SUSTAINABILITY & ENVIRONMENTAL POLICY 2019
## INDEX PAGE สารบัญ

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Index</td>
<td>1</td>
</tr>
<tr>
<td>Mission statement</td>
<td>2</td>
</tr>
<tr>
<td>Environment Team</td>
<td>3</td>
</tr>
<tr>
<td>Environment Cycle</td>
<td>4</td>
</tr>
<tr>
<td>Environment policy</td>
<td>5</td>
</tr>
<tr>
<td>Environment include</td>
<td>6</td>
</tr>
<tr>
<td>Energy efficiency</td>
<td>7,8</td>
</tr>
<tr>
<td>Water efficiency</td>
<td>9</td>
</tr>
<tr>
<td>Waste minimization</td>
<td>10</td>
</tr>
<tr>
<td>H/K waste minimization</td>
<td>11</td>
</tr>
<tr>
<td>H/K Reuse old towel</td>
<td>12</td>
</tr>
<tr>
<td>Garden Waste</td>
<td>13</td>
</tr>
<tr>
<td>Garden Waste Training Class</td>
<td>14</td>
</tr>
<tr>
<td>Kitchen Waste</td>
<td>15</td>
</tr>
<tr>
<td>Kitchen Waste Reuse</td>
<td>16</td>
</tr>
<tr>
<td>Waste water</td>
<td>17</td>
</tr>
<tr>
<td>Septic tank/ water treatment</td>
<td>18</td>
</tr>
<tr>
<td>Leaching cesspool pond</td>
<td>19</td>
</tr>
<tr>
<td>Recycling</td>
<td>20</td>
</tr>
<tr>
<td>Recycle house</td>
<td>21</td>
</tr>
<tr>
<td>Go green</td>
<td>22</td>
</tr>
<tr>
<td>9 step Go green</td>
<td>23</td>
</tr>
<tr>
<td>Get around Green</td>
<td>24</td>
</tr>
<tr>
<td>Backyard Garden</td>
<td>25,26</td>
</tr>
<tr>
<td>Campaign Sign</td>
<td>27</td>
</tr>
<tr>
<td>Employment Policy</td>
<td>28</td>
</tr>
<tr>
<td>Children Safeguarding Policy</td>
<td>29</td>
</tr>
</tbody>
</table>
VISION : Beyond Resort Management team are committed to environmental protection and strive to reduce for our property’s operation impact on the environment.

GOALS; Through environment policy we will ensure that we comply with all applicable environmental law and regulations, FOUR OFFICE OF NATURAL RESOURCES AND ENVIRONMENT inspected Beyond Resort on September 10, 2013 follow by Biological, Physical resource, Quality of life and Human-use value.

To achieve our environment goals, we will do the best for our hotel to Reduce reuse recycle and refuse !, to maintain our certificate award from environmental department .
Environment policy
นโยบายสิ่งแวดล้อม

ENVIROMENTAL TEAM
คณะทำงานสิ่งแวดล้อม บียอน รีสอร์ท เขาหลัก

ENVIROMENTAL DIRECTOR ตอ.สิ่งแวดล้อม
K. ROBERT

HEAD OFFICE
G.M., K.PEAW

ENVIRONMENTAL MANAGER COMMITTEE
ALL HEAD DEPARTMENT
หัวหน้าแผนกทุกคน

ENVIRONMENTAL AUDIT COMMITTEE
K.PANYA, K.THANIN

RECYLEING ACTIVITIES
K.TONGCHAI

WASTE REDUCTION
ACTIVITIES

WASTE MANAGER
K.PANYA, K.THANIN

ENVIRONMENTAL PROTECTION
ACTIVITIES
Beyond Resort

Environment policy

covers energy conservation, waste management,
Recycling, environment and health and safety

