



2024 SUSTAINABILITY HIGHLIGHTS REPORT

Paradise KohYao applies a notion of sustainable tourism in our corporate mission statement, which includes the well being of our employees, support for local communities, & protecting & preserving the environment. We offer jobs to locals & empower them to be able to work at professional standards of hospitality service, as well as teaching them to nurture their natural surroundings. Taking into account our commitment to following socially responsible policies, we are an environmentally friendly company that cares about the local people & the environment.



ENVIRONMENT



SUPPORTING PEOPLE



LOCAL ECONOMY &
BUSINESS



COMMUNICATION WITH
GUESTS

OUR SUSTAINABILITY POLICY



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THE FOLLOWING POINTS SUMMARISE OUR PHILOSOPHY:

1. Maintain the resort's ecosystem & preserve local plants & the wildlife habitat of Koh Yao Noi. Maintain the present habitat for the Hornbills & other species present at the resort. Our resort is located in the jungle & we have an on-going program to maintain the jungle habitat, by planting new native trees & plants every month. In addition to our regular tree-planting program, Paradise Koh Yao encourages all wedding couples to plant a coconut palm to commemorate their wedding day.

2. Help to reduce global warming by purchasing products & services that are environmentally friendly & compatible with the local environment. We produce a lot of our own organic vegetables, & herbs in our organic garden. We invite guests to take a tour of the garden & learn more about Thai herbs. Besides being used in the dishes served in our restaurant, guests pick vegetables & herbs to cook with, when they take our cooking classes.

3. Manage & control wastewater disposal in order to avoid pollution of the environment & do our best to conserve water & energy. Each department follows a schedule for turning off air conditioners in offices, there is also a policy of turning off all lights around the resort that are not being used. Beach lights operate on timers, & mini-bars are unplugged in rooms that are not being used.

4. Minimize waste & be responsible in disposing of waste, so as not to disturb the local community. Our staff separates garbage correctly. Our bamboo garbage trash bins in the guest area, are divided into sections for recyclable waste & non-recyclable waste. Our recyclable waste is bought by recycling companies. Our resort has a strong policy of reusing & recycling plastic containers, with an on-going commitment & goal to reduce & remove all unnecessary use of plastic. Our staff is educated to be responsible for the environment & we use cloth bags wherever possible.

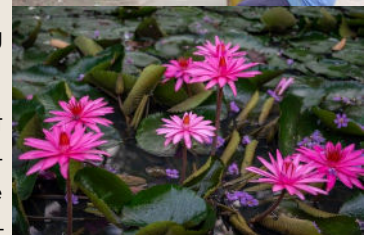
5. Recruit local residents from the island in order to generate additional income for the local community. Purchase local products & services, which do not harm the environment, to support the local economy. Work to build a sense of environmental awareness in the local community. Participate in community activities, to improve the wellbeing of the local people.

6. Treat the staff fairly in line with the Thai labor laws. Build a solid social support system for the staff, in-line with, & wherever possible exceeding, industry standards. Encourage staff participation in the staff welfare benefits & HR policies (via staff committees).

7. The resort has a smoke-free policy, so all of our guest rooms & public rooms are non-smoking areas. Our policy is in line with Thailand's Smoke Free Law.

8. Apply appropriate energy conservation policy, utilize all kinds of energy and best reduces unnecessary use of energy.

9. Purchase products and services that are environmentally friendly, compatible, our contribution to reduce global warming.



PHILOSOPHY



Sustainability & Community at Paradise Koh Yao

At Paradise Koh Yao we believe in nurturing both nature and community. Our commitment to sustainability goes beyond conservation—it's about creating a positive impact on the environment, supporting local wildlife, and empowering the people around us.

Our Environmental Promise: A Greener Future

In 2023, we set an ambitious goal: **reducing our greenhouse gas emissions from energy, water, and waste by 2% before 2024**. As of December 2024 we've achieved a **3% reduction**, marking the first step in our journey. While progress takes time, we're dedicated to accelerating our efforts through innovative initiatives in 2025 and beyond.

