



CSR, COMMUNITY ENGAGEMENT POLICY

HERITANCE AARAH – MALDIVES

V-2 / November 2022

OUR COMMITMENT - Heritance Resorts

The Heritance Aarah resorts management is committed to supporting and working with the local community where we are based. We are committed to operating our business in a way that helps to preserve and promote the culture and heritage of the destination as well as the local economy. We believe that maintaining a constant dialogue with our local community is crucial in order to ensure that we are contributing to the well-being of the residents and their living environment.

Keeping up with the need to fulfil our Corporate Social Responsibility, we ensure that a continuing dialogue is maintained and all stakeholders are consulted regularly in order to enhance their development economically, socially and culturally through all our activities, giving top priority to the community we are proud to be a part of.

OUR GOALS

- Supporting the local economy
- Supporting initiatives that improve the community
- Respecting and protecting local culture, traditions and way of life
- Supporting and protecting access to essential resources and services

WHAT WE DO TO ACHIEVE OUR GOALS

- We encourage our associates, guests and the local community to explore the history, culture and traditions of the destination through our Maldivian village live museum, and we encourage our local community to visit/tour as well as the purchase the local products and services that are offered.
- Community presence in operation - Being a responsible hotel, we prefer nearby local staff in the recruitment process, and yearly recruitment campaigns are held to attract local associates for our resort.
- Training opportunities/scholarships for the local community - Keeping in line with the commitment of Corporate Social Responsibility, we have organised many training opportunities for local youth and the community to benefit from our presence. The L&D team curates regular tourism student visits, apprentice programs, and Management training programs from time to time to uplift the young local hoteliers.
- We provide our guests with guidance on how to behave responsibly outside of the hotel concerning the local community, flora and fauna.
- Where possible, we give preference to local and regional products and services, and on a yearly basis we monitor the impacts our business has on the local community and engage with the affected stakeholders in idea of rectifying the mistakes.
- Aitken Spence Hotel Holdings PLC, our parent company, has pledged Private Sector Commitment to the Global Code of Ethics for Tourism which is our DNA or, in other words, the way we operate all our properties wherever we operate.

This policy is communicated internally and externally via staff handbooks, noticeboards, and our website.

Badhiya Gunatilake
Chief Operating Officer
Aitken Spence Resorts – Maldives