025 carbon footprint value was **1582 tCO₂e**

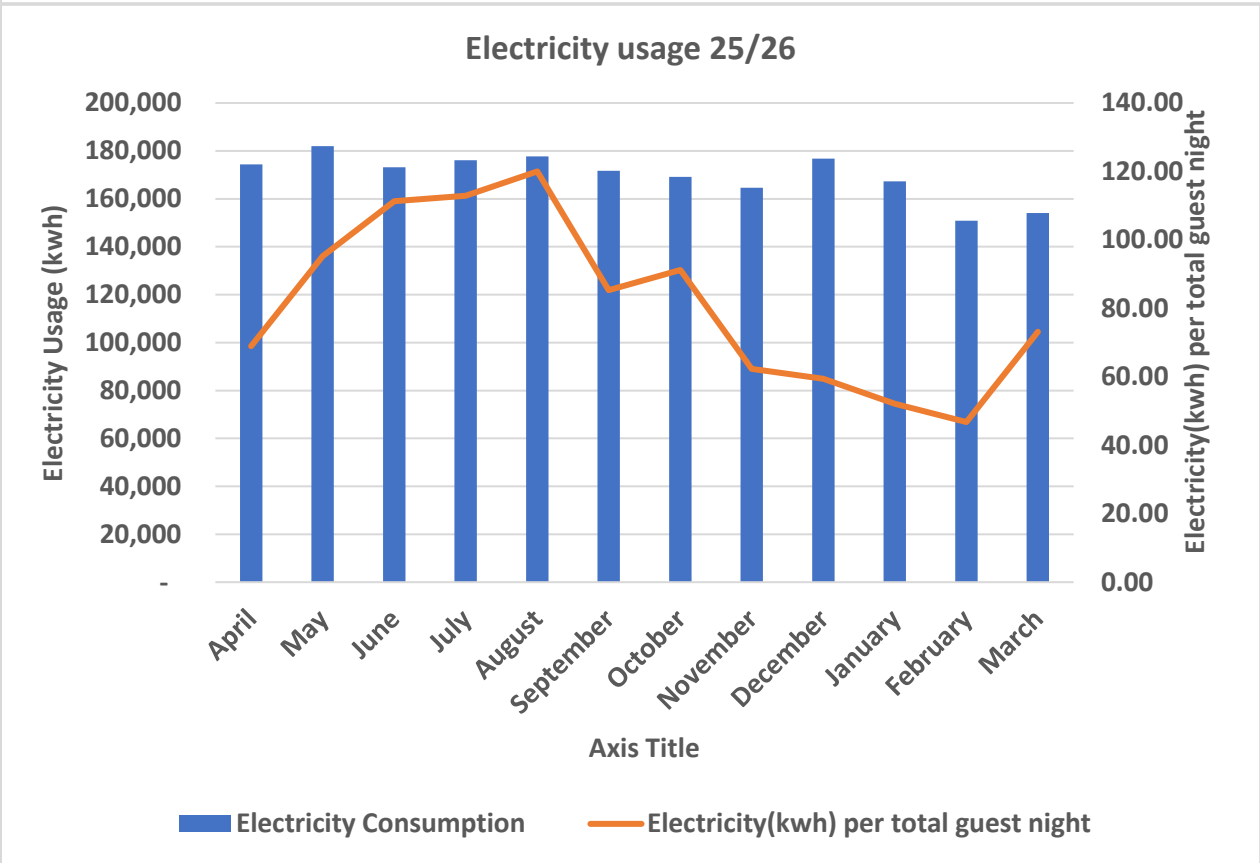
