

Anse Chastanet & Jade Mountain Sustainability Report June 2024

Looking Back & Looking Forward



Removal of Single Use Plastics

Looking Back – In 2022 we spent a lot of time looking at how to solve the biggest issue we had with Single-Use-Plastics, which was plastic drinking water bottles. We were distributing 330 plastic water bottles daily to guest rooms as amenity water. At 23 grams per bottle this totaled just over 3 tons of plastic that in the context of St. Lucia having zero meaningful recycling means that the 3 plus tons of PET gets landfilled.

So, we made it happen, We not only replaced ALL amenity water with our own glass bottle water service but this has been so successful that we have also removed single use plastic from the table water service and replaced with our own glass bottled water provision.

Looking Forward – In 2025 and beyond we will be searching out viable alternatives and transitioning to removal of the remaining Single-Use-Plastic garbage bags. We would be interested in any feedback from others who have successfully achieved a change away from plastic garbage bags and what alternatives they have found.

Hydration Stations – To further encourage our guests to not use plastic drinking containers and to remain hydrated while on vacation we now issue a stainless-steel sports bottle to each arriving guest and have installed several chilled water hydration stations on property so guests can fill up and stay hydrated as they move around the facilities. We will be extending this program in 2025 to include additional hydration stations at strategic locations.

Utility (Electricity & Water) Consumption Reduction Efforts.

Electricity Looking Back - July 2022 to June 2023 Electrical Consumption:

For the year July 2022 to June 2023 the resorts (Anse Chastanet & Jade Mountain combined) consumed a total of 2,936,673 kW/h of electricity averaging 244,722 kW/h per month.

This represents a small decrease in consumption V's 2021 – 2022 of 11,278 kW/H of electrical consumption monthly. A reduction of 8,4660 KG CO² per month.

Electricity Looking forward – As we are experiencing ever increasing temperatures and extended hot seasons, we are becoming ever more challenged with decreasing our power consumption – Air Conditioning and Refrigeration represents 32% of our overall load and with the extra and extended periods of high ambient heat to be removed cooling is consuming more overall power than previous years.

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We are very optimized with well selected devices, pumps/motors and lighting to be as low a consumer as possible.

Without meaningful changes in local legislation permitting commercial entities to participate in renewable energy sadly we have very limited options for reducing our carbon footprint for electrical consumption going forward.

Water Looking Back – In 2022 Anse Chastanet & Jade Mountain supplements its water needs by harvesting and purifying 100% of the water needed for Jade Mountain Resort. Anse Chastanet consumes an average of 13,000 gallons of water daily and Jade Mountain 12,000 gallons daily – A total consumption of 9.1 million gallons annually of which 4.4million are land-harvested and supplied to Jade Mountain.

In early 2024 we started to supplement Anse Chastanet's water needs from water harvested and treated on site by us. Of the 9 million gallons consumed by the resorts annually we now produce 60% via harvested water (5.4 million gallons) and 40% from the municipal supply (3.6 million gallons).

By harvesting water, we remove the burden of high demand water supply from the community and minimize the energy required to treat and pump water from WASCO. We estimate that this initiative saves 10,800 kW/h of electricity (based on 3 kW/H per 1000 gallons delivered)

Water Looking forward – We will continue to see how much of the resort's water needs can be sustainably harvested and minimize the use of municipally supplied water for our operations.

GAS (LPG Liquid Propane gas) Looking Back - Between June 2022 – July 2023 We used Gas for both resorts 3 kitchens the Laundry & the staff Canteen and consumed a total 78,000.21 Kg of LPG.

Reduction Targets:

Looking Forwards - For 2024-2026 we are aiming to shave a further 4% of electricity consumption and a further 5% off water consumption – This is an ambitious goal as we are enjoying high occupancy during this period and feel we have become very energy and water optimized.

We are seeking to achieve this further reduction via continuing to encourage team member best practice, employing the philosophy “simply do at work what you automatically do at home” Also via metal triggers. We have “turn off when not in use” stickers in all back of house consumption areas,



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Sustainability Goals

Our sustainability goals for 2025 are:

Energy Goals - Reduce electrical consumption by a further 4%, reducing municipal water usage by a further 10% and reduce LPG Consumption by 4%.

Electrical Consumption Reduction - This will be done by continuing to nurture the individual team members' commitment to managing power within their individual work areas. Supporting the philosophy of simply doing at work what you automatically do in your home environment. Results to be measured via tracking comparable occupancy consumption throughout the year to gauge and record reduced consumption.

