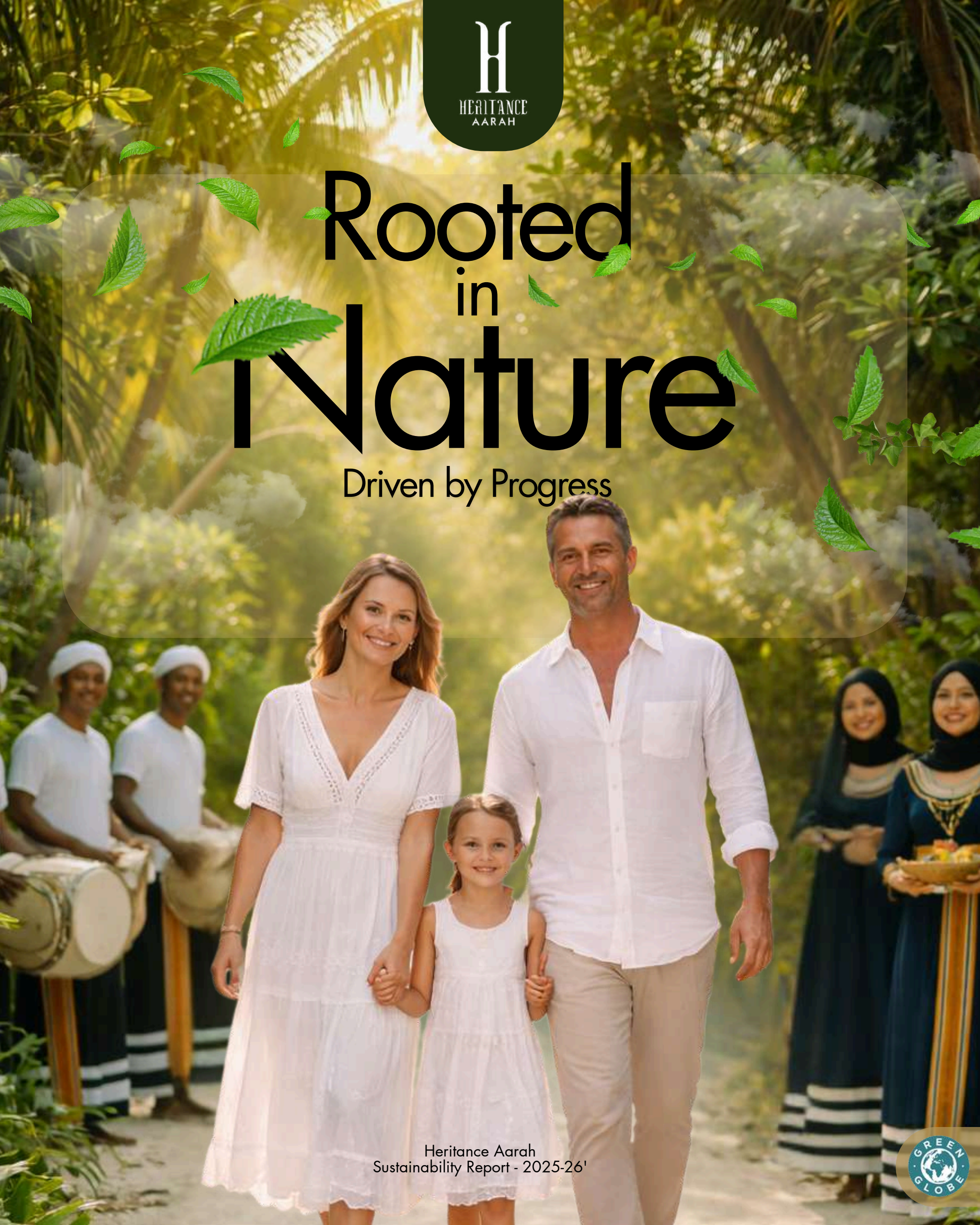




Rooted in Nature

Driven by Progress



Heritage Aarah
Sustainability Report - 2025-26'



REPORT AT A GLANCE

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This report has been published for the financial year 2025-26,
covering the period ending 31st March 2026. The publication date is 22nd April 2026.