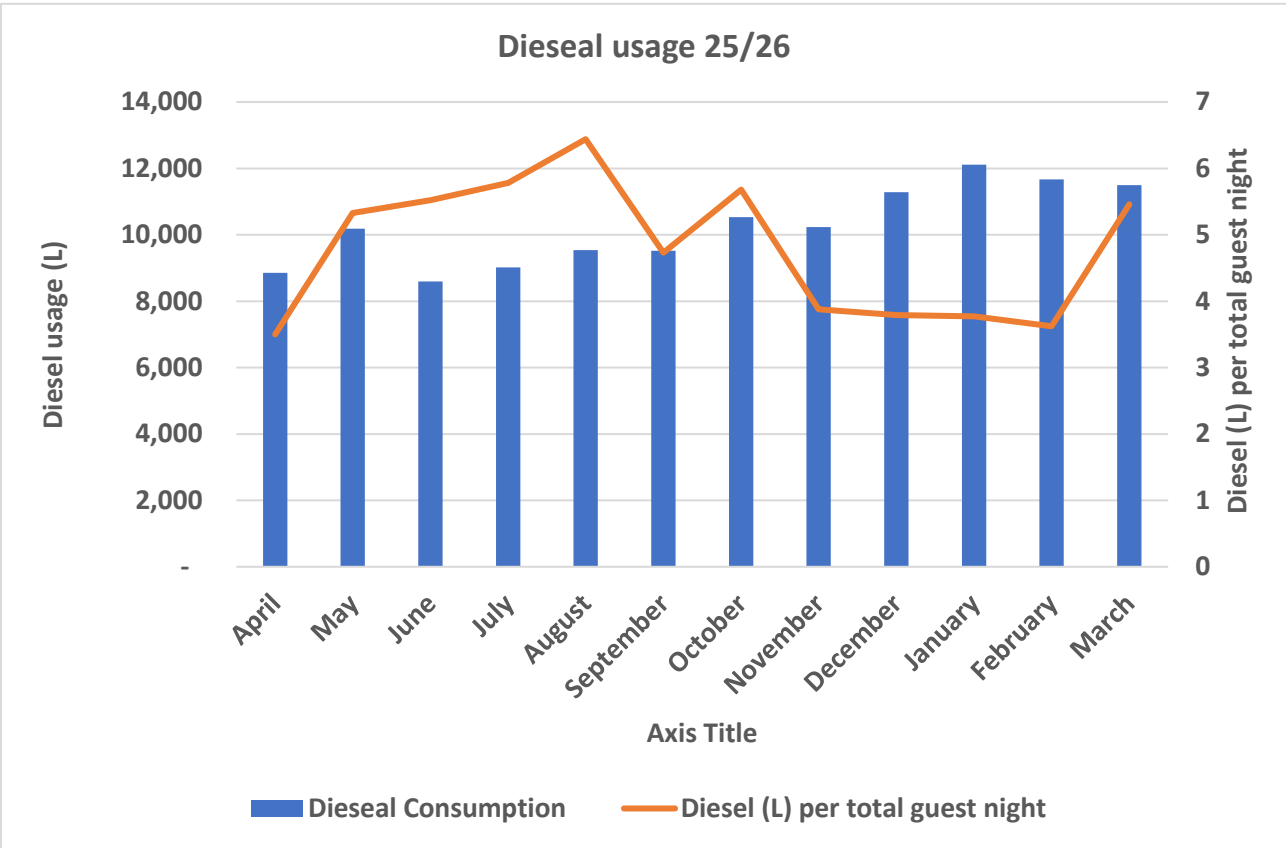
Show a **19% significant reduction in 2025**

