



ANANTARA HOTELS, RESORTS & SPAS

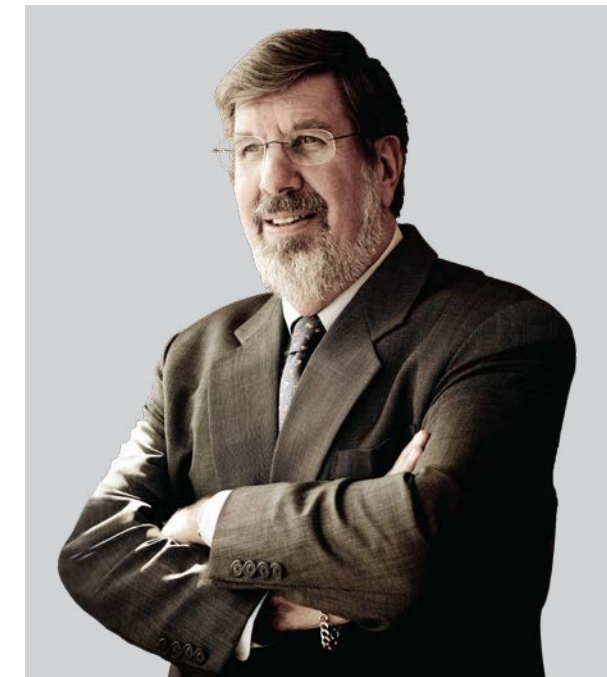
SUSTAINABILITY CHARTER

OUR COMMITMENT

Hand in hand with guests, our company and team members contribute to social and environmental projects in each country where we operate. We support our communities through grassroots involvement, as well as matching guest donations to organisations that provide vital services, such as child welfare and wildlife protection through the company's Dollar for Deeds programme. At every hotel and resort, sustainable tourism drives our choices. The way we conserve ecological resources, the positive impacts we can have on our communities and the way we ensure sustainable growth, are woven into each property's operations.

ALL TEAM MEMBERS AT ANANTARA HOTELS, RESORTS & SPAS WORLDWIDE STRIVE TO:

- Minimise consumption of natural resources such as raw materials, water and energy in all areas of our hotels through combined efforts of guests and partners
- Responsibly source and replace existing raw materials and products, where applicable, with more environmentally-friendly options
- Reduce, reuse and recycle solid waste, implement composting programmes, and purchase products that are durable, repairable and recyclable
- Continuously seek out opportunities for innovation to meet Anantara's sustainability targets
- Review sustainability targets and objectives on a regular basis
- Proactively seek guest feedback regarding our community and environmental programmes and procedures
- Engage local communities to support youth development and disadvantaged community members empowerment
- Establish local supply chains and create opportunities for local businesses to flourish
- Continue to drive best practices in responsible consumer behaviour to inspire more hospitality operators to follow Anantara's environmental lead
- Encourage guests to appreciate the the world's natural and cultural diversity by immersing them in authentically local experiences at each property
- Comply with all applicable labour, human rights and environmental laws and permits
- Prioritise social and environmental considerations in decision-making



“I may not envision Minor International to be the largest hospitality company, but we will remain a smart, pragmatic and sustainable company.”

