

DIANI SEA LODGE SUSTAINABILITY REPORT - 2025

The Green Hospitality Journey

At Diani Sea, we believe that by protecting the environment we create opportunities for future. It is our strong conviction that the future survival of tourism as an industry is dependent on our today's responsibility in the management of the resources available to us.

Guided by our responsible business principle, we take a leadership role in implementing environmentally friendly policies with great emphasis on advocating; community, environmental & ethical business.

The Diani Sea Lodge **green hospitality** stands for four key pillars

The Green Milestones at a glance

1. ENVIRONMENT

1.1 Beach & Marine Life Conservation

Our staff participate in the annual International Coastal Cleanup Day, weekly cleanups of Diani Beach and Beach Road, and quarterly coastal cleanups organized by management and local authorities.



Beach Cleaning

1.2 Water Conservation

We have made continuous efforts to conserve water by designing our gardens with tropical plants, reducing the need for water while maintaining the resort's aesthetics. Water distribution is sub-metered to monitor consumption, and we water the gardens at night to minimize evaporation, using harvested rainwater.

1.3 Elimination of Plastic Water Bottles

The Hotel is 100% free from single use plastic water bottles, we purchase and issue out glass bottles to our guest. We offer refillable plastic water bottles in all our guest room

1.4 Elimination of Plastic shower trays

We have embarked on a replacing plastic shower trays with walk in showers and granite trays, a project which is 70% complete.



Walk In Showers

1.5 Desalination plant

Installed a desalination plant to reuse salty water for toilets and bathrooms extending the lifespan of bathroom fixtures.

1.6 Energy conservation

Some of the energy saving efforts include;

- Use of low energy lighting. Abolished use of string lights and only use LED chain lights for outdoor decoration.
- During low occupancy season completely shutting laundering activities once or twice a week except for guest laundry if and when there is a request. This discourages under loading of laundry machines which spreads out energy consumption.
- All management staff are sensitized on the need to open windows when weather permits and avoid air conditioners as well as switching off the same while out of the office.
- Guests are allocated rooms that are in close proximity in order to maximize water heating energy.
- Baking everything at once and only using a smaller oven for roasting.
- Scheduling routine maintenance to ensure equipment perform optimally to remain energy efficient.
- All our guest rooms are installed with solar water heating system.
- All rooms have the cut off A/C KEY system. Without the room key the AC and all electric equipment's turn off automatically.



1.7 Waste Management

Since 2013, we have focused on waste reduction through the following initiatives:

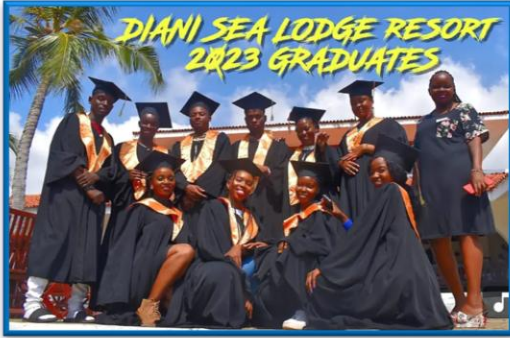
- Partnering with Kwale Plastics for recycling
- Weighing and selectively separating all waste.
- Installing shampoo, shower gel, and hand cream dispensers in bathrooms to eliminate single-use plastic bottles.
- Using rechargeable batteries for TV and AC remotes.
- Replacing plastic straws with paper straws to protect ocean life.
- Implementing a supplier take-back policy for packaging.
- Purchasing in bulk to reduce waste.
- Channeling kitchen effluents through grease traps.
- Sending organic waste to compost for resort garden manure.
- Reusing waste materials to create Christmas and festive decorations.