މަދަރުސާ
Marhaba



Badhiya Gunatilake Chief Operating Officer

In the Maldives, where nature defines our identity, sustainability is not simply a responsibility, it is the foundation of how we operate and grow. As we move forward, our journey continues to be guided by a deep respect for our island ecosystems and a commitment to responsible tourism.

This year, our focus reflects both our heritage and our ambition. Through initiatives such as nature-based experiences, strengthened Green Globe sustainability benchmarks, and the digital transformation of our sustainability audits, we are advancing our efforts to ensure that progress and conservation go hand in hand.

Our people remain at the heart of this journey. By empowering our teams, engaging our guests, and strengthening our sustainability systems, we continue to build a culture where environmental stewardship, innovation, and hospitality work together to shape a better future.

Rooted in nature and driven by progress, we remain committed to safeguarding the beauty of these islands while creating meaningful experiences that inspire responsibility, awareness, and lasting impact for generations to come.

މަދިބު
Marhaba



Upul Gedarakumbura
General Manager

Sustainability continues to guide how we operate, innovate, and create meaningful experiences for our guests. Through the Maldivian Live Museum, we proudly preserve and showcase the traditions and heritage of island life, allowing guests, visitors, and the local community to explore and appreciate authentic Maldivian culture.

By blending environmental responsibility with cultural experiences, we remain committed to protecting the natural beauty of our island while inspiring greater awareness of the Maldives' fragile ecosystems.

THE TEAM

Jayampathi Hemachandra
Sustainability, Champion /Chief Engineer





OUR SUSTAINABILITY ROADMAP

SUSTAINABILITY REPORT - 2025 - 26



OUR SUSTAINABILITY ROADMAP

SUSTAINABILITY REPORT - 2025 - 26

SUSTAINABILITY MANAGEMENT PLAN

VERSION 02/JUNE 2025

Effective Date	10th June 2025
Next Review Date	09th June 2026
Approved By	Chief Operating Officer, Corp. GM TM & QA, Resort General Manager. <i>Refer page number 23 for acknowledgement</i>
Policy Review Statement:	This policy has been reviewed as part of the annual evaluation process. As no amendments were deemed necessary, the existing version remains valid and in effect for the 2025–2026 period, continuing to guide our sustainability efforts.

Aitken Spence Hotels

Heritage Aarah, Raas Atoll, Republic of Maldives

1/23

SUSTAINABILITY POLICY

VERSION 02/JUNE 2025

Policy Purpose	"At Aitken Spence Resorts, we prioritize environmental conservation in the delicate Maldivian ecosystem, aiming for long-term sustainability. We measure our progress, comply with laws, continuously improve, and instill environmental commitment within our team for unified sustainability goals."
Effective Date	10th June 2025
Revised Date	09th June 2026
Approved By	Badhiya Gunatilake Chief Operating Officer Aitken Spence Resorts Maldives 10 th June 2025
Policy Review Statement	This policy has been reviewed as part of the annual evaluation process. As no amendments were deemed necessary, the existing version remains valid and in effect for the 2025–2026 period, continuing to guide our sustainability efforts.

Aitken Spence Hotels

Heritage Aarah, Raas Atoll, Republic of Maldives

1/5

Our sustainability journey at Aitken Spence Resorts Maldives is guided by our Sustainability Management Plan and Policy, focusing on energy, water, waste, biodiversity, and more.

These ensure our decisions align with group objectives, minimizing our environmental impact, and promote well-being for employees, guests, and nature. We prioritize conservation in the Maldivian ecosystem, measure progress, comply with laws, and foster a team-wide commitment to sustainability. The detailed Sustainability Management Plan and Policy can be viewed through the given link and QR code for more insight into our commitment.



All policies and procedures can be accessed via the QR code.