How You Can Help:

Small actions make a big difference. Join us in conserving resources by:

- Turning off lights and AC when not in use
- Reusing towels and linens
- Minimizing waste with our recycling stations

Protecting Nature & Supporting Our Community

At **Paradise Koh Yao**, we believe in safeguarding our island's wildlife while uplifting the local community. Together with our guests and team, we've supported **Koh Yao Noi Community** helping rescue and build hornbill shelter—a testament to the power of collective care.

We're committed to protecting our island's natural beauty while fostering a sustainable future for our community.

This year, we're focusing our efforts on;

Waste Reduction Program – Minimizing single-use plastics through refillable amenities, composting organic waste, and upcycling materials into creative art installations

Beach Guardians – Hosting quarterly community cleanups to protect our shores (guests welcome!)

Be Part of the Solution:

- ✓ Join our next ****Eco-Cleanup Day**** – Gloves and reusable bags provided!
- ✓ Try our ****"No Straw Needed"***** initiative – Enjoy fresh coconuts the traditional way

Every small action helps preserve Koh Yao's magic for generations to come. Let's tread lightly and care deeply together.

Ask our Green Team how you can participate during your stay!

Our Commitment to People: Equality & Protection

At Paradise Koh Yao **human rights matter**. We uphold fairness, dignity, and respect in everything we do, with regular staff training to prevent discrimination.

We also stand firm in **protecting children and young people**. If you ever witness or suspect exploitation or abuse, please alert local authorities immediately by calling **1300** or visiting the police station at **191**.

Our next goal:

We recognise that there is more work to be done. In **2026**, we will introduce new initiatives across our operations to support continuous improvement and help us achieve our **2030 sustainability goals**.

- **Climate goal:** Reduce greenhouse gas emissions by **2% by 2026**, with ongoing improvements through energy and resource efficiency.
- **Other sustainability goals:** Eliminate single-use plastics, reduce waste, and support conservation and local communities through our Hornbill Watch programs.

ENVIRONMENT



Energy

Paradise KohYao has reduced its energy use by taking control of temperature ensuring in room air conditioning has an automatic switch off while guest leave the room, using appliances efficiency by ensuring that reduce heat for dishwashers and laundry machine and load the machine to its full capacity which can help to save percentage of water usage and energy for future generations.



Waste

Paradise KohYao has reduced the amount of waste it produces through waste separation to avoid waste generation including reuse and recycling materials where possible for example single-sided paper can be used as a notepad or put it in the recycling box near the photocopies machine so office staffs can reuse it again, inspiring its staffs to bring their own mug to avoid using the disposable paper cups, encouraging its staff to use cotton bag instead of plastic bag to reduce waste, no straw campaign and eco brick making activity.

Water

The hotel uses various methods to save water, including using the low-flow water system including low flush toilet to help reduce water consumption, reuse water by transporting the shower water into the lotus pond and watering of gardens, arouse its staffs to turning off the tap when wash the dish at the canteen or tooth brushing after lunch, regularly check the water tap to minimize the water usage for example check underground pipe leaks and leaks from internal plumbing, outdoor taps and sprinklers.



SUPPORTING PEOPLE



The hotel is committed to treating people fairly and with respect. As well as providing good working conditions for staff and investing in its employees by providing regular training, Paradise KohYao aims to be an active member of the local community. The hotel supports local people by giving donations to local schools, help and develop local schools by build an activity building, supporting local charities, regularly consulting with local government and community on several projects.