1.8 Tree Planting



Tree planting exercise by Staff & Guests

2. JOB READY YOUTHS



Class of 2023

*Apprenticeship: Diani Sea Hotels
apprenticeship programme*

3. COMMUNITY ENGAGE

The Diani Seas Hotels group is dedicated to providing excellent service by fostering responsible business practices and strong relationships with authorities, employees, and local communities. Through our employee and community policies, we aim to empower individuals and groups to sustain their livelihoods.:

"Walk for More Water" Initiative

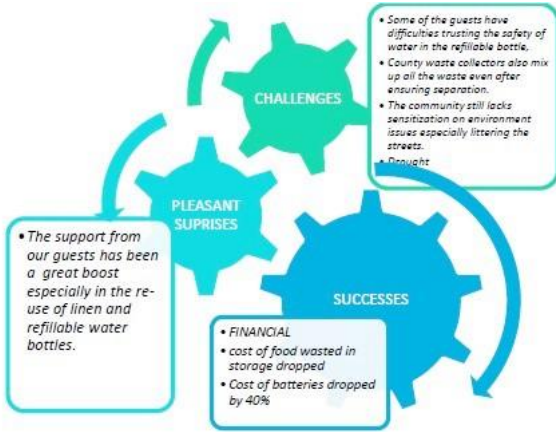


APPRENTICESHIP PROGRAM

The program offers 32 high school graduates a chance to pursue a two-year hotel operations apprenticeship with a monthly stipend. It aims to provide local youth, especially those unable to continue their education due to financial constraints, with an opportunity to build a career in hospitality.

- **Recruitment:** Our workforce mirrors the communities around our area of operation.
 - **Stakeholders:** We allow local communities a weekly market in the hotel to sell their wares as well as engage them for paid entertainment.
 - **Donation & Charity**
 - The hotel supports various causes through financial contributions and in-kind donations, including Turtle Conservation, Regalia, the Goat Derby, local teams like Diani Rugby and the local football team, and the 'Walk for More Water' initiative, which funds borehole drilling. We also encourage guest donations of sunscreen for children with albinism through the Kwale Eye Center.
 - **Local Schools:** We host students from local schools for familiarization trips, fostering community engagement and education who wish to pursue a hospitality career to familiarize themselves with the industry expectations.
- We purchase:** all our fresh produce from local suppliers and engage local distributors for most of our other locally available purchases.
- **Staff transport:** and taxi services are also leased out to local operators.

4. ETHICAL BUSINESS CONDUCT:



We are committed to upholding ethical standards and never compromising them for competitive advantage. The hotel follows strict policies, including child protection, anti-harassment, and equal opportunity. We are proud to have the Coast Region’s only senior female Maintenance Manager, recently featured on Citizen TV’s 'Mwanamke Bomba' (August 2023). The hotel also has a CBA with staff, negotiated through KAHC, ensuring unionization and a service charge as per the agreement. We endeavor to empower our employees by supporting their personal development through training.

Mwanamke Bomba!



STAFF TRAINING

Our suppliers are required to sign a code of conduct which includes avoidance of making or receiving improper payments or gifts to influence decisions.

OUR COMMITMENT TO THE FUTURE

We aim for a plastic-free environment, achieved by implementing sustainable purchasing SOPs that prioritize ordering and receiving glass bottles instead of plastic.

AWARDS

We are proud to have received several prestigious awards in recent years, highlighting our commitment to excellence and sustainability e.g. Booking.com, Holiday Check, Trip advisor and Hotels.com



OUR SUSTAINABILITY COMMITMENT

We aim to begin rainwater collection by the end of 2025 to enhance sustainability.

At Diani Sea Lodge, we are excited to announce a proactive step toward strengthening our commitment to sustainability: the upcoming implementation of a rainwater harvesting system. This initiative, set to launch in the coming months, will allow us to collect, store, and repurpose rainwater for operational uses such as landscaping, irrigation, and facility maintenance.

By reducing our reliance on municipal water supplies and conserving vital resources, this project underscores our dedication to environmental stewardship and responsible resource management. Rainwater harvesting not lessens our environmental footprint but also aligns with our broader mission to integrate sustainable practices into every aspect of our operations.

This effort reflects our ongoing pledge to innovate for a greener future. We will continue tirelessly to explore ways to foster sustainability within our community and beyond.

Together, we're building a more resilient and eco-conscious tomorrow.