REFLECTING ON OUR JOURNEY



- Water, Energy, Wet and Dry Waste Management
- Solar Power Generation and Rainwater Harvesting
- Wet Garbage Management



Water, Energy, Wet & Dry Waste Management

Operational Sustainability Performance

Water Consumption / Guest Night

Water consumption per guest night increased from 1.01 to 1.26 m³, reflecting a 24.8% rise. This was mainly driven by a 6% reduction in guest nights, increasing the KPI due to base load sharing, along with higher ambient temperatures requiring increased irrigation for agriculture and landscape maintenance.

Energy Consumption / Guest Night

Energy consumption per guest night increased from 77.91 to 85.33 kWh, reflecting a 9.5% rise. This was driven by additional equipment installations—including ice machines, chillers, AC units, a wet waste machine, and a club car—along with increased RO plant operating hours and a 6% reduction in guest nights, impacting the KPI through base load sharing.

Wet Waste Generation / Guest Night

Wet waste generation per guest night increased from 2.61 to 3.91 kg, reflecting a 49.8% rise. This was driven by enhanced waste capture and improved segregation practices, ensuring better accountability of organic waste streams despite a 6% reduction in guest nights.

Dry Waste Generation / Guest Night

Dry waste generation per guest night decreased significantly from 10.90 to 1.33 kg, marking an 87.8% reduction. This improvement was achieved through strengthened waste segregation, reduced reliance on landfill disposal, and improved operational controls, reinforcing our commitment to sustainable waste management practices.

At Heritance Aarah, we remain committed to the mindful and efficient management of water, energy, and waste as part of our sustainability promise.

Explore More - Scan the QR code or follow the link below to dive into our detailed resource management practices:



Managing Resources Sustainably at Heritance Aarah PDF / Watch Our Story - Gain a deeper understanding of our efforts through a thoughtfully curated visual journey:

Heritance Aarah Sustainability Video

Sustainability Retrospect	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
Water consumption/ Guest Night	2.18	1.51	0.94	1.24	1.27	1.01	1.26
Energy Consumption/ Guest Night	140.9	95.19	66.37	69.48	74.72	77.91	85.33
Dry Waste Consumption/ Guest Night	8.27	6.79	1.63	3.7	3.61	10.9	1.33
Wet Waste Consumption/ Guest Night	4.96	4.07	2.57	2.89	2.91	2.61	3.91



Solar Power Generation Rainwater Harvesting

Rooted in nature, our journey in clean energy has been a defining focus since inception. With 1,125 solar panels spanning 1,920 square meters, we generate a strong kilowatt peak (KWP) output that significantly supports the resort's energy needs.

Driven by progress, we continue to explore and expand innovative renewable energy solutions to strengthen our sustainable future.

Wet Garbage Digester Machine

Rooted in nature, we uphold disciplined waste management through effective segregation at source and responsible disposal practices. Our Wet Garbage Digester Machine supports this journey by converting organic waste into valuable soil enhancers.



In the 2025–26 financial year, 245,280 kg of wet waste was processed, producing 52,120 kg of eco-friendly soil additives—driving progress in circular sustainability and environmental stewardship. To further strengthen this initiative, an additional digester machine was introduced during the year, enhancing our capacity to manage wet waste efficiently and sustain long-term impact.

Measure	Unit	FY 2024–2025	FY 2025–2026	FY 2024–2025 per Guest Night	FY 2025–2026 per Guest Night
Solar power generation	kWh	421,271	448,148	4.69	5.25
Rain water harvesting	Cum	715	720	0.01	0.01
Waste Composting Machine – Input	Kg	103,342	245,280	1.15	2.87
Waste Composting Machine – Output	Kg	41,402	52,120	0.46	0.61

SUSTAINABILITY



CERTIFICATION

This is to certify that

Heritage Aarah
Maldives

*has met the requirements
of the Green Globe Standard 1.7.*

Category - Hotel & Resort



Expiration Date: 21 June 2026

B. Pelayo
Birte Pelayo, CEO

AP01506H-2025
Certificate Number

Tiana Amann
Auditor

greenglobe.com

Sustainability is embedded in our brand DNA, guiding how we operate and manage our resort. As a signatory to the UNWTO Responsible Tourism – Global Code of Ethics for Tourism, we are committed to responsible and ethical tourism practices.