WILLIAM E. HEINECKE
FOUNDER & CHAIRMAN, MINOR INTERNATIONAL

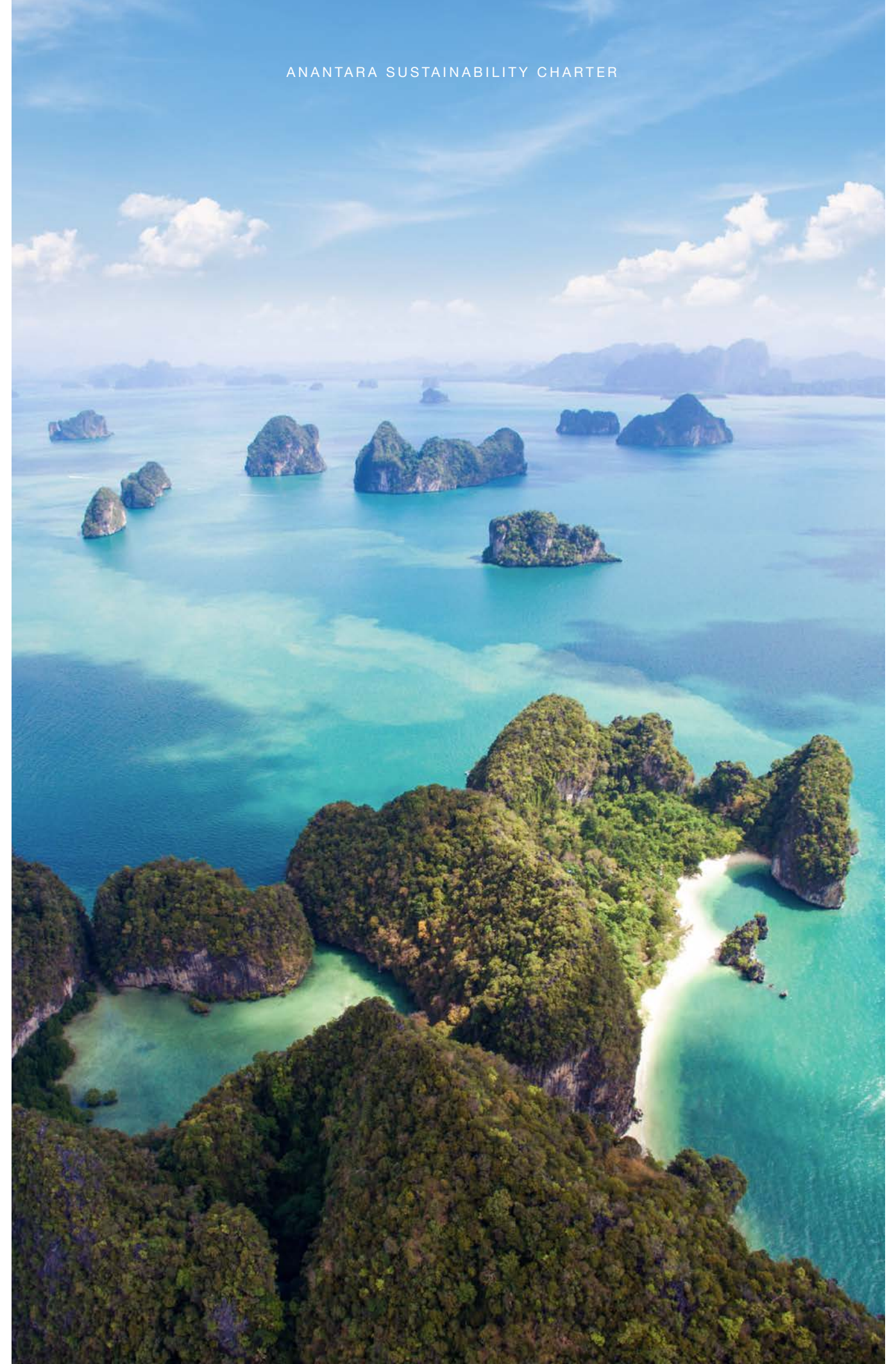


HISTORY & BACKGROUND

IT'S IN OUR ROOTS

For Anantara, life is a journey. Out of this belief, the Anantara experience was born in 2001 and has since spread throughout the world sparking off individual sustainability journeys and changing the definition of purposeful travel for generations of holidaymakers.

From the very beginning, Anantara has focused our efforts on social, economic and environmental areas of priority. In our commitment to preserve the world's most beautiful destinations, promote diverse cultures and nurture our host communities, we operate in a way that is beneficial to the people who live there, and sustainable for generations of residents and travellers still to come.



“By making the right decisions now, we are securing a better future for the planet and for generations to come.”

WILLIAM E. HEINECKE
FOUNDER & CHAIRMAN, MINOR INTERNATIONAL

Anantara has elevated sustainability as a true strategic priority and shifted focus from positively impacting travellers and communities to transforming entire markets and behaviours beyond hospitality, to the benefit of all.

