



Annual Sustainability Report 2023-2024

Barbelyn Reef
Ayurveda Resort
Hospital Pvt Ltd

By – B. A. T. Amalka

Message from the Managing Director



As the Chairman of Barberyn Reef Ayurveda Resort Hospital (Pvt) Ltd, it is with immense pride and a deep sense of responsibility that I present our inaugural Sustainability Report. This document encapsulates our steadfast commitment to sustainability and reflects our unwavering dedication to environmental stewardship, social responsibility, and economic viability within the vibrant landscape of Sri Lanka.

At Barberyn Hotel, we firmly believe that true luxury extends beyond impeccable service and breathtaking views; it lies in how we care for our planet and the communities that surround us. As the pioneer and leading wellness resort in Sri Lanka, we recognize the importance of harmonizing our operations with the natural beauty that defines our island home.

This report details the sustainable practices that we have integrated into our operations, from utilizing renewable energy sources and waste reduction to promoting local craftsmanship and sourcing organic produce. Each initiative is driven by our commitment to minimizing our ecological footprint while enhancing the wellbeing of our guests and the local community.

Our efforts are guided by the principles of the United Nations Sustainable Development Goals (SDGs), ensuring that we contribute positively to the global objectives for a sustainable future. We recognize that the journey toward sustainability is ongoing, and we are dedicated to continuous improvement, transparency, and engagement with all stakeholders.

As you explore the pages of this report, I hope you feel the passion and commitment that drives us to innovate and improve. As we move forward, we invite our guests, partners, and community members to join us in this vital endeavor. Together, we can create a brighter, greener future for generations to come.

Thank you for being an integral part of our journey.

Mr. Manik Rodrigo
Managing Director
Barberyn Reef Ayurveda Resort Hospital Pvt Ltd

Introduction

Established in 1968, Barberyn Reef laid the foundation for Barberyn Ayurveda Resorts, which went on to create Sri Lanka's first-ever Ayurveda resort in 1984—pioneering Ayurvedic tourism in the country. Its mission is to offer authentic Ayurveda to visitors all over the world. During past 40 years, the resort has grown into a large facility that offers wide range of Ayurvedic treatments.

Barberyn Reef Resort is designed to promote holistic well-being, blending traditional healing practices with modern comforts. Nestled in a serene environment, the resort offers a tranquil escape from the hustle and bustle of everyday life, allowing guests to rejuvenate their bodies and minds.

The resort features experienced Ayurvedic practitioners who provide personalized treatment plans based on individual health needs. Services may include a range of traditional therapies such as Panchakarma, herbal massages, and yoga sessions, all aimed at detoxification and restoring balance. In addition to wellness therapies, Barberyn Resort often incorporates healthy dining that emphasizes organic and locally sourced ingredients, promoting a balanced diet that complements the Ayurvedic principles.

The surroundings typically enhance the overall experience with lush landscapes, calming water features, and spaces for meditation and yoga, encouraging guests to connect with nature and their inner selves.

Whether you seek relaxation, healing, or a deeper understanding of Ayurveda, Barberyn Resort offers an enriching experience designed to nurture and revitalize.



Vision

"The vision of Barberyn is human development, which goes beyond the three pillars of economic, environmental and social development and encompasses spiritual development."