Reduce dependence on municipally supplied water – This will be done by increasing the distribution of treated harvested rainwater to supplement the water supply for Anse Chastanet Resort by WASCO (Local water company) – Results to be measured against reduced billing for received municipal water volume.

Reduce LPG Consumption by 4% - This will be hopefully achieved via the installation of new gas ovens for both Anse Chastanet & Jade Mountain resorts – The newer more efficient ovens would reduce the LPG consumption of the kitchens by 10% netting a 4% reduction of overall LPG consumption. We continue to look at ways to optimize the laundry equipment dependent on LPG. We will measure the effectiveness of the new ovens by tracking LPG consumption against historical data.

Community and social sustainability goals. – We will continue to be a key supporter of local and community events as listed below. We are unwavering in our support of the community and will continue our efforts as always to develop talent and provide monetary and physical resources to events and causes that are aligned with our standards and ethics.

We will this year as with every year maintain our student mentorship programs and our culinary trainee programs that have been so successful.

Our plan this year is simple and requires us to be steadfast to the commitment we have always shown our community. Details of community support for 2022-2024 are below.

Biodiversity and Physical Environment Goals. – We will sustain and continue with our quarterly reef cleaning exercises. SMMA coral nursery program. We have been actively involved in reef preservation and regrowth since 2016 – to further enhance our program we have employed Susan Robertson, Marine Biologist who starts with us in the first quarter of 2025.

Mitigation of invasive species concern. – At Anse Chastanet & Jade Mountain we utilize a manmade wetland for our wastewater system – This is a “ReedBed” system and requires a vibrant aqua culture to work. Over the years we have used various aquatic plants, but none have

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been as successful as the hyacinth lily. The Hyacinth Lily is listed as an invasive species for St Lucia. Recognizing this concern we ensure that the lily does not spread to any other area than the reedbeds to where they are confined. The ReedBeds are replanted in a cycle where sections of old growth are replaced. All old growth is burnt on removal to ensure no transmission outside of the ReedBeds boundary occurs.

Sustainability & Community:

Anse Chastanet & Jade Mountain's sustainability focus seeks to continuously meet the desires of our clients while conducting business in an ethically, socially, economically and environmentally responsible manner to the benefit of current and future generations, thereby creating value for all our stakeholders.

Some of our Sustainability & Community efforts July 2022 to June 2024

Community Stewardship:

In the period June 2022 to July 2024 Anse Chastanet & Jade Mountain Resorts contributed to numerous organizations by way of direct sponsorship or other material resources being given.

Organizations that we have supported in this period are:

Schools:

- Fond St. Jacques Primary School feeding program and sports meet
- Soufriere Primary School - graduation, awards ceremonies and annual sports meet
- Roblow Government Combined School Sports meet
- Choiseul Secondary School Sports meet
- Bouton Combined School Soufriere Infant School Canaries preschool - graduation ceremony
- River Doree Anglican Combined School - Graduation and Awards Ceremony
- Etangs Combined School & Saltibus Combined School - Staff awards and Gala event
- Kids World Education Centre
- Piaye Combined School Simona's Pre School (SDA)
- Grow-Ed Early Childhood Care and Development Centre Children's Garden
- Learning Centre Plain View Combined School - Retired teachers
- Dugard Combined School Sports event

Churches:

- Soufriere Catholic Youth Organization
- Our Lady of the Roasry of Fatima
- La Clery Benedictine Abbey at the Mount of Prayer - family day
- Our Lady of Lourdes Conference of St. Vincent De Paul Society - fund raising

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Civic Institutions:

- Soufriere Regional Development Foundation - Sports Days
- Office of the District Representative
- Soufriere Fisherman's Co-operative Society, Ltd.
- Soufriere Public Library - Annual Children's summer program
- Roblot Public Library - Annual Children's summer program
- SMMA - support for General Meeting
- Fond Gens Libre Planning Committee
- Soufriere Events Committee
- Soufriere Youth and Sports Council
- St. Lucia School of Music
- Office of the Prime Minister Soufriere /Fond St. Jacques Constituency
- Council Office of the District Representative
- Marine Police Unit of RSLPF - officer celebration
- Ministry of health St. Lucia Fire Service - graduation ceremony
- Ministry of Education District Office 8
- Immigration Department SLU - appreciation dinner

Clubs / Associations / Corporate:

- Soufriere Pitons Lions Club
- Victory Eagles Sports Club Academy
- Whiptail Warriors Rugby Club
- Exciting Tours SLU
- St. Lucia Swimming Association
- WASCO
- Humanistic Solidarity Association
- St. Lucia Nurses Association.