We continuously measure our performance against a set of ESG (Environmental, Social, and Governance) criteria and independently audited Global Sustainable Travel Council recognised standards. We prioritise programmes that align purpose and profit by helping us drive collective ownership of our global future. Whether it is coral rejuvenation in the Maldives or elephant protection programmes in Thailand, our projects reinforce the sense of sustainability ownership through a course of action that benefits all stakeholders.

We disclose our performance through our annual Sustainability Report, submissions to the Dow Jones Sustainability Index, FTSE4 Good Index Series, CDP, our Green Growth 2050 score and dedicated pages on each hotel's website.



MISSION

To take ownership of our global future
by ensuring that positive impacts on our
communities and the environment are woven
into each property's operations.



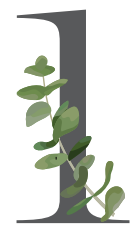


VISION

To be known as a leader in the field of sustainable and restorative hospitality through driving innovative partnerships to deliver measurable sustainable growth.



GUIDING PRINCIPLES



EQUAL OPPORTUNITIES

Invest in development programmes designed to nurture talent and future leaders, from within the organisation as well as the community at large.



LEADERSHIP

Ensure progress by building a sustainable supply chain through long-term partnerships with our key stakeholders: suppliers, business partners and customers.



SUSTAINABLE GROWTH

Combine company-wide best practices with careful consideration of the local communities' interests and environmental factors to promote eco-tourism and create jobs in conservation.



RESPONSIBLE BUSINESS

Practice good corporate governance by instilling a responsible business culture and focusing on ethics and integrity.



OWNERSHIP MENTALITY

Turn the personal commitment of our company, team members and guests into actions to capture the full potential of sustainability efforts.



RESOURCE EFFICIENCY

Reduce the negative impact of our operations by efficiently utilising natural resources and minimising our discharges and emissions.



INNOVATION

Promote the exchange of ideas and best practices between properties to enhance the luxury experience and continue to demonstrate industry leadership.

