Annual Sustainability Report *2024-2025*

Barberyn Reef
Ayurveda Resort
Hospital Pvt Ltd

By – B. A. T. Amalka

Massage 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

Barberyn Reef which was founded in 1984 is widely believed as the first Ayurvedic resort in the world. 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

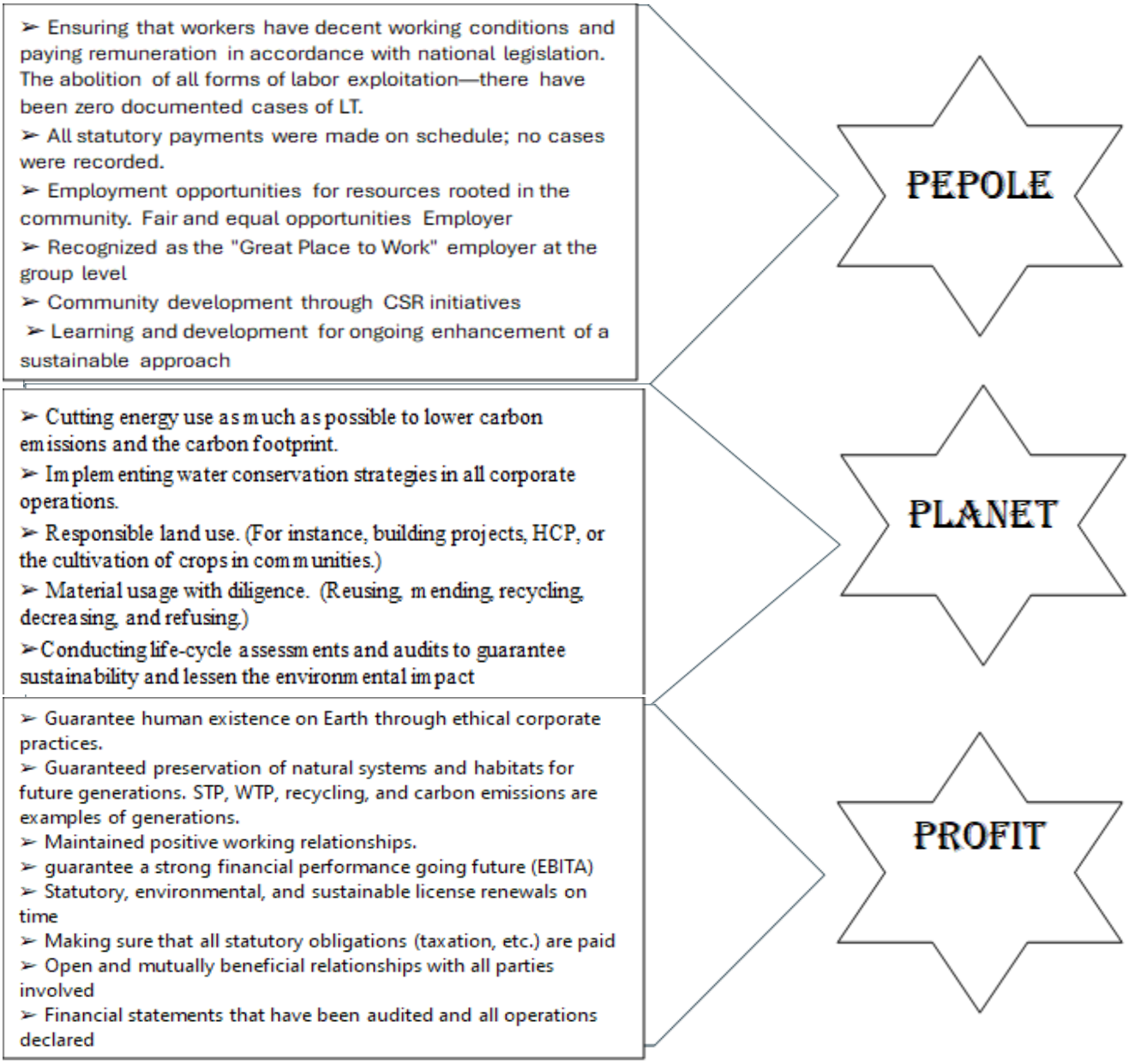
"The Barberyn vision is Human development. It goes beyond the economic, social & environmental dimensions, and includes the sanctity of life & inner peace.