We take pride in holding GSTC-recognized certifications that have shaped our sustainability journey since 2017. In 2024, we achieved Green Globe Standard 1.7 with a score of 87%, successfully completed. In 2025, we were honoured to be listed among the TOP 100 in the World by the International Sustainability Awards.

These achievements reflect our strong commitment to sustainable stewardship and responsible tourism.

Additionally, Heritage Aarah operates under LQA (Leading Quality Assurance), 7S+ standards, HACCP, and ISO 22000:2018 certifications, reinforcing our focus on quality, safety, and operational excellence.



The Maldivian Village

"Where tradition is alive."



The Maldivian Village, inspired by our Heritage branding, remains a signature sustainability initiative launched in 2020 at Aarah.

It offers guests a live museum experience that showcases Maldivian culture and lifestyle through authentic traditional activities. This initiative preserves and celebrates the Maldivian way of life while serving as an engaging learning platform for guests, local schoolchildren, and the wider community to connect with their heritage and keep it alive for future generations.

Sustainability Education

Since 2020, over 3,275 guests and associates have immersed themselves in our Maldivian Village Live Museum, with more than 746 participants recorded during the 2025–26 financial year.

In addition, our entire sustainability journey has been curated into an online learning programme on the SEEN LMS, enabling team members to explore and build their knowledge through structured digital training. This initiative was developed by the Learning & Development team during the year.



Sustainability Education **746+** guests and associates experienced our Maldivian Village Live Museum at Heritance Aarah during the 2025–26 financial year, strengthening awareness and appreciation of Maldivian culture and heritage.



7,286 Kg | \$ 15,118

Tuna and other locally harvested fish were sourced from the local fishing community during the 2025–26 financial year, supporting sustainable livelihoods and local partnerships.



116,000 | \$ 3,285

Paper straws were used during the financial year, replacing plastic alternatives and supporting our commitment to reducing single-use plastics.



261,108

Single-use plastic bottles were eliminated through the installation of in-house water bottling plants, significantly reducing plastic waste across the island.



245,280 Kg → 52,120 Kg

Wet waste was processed through our in-house composting machines, converting 245,280 kg of organic waste into 52,120 kg of eco-friendly fertilizer, supporting our circular sustainability approach.



470 Bundles | \$ 2,001

Forest Stewardship Council (FSC) certified paper was used in daily operations, supporting responsible sourcing and sustainable forestry practices.



**54 Activities | 113 Community
3,046 Associates**

A total of 54 engagement activities were conducted at Heritance Aarah during the 2025–26 financial year, with the participation of 113 local community representatives and 3,046 associates, strengthening community connection and social impact.



16,150 | \$ 811

Paper cups and plates were used during the financial year, replacing plastic alternatives and supporting our commitment to reducing single-use plastics.



Sustainability Retrospect

2025-26

Heritance Aarah



Training hours per associate increased from 33.81 to 37.99 hours, reflecting a 12.36% growth in learning and development efforts during FY 2025–26.



CO₂e emissions per guest night recorded at 59.96 kg in FY 2025–26, reflecting our ongoing focus on monitoring and managing carbon intensity across resort operations.



Sustainability Education 746+ guests and associates experienced our Maldivian Village Live Museum at Heritance Aarah during the 2025–26 financial year, strengthening awareness and appreciation of Maldivian culture and heritage.



93,000 units | \$17,744

Biodegradable bags were utilized during the financial year, replacing conventional disposable plastic bags and contributing to a reduction in environmental impact.



122,000 | \$ 7,105

Wooden cocktail stirrers were used during the financial year, replacing plastic alternatives and supporting our efforts to reduce single-use plastics.



