

STANDARD OPERATING PROCEDURE (SOP)

LOCAL SOP TITLE	Guidelines to Ensure Conservation of Biodiversity		
LOCAL SOP NO.	EO-GEN-005C	NO. OF REVISION	2
DEPARTMENT	Sustainability	EFFECTIVE DATE	1 November, 2025
FOR	CROSSROADS Maldives	APPLICABLE TO	All Business Units
SUPERSEDE SOP #	EO-GEN-005B	RELATED DOCUMENTS	N/A

RECORD OF REVISIONS

REV NO.	REV DATE	BRIEF DETAILS	ENTERED BY
01	16-Nov-2023	Crossroads Branding: - Replaced: Cover page footer as per brand standard - Replaced: Crossroads logo with tagline	Executive Office
02	16-Nov-2023	Replaced: Signatory of the policy	Executive Office
03	01-Nov-2024	Replaced: Signatory of the policy	Executive Office
04	01-Nov-2025	Replaced: Signatory of the policy	Executive Office

Policy:

CROSSROADS Maldives shall seek to conserve, and where possible, enhance biodiversity of the locality through adherence to local and Governmental laws and the implementation of best practices relating to conservation and protection of biodiversity in areas where operations of properties are carried out.

Resorts understand and acknowledge their responsibility in conserving and protecting the biodiversity of the areas they carry out operations, not only to ensure sustainable business but to take care of the planet and preserve its diversity, beauty, resources and strength for future generations.

Conformance:

- Biodiversity plays an important role in our day-to-day lives at the resort. The biodiversity of the location, both on-site and surrounding areas, is an important part of our operation.
- In our development stage, we consider our location carefully and evaluate our impact – both positive and negative.
- Our design will take into consideration local conditions and be adapted based on environmental impact assessments and other surveys.
- We obtained an EIA (Environmental Impact Assessment) from the Environmental Protection Agency (EPA)
- We adapted our design of all structures for maximum benefit of the environment.
- We will use only native plant species.
- Obtain necessary approvals, permits and licenses from the relevant departments such as the Environmental Protection Agency, Ministry of Tourism, etc.

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- Our building materials, fixtures and fittings are sourced as much as possible from local natural materials
- In our operations, we focus on using products and services that support biodiversity.
- An essential part of our biodiversity policy is to follow strictly the F&B “no-no” list, which is based on the IUCN Red List, to avoid serving food of threatened and endangered species.
- We will not interfere with the natural habitat of the marine life.
- All guests are educated on only “looking” and taking pictures and not touching.
- Every endeavour will be taken to ensure that marine life is not affected by the lights.
- No captive wildlife on property grounds.
- Endangered species, products thereof, or items stemming from unsustainable practices will not be consumed, sold, traded, or displayed within CROSSROADS Maldives properties.
- There will be no introduction of pests or exotic species into the island.
- We will support natural protected areas or biodiversity conservation.
- Will initiate a coral restoration program along the house reefs, wherever possible and needed.

CROSSROADS Maldives shall, prior to the start-up of any new project/venture, carry out site visits and records as part of its due diligence process of the visible flora and fauna biodiversity in the area and obtain a third-party review of such recordings, if in close proximity to a protected area or high biodiversity value area.

Each year, CROSSROADS Maldives properties shall:

- a. Carry out an internal study to record the visible flora and fauna biodiversity within its boundaries, if the location operated by resorts is in close proximity to a protected area or high biodiversity value areas. The company shall periodically commission recognised third-party organisations to study and record the visible flora and fauna biodiversity in such locations of the Group.
- b. Further to the reports of the studies carried out above, ensure that immediate measures are carried out to desist from, and/or rectify any processes that may have, in the company's opinion, been a cause for any adverse reports.
- c. Obtain relevant environmental insurance policies where applicable.

CROSSROADS Maldives shall monitor emerging issues and keep abreast of regulatory changes, technological innovations and stakeholder interests.

CROSSROADS Maldives shall continue to work with the Government, academia, non-governmental organisations, business associations and other interested stakeholders where necessary in striving to develop effective and sustainable legislation and solutions to minimise the impact on the biodiversity in the areas of operations.

Wherever practically possible, CROSSROADS Maldives shall ensure that any new structure constructed or installed in the vicinity of any protected or high biodiversity value would, in its opinion, blend with the natural surroundings of the area in concern and be constructed in an eco-friendly manner.

CROSSROADS Maldives shall advise any third-party suppliers, contractors and business partners of these environmental guidelines, prior to the commissioning / carrying out of any tasks by such third parties. Where practically possible, the Group Company shall monitor and ensure that such third parties adhere to these guidelines and protect and conserve the biodiversity of the area while carrying out operations/tasks for the Group Company.

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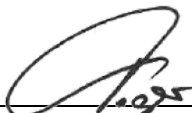
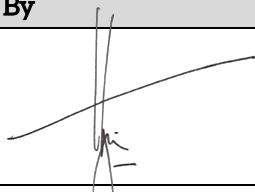
Any activities carried out by CROSSROADS Maldives will bear in mind the NBSAP (2016 – 2025) for the Maldives.

Strategy 1	Strengthen governance, policies and strategies for biodiversity.
Strategy 2	Enhancing communication & outreach through awareness programmes & capacity building
Strategy 3	Work together globally for biodiversity conservation.
Strategy 4	Ensure sustainable use of biological resources.
Strategy 5	Address threats to conserve biodiversity.
Strategy 6	Strengthen information management and resource mobilisation.

The six strategies above are outlined in the Appendix attached.

CROSSROADS Maldives will review this policy annually and update it as needed.

Approval / Signature:

Author/Editor	Reviewed and Verified By	
		
Thiwa Chuchuai Assistant Sustainability Manager	Alexander Traeger General Manager SAii Lagoon Maldives, Curio Collection by Hilton and CROSSROADS Marina	Frederic Lebegue General Manager Hard Rock Hotel Maldives