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.

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.

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

- Promoting activities to protect, conserve and rehabilitate the marine ecosystem to reduce the impact of anthropogenic mediation.
- Taking measures to improve the well-being of stray animals and reduce the risk by offering proper vaccination and neutering
- Training all members of staff on animal welfare and raising awareness among employees, guests, and local communities.
- Ensuring that statutory laws, hotel policies are followed and respected where interaction with animals may occur.
- Establishing a reporting mechanism for employees, guests, to report any cases of animal welfare issues and ensuring appropriate action is taken.
- Promoting sustainable food choices that minimize the negative impacts on animals and ecosystems, such as supporting local, organic, and cruelty-free food suppliers. Purchasing fish, meat and dairy products from reliable and screened suppliers.
- Refraining from serving endangered or threatened species and products derived from illegal wildlife trade.
- Avoid promoting activities that might harm or change the natural behavior of wild animals or damage their environment. In particular not offer any activities in which guests directly interact with wild animals by touching, feeding or petting them.
- Promoting responsible tourism practices that respect the rights and well-being of animals, including those in natural habitats and in human care. Prioritizing activities that promote observation, education, and appreciation of animals in their natural environments.

- Offering activities involving animals only if they comply with strict animal welfare guidelines and are deemed appropriate for the well-being of the animals involved.
- Managing our waste in a way that does not attract wild animals to the resort to feed on human food waste.
- Actively collaborating with local organizations, government agencies, and NGOs working in the field of animal welfare to enhance our efforts.
- Conducting regular assessments and audits to ensure compliance with these standards and continuously improve our animal welfare practices.

All employees are responsible for upholding this policy under the supervision of the Resident Manager. Every incident will be promptly investigated by senior management.

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

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.

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

- Training all members of staff on child protection, including recognizing signs of abuse and appropriate response procedures. Raising awareness among employees, guests, and local communities about child protection.
- Preventing the employment/deployment of children. We will not employ any person under the legal age (18 years).
- Ensuring that statutory laws, hotel policies as well as local customs and traditions are followed and respected when taking guests to our properties where interaction with children and young people may occur.
- Establishing a confidential reporting mechanism for employees, guests, and community members to report any suspected cases of child abuse or exploitation. Handling reports promptly and discreetly.
- Ensuring that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored.
- Ensuring appropriate action is taken in the event of incidents/concerns such as reporting any incident to relevant authorities, removal of the person involved from the premises, and support provided to the individuals who raise or disclose the concern.
- Ensure that no locally sourced product will in any way be purchased, used or promoted if it comes to our knowledge that it has been produced, wholly or in part, with the help of child labor.

Actively collaborating with local organizations, government agencies, and NGOs working in the field of child protection to enhance our efforts, share best practices, and contribute to the overall well-being of children in the community.

All employees are responsible for reporting suspected child abuse or exploitation of any kind. Any person who has knowledge of suspects or has witnessed possible child protection issue has been instructed to immediately notify the Resident Manager of the respective hotel and/or HR department. Every incident will be promptly investigated by senior management.

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.

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

- Respecting and celebrating the cultural diversity and heritage of the local communities, incorporating their traditions, arts, and crafts into our guest experiences.
- Respecting our local customs and traditions, and encouraging our guests to do so as well. For example, dressing appropriately when venturing out of the property.
- Prioritizing the hiring of local community members and provide fair employment opportunities, promoting inclusive growth and reducing economic disparities.
- Promoting gender equity by empowering women and girls and offering fair and equal access to opportunities.
- Encouraging the community to care about sustainability and conservation.
- Sourcing goods and services from local suppliers where feasible, supporting local businesses and contributing to the local economy.
- Actively contribute to the health and well-being of the local communities promoting healthy lifestyles.

- Taking preventive measures to ensure the operations at the hotels does not disturb the surrounding communities.
- Ensuring that any new building or renovation work does not negatively impact the way of life of the surrounding communities.
- Providing guests with information on our local communities and encourage them to visit and interact with our local communities in a responsible way.

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.

DISCIPLINARY PROCEDURE

Employees are required to conduct themselves at all times in accordance with the company's policies, rules, and regulations. Employees must also follow certain established norms outside of work hours and the workplace. Any employee who is the subject of a misbehavior complaint will get fair treatment as per the Disciplinary Policy.