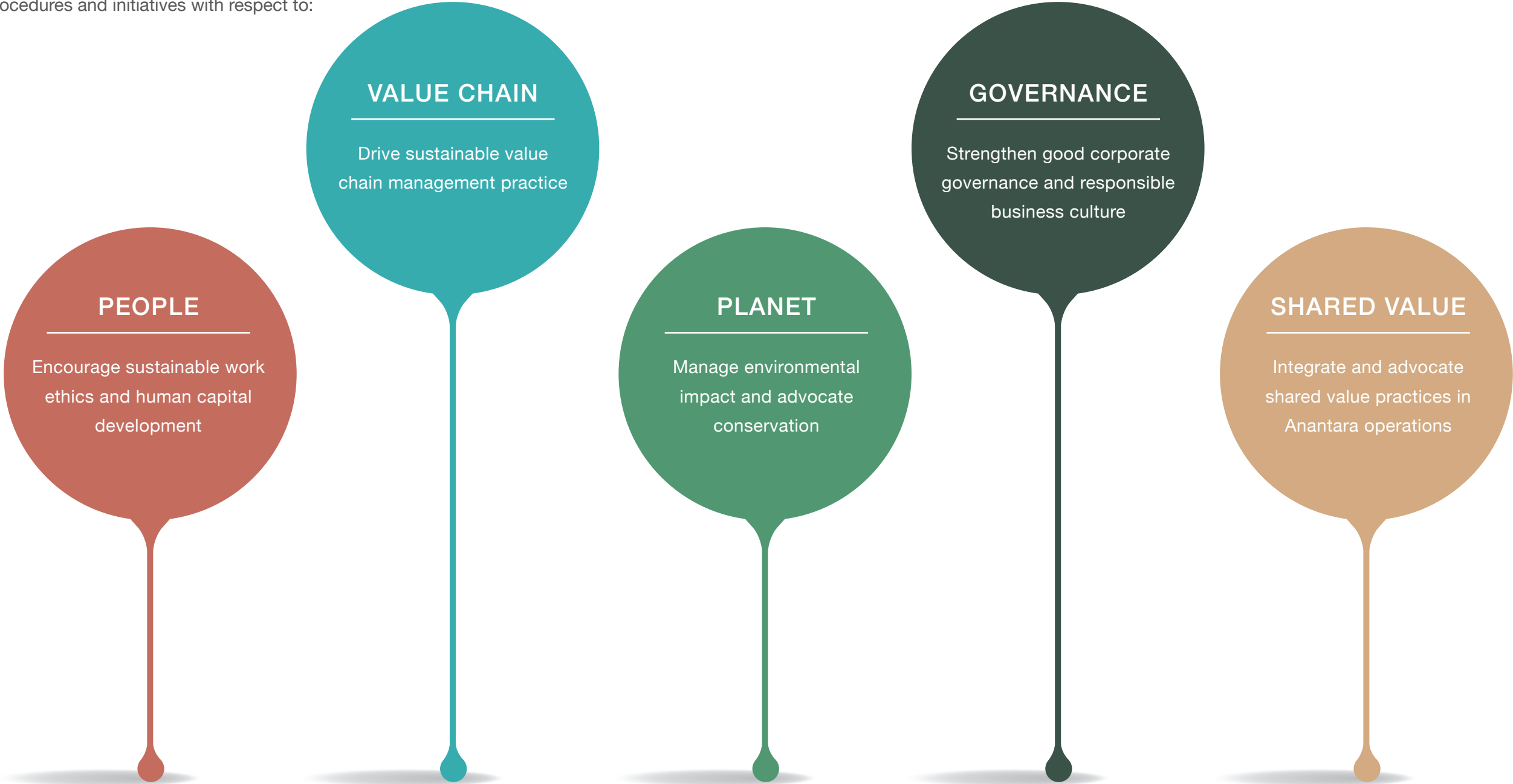


CULTURE

Offer opportunities for local artisans and performers, promote local cultural awareness amongst our guests and integrate indigenous culture into everyday experiences.

PROGRAMME PILLARS

Anantara Hotels, Resorts & Spas is constantly reinforcing its commitment towards environmental, social and cultural conservation. To accomplish this, Anantara has established in-depth policies, procedures and initiatives with respect to:





“Sustainability is about creating a positive impact on our environment, our community and our stakeholders, while sustaining business growth. They're all interconnected and it's our responsibility to make the world a better place with our presence.”

CHOMPAN KULNIDES
CHIEF SUSTAINABILITY OFFICER



“The travel & tourism industry must get serious about sustainability for no other reason than to protect the blue sky, the clear seas, the local cultures, and the pristine scenery. If we cannot protect them our guests will have no reason to visit.”

JOHN EDWARD ROBERTS
GROUP DIRECTOR OF SUSTAINABILITY AND CONSERVATION



PEOPLE

PRIORITY 1

DEVELOPMENT

Prioritise and invest in programmes nurturing sustainable human capital.

PRIORITY 2

WELLBEING

Provide a safe, equitable and ethical work environment.

PRIORITY 3

RESPONSIBILITY

Promote socially responsible mindsets to create positive social and environmental impacts.

VALUE CHAIN

PRIORITY 4

SUSTAINABLE SUPPLY CHAIN

Reinforce sustainable sourcing and create resilient supply chain through supplier assessment and audit.