Scope	GHG Emission(tCO ₂ e)		Increase over 2018	Percentage Increase over 2018
	Year 2015	Year 2018		
Scope 1	111.7	632.91	(521.21)	(82.35)
Scope 2(Purchased electricity, from national grid)	490.1	1163.55	(673.45)	(57.87)
Scope 3	990.3	160.224	(814.076)	48.74
Scope 4	-	-	-	-
Scope 5	-	-	-	-
Scope 6	-	-	-	-
Total (Scope 01+Scope 02 +Scope 03)	1582.1	1962.684	(380.584)	(19.30)

111

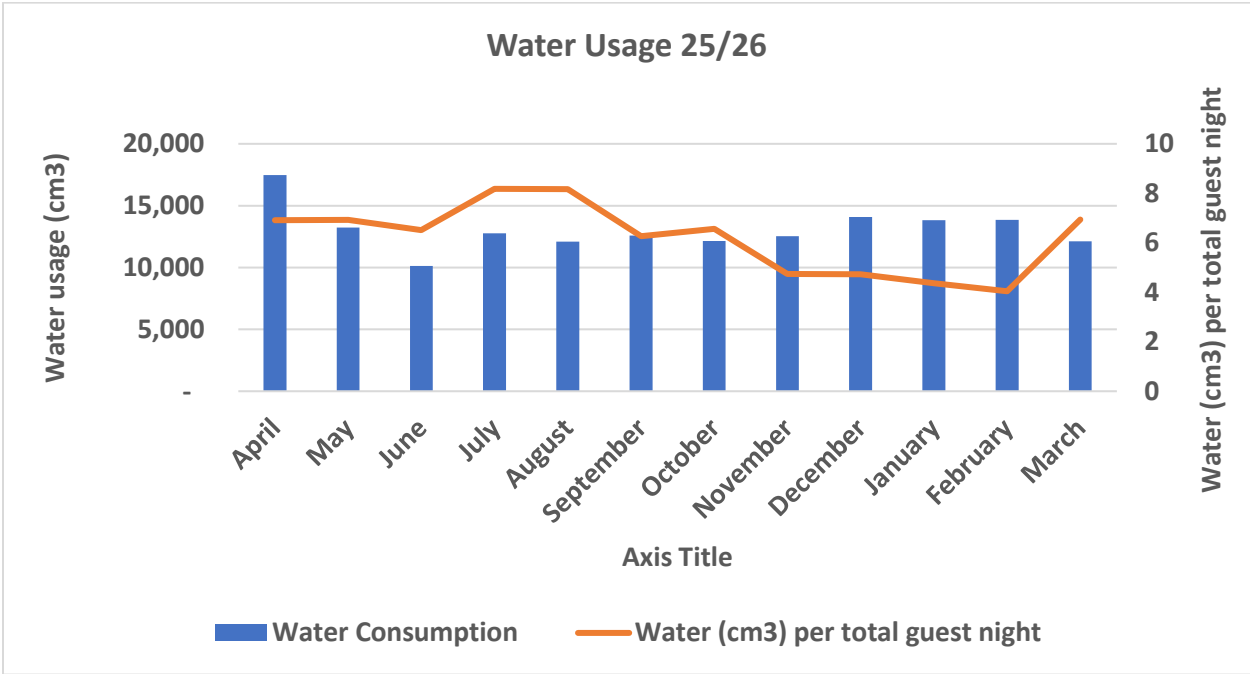
LP Gas Usage 25/26





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 optimize water usage, including sensor-activated taps, dual-flush cisterns, automated urinals, and sprinkler systems for gardening. Rainwater harvesting systems are utilized 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 is strongly committed to reducing waste through responsible waste management and sustainable operational practices. The hotel follows a comprehensive 12R

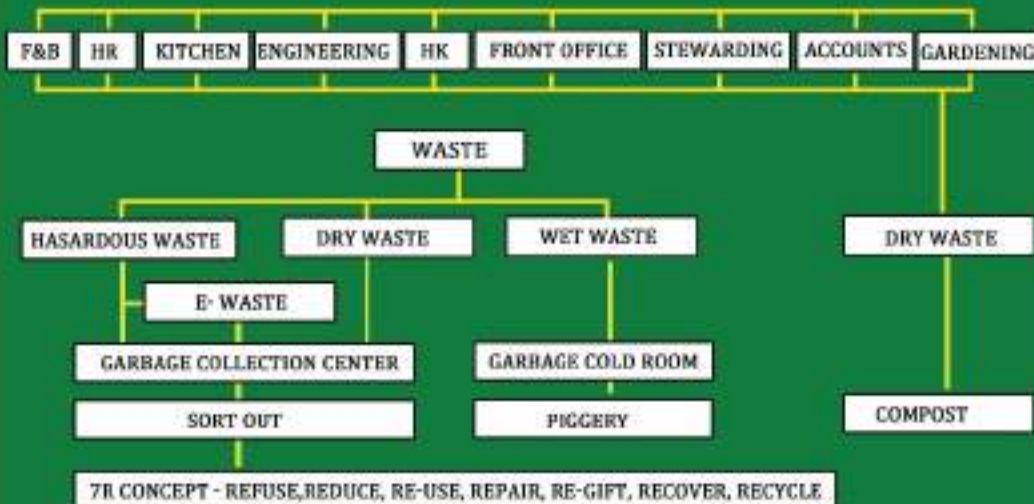
waste management concept, ensuring proper segregation, recycling, reuse, and reduction of waste generated within the property. Waste is separated into more than 20 categories at the hotel's "Green Bank" collection center, and over 80% of solid waste is treated responsibly. Recyclable materials such as plastic, glass bottles, tins, cans, cardboard, bulbs, and e-waste are handed over to licensed recycling collectors.