PROCESS

Preliminary Inquiry

Any act of misconduct or breach of company's policies, rules, and regulations must be brought to the notice of the owner, owners' representative or HR department.

This complaint should be recorded with the relevant signatures of the party filing the complaint, and the Head of HR informed.

A preliminary inquiry should be held to gather facts to see if indeed a breach has occurred. All statements and proof should be recorded with signatures, and in the event there is any digital evidence this should be backed up.

Depending on the gravity of the misconduct, an employee may be suspended with pay in order to avoid any possibility of the investigations being hampered.

Explanation

Should a breach of conduct be established, HR will issue a letter requesting explanation, which the employee needs to reply within 5 working days.

1.3 Action

In the event an employee is found not guilty of the charges, then the employee will be informed that all charges have been dismissed and the disciplinary process concluded. Additionally, a complaint will be advised if the complaint was found to be made with malicious intent.

In the event an employee is found guilty of the charges, whether by evidence presented or acceptance, then the employee will be penalized in accordance of the offence and will be informed via written communication. Employment will be immediately terminated if the employee found guilty of serious misconduct.

Some examples of penalties may include:

Verbal warning

Written warning

Reassignment of job role

Immediate dismissal

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.

GRIEVANCE PROCEDURE

For any employee who has a concern or issue about their work, their workplace, or someone they work with, the Grievance Procedure is there to guide them fairly and without prejudice as they address their concerns.

PROCESS

1.1 Informal Stage

Prior to reporting a grievance, an employee may approach and request confidential informal advice from HR or an appointed employee welfare team member on how to address the grievance.

1.2 Formal Stage – Step 1

Should the advice received during the informal stage not rectify the grievance, then the employee is required to bring the grievance to their department head where it will be thoroughly discussed and documented. In addition, the grievance can be directly emailed to asanga@barberyresorts.com. The department head is required to rectify the grievance within 7 working (short time duration) days, and provide feedback.

1.3 Formal Stage – Step 2

In the event the grievance is not resolved in the above mentioned 7 working days (short time duration) by the department head, or the employee is unhappy with the outcome, then the employee may officially or directly walk in to the CEO / Director's office for a solution.

Formal Stage – Step 3

In the event the grievance is not resolved yet at this stage, or the employee is unhappy with the outcome, as a final stage the employee may report this to the owner or owners representative's for a solution.

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.

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

- Providing a safe and healthy environment, and ensuring the welfare of our guests, staff, suppliers, and the local communities we interact with.
- Maintaining high standards of cleanliness and hygiene throughout our facilities and premises.
- Ensuring the safe handling of food and beverages.
- Ensuring thorough risk assessments on all activities and locations are conducted and hazards are either removed or controlled to enable safe working conditions.
- Ensuring that all the equipment and machinery we use is safe, fit for purpose and suitably maintained.
- Ensuring staff are trained to carry out their day to day operations with the appropriate information and supervision that allows them to function in their tasks in a safe manner.
- Ensuring employees adhere to protocols in place, including using necessary personal protective equipment and clothing.
- Ensuring regular health and safety meetings are held to achieve an adequate level of compliance.
- Providing clear and accessible information on safety measures and emergency procedures to guests.

- Investigating all accidents and develop action plans to prevent recurrences.

All employees will be made aware of 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.

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

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

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.

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

- Prohibiting the use of all forms of forced labour and any human trafficking.
- Employing individuals over the applicable statutory minimum age for workers.
- Focusing on a culture that strives for zero accidents.
- Recruiting people based on needs in the organization and their qualifications, skills, experience and attitude.
- Fostering a workplace that is free from discrimination or harassment based on race, sex, national or social origin, religion, age, disability, sexual

orientation, political opinion, or any other status protected by applicable law.

- Compensating employees competitively relative to its industry and the local labour market.
- Promoting a good work-life balance for our employees.
- Provides health care, staff meals, and accommodation to all staff based on their request.
- Ensuring dialogue is the preferred way of resolving issues.
- Providing employees with a mechanism to report concerns confidentially, anonymously, and without fear of reprisal, as governed by the applicable company procedures.
- Maintaining a transparent and fair disciplinary policy.
- Refraining from collect recruitment fees from employees.
- Providing necessary training and career development guidance to reach their full potential.
- Conducting regular assessments and audits to ensure compliance with these standards and continuously improve our human rights and labor practices.