PRIORITY 5

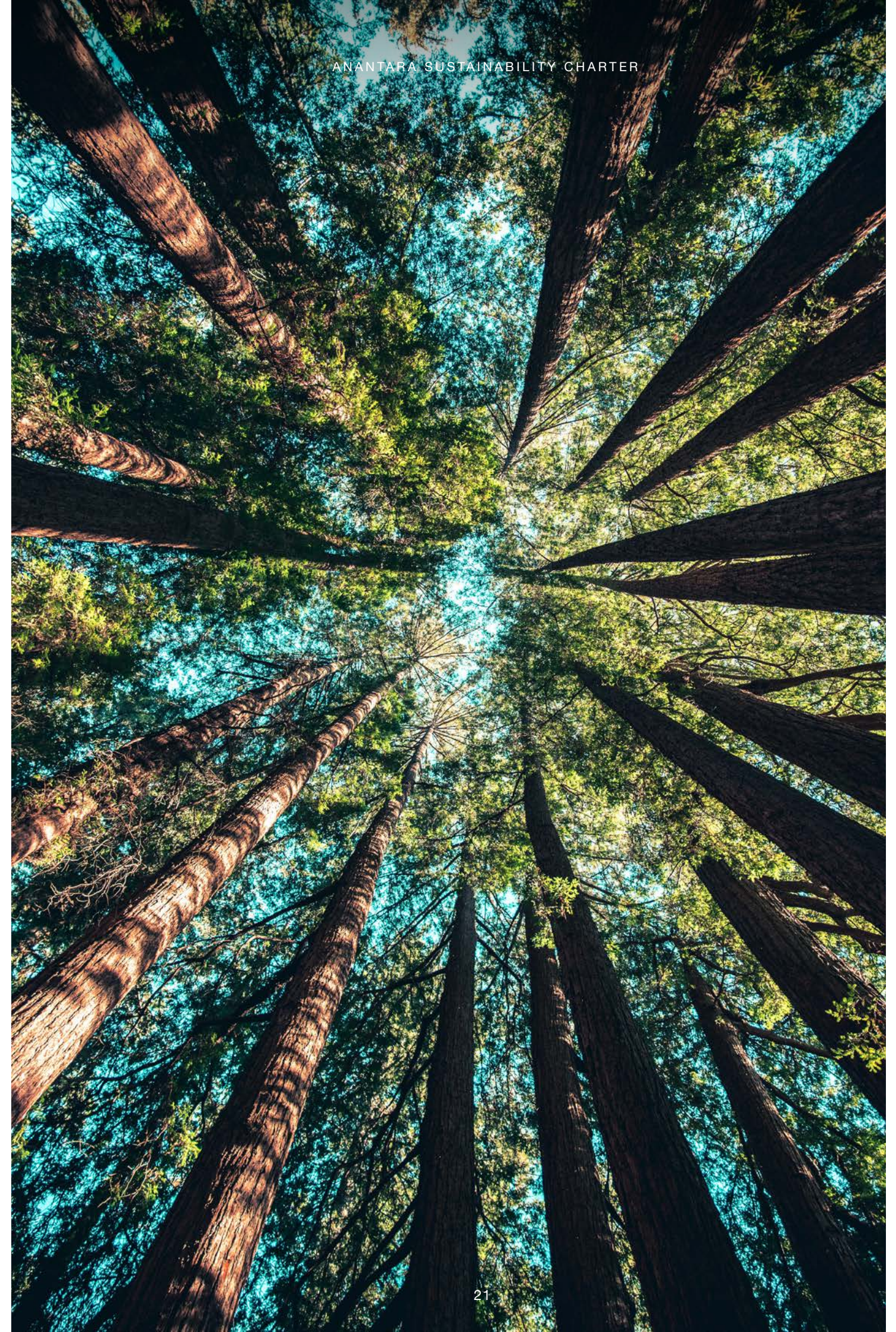
SUSTAINABLE PARTNERSHIPS

Establish long-term and sustainable partnerships with key stakeholders and drive the adoption of sustainable management practices through thought leadership and best practices.

PRIORITY 6

GUEST-CENTRIC EXPERIENCE

Engage with guests and ensure delivery of quality products and services that enhance their experiences, health and wellness.





PLANET

PRIORITY 7

NET-ZERO CARBON

Drive '4R' approach – Reduce, Reuse and Recycle natural resources (such as energy and water) and discharges (such as GHG), and Replace existing materials with more environmentally friendly and sustainable alternatives.

PRIORITY 8

BIODIVERSITY

Promote biodiversity conservation on land and below water.

GOVERNANCE

PRIORITY 9

ETHICS & INTEGRITY

Conduct business with good governance, transparency and responsibility, all while addressing stakeholders' concerns.