The hotel also promotes sustainable organic waste management through compost production. With more than 45% vegetation cover within the property, large quantities of fallen leaves and garden waste are collected daily. Instead of disposing of this waste externally, Royal Palms Beach Hotel introduced an organic compost manufacturing project in 2017. Garden waste such as leaves and branches is crushed, naturally decomposed, and converted into compost, which is used within the hotel gardens as a natural fertilizer. This initiative has eliminated the need to purchase chemical fertilizers from outside, while also generating additional income through compost sales. Wet waste is also sent to a piggery as part of the hotel's CSR initiatives.

To further reduce environmental impact, the hotel has replaced plastic water bottles with a refillable glass bottling system, introduced paperless back-office operations, and encourages the use of reusable and biodegradable materials. Eco-friendly guest amenities such as wooden toothbrushes, biodegradable cotton buds are widely used throughout the hotel. The purchasing policy prioritizes biodegradable and eco-friendly raw materials whenever possible. Staff members receive regular training on waste segregation and responsible disposal methods, while guests are encouraged to participate in sustainable practices through awareness initiatives. Through these continuous efforts, Royal Palms Beach Hotel remains dedicated to minimizing waste generation, maximizing recycling, and promoting a cleaner and more sustainable environment.

ROYAL PALMS BEACH HOTEL WASTE MANAGEMENT DIAGRAM

WORK AREAS



- We follow the onsite waste segregation method.



Our *Green Bank* further separation in to more than 20 types of waste is done.

In there more than 95% of solid waste will be recycled.



Mariene Waste



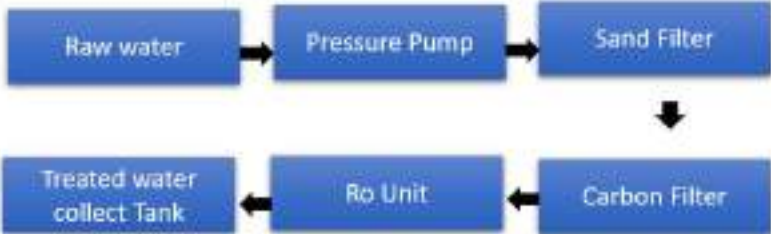
- Wet waste (Food waste) is utilized for the piggery, CSR project



- Our E-Waste Management:



Free From Single
Use Plastic Bottle



Before
Plastic water
Bottles



Now
Glass Water
Bottles



Bottling plant unit

Type of Service	Location	Date	Type of Service												Total
			Emergency (2 Months)	Medical	Surgical	Maternal	Neonatal	PMU	Specialty	Emergency Services	Preventive	Diagnostic	Therapeutic		
Emergency	Emergency	1/1/78	100												100
Medical	Medical	1/1/78		100											100
Surgical	Surgical	1/1/78			100										100
Maternal	Maternal	1/1/78				100									100
Neonatal	Neonatal	1/1/78					100								100
PMU	PMU	1/1/78						100							100
Specialty	Specialty	1/1/78							100						100
Emergency Services	Emergency Services	1/1/78								100					100
Preventive	Preventive	1/1/78									100				100
Diagnostic	Diagnostic	1/1/78										100			100
Therapeutic	Therapeutic	1/1/78											100		100
Emergency (2 Months)	Emergency (2 Months)	1/1/78	100												100
Medical	Medical	1/1/78		100											100
Surgical	Surgical	1/1/78			100										100
Maternal	Maternal	1/1/78				100									100
Neonatal	Neonatal	1/1/78					100								100
PMU	PMU	1/1/78						100							100
Specialty	Specialty	1/1/78							100						100
Emergency Services	Emergency Services	1/1/78								100					100
Preventive	Preventive	1/1/78									100				100
Diagnostic	Diagnostic	1/1/78										100			100
Therapeutic	Therapeutic	1/1/78											100		100

City of Wauna	Account	Plan	Year of Police: Budget Base												2012 Police Operations																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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Recycle Waste Figures

Year	2024	2025
Waste Generation (Kg)	27041	25567

Over 25567 Kg solid waste are recycled in 2025 Year.