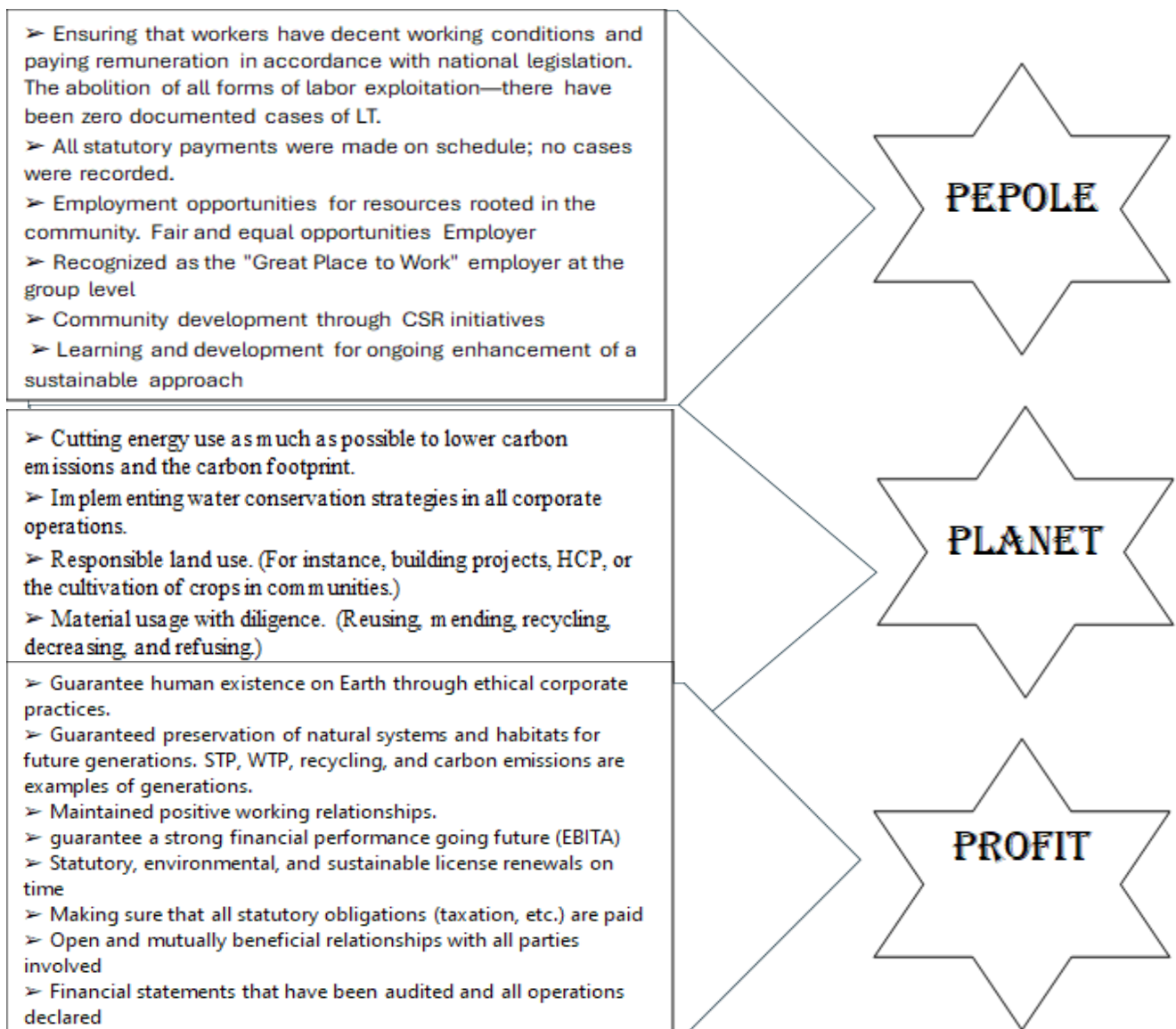
Mission

"Healing with authentic Ayurveda; Advocate Ayurveda lifestyle and simple living."



Our sustainability approach

At Barberyn Reef Ayurveda Resort Hospital (Pvt) Ltd, Beruwala, sustainability is deeply integrated into all operations, balancing the well-being of people, the planet, and profitability. The resort practices organic farming, growing herbs, fruits, and vegetables without synthetic chemicals, supporting guest health, biodiversity, and local farmers. Solar energy, rainwater harvesting, and recycling systems promote energy and water conservation, reducing environmental impact and operational costs. Guests are engaged in mindfulness practices that inspire eco-conscious living beyond their stay. Guided by long-term sustainability goals and ethical values, Barberyn's approach ensures environmental stewardship, community support, and lasting business resilience over short-term financial gain.



Our Standards.....

At Barberyn Reef Ayurveda Resort Hospital (Pvt) Ltd, we pursue internationally recognized standards to ensure our operations align with global best practices in sustainability and quality. These certifications help us continuously improve, maintain accountability, and enhance guest trust in our environmental and operational performance.

ISO 14001 is an internationally accepted standard for environmental management systems, guiding us in reducing environmental impacts and ensuring compliance with regulations. It helps us monitor and improve our environmental footprint through structured and measurable practices.

5S Certification supports workplace organization and efficiency by focusing on Sort, Set in order, Shine, Standardize, and Sustain. This system enhances productivity and safety while minimizing waste.

Travelife Gold Certification recognizes our strong commitment to sustainability in tourism, including fair labor practices, community engagement, and environmental protection. It reflects our dedication to ethical business conduct and responsible tourism.

We remain fully committed to upholding these standards by continuously reviewing our practices, engaging our staff and guests, and innovating sustainable solutions that reflect our deep respect for the environment and community.



Sustainability Highlights 2024

1. Planetary Friendly Plant Based Diet

At Barberyn, food is more than sustenance—it's a celebration of life, health, and sustainability. We serve freshly prepared meals with love, sourcing more than 97% of our ingredients locally, with our organic gardens providing an abundance of fruits and vegetables. Our Sattvic cuisine nourishes both body and mind, promoting clarity, peace, and happiness. Guided by the belief that 'Let food be thy medicine and medicine be thy food,' we craft meals that uplift the spirit and support holistic well-being. By choosing Barberyn's planetary-friendly diet, guests and Barberyn team members embrace a lifestyle that not only enhances their health but also contributes to a healthier planet, helping to prevent chronic diseases and fostering vitality for years to come.