PRIORITY 10

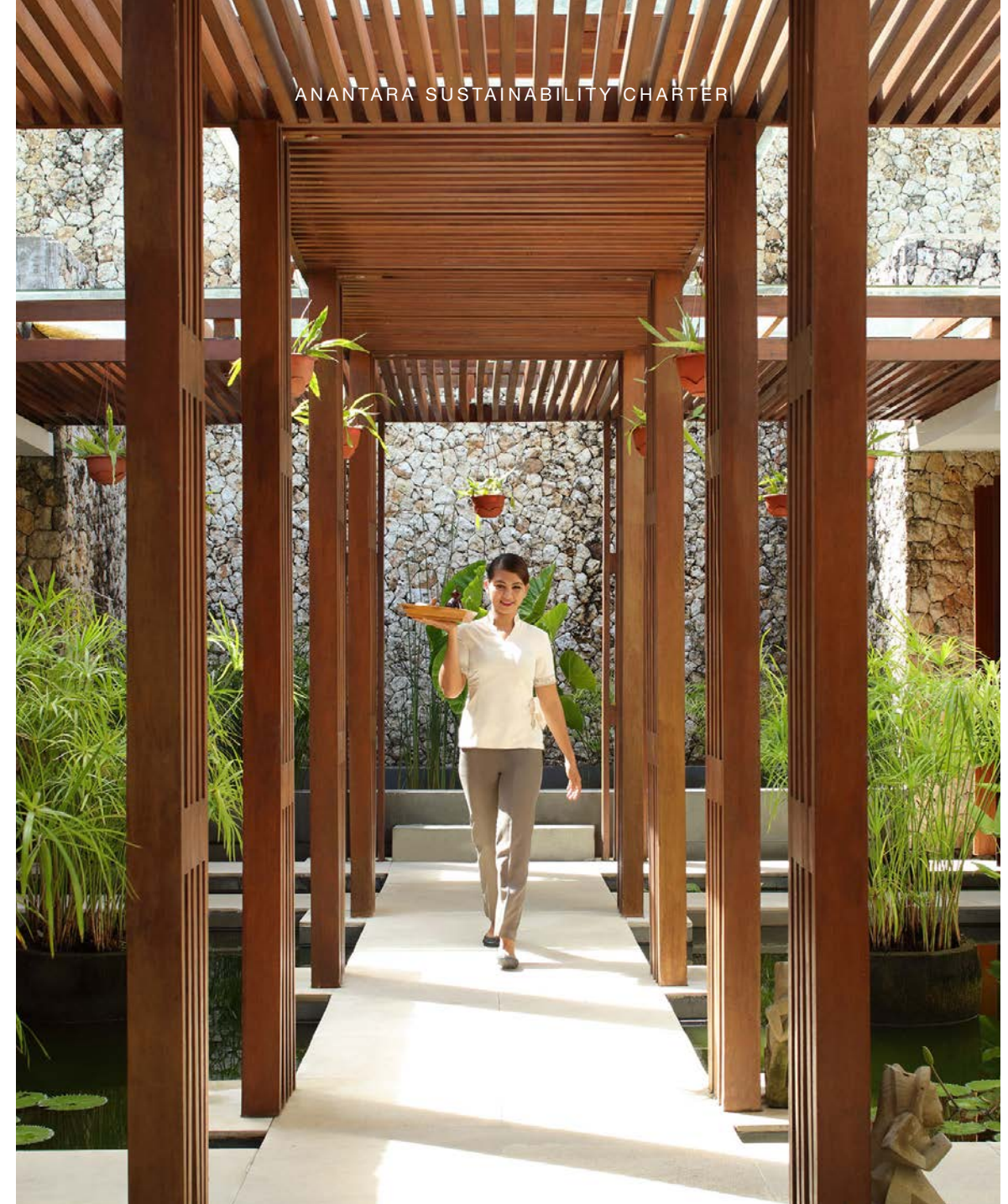
SECURITY

Uphold personal data protection and implement robust cybersecurity solutions.

PRIORITY 11

TRANSPARENCY

Actively communicate with stakeholders and disclose information quickly and transparently.