Committed Island Management yielded 1396.50 kg of organic vegetables, 2,805 coconuts, and 99 bunches of bananas during the period, with a total value of \$8,105, supporting local sourcing and sustainable island practices.



5.25 kWh per guest night - Solar power generation during the 2025–26 financial year averaged 5.25 kWh per guest night, supporting energy efficiency and renewable energy utilisation across the island.

IN-HOUSE VEGETABLE GARDEN

Our in-house vegetable garden continues to be a key sustainability initiative, demonstrating our commitment to eco-friendly and self-sufficient practices. Established during the lockdown, the garden has steadily thrived alongside full-scale resort operations. During the year, we harvested 1,298 kg of vegetables and 3,805 coconuts, with a total value of USD 8,105, supporting sustainable sourcing and responsible island living.

Aarah Tharukaaree Dhandu



Green & Long Beans
47 Kg | USD 108



Ridge Gourd & Snake Gourd
18 Kg USD 24.28



Green Chili, Capsicum
10 Kg | USD 31



Papaya
14 Kg | USD 22.32



Banana
99 Kg | USD 2,109



Radish
433 Kg | USD 788



Banana Flower
87 Kg | USD 92



Ash Plantain
328 Kg | USD 509



Green Leaves
276 Kg | USD 653.36



Coconut
2,805 Nos | USD 3,590

Digital Transformation

As part of our ongoing commitment to sustainability, operational excellence, and enhanced guest experiences, we continue to leverage digital transformation across key resort functions. By introducing innovative digital solutions we have significantly reduced paper consumption, improved operational efficiency, and strengthened data accuracy and transparency.

These initiatives support our journey toward smarter operations, responsible resource use, and a future-ready hospitality environment.

Implementation of e-GRC

(Electronic Guest Registration Card)

To enhance guest experience and reduce environmental impact, the resort implemented an Electronic Guest Registration Card (e-GRC) system integrated with Opera Cloud and digital signature functionality.

The transition supports efficient operations while eliminating the paper-based registrations, significantly reducing associated waste, and operational costs. On average, the initiative has eliminated approximately 400,000+ A4 papers annually, contributing to meaningful environmental savings and improved resource efficiency.

Migration to Opera Cloud

The migration from on-premise Opera PMS to Opera Cloud across all five properties supported sustainability by eliminating the need for local servers, reducing energy consumption and IT maintenance requirements. The cloud-based platform enables real-time data access and centralized reporting, improving operational efficiency while supporting a more environmentally responsible, low-infrastructure IT environment.



Service 360

A centralized digital maintenance system was implemented to streamline maintenance requests, improve response times, and enable proactive asset upkeep. This initiative eliminated paper-based maintenance requests and reduced the time spent on manual data entry, enhancing operational efficiency while supporting paper reduction and more sustainable facility management practices.

Digital Guests Feedback

At Heritance Aarah the implementation of a digital guest feedback system across the arrival, mid-stay, and departure stages has enhanced the overall guest experience through timely insights and improved responsiveness. At the same time, this initiative has completely eliminated paper-based feedback forms, supporting resource efficiency, reducing paper waste, and reinforcing the resort's commitment to environmentally responsible operations.

Sustainability Efforts

CSR & Community Engagement

As part of our commitment to community well-being and responsible corporate citizenship, Heritance Aarah carried out the following key initiatives during the financial year:

Maldives Independence Day

15 students and 3 teachers visited the Maldivian Village, engaging in interactive experiences that showcased traditional life and cultural heritage. This initiative fostered cultural appreciation and aligns with UN SDG 4 – Quality Education.

World Ocean Day

10 employees, together with two professional divers, conducted an ocean clean-up, removing 125 kg of marine waste—supporting environmental conservation and aligning with UN SDG 14 – Life Below Water.

Maldives Law Enforcement & Police Team Visit

15 police officers participated in an engagement session focused on wellness, employee engagement, and grievance handling, promoting knowledge sharing and positive workplace practices. This aligns with UN SDG 3 – Good Health & Well-being and UN SDG 8 – Decent Work and Economic Growth.