2. Herbal Gardens and Medicinal Plants Conservation

An herbal garden serves as a vital sanctuary for medicinal plants, preserving nature's healing treasures and promoting wholesome healing. These gardens are carefully curated to cultivate a diverse range of herbs known for their therapeutic properties, playing a crucial role in traditional and modern medicine. Medicinal plant conservation not only safeguards biodiversity but also ensures that valuable herbal resources remain available for future generations. By nurturing these plants in controlled environments, we protect them from overharvesting and habitat destruction while encouraging research and education on their benefits. A well-maintained herbal garden fosters a deeper connection with nature, empowering communities to embrace natural remedies and uphold the legacy of plant-based healing practices.

3. Restoring Harmony: A Biodiversity-Focused Approach to Sustainability

Barberyn Reef is committed to preserving the delicate balance of our ecosystem. Moving away from conventional fumigation methods, we have embraced innovative, eco-friendly mosquito traps, ensuring minimal disruption to local biodiversity. As a result, bees, butterflies, and birds have returned to thrive in our natural surroundings, contributing to a healthier and more vibrant environment.

Our dedication extends to our landscapes, where we maintain lush, natural vegetation without the use of synthetic fertilizers like urea. This approach not only nurtures soil health but also reinforces our commitment to sustainable living. By integrating thoughtful ecological practices, we strike a balance between authentic Ayurveda and environmental responsibility, offering guests a truly immersive experience in harmony with nature.

4. Peace Education Program by Prem Rawat

At the heart of Barberyn's community engagement is our profound commitment to education, epitomized by our Peace Education Program. One of our directors personally volunteers to lead this initiative, rooted in the teachings of Prem Rawat. This volunteer-driven program explores ten themes - ***Peace, Appreciation, Inner Strength, Self-awareness, Clarity, Understanding, Dignity, Choice, Hope, and Contentment.***

This program isn't just for our guests; it's also extended to our dedicated team at Barberyn Reef Ayurveda Resort Hospital, enriching lives and nurturing a culture of holistic well-being. This initiative exemplifies Barberyn's vision—believing in the development of individuals not just materially but as thriving human beings with good human values.

5. Social Responsibility

Sudana Rodrigo Sahana Foundation

Set up with the support of the extended Barberyn family of guests, staff and owners following the 2004 tsunami, the Foundation supported local communities to rebuild their infrastructure. The work of the Foundation has now moved on to focus on projects around three broad themes relating to *Education, Health and Spiritual Development.*

i) Education

Malewana Sri Gnanissara Ayurveda Medical College

Funding assists with the operations and maintenance costs of this oldest Ayurveda teaching college in Sri Lanka. The College provides a free three-year

training program in traditional Ayurveda medicine to students who come from traditional Ayurveda families and those from low-income backgrounds.

Anamali & Chitramali Preschools

The two schools were built in 2005 at the request of the village and have been successfully operating since. Children aged 3 - 5 years spend two years at the preschool, before enrolling in Grade 1 of the normal school.

Preschool Past Student Project

Past students from preschools who excel at the grade 5 scholarship exams and come from low-socio economic background families are given scholarships to meet educational expenses incurred through their secondary schooling.

Scholarship Scheme for University Students

Students selected based on their academic results and their level of financial need, receive monthly allowances for their expenses for the duration of their university studies. Graduates of the Scheme come from all major local universities covering disciplines such as Physical Science, Dentistry, Mathematics, Commerce, Engineering, Architecture and Management.

Scholarship Scheme for Grade 12 & 13

Students identified as requiring financial assistance who are preparing for the Advanced Level exam receive this monthly scholarship for their educational expenses.

Food Support Program of preschool & Sunday school

The Program provides a meal for the preschool students and to children attending religious classes on Sunday at the Dhamma school and church. Since 2022, following the economic crisis, Program funds have also been used to provide cooked food and dry rations of rice, sugar, lentils etc. to low-income families around the Barbeyrn Resort locations identified as needing assistance.

Jeramias Dias School food project

The Program enables eighty to one hundred schoolchildren from low socio-economic backgrounds to be provided with a nutritious midday meal once a week. Students receiving these meals range in age from Grades 6 to Grade 11.

ii) Health

The Foundation has engaged in a wide range of health-related projects including the renovation of hospital wards, maternity clinics and provision of medicine for those identified in need by the staff or hospitals, low-income families around the Barberyn Resort locations identified as needing assistance.

iii) Spiritual Developments

Spiritual Enhancement and the restoration of historic temples

The Foundation supports Sarvodaya Shramadana, a national organization that seeks to achieve a no-poverty, no affluence society in Sri Lanka through community-based efforts and volunteerism. For details, see **www.sarvodaya.org**

We contribute the payment of allowances of various baby sitters.

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- Ensuring that statutory laws, and environmental guidelines and best practices are followed.
- Regularly monitoring and evaluating our performance, setting targets and implementing measures to continuously improve our sustainability practices.

Policies & Procedures of Barberyn Reef

Ayurveda Resort

As Barberyn Reef Ayurveda, we are proud to uphold 11 policies and 2 procedures that address key areas under environment, people, and governance. These reflect our dedication to sustainability, community well-being, and effective governance.