บียอนด์ รีสอร์ท เขาหลัก
นโยบายสิ่งแวดล้อม
การอนุรักษ์พลังงาน
ควบคุมปริมาณการใช้ไฟโดยเป็นไปตามนโยบาย
การนำกลับมาใช้อีก
การรักษาธรรมชาติและสิ่งแวดล้อมแบบยั่งยืน
เพื่อสุขภาพอนามัยที่ดี และมีความปลอดภัย
Environment include

Energy efficiency

Water efficiency

Waste minimization

Waste water

Recycling
Energy efficiency

1. Accommodation use the room key tag to plug in. If take out the key tag, the power will shut down.

2. Turn off air conditioner during lunch time. And before go back home.

3. Hot water all villa use the solar cell to boil.

4. Set up the time to turn on/off the light in public area and around the hotel area.

5. Reduce watts by change the light bulb from normal light bulbs to Genie warm white. 80% energy saving over incandescent bulbs.

6. Turn off refrigerator if not use.

7. Zoning the guest's room if low occupation.

8. Reduce electrical heat unit of solar water heater.
Energy efficiency

9. Took out the light bulb/turn off one turn on one.

10. Turn off the water pump for fountain or a spring
    If rain and turn on from 08:00 to 21:00 hours

11. Early closed time for minimart

12. Closed some water pump for the pool
    In the day time, if raining day.

13. Clean up the air filter.

14. Campaign Sign Think before use
    Ten Commandments sign
    Sign for turn on / off aircon, light
Environment policy
นโยบายสิ่งแวดล้อม

Water efficiency การใช้น้ำอย่างคุ้มค่า

1. Toilet seat tank control 2 push for save the water
   ขั้นตอนแบบประหยัดน้ำ มีสองปุ่ม หากกดปุ่มเดียวน้ำน้อย หากกดทั้งสองปุ่มน้ำมากเกินแรง

2. Recycle water for the plant นำน้ำเสียที่ผ่านการบำบัดแล้วมา鸷ชักโครก
   น้ำน้อยให้ผ่านการบิดแต่ล้วนมาใช้น้ำต้นไม้ใชิก

3. ติดป้ายรณรงค์ให้พนักงานช่วยกันใช้น้ำอย่างมีคุณค่า

4. ห้องอาหารพนักงานน้ำดื่มใช้เครื่องทำน้ำเย็นแบบมีที่กรองน้ำ แทนการใช้
   ขาดพลาสติก
   สำหรับถังเติมน้ำ ใช้แบบแลกเปลี่ยนถัง เพื่อนำกลับมาใช้ไดิก
   Staff drinking water use a water filter to purify tap water
   instead of buying bottled water

5. แผนกแม่บ้านขณะทำงานจะไม่ปล่อยให้น้ำไหลทิ้งไปโดยปล่อยปริมาณ
   Room maid during cleaning the room do not leave the water run

6. ขุดบ่อเก็บน้ำฝนไว้ใช้ทดแทนน้ำในหน้าแล้ง
   Keep rain water and recycling water for the fish pond
Environment policy
นโยบายสิ่งแวดล้อม

Waste minimization
ลดการใช้ไปโดยเปล่าประโยชน์
All department have minimize their waste as below;
ทุกแผนกช่วยกันลดให้เหลือน้อยที่สุด ไม่ให้สูญเสียไปโดยเปล่าประโยชน์
กับสิ่งต่างๆที่เราใช้ทุกวันๆ ดังเช่น
Paper กระดาษ Plastics พลาสติก
Garden waste ลดการสูญเสียไปโดยเปล่าประโยชน์ของสิ่งต่างๆจากสวน
Cardboard กระดาษแข็ง Glass แก้ว Wood ไม้
Food อาหาร Fabrics ผ้า Hazardous waste ลดการใช้สิ่งที่เต็มไปด้วยอันตราย