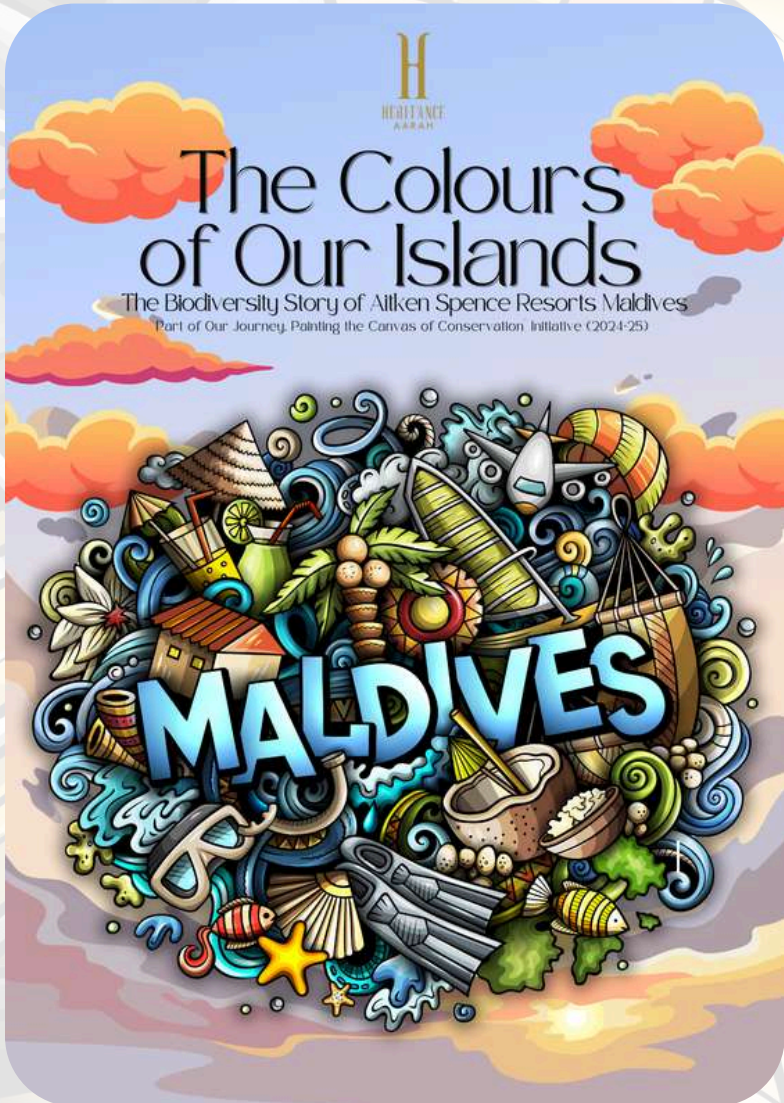
Teachers’ Day – Meedhu School

20 teachers were appreciated with refreshments in recognition of their contribution to education, reinforcing community engagement and aligning with UN SDG 17 – Partnerships for the Goals.

Women’s Day Celebration

Heritance Aarah celebrated International Women’s Day with 35 female associates. The team enjoyed a dedicated experience on the island, engaging in relaxation, community interaction, and water-based activities—creating a space to recharge, connect, and celebrate their invaluable contribution to the organization.





The Colors of Our Islands

A Picture Book to Inspire a Love for Nature

Yes, we want you to fall in love with nature because,
We will conserve only what we love, we will love
only what we understand; and we will understand
only what we are taught.

Aligned with this year's theme "Rooted in Nature, Driven by Progress," Aitken Spence Resorts Maldives continues to promote environmental education through The Colors of Our Islands—a biodiversity picture and activity book developed by the Learning & Development team based on in-house research.

By transforming learning into an engaging and interactive journey, the initiative deepens awareness of Maldivian marine life and island ecosystems, inspiring guests to appreciate, protect, and become ambassadors of conservation for future generations.



