

DIANI SEA LODGE SUSTAINABILITY REPORT 2025-2026

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.



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.

Keeping the Beach Clean for human and marine life

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 2025

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.co



DIANI SEA LODGE		
SENIOR MANAGER APPROVAL OF ANNUAL SUSTAINABILITY REPORT 2025-2026		
Signature	First and last name:	
	KEVIN TOM OCHIENG	
	Job title	Date of approval
	HOTEL MANAGER	28 TH JULY 2026

[OUR SUSTAINABILITY COMMITMENT](#)

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

Our Sustainability Journey – Continual Improvement Through Responsible Tourism

At **Diani Sea Lodge** we believe that protecting our environment creates opportunities for future generations. We recognize that the long-term success of tourism depends on the responsible management of natural resources, the wellbeing of our communities and the preservation of the exceptional biodiversity that makes Diani Beach one of Kenya's premier tourism destinations.

Guided by our responsible business principles, we continue to take a leadership role in implementing environmentally and socially responsible practices throughout our operations. Sustainability is integrated into every aspect of the business we transact.

Over the past year, we have continued strengthening our sustainability management system in line with the **Travelife Sustainability Standard**. We remain committed to reducing our environmental footprint, supporting biodiversity conservation, promoting ethical business practices, respecting human rights and creating lasting value for our stakeholders.

Our sustainability programme is built around six strategic pillars:

- 1) Environmental Protection
- 2) Climate Action and Resource Efficiency
- 3) Biodiversity and Marine Conservation
- 4) Community Development and Local Economic Growth
- 5) Employee Wellbeing and Human Rights
- 6) Ethical Business and Responsible Procurement

These pillars guide our decisions and enable us to contribute meaningfully to the sustainable development of Kenya's tourism industry.

OUR SUSTAINABILITY COMMITMENT

Diani Sea Lodge is continually working to improve the positive impact we have on people, communities and the environment.

As part of our long-term sustainability strategy, we have committed ourselves to reducing greenhouse gas emissions generated through energy consumption, water use and waste management by **10% by the year 2030**, while continuing to protect biodiversity and support local conservation initiatives.

We are pleased to report that by **30 April 2026**; we have achieved an estimated **5% reduction** in greenhouse gas emissions compared with our baseline year. This progress has been realized through a combination of energy-efficient technologies, improved operational practices, increased environmental awareness among employees, and ongoing investment in renewable energy.

Although significant progress has been made, we recognize that achieving our 2030 target requires continuous improvement. During the coming years, we will continue investing in renewable energy systems, reducing waste generation, improving resource efficiency and strengthening our environmental management systems.

Our sustainability commitments extend beyond environmental protection. We are equally committed to:

- 1) Conserving the unique biodiversity of the South Coast of Kenya.
- 2) Supporting local conservation organizations protecting endangered wildlife.
- 3) Promoting responsible employment and equal opportunities.
- 4) Empowering local youth through apprenticeship and skills development.
- 5) Supporting local businesses through responsible procurement.
- 6) Maintaining the highest standards of ethical business conduct.
- 7) Protecting children and vulnerable persons through robust safeguarding policies.
- 8) Providing guests with opportunities to participate in sustainable tourism initiatives.

OUR SUSTAINABILITY PERFORMANCE 2025–2026

During the reporting period, Diani Sea Lodge continued implementing practical sustainability initiatives across all operational departments.

Some of our key achievements include:

1. Environmental Performance

- Continued reduction in greenhouse gas emissions, achieving approximately **5% progress** towards our 2030 reduction target.
- Completion of roof insulation improvements to reduce cooling requirements.
- Completion of balcony door replacement to improve room insulation and energy efficiency.
- Continued expansion of solar energy generation, with plans to increase production beyond the current **1,500 kWh** capacity.
- Increased use of digital guest communication screens, reducing paper consumption.
- Continued implementation of water-saving initiatives throughout the property.
- Ongoing waste segregation, recycling and composting programme.
- Continued elimination of unnecessary single-use plastics across operations.