Minor International Awarded “Excellent” Corporate Governance Score from the Thai Institute of Directors Association for the past nine years.

- 100% of Team Members trained in anti-corruption and Team Member Code of Conduct
- 100% of Team Members trained in safe Whistleblower procedures
- 100% of Team Members trained in The Code of Conduct for the Protection of Children from Sexual Exploitation

SHARED VALUE

PRIORITY 12

AWARENESS

Raise awareness, encourage sustainable actions and integrate them into Anantara operations.

PRIORITY 13

EXCELLENCE

Encourage shared value initiatives through awards, recognition and sharing of best practices.

SIGNATURE SUSTAINABILITY PROGRAMMES

Anantara Hotels, Resorts & Spas is constantly reinforcing its commitment towards environmental, social and cultural conservation. In our efforts, we are guided by our signature sustainability programmes:

GOLDEN TRIANGLE ASIAN ELEPHANT FOUNDATION (THAILAND)

Anantara's charitable foundation, the Golden Triangle Asian Elephant Foundation (GTAEF), works in partnership with local communities around the world to reinforce its commitment toward environmental, social and cultural conservation. From getting elephants off city streets to leading the charge in pioneering welfare-based management techniques, Anantara Golden Triangle Elephant Camp & Resort and GTAEF are supporting the wellbeing of Thailand's captive and wild elephants. By working with scientists, mahouts (elephant care-givers) and our guests, Anantara strives to create and protect a safe and sustainable future for the next generation.

DOLLAR FOR DEEDS (THAILAND)

Through Anantara's Dollars for Deeds programme, hotels in Thailand and Sri Lanka match guests' donations dollar for dollar to raise funds for a range of worthy causes. The programme gives guests the option to donate one dollar per night of their stay, with Anantara matching each guest's contribution. Dollar for Deeds' highly effective fund-raising mechanism helps support projects such as the Golden Triangle Asian Elephant Foundation (GTAEF) in Chiang Rai, the Mai Khao Turtle Foundation in Phuket and the Princess Sirindhorn Craniofacial Centre at Chulalongkorn Hospital in Bangkok.



MAI KHAO MARINE TURTLE FOUNDATION (THAILAND)

The Mai Khao Marine Turtle Foundation (MKMTF) is dedicated to educating the Phuket community about the plight of the sea turtles in Phuket and how we can support them. Anantara Hotels and Resorts ensure a sizeable annual donation to the Marine Conservation Units and two Anantara properties in Phuket including Anantara Layan and Anantara Mai Khao work in partnership with MKMTF to raise funds which support an integrated coastal management plan, beach and reef cleaning, educational workshops, recycling projects, mangrove tree planting and turtle rescue and release. The latter involves safely retrieving sea turtle eggs and ensuring they are carefully incubated in a secured environment to then be safely released from the beaches.



HOLISTIC APPROACH TO REEF PROTECTION FOUNDATION (MALDIVES)

In 2015, the Anantara team in the Maldives worked alongside marine biologists from Coral Reef CPR to develop a joint sustainability project known as the Holistic Approach to Reef Protection (HARP) with the goal of protecting corals from the effects of climate change. Our holistic approach encompasses practical environmental protection and marine education which help limit the potential damage to the reefs and ensure they continue to thrive. Since 2011, guests staying at Anantara resorts in South Male Atoll and Baa Atoll have been able to participate in coral reef propagation programmes and contribute to the ongoing conservation effort by adopting corals and planting them at coral nurseries under

guidance of Anantara's resident marine biologists. A 2019 field study by marine biologist Dr. Andy Bruckner revealed that rehabilitation efforts have encouraged extraordinary growth across all the nurseries.

REWILDING THE DESERT (ABU DHABI)

In Abu Dhabi we have partnered with the government to reintroduce the Arabian oryx and sand gazelle to the Empty Quarter. Breeding, raising and release preparation takes place on Sir Bani Yas Island where our Desert Islands Resorts play their part. The animals are then released at our Qasr Al Sarab Resort where we can ensure logistical support and protection.