Biodiversity Survey

"The Maldives is home to several IUCN-listed sea turtle species."

1. Marine Reptiles

"These species highlight the Maldives' rich marine biodiversity and the urgent need for continued conservation efforts."



Leatherback Sea Turtle
(*Dermochelys coriacea*)



Green Sea Turtle
(*Chelonia mydas*)



Loggerhead Sea Turtle (*Caretta caretta*)



Olive Ridley Turtle
(*Lepidochelys olivacea*)



Hawksbill Sea Turtle
(*Eretmochelys imbricata*)



[Adaaran Select Meedhupparu Biodiversity Survey](#)

02. Corals

SUSTAINABILITY REPORT - 2025 - 26

14

No.	Name	Risk Level
1	<i>Acropora clathrata</i>	Critically Endangered
2	<i>Acropora digitifera</i>	Critically Endangered
3	<i>Acropora gemmifera</i>	Critically Endangered
4	<i>Acropora hemprichii</i>	Critically Endangered
5	<i>Acropora hyacinthus</i>	Critically Endangered
6	<i>Acropora muricata</i>	Critically Endangered
7	<i>Acropora robusta</i>	Critically Endangered
8	<i>Acropora rudis</i>	Critically Endangered
9	<i>Ctenactis echinata</i>	Vulnerable
10	<i>Diploastrea heliopora</i>	Critically Endangered
11	<i>Galaxea astreata</i>	Critically Endangered
12	<i>Galaxea fascicularis</i>	Vulnerable
13	<i>Goniopora albiconus</i>	Vulnerable
14	<i>Goniopora stokesi</i>	Vulnerable
15	<i>Heterocyathus aequicostatus</i>	Vulnerable
16	<i>Hydnophora exesa</i>	Critically Endangered
17	<i>Isopora palifera</i>	Critically Endangered
18	<i>Leptastrea purpurea</i>	Critically Endangered
19	<i>Leptoseris hawaiiensis</i>	Near Threatened

No.	Name	Risk Level
20	<i>Leptoseris yabei</i>	Endangered
21	<i>Montipora foliosa</i>	Critically Endangered
22	<i>Montipora lobulata</i>	Critically Endangered
23	<i>Pachyseris rugosa</i>	Critically Endangered
24	<i>Pachyseris speciosa</i>	Critically Endangered
25	<i>Pavona explanulata</i>	Critically Endangered
26	<i>Pavona maldivensis</i>	Critically Endangered
27	<i>Pavona varians</i>	Endangered
28	<i>Pavona venosa</i>	Critically Endangered
29	<i>Physogyra lichtensteini</i>	Critically Endangered
30	<i>Plerogyra sinuosa</i>	Critically Endangered
31	<i>Pocillopora damicornis</i>	Endangered
32	<i>Pocillopora meandrina</i>	Endangered
33	<i>Pocillopora verrucosa</i>	Vulnerable
34	<i>Porites cylindrica</i>	Endangered
35	<i>Porites rus</i>	Near Threatened
36	<i>Stylophora pistillata</i>	Critically Endangered
37	<i>Stylophora subseriata</i>	Critically Endangered
38	<i>Tubastraea micranthus</i>	Near Threatened
39	<i>Turbinaria stellulata</i>	Vulnerable

Learning & Development



At our resorts, we remain deeply committed to supporting our associates in reaching their career goals while building a team that is skilled, confident, and inspired. Our learning, development, and quality initiatives are driven by the corporate team to ensure every associate has the right tools, guidance, and opportunities to grow.

Raising the Bar in Learning & Development

In FY 2025–26, training hours per associate increased from 33.81 to 37.99 hours, recording a 12.36% growth over the previous year. This reflects our continued investment in people development and our strong focus on building capability across the sector.

During the year, we successfully conducted 3,640 training programmes, reinforcing our commitment to continuous learning, performance improvement, and team engagement. This progress highlights our ongoing efforts to create a culture where learning is not just encouraged, but embedded into the way we work and grow.