				2025 Months														
	0 Type of Waste		Quantity	Rate	January	February	March	April	May	June	July	August	September/October	November	December	Total		
38	1 Iron		1kg	60.00		15								12		27.00	1,620.00	
39	2 Aluminium		1kg	150.00										17		17.00	2,550.00	
40	3 Brass		1kg	600.00												0.00	-	
41	4 Burn Oil	18.4 LTL	3,000.00		184	386.4	276	110.4	165.6	138		36.8	276			1573.20	4,719,600.00	
42	5 Card Board		1kg	25.00	209	583	457	491	222.5	341	312	289	458	291	319	321	4299.50	107,337.50
43	6 Cast Iron		1kg	32.00										50		50.00	1,856.00	
44	7 Copper		1kg	500.00												0.00	-	
45	8 G.I Sheets		1kg	10.00												0.00	-	
46	9 Glass Bottle Green		1 kg	1.50		428	187	61	40.5	128			57	32.5	61	87	1087.00	1,630.50
47	10 Glass Bottle white		1kg	5.00	724	1510	1449	764	419	724	257	345	1018	588	759	1084	9669.00	48,465.00
48	11 Glass Pieces		1kg	3.50												0.00	-	
49	12 Jam Bottle		1 Number	3.00												0.00	-	
50	13 Metal Tin		1kg	10.00	332	304	279	53.5		78	7	137	91	40	120.5	160	1608.00	16,080.00
51	14 Paper		1kg	50.00												0.00	-	
52	15 Magazine		1kg	10.00			58	64						15		20	157.00	1,140.00
53	16 Plastic Can 1 L	0.11	1 Number	9.00												0.00	-	
54	17 Plastic Can 2 L	0.11	1 Number	5.00												0.00	-	
55	18 Plastic Can 4 L	0.25	1 Number	40.00	13.75	35	291	100		80	243		283	185	210	152	1514.75	60,590.00
56	19 Plastic Can 25L/20L	1.5	1 Number	300.00	85	66	116	39	24	40	49		29	32	4	6	470.00	141,000.00
57	20 Plastic Water Bottle		1kg	17.00	278	466	399	235	160	150	145	115	229	130	144	231	3680.00	45,560.00
58	21 S Steel Iron		1kg	52.00												0.00	-	
59	22 Coconut Shells		1kg	12.00			1115	201		373	168		193	70	157	138	2413.00	28,956.00
60	Climbe basket		1 Number	500.00									25			25.00	12,800.00	
61	23 Empty Gel Can		1 Number	10.00												0.00	-	
62	24 News Paper		1Kg													0.00	-	
63	25 Ensoite		kg													0.00	-	
64																Total	\$,196,885	

Commitment to Promote Eco-Friendly Guest Experiences

Royal Palms Beach Hotel is committed to promoting sustainable tourism by encouraging guests to engage in environmentally responsible and community-based experiences. The hotel provides guests with detailed information on local attractions within and around Kalutara, encouraging them to explore nearby destinations instead of travelling long distances, thereby helping to reduce transportation-related greenhouse gas (GHG) emissions while supporting local businesses and communities.

As part of its sustainability initiatives, the hotel actively promotes waste reduction and resource reuse through creative upcycling projects. Used hotel staff sarees are transformed into reusable bags, giving discarded materials a second life while reducing textile waste. These eco-friendly bags are offered for sale to guests, encouraging sustainable consumption and increasing awareness about environmental responsibility.

To further engage guests in sustainable living practices, Royal Palms Beach Hotel offers hands-on experiences such as organic farm harvesting, plantation programmes, and sustainability awareness sessions. Guests are encouraged to participate in tree planting activities, organic gardening

experiences, and educational programmes that highlight the importance of environmental conservation, responsible resource use, and sustainable lifestyles. Through these initiatives, the hotel creates meaningful and memorable experiences while promoting environmental protection and community engagement.



Royal Palms Beach Hotel is committed to maintaining sustainable housekeeping practices by integrating environmentally friendly initiatives into daily operations while ensuring guest comfort and safety. All guest rooms are 100% single-use plastic free, with reusable glass water bottles, glass mini bar containers, eco-friendly amenities such as wooden toothbrushes and biodegradable cotton buds, and refillable ceramic dispensers for shampoo and shower gel. Guest room packaging and wrappers are made from recycled materials, while towel art, natural flowers, and eco-friendly decorations are used to enhance guest experiences sustainably. Guest rooms are designed with

heavy and sheer curtains to reduce heat transfer and maximize natural daylight. Green cards placed in rooms encourage linen reuse, helping reduce laundry-related water, detergent, and energy consumption. awareness notices encourage guests to save electricity and water

To minimize environmental impact, the hotel uses 98–100% biodegradable chemicals with proper dilution systems and automatic chemical mixing machines to reduce wastage. Separate waste bins are provided in guest rooms for waste segregation. In addition, sansevieria (snake plants), known for producing oxygen continuously, are placed in guest rooms to improve indoor air quality and guest well-being. Through these initiatives, Royal Palms Beach Hotel continues to uphold responsible and sustainable housekeeping practices.



