

	HR POLICY MANUAL		
	ENVIRONMENTAL POLICY	DOCUMENT No: HR 22	REF No: HR/2024/22

At Uga, we are committed to environmental protection and strive to reduce our property’s operational impact on the environment.

Through our environmental policy, we are devoted to;

- Ensuring we comply with all applicable environmental laws and regulations.
- Measuring our environmental performance in energy, carbon emission, water, waste, sustainable sourcing, and animal welfare against our objectives and targets while making sure that we regularly review our progress through periodic audits.
- Training and empowering our staff on our environmental commitments; while communicating the performance data in energy, water, waste and sourcing to all-necessary levels with the staff so that they understand the role they play in delivering our objectives and targets.
- Inviting our guests, suppliers, local communities, and other external stakeholders to support our efforts to reduce our environmental impact while continuously exploring innovative solutions to minimize our reliance on natural resources.

Our achievements and the goals for 2024-2025

- We achieved the “Gold” standard for Travel life for Hotels & Accommodation, and we will maintain it throughout our journey while adding more value.
- We have reduced our energy consumption. We aim to achieve this by further installing energy-efficient lighting along with motion sensors in public and guest areas. Further awareness programs on energy saving such as turning off the lights, air conditions, fans, computers, printers and so on are also being conducted. Additionally, priority will be given to inverter and energy-efficient equipment when selecting the electrical appliances.
- We play an active role in the global fight against climate change by striving toward carbon neutrality in all hotel operations. This does not exclusively refer to offsets that

reduce emissions but through the improvement of energy efficiency and reducing fossil fuel usage. The beautiful nature of Sri Lanka has also been instrumental in our transition to renewable energy. We have installed 659 kW capacity of solar power systems in our resorts that feed to the national grid. We are further investigating increasing our ability to utilize the maximum roof spaces available.

- We aim to reduce our water consumption. We will achieve this by installing water flow restrictions in the taps, showers, and low flush and dual flush toilets in guest bathrooms. We will also have on-call plumbers to attend to water leaks apart from the routine maintenance and spare parts from reputed suppliers that are required regularly.
- We aim to reduce the waste that we send to landfills by separating and measuring all our waste streams, including glass, paper, cardboard etc. and identifying opportunities to reuse or recycle these materials wherever possible, supplemented with the adoption of specific waste treatment initiatives. We are committed to purchasing biodegradable chemicals, and we have implemented a plan to replace the R22 gas by 2027.
- We strive to ensure that non-consumable products are made from recycled content for 2024-2025. We have employed and engaged with the people from local communities to maximize the purchase of local products and services.
- We have put a plan to protect and conserve the nesting sites of endangered species located near the hotel and encourage our guests to take an interest.

We will review and update our environmental policy annually and communicate it to all the employees, external stakeholders and the public.