ทุกแผนกต้องมีการวางแผนให้บรรลุเป้าหมายเพื่อ
ลดการสูญเสียไปโดยเปล่าประโยชน์ โดยวิธีการลด โดยการนำกลับมาใช้ซ้ำ
โดยการแยกขยะรีไซเคิล และการปฏิเสธร้านค้า
Reduce ลดความสิ้นเปลือง ลดการใช้พลังงานต่างๆ ไฟฟ้า ลดก๊าซคาร์บอน
Reuse แผนกซ่อมของโรงแรมซ่อมแซมอุปกรณ์ต่างๆแล้วนำกลับมาใช้ซ้ำ
Recycling โรงแรมมีบ้านขยะรีไซเคิล รายเดือนเก็บวัสดุเหลืองให้พนักงาน
แปรพลังกลับมาใช้ซ้ำครับ ถ้าเราต้องการที่จะส่งออก
Refuse ฝ่ายจัดซื้อขอให้ร้านค้าที่ส่งของให้กับโรงแรมช่วยลดขยะโดยนำ
ภาชนะใส่ของแทนถุงพลาสติก
Environment policy
นโยบายสิ่งแวดล้อม

Waste minimization
House Keeping Department

Reduce Reuse Recycling

Recycle: Separated recycling garbage from the guest’s room Bottle, Glass, Plastic, cans, Cardboard, and send them to recycle house to sell them money fund keep for staff party. Recycling paper on both side for the copy

Garden waste: house keeping use the flower, leaf, tree from our hotel garden to set up a vase, flower pot and use for the buffet line, for guest’s room and lobby, toilet

Energy efficiency: turn off aircon during clean the room
set up temperature at 25 Celsius for check-in
Turn on some light for check in

Hazardous waste: use EM to clean toilet and to stop the smell from the drain

Fabrics, LINEN information in the room If you want to change your in-room towels, Please place them into the laundry basket

BECAUSE WE CARE ABOUT THE ENVIRONMENT
We are committed to practices that preserve our nature resources
Your room is serviced every day
We will change bed linen and towels as per your request
LEAVING THIS CARD ON YOUR BED MEANS
*Please change my bed linen today*
LEAVING TOWELS ON THE BATHROOM FLOOR OR IN THE TOWEL BASKET MEANS
*Please change these towels today*
Reuse: the old towel for cleaning
Reuse: the old face towel from guest room will color them And reuse them again in the public toilet for dry up your hand.
Waste minimization
House Keeping Department

Reduce Reuse Recycling

Reuse: the old face towel from guest ‘room will color them
And reuse them again in the public toilet for dry up your hand.

Reuse: the old towel for cleaning
Environment policy
นโยบายสิ่งแวดล้อม
Environment policy
นโยบายสิ่งแวดล้อม

by KATA GROUP

Garden Waste Training class for Beyond staff
by use the flower from our Garden
Waste minimization
Kitchen Waste

Reduce Reuse Recycling
Reduce: Vegetable carving, fruit carving to decorate
The buffet line instead of use the flower
Environment policy
นโยบายสิ่งแวดล้อม

Waste minimization
Kitchen Waste

Reduce Reuse Recycling
Reuse : Fresh Fruit salad from the replacement some piece of fruit from the old tray can reuse them As the fruit salad

Reuse : pineapple to make Jam
Environmental policy

Waste water

1. Wastewater from villa to septic tank

2. From septic tank to Soak-away Pond

3. Wastewater over the Soak-away Pond to the main treatment tank

4. Treatment Tank n. 3, 4 add oxygen and add microorganism

5. Water treatment tank no. 5 add microorganism again.

6. Water treatment tank no.6 use Recycle water for plant, tree, grass, backyard garden.

7. Recycle water will send to leaching cesspool pond 1-5 reuse the water for the fish pond and for the plants.
Waste water

1. Waste water from villa to septic tank

2. Waste water from septic tank to Soak-away Pond allowing water to percolate into the ground

3. Waste water over the Soak-away pond will send to the main treatment tank
บ่อซึมลงดินตามธรรมชาติ
น้ำเสียที่ผ่านการบําบัดแล้ว ส่วนหนึ่งจะ
นำไปปรับนั้นต้นไม้