Historical Restoration

In 1760 In the Anse Mamin Valley (within our greater estate) a sugar estate was developed that included the construction of a sugar mill and worker's houses – On the hillside adjacent to the estates mill was the overseer's house which in over 240 years of existing had crumbled and falling into sever disrepair. We took the ruined building apart board by board and painstakingly restored the



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house to the original design and look. Over 70% of the original material was salvaged and reused to restore this beautiful old French overseer's house.

Further Commitment to our Community

At the outset of the 2024 hurricane season, the Sports and Social Committee of Anse Chastanet and Jade Mountain resorts launched an initiative to gather donations benefiting the underprivileged residents of Soufriere. The goal was to bolster their hurricane preparedness. We called upon all departments to contribute hampers filled with essential supplies, and the response exceeded expectations. The Troubetzkoy family, driven by unwavering compassion, doubled the initial donations, enabling us to surpass our goals.

As we meticulously prepared and arranged deliveries, Hurricane Beryl swept past the island, heightening the urgency of our efforts. Despite the challenges, we successfully extended assistance to 34 families in Soufriere, spanning areas such as Palmiste, Fond St. Jacques, Fond Benier, Diamond, Etangs, and Baron's Drive. Our outreach encompassed individuals (adults and children) recently affected by strokes, blindness, amputees, persons sheltering at the St. Isidor's Hall as their homes were damaged by the storm, and those whose livelihoods suffered from Hurricane Beryl's impact."

Health Clinics

The owners of Jade Mountain Resort (Mr. & Mrs. Troubetzkoy) understand the need for workplace health programs. This was due to the fact that employees spend 50 to 80% of their time at work. Therefore, offering quarterly health clinics within the workplace encourages positive behavioral patterns, improves dietary habits, reduces absenteeism to a level that helps to improve the overall wellness & productivity. Our quarterly health clinics includes HIV testing, Pap Smears, Prostate testing, Hypertensive and Diabetes testing and more.

In addition to the quarterly health clinics Anse Chastanet & Jade Mountain Resorts has seen it fitting to provide all who are interested with deeply subsidized medical, dental and life insurance.

Work Experience – Internships - Employment

At Anse Chastanet & Jade Mountain resorts we have always sought to work with community members and our local schools to provide work experience and internship opportunities.

For the period June 2022 to July 2024, we have provided opportunities for 39 students and graduates.

In addition, we started a culinary training program to assist with the training of young and upcoming chefs in the nation. So far 16 young promising Junior Chefs have been through the program with hugely successful outcomes. - This is an ongoing program which we are committed to sustaining.

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Ocean Stewardship

The ocean that surrounds us is an essential element of the local economy and a key reason our guests come to visit us. We therefore understand and take proactive actions to be good stewards for the ocean and the reefs close by. To this extent we undertake quarterly reef cleanings with our dive team and interested members of the community.

Coral Nursery and Marine Health

Bradley, our Reef Life and Renewal Ambassador provides guest tours on request to see how we are growing new corals and supporting the SMMA coral nursery program. We have been actively involved in reef preservation and regrowth since 2016.

Eat Them to Beat Them

St. Lucian 'Conservation Cuisine' Battles Lionfish with a 5-course specialty dinner at the Anse Mamin Beach weekly – This culinary event celebrates chef's talents while conserving the health of our coral reefs – The Lionfish is an invasive species that must be controlled via catch and eat to protect the common fish species that nourish and provide health to the nearshore environment.

Wastewater Management – Zero Marine Discharge

We invested in a managed-wetlands (reedbeds) program as our way to process the wastewater we produce, replicating how nature manages waste within the natural environment.

Our reedbeds have allowed us to manage 100% of our wastewater with zero discharge to the marine environment.

This vision and investment yielded a model way to manage hazard-to-health-and-the-environment potential and save energy while doing so.

Solid Waste Management (Landfill Diversion Program)

Saint Lucia has no existing waste diversion systems. There is no mandatory waste segregation and no recycling done at a national level via the SLSWMA (Saint Lucia Solid Waste Management Authority).

In the absence of a structured recycling system in Saint Lucia all waste forms go to either the Landfill at Deglos or The Waste Collection at Vieux Fort.

All of the island's Southern zoned waste - including ours (Jade Mountain Resort) - goes to the Waste Collection site at Vieux Fort. There is no further use made of what is sent to either Deglos Landfill or through Southern waste collection site and though some material is scavenged off, the majority just gets landfilled.