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

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

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 though the continuous monitoring, evaluating, and improving of our product and services - guest feedback and staff feedback are paramount in this process.

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

Guest Feedback

- Training and assigning staff members to regularly collect guest feedback during the period of stay, and reporting this information daily to management.
- Providing guests with an on-line or printed feedback form.
- Appreciating all positive comments received, however also encouraging guests to address any problems they may have faced during their stay so that this can be taken up with management and any issues streamlined and rectified.
- Emphasizing to our staff the importance of addressing any issues promptly and providing the guest a solution while they are still in-house where possible.
- Ensuring all suggestions / complaints / feedback received are not only verbally reported to management, but also documented daily report.
- Ensuring all feedback platforms receives an acknowledgment email from management.

Staff Feedback

- The Owner or owner's representative encourages staff feedback (to senior management) with an open door policy, and periodic chats with employees.
- Maintaining a staff suggestion box in the cafeteria area for staff to be able to share their feedback.
- Encouraging staff to share their suggestions and feedback during their periodic appraisals with Owner or owner's representative (meeting with senior management).
- Ensuring all staff feedback is monitored, evaluated and the necessary changes are implemented to ensure a safe and pleasant work environment.

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

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

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.

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

- Training the team involved in organizing excursions on the sustainable excursions policy.
- Ensuring that our experiences always strive to showcase authentic Sri Lanka and all its flavors and tastes and smells.
- We are committed to supporting restaurants and local businesses that offer sustainable food choices that respect the well-being of animals and ecosystems. We believe in the benefits of local, organic, and cruelty-free food for our health and the environment.
- Ensuring experiences are conducted sustainably and reducing the carbon footprint where possible. For example the refreshment served might be a local fresh juice or king coconut, and the activity might be done on foot or on bicycles.
- Conducting a risk assessment prior to adding an activity or experience to the portfolio, that is reviewed annually to gauge the guest safety levels as well as the impact on the community and environment.
- Ensuring experiences promoted do not allow wildlife to be displayed, consumed, or traded other than as part of a regulated activity compliant with local and international law.
- Briefing all new suppliers with Barberyn's code of conduct to ensure the quality of service and safety of the client.

All employees are responsible for upholding this policy under the supervision of the Resident Manager. Any nonconformities will be promptly investigated by senior management.

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.

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

- Ensuring this policy is enforced by our Head of Procurement.
- Providing our procurement team with periodic training on sustainable purchasing.
- Educating our suppliers on our sustainable purchasing guidelines, and by sharing our policies and best practices.
- We are committed to influencing our suppliers to adopt more environmentally friendly alternatives or reduce, reuse, or eliminate packaging.
- Ensuring all purchases are carefully assessed to ensure they are the most sustainable option if they meet cost and performance requirements. This includes options featuring low energy consumption, non-hazardous materials, and recyclable.
- Purchasing locally where feasible, supporting the local community and reducing the carbon footprint.

- Ensuring proper planning of purchases, with careful attention paid to the weekly guest forecast. Perishables with long shelf lives to be bought in bulk, and those with shorter shelf lives to be bought in smaller quantities.
- Prioritize organic vegetables, fruits and other items.

- Eliminating the use of single use plastic where feasible, and encouraging our suppliers to do the same, by wooden boxes, cardboard cartons, cane boxes, and reusable crates whenever possible.

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

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

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.

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

- Training all members of staff on sustainable transport and raising awareness among employees, and guests where possible.
- Provide our chauffeurs and transport providers with a strict code of conduct, along with training on sustainability.
- Monitoring of fuel consumption and driving style – request feedback from guests and discuss with driver.
- Encouraging the prioritization of sustainable transport options for staff when travelling around the island or abroad.
- Prioritizing sustainable transport options for guests doing transfers or excursions, taking into account price, comfort, and any practical considerations.
- Ensuring vehicles used by guests for transfers and excursions are appropriately allocated – you don't allocate a mini coach for two pax.
- Ensuring routes taken are carefully planned to minimize unnecessary use of fuel.
- Diligently ensure all vehicles are serviced and maintained regularly according to the manufacturer's specifications.
- Purchasing vehicles with low energy consumption and emissions where feasible.