ส่วนที่เหลือจะส่งไปยังบํอดิน ที่ทาง
โรงเรียนได้ขุดเพิ่มไว้อีก 5 บ่อ
เพื่อส่างนั้นใช้ในหน้าเร่ง
ใช้ส่วนนั้นต้นไม้ ใช้เติมบ่อปลา และให้มี
ลงดินตามธรรมชาติ
จะไม่มีการปล่อยทิ้งมลพิษลงสู่แหล่งน้ำ
หรือทะเล

After Treatment by add oxygen
and add microorganism
use Recycle water for the plant, tree,
grass, backyard garden.

If left over the waste water ,
Recycle water will send to
leaching cesspool pond 1-5
reuse the water for the fish pond and
for the plants.
Recycling แปลว่านำกลับมาใช้อีก

การนำวัสดุเหลือใช้กลับมาปรับเปลี่ยนรูปแบบ หรือพัฒนารูปของใหม่ให้สามารถนำมาใช้ประโยชน์ในรูปแบบอื่น ๆ เช่น ป่าคนสวนได้นำฟาร์มเก่ามาเป็นแท่งเป็นหมวกใส่กันฝนกันแดด แผนกช่างนำยางเก่าของรถกอล์ฟที่หมดอายุใช้งานแล้วเทปูนใสแล้วนำมาใช้เป็นฐานรักษาลูกค้าใช้ที่หน้าหาดค้านสัญญาเราจะทำการควบคุมการอุปโภคบริโภคเพื่อลดการใช้ใบปลิวในรูปแบบนี้ เพื่อมิให้มีผลกระทบใด ๆ ต่อสิ่งแวดล้อมไม่ว่าจะเป็นเรื่องของการอนุรักษ์พลังงานการลดพิษต่ออากาศ สามารถประหยัดถึงลดการใช้ ใช้แล้วใช้อีก แปลว่านำกลับมาใช้อีก

Environment policy
นโยบายสิ่งแวดล้อม
Environment policy
นโยบายสิ่งแวดล้อม

Recycling

บ้านจุฬา
(Recycle House)

Big Cleaning Day

Effective Microorganisms
หมักทำน้ำจิลินทริก (EM)
Go Green

As the best environment resort for a good health and safety the most significant being that preserving the world’s natural resources advocate environment protection by consumption Reduce reuse recycling and refuse!

The first step to reducing your impact on the environment, is reducing the amounts of resources you consume and use.

Think twice before you buy or use anything. Do you really need it?

By reducing your consumption you will also decrease the amount of waste you produce. Your waste; there are also many ways to reduce your waste in our property.

Think before making a copy
Edit on screen, not use a paper
Use e-mail to minimize paper use

Your energy consumption: There are so many of optimizing your energy consumption

Turn off unused or unneeded light
Use natural lighting instead of electric lighting whenever possible.

Turn of computers when they are not use.
Turn off printers
Use 80% energy saving incandescent bulbs

Reuse; all concerned will involved, engineering repair hotel asset and hotel equipment reuse them again.

Recycling; all concern of us keep our recycle house operate
Go Green: 9 step Go Green

1. Get around Green
go around by bike our management come to work by bike
Car pool staff using a staff bus to come to work

2. Save water save money reuse waste water for plant

3. Skrip the bottle water by use a water filter to purify tap water
in staff canteen also bring A reusable water bottle

4. Grow own food Gardener plant backyard garden

5. Save energy save money a goal to reduce the amount of energy to
provide product and service

6. Buy smart,
purchasing food from bunk bins and packing less waste

7. Recycling house we all involve

8. Make own cleaning supplies our resort make EM
Use for the waste water treatment for cleaning toilet, stop smell

9. Think green advocate environment protection by
Reduce reuse recycling and refuse
Environment policy
นโยบายสิ่งแวดล้อม

9 step Go Green
Get around Green
go around by bike
our management come to work by bike
Environment policy
นโยบายสิ่งแวดล้อม