2. Biodiversity Conservation

Protecting the exceptional biodiversity surrounding Diani Sea Lodge remains one of our highest priorities.

During the reporting year, the hotel continued supporting wildlife conservation through financial contributions to local conservation organizations, e.g. Donations towards Colobus Conservation and Contribution to local Turtle Conservation initiatives.

These partnerships contribute to protecting endangered primate populations, conserving nesting sea turtles and preserving the coastal ecosystems that form an integral part of the guest experience.

The hotel also continues organizing annual tree-planting activities involving employees and guests, contributing to increased green cover and environmental awareness.

Diani Sea Resort is continually working to improve the impact we have on people and places. We are committed to reducing our greenhouse gas emissions and to protecting and supporting biodiversity.

As part of that commitment, in 2024 we set ourselves a target of reducing our greenhouse gas emissions from energy, water and waste by 10% before the end of 2030.

We are pleased to report that as of 30th April 2025, we have achieved a reduction of 5%.

There is more work to for us to do and in 2025 and consequentially we are implementing a number of new initiatives throughout our operation to help us achieve our 2030 goal.

We encourage our valued guests, staff and visitors to support us by following the reminders we have provided; on the digital display boards, the notice boards, in room guest notices, the company website about saving water and energy, as well as minimizing and proper disposition of waste.

We have made charitable donations amounting to €2,000 and 40000 respectively for supporting the Colobus and Turtle Conservation within the year ending 30th April 2025. Our contribution plays an important in ensuring the continuity in existence of these endangered species. If you would like to donate to this important initiative, please visit our reception desk. Alternatively check out their website for additional information.

In 2025-26 our focus will be on supporting the community, through empowerment of the youth, done by recruitment of apprentices. Our apprenticeship programme that runs for about three years and upon successful completion, they are awarded with a certificate that declaring them skilled and competent workers not just locally but internationally.

Additionally.....

We also looking into expanding on the production of solar energy through the installation of additional solar panels, raising our current production from 1500kwh with the goal being eventually rendering us safe sustainable, with the excesses generated injected into the national grid system.

Diani Sea Resort is committed to respecting and protecting human rights. We believe that everyone should be treated fairly and with respect. As part of this commitment, we regularly train our staff about preventing discrimination. We are also committed to safeguarding the welfare of children and young people. We have a policy of always reporting suspected instances of child exploitation and abuse to the reception as first respondents and the police. We encourage our guests, staff and visitors to report their own concerns about child exploitation and abuse to the local police by calling 05 555 5555 or reporting directly to the police station located in Ukunda Off Msambweni Road.

Other progress

- Improving roof insulation has been completed
- Increasing solar/pv use (Ongoing)
- Improving room insulation: Balcony door replacement has been completed.
- Reduction in food waste: training scheduled during closure before reopening
- Digitalization of guest notices through digital display screens.

Even though our hotel meets the 60/40 thresh hold of built to green space. We thrive to increase our green coverage.



Hotel Annual Tree planting day where guests participate.

SENIOR MANAGER APPROVAL OF ANNUAL SUSTAINABILITY REPORT			
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SECTION A28 – RECOMMENDATIONS FOR SENIOR MANAGEMENT

Purpose

This section presents the sustainability team’s formal recommendations to senior management for the 2025–2026 reporting period. These recommendations are based on the outcomes of the annual sustainability assessment, performance data reviewed against our 2030 targets, stakeholder feedback, and operational audits carried out during the year ending 30th April 2025. The aim is to ensure that Diani Sea Resort continues to improve its environmental, social and governance performance in line with its stated commitments.