All employees are responsible for upholding this policy under the supervision of the Resident Manager and Transport Manager.

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.

PROCESS

Raising a concern

Any concern should be raised with your team leader, your HR team, or senior management, depending on the seriousness of the issue and who is involved. In the event you feel management is involved, you may directly approach the managing director or owner's representative.

When raising a concern, it is recommended to do so in writing to wbp@barberynresorts.com. Please include as much detail as possible, with dates, names, location, and problem and when it first started.

Barberyn's response

The response and action taken will vary depending on the nature of the case, and can include an internal investigation, an external auditor investigation, and independent inquiry, or where necessary referred to the Police or relevant authorities.

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

Energy consumption	**Total kWh**	**Average kWh per guest night**	**Total kg CO_2e**	**Average kg CO_2e per guest night**
2024 Jan-2024 December	317989.4 kWh	17.091 kWh	136.035kg CO_2e	7.31kg CO_2e
2025 Jan-2025 December	347685 kWh	16.58 kWh	141.119 kg CO_2e	6.73kg CO_2e

The energy consumption reduction from 2024 Jan-2024 December, compared to the same period from 2025 Jan-2025 December, is approximately 7.83%

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

Year	Composted Waste kg CO_2e	Landfill Waste kg CO_2e	Total solid waste emission kg CO_2e
2024 Jan-2024 December	505.68 kg CO_2e	9.93 kg CO_2e	515.61kg CO_2e
2025 Jan-2025 December	496.80 kg CO_2e	58.54kg CO_2e	599.97kg CO_2e

Waste Management Effort

A comparison of solid waste-related carbon emissions between 2024 and 2025 indicates an increase in total emissions from 515.61 kg CO_2e to 599.97 kg CO_2e. This rise is mainly associated with the increase in landfill and disposal-related waste streams during 2025. Landfill/disposal waste emissions increased markedly from 9.93 kg CO_2e in 2024 to 58.54 kg CO_2e in 2025, primarily due to the higher generation of polythene waste subjected to combustion and increased disposal of textile and mixed waste materials. The notable rise in polythene combustion emissions significantly contributed to the overall increase in emissions during the reporting period.

Composted waste emissions showed a slight decrease from 505.68 kg CO_2e in 2024 to 496.80 kg CO_2e in 2025. This reduction suggests improved management or reduced generation of biodegradable organic waste, particularly food and garden waste directed toward composting practices. Despite the increase in overall emissions, the relatively stable compost-related emissions indicate the continued implementation of organic waste diversion strategies.

In contrast, emissions associated with recycled and reused waste management increased substantially from nearly 0 kg CO_2e in 2024 to 44.63 kg CO_2e in 2025. This increase reflects the higher quantities of recyclable materials such as paper, plastics, glass, and metals processed through recycling streams during 2025.

Although recycling activities contributed additional processing-related emissions, these practices remain environmentally preferable compared to landfill disposal, as they support material recovery and reduce the long-term environmental burden associated with solid waste management.

Sustainable Procurement

Year	Single-use Plastics	Environmentally Hazardous Substances (L)	Environmentally Hazardous Substances (Kg)
2024 Jan-2024 December	27940 units	5303.80 L	569.75 Kg
2025 Jan-2025 December	100 units	4122.55 L	442.35 kg

A comparison of the consumption data between 2024 and 2025 demonstrates a substantial reduction in the use of single-use plastics and environmentally hazardous substances, highlighting the organization's continued commitment toward environmentally responsible operational practices.

Single-use plastic consumption showed an exceptional decline from 27,940 units in 2024 to only 100 units in 2025, representing a reduction of approximately 99.6%. This dramatic decrease indicates the successful implementation of strict plastic reduction initiatives within the facility. The reduction was primarily achieved through the replacement of disposable plastic items with reusable and sustainable alternatives, alongside improved procurement policies aimed at minimizing unnecessary plastic consumption across daily operations.

Similarly, the use of environmentally hazardous substances also decreased considerably during the reporting period. Liquid hazardous substance

consumption declined from 5,303.80 L in 2024 to 4,122.55 L in 2025, reflecting a reduction of approximately 22.3%. In addition, hazardous solid substance usage decreased from 569.75 kg to 442.35 kg, representing a reduction of nearly 22.4%. These reductions suggest improved chemical management practices and increased awareness regarding the environmental impacts associated with hazardous material usage.