ENVIRONMENTAL POLICY

At Barberyn Ayurveda Resorts we acknowledge and understand that tourism often puts pressure on natural resources through over-consumption, often in places where resources are already scarce. Tourism puts enormous stress on local land use, and can lead to soil erosion, increased pollution and habitat loss.

Guided and trained by experts we have enacted this policy to ensure we commit to operating in an environmentally conscious and sensitive way, minimizing the negative impact on the environment across all our operations including energy (reducing carbon emissions), waste, water, pollution, and wildlife conservation. We understand the importance of establishing measurable environmental management goals and taking the required steps in order to meet the targets we set. We also believe it is essential for all of our stakeholders to understand the importance of protecting the environment.

In order to uphold this policy we commit to the following:

- Considering the environment in all aspects of our operations, from planning to implementation.
- Regularly training our employees and educating our suppliers and partners to encourage them to help support our environmental policy and contribute to our progress.
- Ensuring that statutory laws, and environmental guidelines and best practices are followed.
- Regularly monitoring and evaluating our performance, setting targets and implementing measures to continuously improve our sustainability practices.
- Implementing energy-efficient practices to reduce our consumption of electricity and fossil fuels as well as using renewable energy where possible.

- Monitoring and optimizing water usage, minimizing wastage through conservation measures and water-saving technologies.
- Promoting the principles of reduce, reuse, and recycle to minimize waste generation to maximize resource efficiency.
- Minimizing the usage and responsibly disposing of our hazardous waste.
- Collaborating with local waste management facilities to ensure proper treatment and disposal of waste generated.
- Prioritizing the procurement of environmentally friendly and sustainable products and services.
- Source locally produced goods, promoting local businesses and reducing transportation-related emissions.
- Protecting and preserving local biodiversity within our premises and surrounding areas.
- Promoting the use of native plants, supporting habitat restoration efforts, and minimizing disruption to natural ecosystems.
- Purchasing used or renewed electrical or electronic items whenever possible.
- Actively collaborating with local organizations, government agencies, and NGOs working in the field of environmental sustainability.
- Encouraging long-stay tourism to reduce the infrastructure and transport-related carbon footprint.

All employees are responsible for upholding this policy under the supervision of the Heads of Department (Barberyn team leaders).

This policy will be reviewed and updated as a result of changes in legislation or international best practices.

ANIMAL WELFARE POLICY

At Barberyn Ayurveda Resorts we acknowledge and understand that tourism can have a negative impact on the animals and their natural habitats. Often unwillingly and without knowing it, tourism can contribute to significant animal suffering and putting traveler's health and safety in jeopardy as well.

At Barberyn Ayurveda Resorts we have studied international conventions, laws, and guidelines related to animal welfare. Guided and trained by experts we have enacted this policy to ensure we understand the subject and are able to take steps towards protecting our wildlife and their natural habitats.

In Sri Lanka we are blessed with outstanding bio-diversity and animal interactions are very frequent, both spontaneous and planned. At Barberyn Ayurveda Resorts we acknowledge that it is our responsibility to have an animal protection policy that is robust, clear and well communicated to ensure that all interactions are ethical and responsible and involves zero exploitation of animals or local communities.

At Barberyn Ayurveda Resorts we believe we should not interfere with animal's natural behavior. We believe animals have the right to be protect them from pain, suffering, cruelty and disease.

CHILD PROTECTION POLICY

At Barberyn Ayurveda Resorts we acknowledge and understand that tourism can aggravate the exploitation of children in the communities in which it takes place. At the same time we recognize we have a duty to care and safeguard for all children visiting Sri Lanka with their parents and caretakers, and that we have a responsibility towards them as well.

At Barberyn Ayurveda Resorts we have studied international conventions, laws, and guidelines related to child protection. Guided and trained by child protection experts we have enacted this policy to ensure we understand the subject and are able to take steps towards the protection of children in the context of travel and tourism.

At Barberyn Ayurveda Resorts we recognize 4 types of child abuse: physical, emotional, neglect and sexual. All children should be kept safe from all types of abuse regardless of age, gender, religion or belief, ethnicity, disability, sexual orientation, or socio-economic background. In addition to the protection of children within our communities, every child visiting our shores should have a positive, enjoyable experience.

At Barberyn Ayurveda Resorts we take Child Protection very seriously. This policy will be reviewed and updated as a result of changes in legislation or international best practices.

COMMUNITY ENGAGEMENT POLICY

At Barberyn Ayurveda Resorts we acknowledge and understand that tourism can impact local communities in both positive and negative ways. On the positive side tourism can help improve local facilities and infrastructure. Tourism can stimulate job creation and help improve both healthcare and education. Tourism can also help sustain local crafts and traditions. Negative social impacts of tourism include; social change; changing values; increased crime; changes in moral behavior; changes in family structure and roles; problems with the tourist-host relationship and the destruction of heritage.