Commitment to Fair Treatment of Employees

Royal Palms Beach Hotel is committed to ensuring fair, equal, and respectful treatment of all employees in full compliance with local and international labour laws. Our human resource practices are based on transparency, equal opportunity, and non-discrimination, providing a safe

and supportive working environment for everyone. We continuously invest in staff training and development programmes to enhance skills, improve performance, and promote a workplace culture built on respect, dignity, and teamwork.

Commitment to Human Rights Protection

The hotel strongly upholds the protection and respect of human rights for all individuals, including employees, guests, and members of the surrounding community. We maintain a strict zero-tolerance policy towards any form of discrimination, harassment, or exploitation. Through awareness programmes and continuous education, we promote inclusivity, fairness, and respect, ensuring that human rights principles are integrated into all areas of our operations.

Commitment to Community Responsibility

As a responsible corporate entity, Royal Palms Beach Hotel actively contributes to the well-being of the local community. We engage in community development initiatives, support local businesses and artisans, and participate in environmental conservation activities. By working closely with community stakeholders, we aim to create positive social and economic impacts and support sustainable development in the region.

Commitment to Child Protection and Safeguarding

The safety and protection of children is a top priority at Royal Palms Beach Hotel. We have established strict safeguarding policies and procedures to ensure a safe environment for all children within our premises. Our staff are trained to identify and respond to any signs of child abuse or exploitation, and we collaborate closely with relevant authorities and child protection agencies. The hotel also maintains a clear reporting system for any suspected cases of child exploitation or abuse, ensuring immediate and appropriate action is taken to protect children at all times

2020-2024 Main Sustainability Goals and status and progress:

Goals to reduce Greenhouse Gas Emissions (2020-24)		
No	Goals	Status
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.

Goals to reduce Water Consumption (2020-24)

No	Goals	Status
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

2025 Main Sustainability Goals and status and progress:

No.	Goals to Reduce Greenhouse Gas Emissions	Status
1	Implement a properly sealed cold room to store wet garbage	Implemented.
2	Complete the Carbon Footprint calculation for the year	Completed.
3	Conduct an energy audit with technical support from the Indian team under the Plastic Free Project by	Completed.
4	Replace old freezers and re-implement proper rubber beadings for public doors and kitchen refrigerators	Completed.
5	Establish a glass water bottling plant powered by solar electricity to reduce PET bottle usage.	Implemented.
6	Install a solar roof system with maximum capacity to reduce electricity consumption by over 20% before	Completed.

No.	Goals to Reduce Water Consumption	Status
1	Introduce a rainwater harvesting system using the lobby roof and Block 07	Completed.
2	Launch a guest water conservation programme through awareness materials, towel and linen reuse initiatives, and incentives.	Completed.

3	Install sensor taps and low-flow water systems (5 L/min) at the Cabana washrooms by	Done
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No.	Goals to Reduce Waste, Raw Materials & Single-Use Plastics	Status
1	Introduce eco-friendly takeaway breakfast boxes and food containers by April 2025.	Completed.
2	Replace PET bottles with complimentary glass water bottles in guest rooms and jar water in restaurants.	Completed.
3	Implement the Glass Water Bottling Plant to reduce PET bottle consumption before December 2026.	Completed.
6	Reduce food waste by introducing portion control, action cooking, menu optimization and staff awareness programmes.	Done

No.	Goals to Protect Biodiversity	Status
1	Organize regular beach clean-up programmes with local marine conservation organizations and educate guests about marine biodiversity.	Completed.
2	Develop a promotional video highlighting places of interest in Kalutara to encourage eco-tourism.	Completed.