We're not just training—we're continuously shaping stronger people, better teams, and a more capable future.



Sustainability
Reports
FY - 2018/19
FY - 2019/20
FY - 2020/21
FY - 2021/22
FY - 2022/23
FY - 2023/24
FY - 2025/26



Talent Management
Reports
FY - 2018/19
FY - 2019/20
FY - 2020/21
FY - 2021/22
FY - 2022/23
FY - 2023/24
FY - 2025/26

You may scan the following QR codes to explore our previous Talent Development and Sustainability Reports and learn more about our ongoing journey.

We value your input in helping us enhance our talent development goals and social responsibility initiatives. You may share your comments or suggestions with us by emailing talentmle@aitkenspence.com.

Tharaka Appuhamy
Asst. Vice President
Talent Management, & Quality Assurance
Aitken Spence Resorts - Maldives



Our Sustainability Journey

Key Milestones In The Maldives



Aitken Spence Resorts entered Maldives, bringing significant investment, renowned Sri Lankan hospitality, and sustainability strategies. As part of the UNWTO's Responsible Tourism initiative, sustainability is ingrained in our ethos, guiding how we operate and manage our resort operations.

2016: Began our sustainability journey with the Travelife Gold certification, becoming the first international chain to pledge our sustainability policy underwater.

2016: Initiated structured sustainability policies with effective management, auditing, and documentation, published annually in sustainability reports.

2017: Launched a Sustainability and UN Celebration Days Activity Calendar to engage associates in sustainability and social activities.

2017: Introduced Talent Development reports to highlight our initiatives in developing talent.

2017: Started Adaaran Kurimagu, a Management Training program for young Maldivians as part of our CSR efforts.

2019: Launched our plastic-free islands initiative by installing a water bottle plant at Meedhupparu, now producing 900,000 glass bottles annually across all properties.

2019: Built and opened the Maldives' first LEED-certified (Leadership in Energy and Environmental Design) resort at Heritance Aarah, setting a new standard for sustainable resort development in the region.

2019: Introduced paper straws, cups, plates, and biodegradable bags to further support the plastic-free initiative.

2000: Launched the Coral Replantation project to help save the ocean's ecosystems.

2021: Began measuring sustainable practices under the Sustainability Retrospect column, focusing on social, economic, and environmental aspects.

2021: Launched the Maldivian Village live museum experience at Heritance Aarah to preserve and showcase Maldivian heritage.

2022: Conducted the "We Love Trees" Campaign to document flora and fauna across all resorts, emphasizing environmental conservation.

2023: Invested in a Wet Garbage Digester Machine to enhance waste management and repurpose waste as soil enhancements.

2024: Achieved Green Globe Certification for the entire sector, marking a significant milestone in our sustainability journey.

2025: Launched The Colors of Our Islands biodiversity picture book to inspire a love for nature, while also advancing digital transformation through the implementation of the e-GRC system.

As we continue our path towards greater sustainability, we recognize that our actions today shape the future of our planet. We are proud of our collective efforts and invite you to join us by watching the following video. Simply scan the QR code or click the video link to view the Video

Click me :  [Key Milestones In Maldives](#)



Awards & Recognitions



TOP 100 Sustainable Hotels & Resorts
of the World 2025



Green Globe Certification



Leading Quality Assurance



Ambula Restaurant
Best Luxury Fine Dining Experience
in the Maldives 2025



Best Shape Practice - 7S+



Best All-Inclusive Resort Heritage Aarah



ISO 22000 certification



Top Hotel Partner 2026



FHAM 2025 Champions
Bed Decoration Competition at FHAM



Hotel Asia 2025 Campions



International Wedding Venue Intimate



TripAdvisor Best of the Best travellers
choice award - All-Inclusive - Asia



Leading All-Inclusive Resort 2025



"Sustainability is not a destination
it is the legacy we choose to leave behind."