Guided and trained by experts we have enacted this policy to ensure we acknowledge, understand, and respect our local communities. We are committed to operating conscious of the impact our operations and tourism in general can have. We will strive to minimize the negative impacts while maximizing the positive impact of tourism for the benefit of society. We commit to fostering their participation, seeking their feedback and welcoming their comments and suggestions. We also believe it is essential for all of our stakeholders to understand the importance of community engagement.

Actively collaborating with local organizations, government agencies, and NGOs working in the field of community engagement.

All employees are responsible for upholding this policy under the supervision of the Heads of Department (Team Leaders).

This policy will be reviewed and updated as a result of changes in legislation or international best practices.

DISCIPLINARY PROCEDURE

At Barberyn Ayurveda Resorts we consider our staff to be our biggest asset, and we acknowledge the need to maintain company standards for all employees. We are committed to maintaining a positive and inclusive work environment that upholds the standards and principles of Barberyn's work ethos, respecting the rights and dignity of our employees.

GRIEVANCE PROCEDURE

At Barberyn Ayurveda Resorts we consider our staff to be our biggest asset, and we acknowledge the need to maintain company standards for all employees. We are committed to maintaining a positive and inclusive work environment that upholds the standards and principles of Barberyn's work ethos, respecting the rights and dignity of our employees.

HEALTH & SAFETY POLICY

At Barberyn Ayurveda Resorts we acknowledge and understand the importance of taking both protective and preventive measures to mitigate or all-together avoid health and safety risks and hazards within our properties and in all our operations.

Guided and trained by experts we have enacted this policy to ensure we acknowledge, understand, and comply with the government sanctioned as well as internationally recognized health and safety standards.

All employees will be made aware of the requirements of this policy and their role in fulfilling them. The safety policy will be periodically updated, taking into account any new equipment, processes or changes to work which may potentially impact health and safety.

HUMAN RIGHTS & LABOUR POLICY

At Barberyn Ayurveda Resorts we acknowledge the corporate responsibility to respect human rights, including labor rights, and we are committed to respecting and complying with applicable laws and regulations.

At Barberyn Ayurveda Resorts we have studied international conventions, laws, and guidelines with regards to human rights including the United Nations Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Guided and trained by experts we have enacted this policy to ensure we create a safe, inclusive, and equitable work environment for everyone at Barberyn Ayurveda Resorts. We strongly believe our employees are our biggest asset and the well-being of our employees is central to everything that we do. We believe in

fostering a diverse and inclusive workforce where people can reach their full potential.

All employees are responsible for upholding this policy under the supervision of the Management and the Barberyn team leaders.

QUALITY ASSURANCE POLICY

At Barberyn Ayurveda Resorts we acknowledge the corporate responsibility to deliver a consistent service to our guests that not only meets but exceeds expectations wherever feasible.

At Barberyn Ayurveda Resorts, we are committed to providing and maintaining exceptional quality standards at our properties, and to do so we continuously monitor our facilities and services in order to be able to detect and improve where necessary to ensure we maintain our standards. We ensure the efficiency, performance, safety and reliability of processes and services by using advanced technologies and data driven methods.

Guided and trained by experts we have enacted this policy to ensure we create a work environment for everyone at Barberyn Ayurveda Resorts that promotes and supports high quality services through the continuous monitoring, evaluating, and improving of our product and services - guest feedback and staff feedback are paramount in this process.

SUSTAINABLE EXCURSIONS POLICY

At Barberyn Ayurveda Resorts we acknowledge and understand that tourism can have a negative impact on the environment including wildlife, and our communities.

At Barberyn Ayurveda Resorts, guided and trained by experts we have enacted this policy to ensure that all interactions on our excursions are ethical and responsible and involve zero exploitation of animals or local communities.

SUSTAINABLE PURCHASING POLICY

At Barberyn Ayurveda Resorts we recognize the importance of sustainable purchasing practices are committed to minimizing our environmental footprint and promoting responsible consumption.

Guided and trained by experts we have enacted this policy to ensure we always choose sustainably produced or sourced and other environmentally friendly options where the cost and performance criteria are met, and wherever practicable, our supplier's contractors and consultants follow suite.

SUSTAINABLE TRANSPORT POLICY

At Barberyn Ayurveda Resorts we are very conscious of the negative impacts tourism and transport have on the environment. We periodically review our operations, and where feasible always opt for transport options that are less pollutant, thereby minimizing our carbon footprint.

WHISTLEBLOWING PROCEDURE

At Barberyn Ayurveda Resorts we acknowledge the corporate responsibility to respect human rights, including labor rights, and we are committed to encouraging ethical behavior and a culture where wrongdoing is safely reported at an early stage.

Protection for whistle blowers

Any staff member who raises a genuine concern in good faith will be protected, for if any workers victimize or retaliate against a whistle blower, they will be subject to disciplinary action.