No.	Goals to Support the Community	Status
1	Organize railway and beach clean-up programmes in collaboration with the Clean Sri Lanka Project.	Completed.
2	Provide opportunities for village entrepreneurs to promote eco-friendly products during key national celebrations.	Completed
3	Promote Kalutara village tours using local Tuk Tuk drivers.	Ongoing.
4	Conduct a World Environment Day awareness campaign on "Beat Plastic Pollution" for selected schools in Kalutara District.	Completed.
5	Continue supporting The Learning Tree Preschool through uniforms, learning materials, gifts and meals.	Continuing.
6	Support improvement initiatives at Kalutara North Railway Station.	Completed.

No.	HR Goals	Status
1	Increase recruitment of employees from within a 25 km radius.	Continuing
2	Conduct comprehensive staff training and on-the-job development programmes.	Completed
3	Strengthen equality and inclusion through updated HR policies and procedures.	Completed.
4	Review employee wages and benefits regularly to align with inflation.	Completed.
5	Organize annual health and eye screening programmes for employees.	Completed.
6	Strengthen anti-discrimination and anti-harassment policies through staff awareness programmes.	Completed
7	Increase recruitment of women and minority groups through inclusive recruitment practices.	Ongoing.
8	Conduct biannual wage reviews to ensure fair compensation.	Continuing.

9	Introduce an anonymous grievance and feedback mechanism.	Ongoing
10	Conduct quarterly compliance audits on wages, working hours and leave records.	Completed.

SUSTAINABILITY GOALS 2026 Greenhouse gas emissions goal Actions/Activities				
1.	Install additional sub-metering facilities to measure 100% of electricity consumption by December 2026 , improving energy monitoring and supporting reduction initiatives.	Deadline	December 2026	Status
		Coordinator	Cluster Engineer, Engineer, Assistant Engineer	Ongoing
2.	Reduce back-office paper consumption by 10% by the end of 2027 through the implementation of computerized systems and digital documentation processes.	Deadline	December 2027	Ongoing
		Coordinator	IT Department	
		Title/designation	IT Department	
3.	Install an air-to-water heat pump system by December 2026 to improve efficiency of guest hot water demand, reducing reliance on conventional energy sources.	Deadline	December 2026	Pending
		Coordinator	Cluster Engineer, Engineer, Assistant Engineer	
		Title/designation	Cluster Engineer, Engineer, Assistant Engineer	
4.	Upgrade all staff washrooms and rest areas by December 2026 by installing motion sensor lighting and sensor taps, aiming to reduce water and electricity consumption in these areas by 5%.	Deadline	December 2026	Ongoing
		Coordinator	Cluster Engineer, Engineer, Assistant Engineer	
		Title/designation	Cluster Engineer, Engineer, Assistant Engineer	
6.	Reduce overall air-conditioning energy wastage by 8% by December 2026 through system optimization, leak prevention, and improved operational controls.	Deadline	December 2026	Ongoing
		Coordinator	Cluster Engineer, Engineer, Assistant Engineer	
		Title/designation	Cluster Engineer, Engineer, Assistant Engineer	
7.		Deadline	December 2027	Pending

	Upgrade the chilled water pump motor from IE2 efficiency to IE4 high-efficiency class by December 2027 , achieving up to 97–98% motor efficiency and reducing energy consumption.	Coordinator	Cluster Engineer, Engineer, Assistant Engineer	
		Title/designation	Cluster Engineer, Engineer, Assistant Engineer	

Biodiversity goal				
Actions/Activities				Status
1.	Identify and document at least 90% of flora and fauna species within the hotel premises by October 2026 , maintaining a verified biodiversity register.	Deadline	October 2026	Ongoing
		Coordinator	Trainee Sustainability Officer	
		Title/designation	Trainee Sustainability Officer	
		Title/designation	Trainee Sustainability Officer	
2.	Expand the hotel's organic garden area by 30% by March 2027 , increasing on-site sustainable food production and supporting local biodiversity.	Deadline	March 2027	Ongoing
		Coordinator	Trainee Sustainability Officer	
		Title/designation	Trainee Sustainability Officer	
3.	Measure and record 100% of compost production by July 2026 , tracking volume (kg/month) to support waste reduction and soil enrichment initiatives.	Deadline	July 2026	Done
		Coordinator	Trainee Sustainability Officer	
		Title/designation	Trainee Sustainability Officer	