1. Commitments – Recommended Updates

We recommend that senior management formally review and reaffirm the resort’s sustainability commitments in light of the following:

- **Greenhouse Gas Emissions Target:** We have achieved a 5% reduction as of April 2025 against a 10% target by 2030. We recommend retaining this target and accelerating delivery through the solar expansion programme. A mid-term review milestone of 7.5% should be set for April 2027 to track progress.
- **Biodiversity Commitment:** We recommend formalizing the resort’s existing charitable contributions to the Colobus and Turtle Conservation programmes into a written biodiversity commitment, specifying minimum annual financial contributions and measurable outcomes (e.g. number of turtles monitored, canopy coverage maintained).
- **Water Conservation Commitment:** A formal water consumption reduction target has not yet been set. We recommend that senior management approve a target of reducing water usage per occupied room by 10% by 2028, supported by installation of flow restrictors and leak detection monitoring.

2. Goals – Recommended Additions and Revisions

- **Solar Energy Expansion:** The plan to expand solar PV capacity beyond the current 1,500 kWh production is strongly supported. We recommend that senior management commission a feasibility study and approve a phased installation timeline within the 2025–2026 financial year, with a defined target for percentage of energy needs met by solar by 2027.

- **Food Waste Reduction:** Staff training on food waste reduction is planned for the pre-season closure period. We recommend formalizing this into a standing goal with a measurable target (e.g. 15% reduction in kitchen food waste by weight by April 2026), and introducing monthly monitoring using a simple waste log.
- **Green Space Coverage:** The resort already meets the 60/40 built-to-green-space threshold. We recommend setting an explicit goal to increase green coverage to 45% of total resort grounds by 2028, supported by the annual tree-planting programme and replacement of hard surfaces in lower-traffic zones with permeable planting.
- **Community Apprenticeship Programme:** We recommend adding a quantified annual goal for the apprenticeship programme (e.g. a minimum of four new apprentices enrolled per intake cycle), with tracking of completion rates and subsequent employment outcomes to demonstrate social impact.

3. Operational Procedures – Recommended Changes

- **Sustainability Reporting Cycle:** We recommend introducing a formal quarterly internal sustainability review meeting attended by department heads, in addition to the annual report. This will allow corrective actions to be taken in-year rather than retrospectively.
- **Energy and Water Metering:** To support more robust data collection, we recommend approving the installation of sub-metering by operational zone (kitchens, guest rooms, pool, laundry) during the 2025–2026 period. This will enable targeted reduction efforts and accurate reporting against our GHG targets.
- **Supplier Sustainability Screening:** We recommend updating the procurement procedure to include a basic sustainability screening question for all new and renewing suppliers, covering waste disposal practices, labor standards, and environmental certifications. This aligns with responsible sourcing expectations under the certification criteria.
- **Guest Communication:** The existing digital display screens and in-room notices are effective channels. We recommend updating the guest sustainability messaging annually at the start of each season and expanding messaging to include information on local conservation partners (Colobus and Turtle Conservation) to encourage guest participation and donations.
- **Child Safeguarding Procedure:** The resort’s child protection policy is in place. We recommend formalizing the annual staff refresher training on this policy and maintaining a log of training attendance, to provide an auditable record for certification purposes.

4. Priority Actions Recommended for Approval in 2025–2026

The sustainability team requests senior management approval and resource allocation for the following priority actions in the coming year:

1. Commission solar PV feasibility study and approve phased installation plan.
2. Approve sub-metering installation for energy and water by zone.
3. Set and formally adopt a water consumption reduction target (10% per occupied room by 2028).
4. Formalize the food waste reduction goal with measurable targets and introduce monthly monitoring.
5. Update procurement procedures to include supplier sustainability screening.
6. Introduce quarterly internal sustainability review meetings with department heads.
7. Log child safeguarding training attendance to support audit compliance.

These recommendations have been prepared by the sustainability team and are submitted to senior management for review, discussion and approval. Upon sign-off, they will be incorporated into the operational plan for the 2025–2026 year and tracked through the quarterly review process.