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Our way to attempt to divert waste to landfill and provide waste streams of value was to work as much as possible with the informal recyclers within Saint Lucia and identify which waste streams were of interest to them. I.E.

- Stainless steel
- Sheet steel and scrap metal (old containers etc.)
- E-Waste (electronics)
- Bottles (glass)
- Some plastics.

Over the period June 2022 to July 2024, we separated items that would have been landfilled and gave away to the informal recycling community 18.48 tons of materials that had value to them. This initiative has reduced our two year waste flow to the landfill by 6.19%

International Labour Standards / Human Rights Standards

Promotions – 3.05% (18 individuals) of our team members achieved promotion (June 2022 to July 2024)

Gender Equality - We currently have a gender balance of 40% females and 60% males within the resorts – We seek to further balance this towards 50/50 gender balance. We ensure that male and females doing the same work are compensated with the same pay.

Local Employment opportunities – Our employee base is made up of 95% St Lucians with 5% being V's overseas employees. Keeping the incomes and tax revenues within St Lucia.

Human Rights Ethics & Standards – Our key ethics policies are on our websites for visibility and accountability. Each Team Member is given a Team Member Handbook. Key points are highlighted during the employee orientation.

In our follow-up formal 1 day Orientation Training, where attendance is documented, the Team Member Handbook is fully explored. Please see highlighted content from Handbook below:

Page 24 Non-Harassment Policy (clauses 3-6)

Page 25 Non-harassment Policy & Equal Employment Policy (total page)

Page 26 Equal Employment Policy contd. (clauses 1-4)

Page 28 Advancing with the Company (clause 10-11)

Page 29 Open Door Policy, Rumors, Confidentiality (clause 2-7)

Page 37 Literacy Education and how the company helps to build employees (clause 6-7)

Page 41 Your Safety, Hazardous Substance Training, Injury and Illness Prevention Program, Workplace Security Policy (total page)

Page 43 Safe Operation of Vehicles, Standards of Conduct with respect to respecting personal and legal rights (clause 4-8)

Page 48 safety and best Practices (clauses 3-4)

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Ethics Policies – We are proud to have inculcated and trained the following ethics policies:

- Management of Environmental Impacts
- Quality Assurance
- Human Rights
- Health & Safety
- Safeguarding Children
- Support & Protection of Local Customs

These policies are also publicly shared on our websites.

Sustainable Procurement (Buy Local Support Local)

Anse Chastanet & Jade Mountain Resorts have always worked with the mandate to buy local and support local. Our purchasing targets local producers as our suppliers. We limit food imports to only those products that are not available on island.

Extending sustainable procurement beyond just food purchases the resorts has always led in St. Lucia with support of local crafts and arts. We have a boutique solely dedicated to locally produced items and an art gallery where local artists can exhibit their creations and sell them to our guests on consignment.

Our Stakeholders and how we communicate with them.

We take pride in ensuring our sustainability report reaches as many people as possible. Our hope is to connect, to stimulate conversations and to seek-out ways to share and collaborate with sustainable practices.

Our stakeholders are identified as, Our Team members, Our Guests, Our Suppliers, Our Sector Association, Collaborative partners in sustainable tourism and Biodiversity and the general public.

- Our sustainability report will be released in the English language as all our identified stakeholders are English speaking.
- Our sustainability report is available to our team members via their department heads and the staff notice boards and via our websites. A printed copy is available at each staff noticeboard location (X 6)
- Our sustainability report will be available to our guests via the in-room guest tablet and on both resorts websites.
- All of our on-island food and drink suppliers will receive a copy of our sustainability report, it will be emailed to them in the form of a covering communication and a PDF report attachment.

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- Our sustainability report will be sent to our wider island-based hospitality sector via distribution by the SLHTA (St Lucian Hospitality & Tourism Association) – The SLHTA has a sector-based membership of over 190 entities and trade associations and includes hoteliers, suppliers, tour operators, taxi operators and vendors.
- Our sustainability report will be shared with entities working in the sustainable tourism space specifically, CAST (Caribbean Alliance for Sustainable Tourism) RT (Regenerative Travel) CHTA (Caribbean Hotel & Tourism Association) it will be emailed to them in the form of a covering communication and a PDF report attachment.
- Our Sustainability Report will be shared with the Caribbean Biodiversity Fund and the CBF's ACE Committee (Advancing Circular Economy) it will be emailed to them in the form of a covering communication and a PDF report attachment.
- Our sustainability report will also be available to the general public or anyone with interest on our web sites https://jademountain.com/about_us/environment.html & <https://ansechastanet.com/environment.html>