Water goal			Deadline	Status
Actions/Activities				
1.	Install a second well water system for gardening purposes by September 2026 , reducing 30% the use of treated water for irrigation.	Deadline	September 2026	Ongoing
		Coordinator	Cluster Engineer, Engineer, Assistant Engineer	
		Title/designation	Cluster Engineer, Engineer, Assistant Engineer	
2.	Install sensor-based urinal systems in Kadalla staff accommodation and hotel male changing rooms by August 2026 , reducing water consumption in sanitary facilities by 10% and improving water efficiency in locker room.	Deadline	August 2026	Ongoing
		Coordinator	Cluster Engineer, Engineer, Assistant Engineer	
		Title/designation	Cluster Engineer, Engineer, Assistant Engineer	
3.	Reduce water consumption in staff washrooms by 20% by August 2026 through a comprehensive water efficiency program, including installation of water-saving fixtures, replacement of shower heads with low-flow models, leak detection and repair, and optimization of bidet spray flow rates.	Deadline	August 2026	Ongoing
		Coordinator	Cluster Engineer, Engineer, Assistant Engineer	
		Title/designation	Cluster Engineer, Engineer, Assistant Engineer	

Community support activity			Deadline	Status
Actions/Activities				
1.	Organize and support the renovation and improvement of the Emergency Treatment Unit (ETU) at Nagoda General Hospital to enhance community healthcare facilities.	Deadline	December 2026	Done
		Coordinator	Trainee Sustainability Officer, Kitchen Stewarding Manager	
		Title/designation	Trainee Sustainability Officer, Kitchen Stewarding Manager	
2.	Provide annual preschool uniforms, supportive materials, gifts, and food for events at The Learning Tree Preschool.	Deadline	March 2027	Done & continue
		Coordinator	Trainee Sustainability Officer	
		Title/designation	Trainee Sustainability Officer	
3.	Implementing of Biodegradable bag for staff in order to stop all polyethene, plastic bags in to the hotel.	Deadline	December 2026	Done
		Coordinator	Trainee Sustainability Officer, HR Manager	
		Title/designation	Trainee Sustainability Officer, HR Manager	
4.	Implement a recruitment procedure that prioritizes hiring male and female employees from within a 15 km radius by December 2027, ensuring at least 60% of staff are recruited locally to support community involvement.	Deadline	December 2027	Ongoing
		Coordinator	HR manager and All Hods	
		Title/designation	HR manager and All Hods	
5.	Promote 21 places of interest identified in Kalutara area to support community involment.	Deadline	March 2027	Ongoing
		Coordinator	Trainee Sustainability Officer	
		Title/designation	Trainee Sustainability Officer	

HR Goals				
1.	Increase female staff representation to 25% of the total workforce by December 2026 through targeted recruitment, partnerships with training institutions, and improved workplace practices.	Deadline	December 2026	Ongoing
		Coordinator	HR manager and All Hods	
		Title/designation	HR manager and All Hods	
2.	Promote a fair and inclusive workplace by implementing unbiased recruitment and promotion practices, conducting regular diversity training, and maintaining effective grievance mechanisms by December 2026.	Deadline	December 2026	Done
		Coordinator	HR manager	
		Title/designation	HR manager	
3.	Enhance employee development by improving performance evaluations, implementing succession planning, and increasing apprentice absorption by 20% by December 2026 through training and career development programs.	Deadline	December 2026	Ongoing
		Coordinator	HR manager	
		Title/designation	HR manager	
4.	Conduct annual awareness sessions on the Shop and Office Employees Act by December 2026 to educate staff on their rights and responsibilities	Deadline	December 2026	Ongoing
		Coordinator	HR manager	
		Title/designation	HR manager	
5.	Carry out salary benchmarking every 6 months to ensure competitive and fair compensation for all staff.	Deadline	March 2027	Ongoing
		Coordinator	HR manager	
		Title/designation	HR manager	
6.	Conduct employee safety and social responsibility awareness programs by December 2026 in collaboration with relevant organizations to improve staff well-being.	Deadline	December 2026	Ongoing
		Coordinator	HR manager	
		Title/designation	HR manager	

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

Ravi Kurukulasooriya	General Manager	Royal Palms Beach Hotel, Kalutara
Kaveesha Siriwardhana	Trainee Sustainability Officer	Royal Palms Beach Hotel, Kalutara
Last Amended Date	07. 05. 2026	