Waste minimization
Backyard Garden
Grow own food by use the recycle water
Environment policy
นโยบายสิ่งแวดล้อม

Waste minimization
Backyard Garden
Grow own food by use recycle water

Recycle used water for the plant
Environment policy
นโยบายสิ่งแวดล้อม

Energy efficiency
Campaign Sign
Think before use
Ten Commandments sign
Sign for turn on / off aircon, light
All department put up this sign on their board
To remind our staff
Employee Policy

Beyond Resort Khaolak Commitment to Fair Employment

Beyond Resort Khaolak social commitment is to provide the best possible working conditions for our employees. Every employee has a right to feel safe at work. Our company is committed to follow legal standards and create a hazard-free workplace.

Objectives
- We value our staff and treat them fairly and with respect, ensuring that no-one is discriminated, irrespective of age, sexuality, gender, ethnicity, religion, culture or disability.
- We take staff development seriously and provide training to support our employees in their roles from their induction and throughout their careers at our hotel.
- We comply with all applicable employee laws and regulations in our country.
- Wherever possible, we employ staff that lives in the local community.
- We pay our staff above the national minimum wage.
- We will train our staff on our sustainability commitments, so they understand the role they play in delivering our objectives and targets.

Targets
- Training: We will train 100% of our staff to understand their responsibilities in delivering our sustainability strategy.
- Staff remuneration: We will ensure that all our staff are paid above the national minimum wage, irrespective of their age, sexuality, gender, ethnicity, religion, culture or disability.
- Recruitment: We will recruit 90% of staff from the local community.
Local Community Policies

STANDARDS: ENVIRONMENT AUDITOR STAFF WELL KNOWN OF TRAINING AND PRACTICES AS BEYOND RESORT ENVIRONMENT POLICY MANAUL, SUPPORT AND JOIN THE LOCAL COMMUNITY ENVIRONMENT ACTIVITY

Auditor environment staff, after they have been training by hotel environment policy. They are able to join the local community

- Auditor staff able to work with the local Community Policies
- Join the environment activity with the local community on cleaning day
- Support food and water to the local community
- Support money from our garbage fund to community
- PR our resort environment policy to the local community And to keep good relation with the local community.

Sexual Exploitation of Children and Adolescents

- The BRKL allows or tolerates no child prostitution at the hotels premises and facilities. ‘child’ is defined as a person younger than 18 years according to the UN Convention on the Rights of Child.

- Any suspicious behaviour from guests, employees, staff from suppliers or any other person on the BRKL premises will be reported to the local authorities by BRKL’s Management

- Contact in case of suspicion
  Child Watch Phuket Foundation Hotline: +66 1 719 5690 or
Quality Assurance Policy

Beyond Resort Khaolak was opened in 2011 to provide accommodation and leisure services for around 400 guests.

To ensure that our guests are having the best possible experience during their stay with us, we follow the following steps:

- Monitoring customer satisfaction and getting feedback by multiple channels. Eg. guest questionnaire, Trip Advisor & Holidaycheck, Guestasy, personal engagements.
- Guest complaints procedures.
- Staff trainings.

Health & Safety Policy

To guarantee maximum health and safety for our guests, we are following the Kata Group standards and furthermore working close together with the local authorities.

- Our water quality management and protection form bacteria consists of strict site monitoring, systematic sampling and laboratory examinations in collaboration with certified chemical laboratories.
- Fire and Evacuation Trainings for all employees.
- All employees are well informed and involved in our environmental and sustainability policies projects.
SUSTAINABILITY REPORT
2018/2019

Corporate Social Responsibility

Beyond RESORT KHAOLAK
by KATA GROUP
ABOUT Kata Group
For over 35 years, Kata Group Resorts, has been guided by the desire to create a family-oriented company, embracing Thai values, and creating an atmosphere of mutual support, help and understanding. The 7 properties currently under Kata Group truly embody this values.

