

Sustainability Management Plan

About Secret Bay

Secret Bay is a globally acclaimed, six-star all-villa eco-luxury resort located on the Nature Isle of the Caribbean, Dominica. Set on forty acres of pristine forest, our villas are methodically positioned to maintain privacy and blend into the lush natural surroundings. Guests experience state-of-the-art accommodations, private plunge pools, and sweeping views of the Caribbean Sea and rainforest-clad mountains.

Secret Bay embraces a deep commitment to sustainability and continues to support Dominica's mission to remain green and clean. Our StayWell Program, launched during the COVID-19 pandemic, remains a central pillar in promoting well-being through holistic living, immune-boosting nutrition, and enhanced hygiene protocols.

We recognize that our responsibility extends beyond luxury to the protection of the environment, cultural heritage, and community livelihood. This plan outlines the guiding framework, practices, and commitments that define Secret Bay's Sustainability Management Strategy for 2025-2026.

Our Sustainability Management Plan is categorized into the following pillars:

Socio-Cultural: Protection and promotion of local heritage and values.

Environmental: Biodiversity conservation and resource efficiency.

Health & Safety: Systems that protect life and wellbeing on property.

Quality & Experience: Delivery of six-star, personalized, and sustainable hospitality.

Sustainability Management System

Our Sustainability Management System (SMS) ensures that sustainability is embedded into the operational and strategic fabric of Secret Bay. It encompasses:

- Implementation of sustainability policies and SOPs
- Identification of sustainability goals and KPIs
- Collection and analysis of relevant data
- Regular monitoring and performance review
- Annual reporting and strategic recalibration

Decisions within the SMS are made by contributions from all levels of the resort, from front-line staff to board-level leadership. Oversight and coordination are provided by the Green Team, a multidisciplinary group representing each department.

The Green Team

The Green Team is a cross-departmental committee responsible for coordinating, implementing, and monitoring sustainability initiatives. It includes Green Officers appointed from each operational area to serve as sustainability champions.

Responsibilities include:

- Ensuring adherence to environmental, purchasing, and safety policies
- Executing Green SOPs and action plans
- Collecting and analyzing data (waste, water, energy, etc.)
- Reporting sustainability progress annually
- Identifying areas for improvement and innovation
- Establishing new targets and sustainability goals annually
- Monitoring key metrics (waste, water, energy, biodiversity)

Sustainability Policies

Environmental Policy

Secret Bay is committed to proactively managing its impact on the environment. The Resort is dedicated to the conservation of resources and the preservation of the ecosystems on the property and across the island.

We pledge to:

- Compliance with local legislation and regulations associated with the sustainable management of the environment.
- Environmental responsibility to neighboring communities as it relates to decision making that impacts their livelihood and their ability to acquire basic services such as water and sanitation.
- Pollution prevention by way of preventative maintenance.
- Reduce energy and water consumption through technology and guest/staff engagement
- Educating directors, management, frontline staff, guests and general public of environmentally friendly practices, goals and overall strategies.
- Implementation of standard operating procedures to ensure day-to-day activities coincide with the hotel's environmental goals.
- Responsible use of energy through monitoring and analysis, modern energy saving equipment and use of renewable energy where possible
- Implementation of waste management programs that include reducing, recycling and composting, proper disposal of waste material, wastewater and hazardous material
- Use of biodegradable cleaning products.
- Implementation of water conservation strategies to reduce waste.
- Operating on a zero-plastic basis.
- Preservation of native ecosystems.
- Consistent monitoring, measuring and management of its sustainability management system and swift correction of practices that go against environmental goals.
- Sharing relevant information with relevant agencies & organizations.

Purchasing Policy

Secret Bay appreciates its role in the economic development of the community and seeks to incorporate its sustainability goals in every aspect of its operation. The hotel's purchasing policy engages existing and potential local entrepreneurs in the business of sustainability to minimize its carbon footprint.

Secret Bay's Purchasing Policy involves:

- A strong preference for locally produced goods and services.
- A strong preference for Fair Trade certified goods.
- A strong preference for reusable packaging.
- A strong preference for buying in bulk.
- Zero Tolerance for Styrofoam packaged products.
- Zero Tolerance single use plastic packaged products.
- Conducting business with reputable and eco-forward suppliers.

Exploitation Policy

Secret Bay is firmly opposed to the use of tourism to facilitate the exploitation of children, adolescents and adults.

This includes child labor, sexual exploitation, labor exploitation, human trafficking and any other related activities.

The resort's commitment to the protection and respect of all life is reinforced through its educational programs and policies such as its Sexual Harassment Policy which provides the mechanisms for reporting misconduct on all levels.

Additionally, bribery and corruption are strictly prohibited.

Health & Safety Policy

Secret Bay has implemented all the necessary measures to protect the employees and guests against the spread of harmful bacteria and viruses.

The resort maintains the guidelines issued by local and international authorities and enforces best practices as per its StayWell Program.

Sustainability Management Initiatives

The following Sustainability Initiatives will be undertaken by Secret Bay in 2025-2026:

- **Coral Restoration Program:** This is an ongoing project that focuses on the development and beautification of the coral reefs that surround the property. This initiative aids in sustaining marine life and local livelihoods.
- **Drip Irrigation System:** Installation of drip installation system to aid in conservation of water.
- **Internship Program:** Focuses on providing potential tourism professionals with practical work experience and sustainability management antics.
- **Conservation, Wildlife & Organic Farming:** Secret Bay is committed to protecting biodiversity, preserving Dominica's unique ecosystems, and fostering a harmonious relationship with the natural environment. As part of our comprehensive conservation plan, we will continue working closely with local wildlife specialists to enhance and protect the wildlife population on our property, ensuring a balanced coexistence between the resort and surrounding habitats.

In parallel, we will expand Botanica, our on-property organic garden, to increase production of fresh, organic fruits, vegetables, and herbs for use in our kitchens and villas. This initiative deepens our commitment to sustainable sourcing, reduces reliance on external suppliers, and offers guests authentic farm-to-table dining experiences that highlight the best of local, organic agriculture. Through these combined efforts, we aim to engage both the local community and our guests in meaningful sustainability practices while safeguarding the natural treasures of our island.

- **Culinary:** We are committed to sourcing at least 90% of our ingredients locally, supporting Dominican farmers, fishermen, and artisans while reducing our carbon footprint. Building on this, we will expand our house-brewed Kombucha range using locally grown fruits, herbs, and spices, and launch educational talks and tastings for guests. This experience will showcase the brewing process, highlight local ingredients, and inspire sustainable living beyond their stay.
- **Local Community:** We will continue our commitment to community development by raising funds for GEMS Foundation which will support local projects focused on education, environmental preservation, and cultural heritage.
- **Solar Expansion:** We will increase our solar panel coverage and enhance energy storage capacity to further reduce reliance on generators, lower emissions, and improve energy efficiency across the resort.
- **Waste Management:** We will strengthen waste segregation, expand composting initiatives, and reduce landfill contribution by maximising recycling and reusing materials wherever possible.
- **Paperless Operations:** We are introducing digital check-in, check-out, and billing to reduce paper use, while ensuring that any paper required is recycled paper wherever possible.