



AGENDA 2011/12

Focus Area	Agenda for 2011/2012
Environmental Impact	<ul style="list-style-type: none"> • Aim to achieve Green Globe Certification for all currently operating Sri Lankan City Hotels and Resorts as well as the Maldives Resorts by March 2012. • Aim to achieve LEED Certification for the currently being constructed Chaaya Bey Hotel in Beruwela on completion by March 2013. • Sri Lankan City Hotels and Resorts as well the Maldives Resorts will aim to conduct Energy Audits at each hotel in order to achieve the target of increasing energy efficiency. • The Cinnamon Grand will aim to install a detailed sub-metering system in order to establish department-wise energy targets and achieve the goal of increasing energy efficiency. • Sri Lankan City Hotels and Resorts as well the Maldives Resorts will aim to install energy efficient LED/CFL lighting, Solar panels heaters and Inverter type air conditioners on a replacement basis, as well as Ecogen systems which recover waste heat from air-conditioning units to produce hot water for guest rooms where applicable. • All new retail outlets will be designed to maximise on natural lighting with the installations of skylights / glass panels and conversion of fluorescent light to include electronic ballasts. • Retail Area Managers will aim to conduct internal energy audits for compliance of the initiatives rolled out and establish a reward programme where 20% of the savings achieved is shared amongst the respective staff of the outlet. • Food & Beverage Sector will evaluate the usage of heat recovery of splash steam from the bottling plant to be used for the manufacturing line to reduce the furnace oil consumption in the boilers. • The Group will aim to increase its overall energy efficiency through embracing greener technologies and improved energy management practices. • All Group companies shall monitor emerging issues and keep abreast of regulatory changes, technological innovations and stakeholder interests with respect to bio-diversity. • The Group shall carry out and support projects that conserve and raise awareness about the importance of maintaining the integrity of essential ecosystems. • The Group will aim to monitor the impact on biodiversity hot spots due to increase in tourist inflow in resorts located nearby. • The Group will aim to increase quantity of materials recycled and improve its recycling programmes. • The Group will aim to improve the internal energy efficiency targets set by each business unit.
More than just a workplace	<ul style="list-style-type: none"> • The Group will aim to roll-out the Manager Development programme and the Leadership development programme (AVP/ VP) which would deliver a total 1,100 on-line training hours in these categories. • For middle management levels the Group will aim to offer a customised programme taking into consideration the expected level of competency and the technical skills required. This would be an 80 hours programme per participant and will be a development item every year in the training calendar. • With respect to capability development the Group will aim to use the E- Learning platform to reach 1,000 Executives and above level employees over a period of 12 months.
Ethical Business	<ul style="list-style-type: none"> • The Group will aim to formulate a child labour remediation policy and deploy it across to its relevant stakeholders.
Our Contribution	<ul style="list-style-type: none"> • The Group will aim to improve its process to collect feedback and analyse impact on community for the various undergoing projects by the business units.