Environmental Performance

Energy Consumption

<i>Energy consumption</i>	Total kWh	Average kWh per guest night	Total kg CO₂e	Average kg CO₂e per guest night
<i>2023 April-2024 March</i>	1038986.10 kWh	62.35kWh	326625.4kg CO ₂ e	19.54kg CO ₂ e
<i>2024 April-2025 March</i>	844412.68 kWh	44.84kWh	269559.99kg CO ₂ e	14.31kg CO ₂ e

The energy consumption reduction from April 2024 to March 2025, compared to the same period from April 2023 to March 2024, is approximately 28.08%

Energy Conservation Effort

At Barberyn Reef Ayurveda Resort, we are committed to reducing energy consumption and improving sustainability through arange of energy-efficient initiatives.

One of our major steps towards energy efficiency was replacing all conventional light bulbs with LED bulbs before the end of December 2024. This process began with a comprehensive audit of all existing light fixtures, followed by a systematic replacement to ensure optimal energy savings.

In addition to lighting upgrades, we have invested in energy-efficient appliances. We have replaced traditional fans with energy-efficient models and are actively identifying opportunities to purchase equipment with inverters to minimize electricity consumption. As part of this effort, we are gradually transitioning to inverter air conditioners, which provide significant energy savings compared to conventional AC units.

To further enhance energy conservation, we have implemented a lights-on and lights-off procedure across all departments. Staff members have been trained on proper usage to prevent unnecessary lighting in unoccupied areas. Additionally, we have optimized interior arrangements to maximize natural daylight and ventilation, reducing the need for artificial lighting and cooling during daytime hours. In public areas, we make full use of natural light whenever available, ensuring that artificial lighting is only used when necessary.

For hot water supply, we have adopted solar water heating systems for guest rooms, reducing dependence on electricity for heating. Furthermore, in May 2024, we installed a 10 kVA solar power system as a green energy initiative for the property, with a long-term goal of expanding this capacity to 50 kVA.

To improve air conditioning efficiency, we have set AC thermostats to 24°C after guest departure, ensuring energy is not wasted when rooms are unoccupied. Since we do not have a key card system to control power usage in rooms, we have placed notices and posters to remind guests to turn off ACs and lights when leaving.

Lastly, we have incorporated transparent roofing sheets wherever possible to enhance natural light penetration, further reducing our reliance on artificial lighting.

Through these ongoing efforts, we are dedicated to achieving our goal of reducing energy consumption by 3% by March 2025 while maintaining a comfortable and eco-friendly environment for our guests.

Waste Generation

Energy consumption	Composted Waste kg CO₂e	Landfill Waste kg CO₂e	Recycled Waste kg CO₂e	Total solid waste emission kg CO₂e
<i>2023 April-2024 March</i>	301.75 kg CO ₂ e	27394.44kg CO ₂ e	42.70kg CO ₂ e	27738kg CO ₂ e
<i>2024 April-2025 March</i>	425.85kg CO ₂ e	38051kg CO ₂ e	21.52kg CO ₂ e	38498.68kg CO ₂ e

Waste Management Effort

A comparison of the solid waste-related carbon emissions between the periods April 2023–March 2024 and April 2024–March 2025 reveals a significant increase in total emissions, rising from 27,738 kg CO₂e to 38,498.68 kg CO₂e. This increase is largely due to the renovation activities undertaken in May 2024, which led to a temporary surge in overall waste generation at the hotel. The most substantial contributor to this increase is landfilled waste, which rose from 27,394.44 kg CO₂e in the previous year to 38,051 kg CO₂e in the following year. This waste stream primarily consisted of slowly decaying organic materials, such as certain Ayurvedic treatment residues and coconut husks, which are unsuitable for composting due to their resistance to rapid biodegradation.

In contrast, composted waste emissions saw a moderate rise from 301.75 kg CO₂e to 425.85 kg CO₂e, reflecting the continued commitment to divert compostable organic waste from landfill and manage it more sustainably. Interestingly, recycled waste emissions decreased significantly from 42.70 kg CO₂e to 21.52 kg CO₂e. This reduction is not due to a decline in recyclable material generation but rather a shift in waste management practices. During this period, the hotel adopted a new initiative to return certain recyclable items, such as packaging materials, directly to the producers for reuse or repackaging, thereby minimizing the need for traditional recycling processes and reducing associated emissions.

Sustainable Procurement

<i>Energy consumption</i>	Single-use Plastics	Environmentally Hazardous Substances (L)	Environmentally Hazardous Substances (Kg)
<i>2023 April-2024 March</i>	38833 units	7780.7 L	1505.85 Kg
<i>2024 April-2025 March</i>	13978 units	4147.05 L	565.85kg

A comparison of the consumption data between the periods April 2023–March 2024 and April 2024–March 2025 shows a remarkable reduction in the use of single-use plastics and environmentally hazardous substances, reflecting the hotel's strong commitment to sustainable practices.