Reruitment and training of local unskilled; internally and externally

85%
Locals Staffs

Provide suitable working environment including health and welfare benefits

Fair employment
Engage and support local community environmental activities or conservation and restoration of natural re-

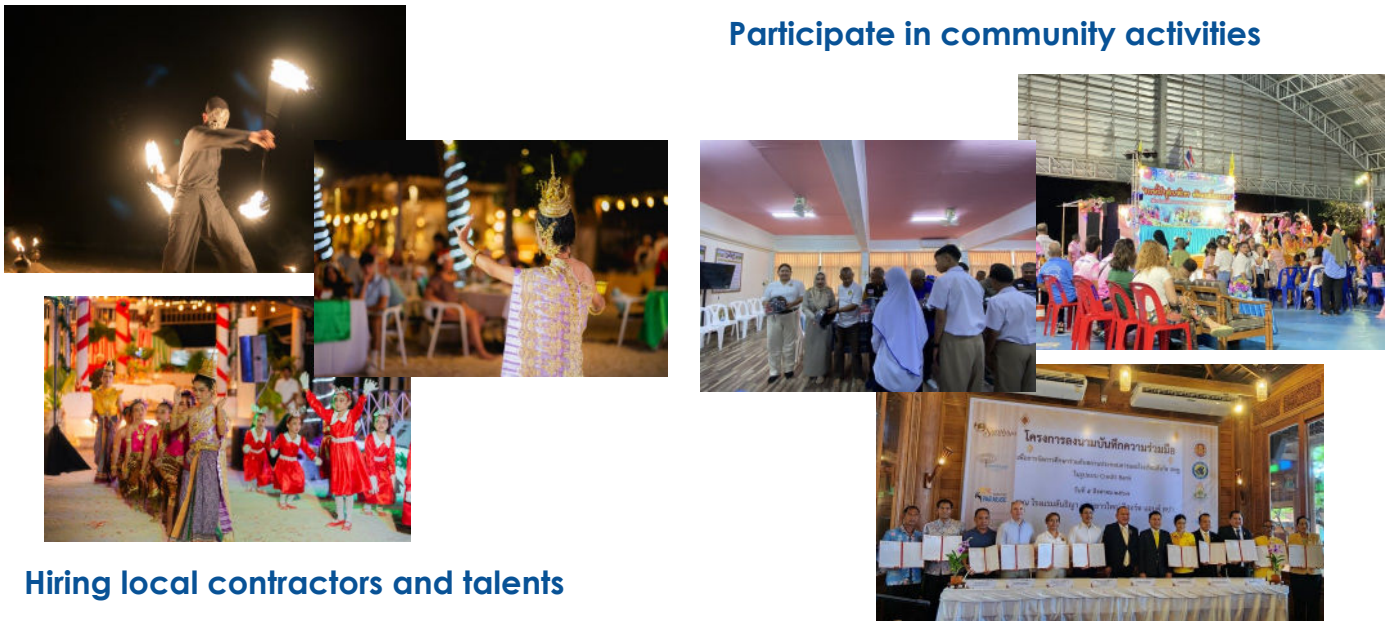


LOCAL ECONOMY & BUSINESS



We are committed to investing in the communities where we do business. Our resort collectively focus on these areas of local giving: recruitment of local residents, purchase local products and service, support local economy, contribution to raise environmental awareness with local community, participate in community activities to improve the wellbeing of its people.

Participate in community activities



Hiring local contractors and talents

Use of local products/souvenirs that are available locally (support income for local community) and ensure that all products/souvenirs are not a product from forest and sea.



Encourage guest to visit the village; offering a unique destination

COMMUNICATION WITH GUESTS



Paradise KohYao also tries to involve guests in their sustainability activities, such as encouraging its guests to reduce energy by providing energy tips such as reusing towels and linen allowing guest to choose whether or not to have their linens and towels changed daily to help us save water, Inspire guests to separate waste follow hotel's green project to minimize negative environment impacts while they are staying in the hotel and informing them not to bring in any extra cans and bottles to the hotel to reduce waste and toxic of e-waste.

A key reason for tourism businesses to care about sustainability is to help protect the unique natural and cultural characteristics of their resort, so it continues to attract tourists in the future. Paradise KohYao therefore serves fresh seafood daily, providing village tour, visit local farming, informing its guest of local restaurants where guest can buy local foods or local products, encouraging guest to work on a rice field, eco bike tour, etc.

ENHANCED GUEST EXPERIENCES