The observed improvements can be attributed to several sustainability-focused initiatives implemented throughout 2025. Awareness and training programs were conducted for operational staff to encourage the responsible use of chemicals and materials. Furthermore, Standard Operating Procedures (SOPs) were strengthened to ensure the proper handling, storage, and measured application of cleaning and maintenance chemicals, thereby preventing unnecessary overconsumption. The organization also promoted the adoption of environmentally friendly substitutes wherever feasible, contributing further to the reduction in hazardous substance usage.

Overall, the results clearly demonstrate a positive transition toward sustainable resource consumption and environmentally conscious operational management. These initiatives have significantly reduced the environmental burden associated with plastic waste and hazardous substances while supporting broader sustainability and waste minimization goals.

Future Goals- Annual Sustainability Action Plan

SUSTAINABILITY GOALS			
Greenhouse gas emissions goal 1			**Deadline**
Reduce total electricity consumption Per guest night by 3% by December 2025.			31/12/2025
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 (HK- Jude M- Nadeera)

		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 (Sustainability Team)
		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 – (Jude)
		Title/designation	Maintainance Engineer
7.	Install the already purchased sensor lights at the main entrance (Done) 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. Dileeka and Ms. Sanduni
		Title/designation	Head of Sustainability, IT technologist, and Procurement assistant
9.	Upgrade the existing solar system to a 10KVA or 20(80) KVA capacity, depending	Deadline	30/12/2025
		Coordinator	Dr. Asanka and Mr. Chaminda

	on feasibility, to enhance energy efficiency and meet increased power demands.	**Title/designation**	Head of Sustainability and Maintaince engineer
10.	Conduct a baseline electricity audit based on the 2024 electricity consumption.	Deadline	31/12/2025
		Coordinator	Ms. Dilini
		Title/designation	Sustainability Coordinator

Greenhouse gas emissions goal 2			**Deadline**
Reduce greenhouse gas emissions from fuel, LPG usage, and waste by 3% by the end of December 2025.			31/12/2025
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**	31/06/2025
		Coordinator	Sarath
		Title/designation	Maintenance technician
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 (Talk with Mr. Yapa)
		Title/designation	Receptionist

Water goal 1			**Deadline**
Supply 200,000 liters of water from the rainwater harvesting system for internal hotel use			30/12/2025
Actions/Activities			
1.	Deploy a water testing for 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	**Deadline**	15/05/2025
		Coordinator	Ms. Dilini and Mr. Sumith
		Title/designation	Consultant and MD

	treatment plant or for use in gardening.		
2.	Estimate the possibility of 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**
Establish a reliable and measurable water consumption baseline within three months following installation of a new sediment-resistant water meter positioned after the water treatment system. (Failure of the initial water meter caused by high sediment content in groundwater has prevented accurate monitoring of treated water consumption within the hotel.)			30/12/2025
Actions/Activities			
1.	Completely empty the shallow well and thoroughly remove all accumulated sediment and debris to restore water clarity and prevent damage to pumping and measurement equipment.	**Deadline**	31/07/2025
		Coordinator	Mr. Sarath
		Title/designation	Maintenance assistant
2.	Install a suitable sediment filter at the pump water intake point to minimize suspended particles entering the system and to protect downstream equipment, including the treatment unit and flow meter.	**Deadline**	31/08/2025
		Coordinator	Mr. Sarath
		Title/designation	Maintenance assistant
3.	Conduct a comprehensive water audit to determine current water extraction levels and verify the approved minimum and maximum extraction capacity as authorized by the Water Resources Board of Sri Lanka	**Deadline**	31/07/2025
		Coordinator	Ms. Dilini and Ms. Thilini
		Title/designation	Sustainability Officer and Environment officer.
4.	Identify and install an appropriate pipeline section after the water	**Deadline**	31/09/2026
		Coordinator	Mr. Chaminda

	treatment unit where all treated water supplied for hotel operations passes through.	**Title/designation**	HOD, Maintenance Department