Single-use plastic usage saw a dramatic reduction from 38,833 units in 2023–2024 to 13,978 units in 2024–2025, representing a decrease of approximately 64%. This significant drop was largely achieved by completely eliminating the purchase of PET water bottles, which previously made up the majority of single-use plastics in the hotel's operations. As part of this initiative, PET bottles were replaced with reusable glass water bottles, which are now used consistently throughout all hotel operations. This transition not only reduced plastic waste but also supported the hotel's broader zero single-use plastic policy.

In terms of environmentally hazardous substances, which include cleaning agents and maintenance chemicals, the reductions are also noteworthy. The liquid hazardous substance consumption was brought down from 7,780.7 liters to 4,147.05 liters, marking a 46.7% reduction. Similarly, the solid hazardous substances used dropped from 1,505.85 kg to 565.85 kg, achieving a 62.4% reduction.

These impressive outcomes are the result of a multi-faceted approach. Throughout 2024, the hotel conducted numerous awareness programs targeting both operational and maintenance staff, focused on the environmental impact of chemical overuse. Additionally, Standard Operating Procedures (SOPs) were introduced and implemented across departments to guide staff on the correct quantities and methods of chemical use, effectively preventing overuse and minimizing environmental harm. Staff were also trained on the identification and substitution of harmful substances with eco-friendly alternatives wherever possible.

Overall, these efforts demonstrate a strong and effective shift toward responsible purchasing and consumption practices. They have contributed significantly to the hotel's sustainability goals, reduced operational carbon footprints, and improved staff engagement in environmental stewardship.

Future Goals- Annual Sustainability Action Plan

SUSTAINABILITY GOALS			
Greenhouse gas emissions goal 1			Deadline
Reduce total electricity consumption in the guest rooms by 1% by December 2025.			31/03/2025
Actions/Activities			
1.	Most light bulbs have been replaced with LED. The remaining non-LED bulbs should also be replaced to complete the transition.	Deadline	31/03/2025
		Coordinator	Maintenance Department
		Title/designation	
2.	A Lights On/Off Procedure has already been established. Staff awareness should be enhanced to ensure consistent implementation of this policy, promoting energy conservation across the premises.	Deadline	15/09/2025
		Coordinator	Dilini Madubashini
		Title/designation	Sustainability Co-ordinator
3.	Number all light bulbs and switchboards in public areas to avoid unnecessary switching on and promote energy saving.	Deadline	31/07/2025
		Coordinator	Pasindu
		Title/designation	Assistant Engineer

4.	Two submeters were installed as per the previous year's action plan. An audit was conducted due to wiring issues. Once the updated electrical diagram received, identify suitable locations for additional submeters and proceed with installation.	Deadline	15/12/2025
		Coordinator	Mr. Pasindu and Dr. Kolitha
		Title/designation	Assistant Engineer and Consultant automobile engineer
5.	Colour coding for switchboards	Deadline	31/07/2025
		Coordinator	Ms. Chalani and Ms. Nethmi
		Title/designation	Agriculture officer and
6.	Replace the existing dimmer switches with suitable standard switches designed for LED bulbs to ensure optimal performance and energy efficiency.	Deadline	30/07/2025
		Coordinator	Chaminda
		Title/designation	Maintainance Engineer
7.	Install the already purchased sensor lights at the main entrance and public toilets to enhance energy efficiency and improve lighting control.	Deadline	31/04/2025
		Coordinator	Pasindu
		Title/designation	Assistant Engineer
8.	Replace desktop computers with laptops when a breakdown occurs. The purchasing decision should prioritize laptops, except in cases where specific requirements dictate otherwise.	Deadline	31/12/2025
		Coordinator	Dr. Asanga, Mr. Dileekan and Ms. Sanduni
		Title/designation	Head of Sustainability, IT technologist, and Procurement assistant
9.	Upgrade the existing solar system to a 10KVA or 20KVA capacity, depending on feasibility, to enhance energy efficiency and meet increased power demands.	Deadline	30/12/2025
		Coordinator	Dr. Asanka and Mr. Chaminda
		Title/designation	Head of Sustainability and Maintaince engineer

Greenhouse gas emissions goal 2			Deadline
Reduce greenhouse gas emissions from fuel, LPG usage, and waste by 1.5% by the end of March 2026.			30/03/2026
Actions/Activities			
1.	Set a maintenance schedule for the gas burners, appoint a responsible person, and resolve any existing issues with the gas stoves.	Deadline	31/06/2024
		Coordinator	Sarath
		Title/designation	Maintainance technitian
2.	Explore and identify possibilities for introducing an online transfer method for utility payments to improve efficiency and reduce manual processing.	Deadline	31/09/2025
		Coordinator	Mrs. Carmen
		Title/designation	Assistant Accountant
4.	Implement a system for emailing the final bill and issue printed bills only upon customer request, to reduce paper usage and enhance operational efficiency.	Deadline	31/05/2025
		Coordinator	Thisaru
		Title/designation	Receptionist