HELPING PEOPLE WITH SPECIAL NEEDS (VIETNAM)

In Vietnam we support The Kianh Foundation, an organisation dedicated to improving the lives of people with special needs. We do this by supporting their residential and therapy centres, hotel visits and travel for the children under their care and, most importantly, internships and eventually employment to young adults who have passed through their programmes. We strive to provide hope for the children and their families in an environment where there previously was none.

FUNDING WILDLIFE RANGERS (CAMBODIA)

Anantara's parent company Minor International, Cardamom Tented Camp, Wildlife Alliance and Yanna Ventures joined together as a non-profit alliance to protect 18,000 hectares of the Cardamom Mountains forest in the Botum Sakor National Park in Cambodia from poachers and clearcutting. By providing funding for local rangers to patrol and protect the jungle, the project helps to ensure that it will continue to teem with wildlife in the future. The camp was included in The Green Destinations Top 100 Storie, as well as winning the PATA Gold Award for Ecotourism in 2019. In the same year, it was listed in National Geographic UK's invitation-only listing of top 36 eco-hotels around the world which are leading by example.

OTHER WILDLIFE PROJECTS

Anantara works hard to help local authorities and communities protect their ecosystems. We support the scientific release of extirpated native wildlife in the forests around Angkor. We patrol the beach of Sri Lanka, Vietnam and the Seychelles to ensure the safety of sea turtles. We've created our own Marine Protected Areas in Mozambique and Mauritius.

CERTIFICATION

As a brand standard, all Anantara resorts are independently audited by a Gold Level or above Global Sustainable Tourism Council recognised standard. Our preferred supplier is Green Growth 2050. All hotels and resorts have also partnered with UNESCO’s Sustainable Travel Pledge aiming to promote sustainable travel community resilience and heritage conservation globally.

Member of

Dow Jones

Sustainability Indices

Powered by the S&P Global CSA

9th Year

MSCI

ESG RATINGS

CCC

B

BB

BBB

A

AA

AAA

AA

"AA" Rating



FTSE4Good

7th Year



CDP

DISCLOSURE INSIGHT ACTION

"B" Rating for
Climate Change and
Water Security



SET

AWARDS

2022

8th Year

THSI

THAILAND

SUSTAINABILITY

INVESTMENT 2022

8th Year



AMCHAM CSR

EXCELLENCE AWARDS

13th Year
(Platinum)

MINOR

INTERNATIONAL



Excellent CG Scoring 2022

(For the Tenth Consecutive Year)

10th Year



Sustainability

Disclosure Award 2022

[ACCESS OUR SUSTAINABILITY REPORT >](#)

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ANANTARA SUSTAINABILITY CHARTER

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“All Anantara hotels participate in eco-friendly and community initiatives, thereby enhancing the social and environmental surroundings of each hotel. We’ll continue to foster the socially responsible mindsets of our people, as well as ingrain sustainability into our growth strategies, day-to-day business operations, processes and culture.”

DILLIP RAJAKARIER
GROUP CEO, MINOR INTERNATIONAL
CEO, MINOR HOTELS

APPENDIX

ACHIEVED

- 20% reduction in energy intensity for Minor Hotels by 2023 (Baseline 2016)
- 20% reduction in carbon dioxide emission intensity for Minor Hotels by 2023 (Baseline 2016)
- 20% reduction in water intensity for Minor Hotels by 2023 (Baseline 2016)
- Minor International maintains annual “Excellent” CG scoring for the ninth consecutive year
- Signed UNESCO Sustainable Travel Pledge
- Received MSCI ESG Rating of AA
- Member of Dow Jones Sustainability Indices
- Highly Commended Sustainability Award 2021 (Market Capitalization of over Baht 100 Billion) - The Stock Exchange of Thailand
- Green Growth 2050 Members: Total of 23 Certification Member Hotels

ON TRACK

- 75% reduction of single-use plastic by 2024 (Baseline 2016)
 - o 2021 performance 27%
- 100% of nature-based hotels have at least one long-term conservation initiative by 2023
 - o 2021 performance 87%