Biodiversity Goal 1			**Deadline**
To enhance on-site biodiversity and support local pollinator populations by increasing the number of beekeeping boxes to 3 within the property.			31/03/2026
Actions/Activities			
1.	Identify suitable, low-disturbance locations within the property for additional beekeeping boxes.	**Deadline**	31/12/2025
		Coordinator	MS. Chalani and Mr. Isururu
		Title/designation	Agriculture officers
2.	Procurement and Installation.	**Deadline**	30/09/2025
		Coordinator	Ms. Chalani, Ms. Nethmi and Mr. Fernando
		Title/designation	Agriculture officers
3.	Conduct routine inspections to monitor colony strength, pest presence, and disease control.	**Deadline**	31/12/2025
		Coordinator	Ms. Chalani, Ms. Nethmi and Mr. Fernando
		Title/designation	Agriculture officers
4.	Increase the 2 more types of Sri Lankan tuber crops for the tuber crop collection.	**Deadline**	31/07/2025
		Coordinator	Ms. Chalani, and Mr. Fernando
		Title/designation	Agriculture officer and General Helper

Biodiversity Goal 2	**Deadline**
Organize a plant donation programme to distribute at least 750 plants grown from seeds collected from the property's kitchen, contributing to biodiversity conservation and community engagement.	31/03/2026
Actions/Activities	

1.	Collect seeds from fruit species used in the kitchen that are suitable for small-scale home gardens, such as soursop, avocado, and sapota. Clean and store the seeds properly for propagation.	**Deadline**	31/12/2025
		Coordinator	Mrs. Chalani and Mr. Fernando
		Title/designation	General helper and Agriculture officer
2.	Prepare planting pots by reusing discarded plastic food containers generated as waste within the property, ensuring proper drainage holes are made before planting.	**Deadline**	30/08/2025
		Coordinator	Mr. Fernado and team
		Title/designation	Garden Maintenance team
3.	Establish a small nursery area to germinate and grow the collected seeds. Maintain the seedlings through regular watering, natural fertilization, and monitoring until they reach a suitable stage for distribution.	**Deadline**	31/03/2025
		Coordinator	Mrs. Chalani and Mr. Fernando
		Title/designation	General helper and Agriculture officer
4.	Organize suitable plant donation programmes to distribute the seedlings to **local** community members, staff, and nearby households, encouraging home gardening and biodiversity conservation.	**Deadline**	31/03/2026
		Coordinator	Ms. Dilini and Ms. Nethmi
		Title/designation	Sustainability Officers

Community support activity 1 (<u>Travelife Requirement A23</u>)			**Deadline**
Organize five diversified Corporate Social Responsibility (CSR) initiatives aimed at supporting local communities and promoting sustainable social and environmental development.			31/12/2025
Actions/Activities			
1.	Organize a book donation programme targeting more than 250 school students to support their education by providing essential learning materials and encouraging academic development.	**Deadline**	31/12/2025
		Coordinator	Mr. Thilak and welfare team
		Title/designation	Restaurant supervisor
2.	Conduct a plant donation programme aimed at distributing over 750 plants grown through the property's biodiversity initiatives to promote home gardening, environmental awareness, and local biodiversity conservation.	**Deadline**	31/12/2025
		Coordinator	Ms. Dilini and Sustainability Team
		Title/designation	Sustainability officer and team

3.	Arrange an educational programme for higher education students to raise awareness about sustainable tourism practices, environmental responsibility, and the importance of sustainable development within the tourism industry.	**Deadline**	31/12/2025
		Coordinator	Ms. Dilini and Sustainability Team
		Title/designation	Sustainability officer and team
6.	Provide contributions and support to annual cultural programmes organized by the local residential community, strengthening community relationships and encouraging cultural engagement.	**Deadline**	31/12/2025
		Coordinator	Ms. Dilini and Sustainability Team
		Title/designation	Sustainability officer and team
7.	Support initiatives and programmes that aim to promote and preserve Sri Lankan cultural heritage, including traditional arts, cultural performances, and community heritage activities	**Deadline**	31/12/2025
		Coordinator	Ms. Dilini and Sustainability Team
		Title/designation	Sustainability officer and team

OTHER ACTIVITIES, GOALS AND IMPROVEMENTS			
1.	Translate all the sustainability policies in the resort to German language	**Deadline**	31/12/2025
		Coordinator	Ms. Thilini
		Title/designation	Environment Officer
2.	Perform Travelife desk audit for the continuation of the certificate	**Deadline**	31/03/2026
		Coordinator	Ms. Thilini and Sustainability Team
		Title/designation	Environment officer and team