Water goal 1			Deadline
Supply 200,000 liters of water from the rainwater harvesting system for internal hotel use by December 31, 2025			30/12/2025
Actions/Activities			
1.	Deploy a rainwater harvesting system. Upon receiving the test report, evaluate the feasibility of using harvested rainwater for washing purposes. Based on the results, direct the water either to the treatment plant or for use in gardening.	Deadline	15/05/2025
		Coordinator	Ms. Dilini and Mr. Sumith
		Title/designation	Consultant and MD
2.	Construct a rainwater harvesting system at the Ayurveda building by utilizing the existing underground water storage tank located nearby.	Deadline	31/09/2025
		Coordinator	Mr. Chaminda and Mr, Sumith

		Title/designation	Maintenance Engineer and plumber
Water Goal 2			Deadline
Supply 200,000 liters of water from the rainwater harvesting system for internal hotel use by December 31, 2025			30/12/2025
Actions/Activities			
1.	Mark the maximum and minimum water levels for the herbal bath at the Ayurveda center to ensure proper usage and water conservation.	Deadline	31/07/2025
		Coordinator	Ms. Thilka and Mr. chaminda
		Title/designation	HOD-Ayurveda and Maintenance engineer
2.	Procure and install pressure spray nozzles at the ends of all hose pipes throughout the hotel premises to enhance water efficiency and improve cleaning effectiveness.	Deadline	31/07/2025
		Coordinator	Ms. Sanduni, Mr. Perci and Mr. Sumith
		Title/designation	Purchasing assistant, HOD-Garden, Plumber
3.	Purchase and install a movable faucet (swing or flexible type) in the dishwasher area to improve accessibility and efficiency in cleaning operations.	Deadline	31/07/2025
		Coordinator	Ms. Sanduni, Mr. Perci and Mr. Sumith
		Title/designation	Purchasing assistant, HOD-Garden, Plumber

Biodiversity Goal 1			Deadline
			31/03/2026
Actions/Activities			
1.	Increase the number of beekeeping boxes to a total of five to support biodiversity and enhance pollination within the premises.	Deadline	31/12/2025
		Coordinator	MS. Chalani and Mr. Isururu

		Title/designation	Agriculture officer and
2.	Establish a butterfly garden in the backyard.	Deadline	30/09/2025
		Coordinator	Ms. Chalani, Ms. Nethmi and Mr. Fernando
		Title/designation	Agriculture officer
3.	One new plant will be assigned to each employee, and they will manage the care and maintenance of these plants. Planting pots (50) were ready to start this program from the health center. Need to identify the list of plants.	Deadline	31/12/2025
		Coordinator	Dr. Pathmashanthi and Ms. Chalani
		Title/designation	
4.	Increase the 2 more types of Sri Lankan tuber crops for the tuber crop collection.	Deadline	31/07/2025
		Coordinator	Ms. Thilini, Ms. Chalani, and Mr. Fernando
		Title/designation	

Biodiversity Goal 2			Deadline
To initiate a collaborative partnership with the Marine Environment Protection Authority (MEPA) for the conservation of Barberyn Reef by supporting existing coral reef assessment efforts, accessing relevant reef health data, and aligning resort-based awareness and protection activities with national marine conservation strategies.			31/03/2026
Actions/Activities			
1.	Initiate communication with the Marine Environment Protection Authority (MEPA) to understand existing coral reef assessment activities and explore opportunities for collaboration specific to Barberyn Reef.	Deadline	31/07/2025
		Coordinator	Ms. Dilini and Ms. Thilini
		Title/designation	Sustainability Officer and Environment officer
2.	Request access to existing coral reef health data for the Barberyn Reef area to establish a baseline understanding and identify conservation needs.	Deadline	30/08/2025
		Coordinator	Ms. Dilini and Ms. Thilini
		Title/designation	Sustainability Officer and

			Environment officer
3.	Offer support for MEPA's ongoing or future assessments in the Barberyn Reef area, such as logistical assistance, coordination, or promoting awareness among hotel staff and guests.	Deadline	31/09/2025
		Coordinator	Ms. Dilini and Ms. Thilini
		Title/designation	Sustainability Officer and Environment officer
4.	Use MEPA's data and guidance to identify one or two reef conservation actions that Barberyn Ayurveda Resorts can support—such as guest education, installing reef-friendly signage, or promoting reef-safe sunscreen use	Deadline	31/12/2025
		Coordinator	Ms. Dilini and Ms. Thilini
		Title/designation	Sustainability Officer and Environment officer
5.	Create a leaflet with good snorkeling guidelines for guest rooms to enhance guest knowledge about the coral reef	Deadline	31/03/2026
		Coordinator	Ms. Dilini, Ms. Thilini and Mr. Srimal
		Title/designation	Sustainability Officer, Environment Officer and IT officer