ABOUT Beyond Resort Khao Lak
Lush, luxurious and romantic, Beyond Resort Khaolak is a multi-award-winning all-villa adults-only indulgent beach resort offering pure escape in paradise. On the white powder sand of Pakweep Beach, surrounded by unspoiled nature and verdant tropical greenery, Beyond Resort and its 177 villas blends into its surroundings with beautiful harmony.
Protection of the environment and of natural resources is in the foreground of planning and running our daily operations. Staff safety and equality is our primary target for all associates of Kata Group. The entire Management team is committed to environmental protection and strive to reduce the property's impact on the environment.

Through environmental policy, we ensure to comply with all applicable laws and regulations. We are always alert and ready in order to achieve our goals such as maintaining our certificates and awards as the testimony of our dedication.
4 R’s – REFUSE, REDUCE, REUSE, RECYCLE
Our Promise to the Planet!

- Refuse: we say no to unsustainable practices, we say no to creating waste, we avoid unnecessary packaging and we encourage our suppliers to provide goods with reusable containers.

- Reduce: we have optimized our processes over time in order to reduce waste production. We only buy what we need and when we need it. We sell or give away unwanted items. We also invite guests and stakeholders to save resources in their day-to-day lives.

- Reuse: we try our best to maintain and repair products to extend their lifecycles. When things break we fix them, instead of throwing them away. We always choose reusable over disposable items.

- Recycle: what can’t be refused, reduced or reused gets recycled. Trash is separated by a specialized company which gives new life to our waste products. Water is processed and used for irrigation.
POWER is provided in the accommodations only when a key tag is inserted into the wall slot. We issue only one key per room and we are using new special keys tags which cannot be overwritten.

- The resort uses energy efficient bulbs or LED for more than 90% of its lights.
- Water in all guest rooms is heated by solar panels.
- Timers are used for lights, fountains and water pumps to optimize energy consumption by considering time of the day and weather conditions.
  - In all offices, staff is reminded to turn off lights and air conditioning when leaving the room.
  - Refrigerators are turned off when not in use.
  - Electrical powered deceives are maintained regularly to guaranty efficiency (air conditioners, electronics, machines).
The new measures put in place to prevent energy waste have been successful at reducing our overall consumption. Electric consumption was reduced by over 16% in the last 36 months, and we expect to reach a -20% by the end of the year (compared to 2016).

Note: Between 2014 and 2015 the resort added 24 new Villas to the property totaling at 177 rooms. In 2017 the resort was closed for maintenance in November.
## Electricity consumption breakdown by area

Values are expressed in Units

<table>
<thead>
<tr>
<th>Area</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offices</td>
<td>100,695.89</td>
<td>81,230.38</td>
<td>52,833.37</td>
</tr>
<tr>
<td>Rooms</td>
<td>2,213,454.08</td>
<td>1,716,148.95</td>
<td>1,788,298.86</td>
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<td>Spa</td>
<td>47,015.28</td>
<td>49,307.20</td>
<td>45,923.93</td>
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<tr>
<td>Public Areas</td>
<td>30,619.85</td>
<td>50,036.61</td>
<td>52,463.70</td>
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<td>Restaurant</td>
<td>62,303.75</td>
<td>52,106.77</td>
<td>56,587.52</td>
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<tr>
<td>Kitchen</td>
<td>74,888.06</td>
<td>76,875.32</td>
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<td>Bakery</td>
<td>11,803.36</td>
<td>19,965.79</td>
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<tr>
<td>Water Filtration</td>
<td>32,360.18</td>
<td>37,541.71</td>
<td>41,287.62</td>
</tr>
<tr>
<td>Swimming Pool</td>
<td>39,881.74</td>
<td>41,937.10</td>
<td>40,296.43</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,613,022.19</strong></td>
<td><strong>2,125,149.83</strong></td>
<td><strong>2,181,625.85</strong></td>
</tr>
</tbody>
</table>
Gas is exclusively used for cooking food.

Between 2014 and 2015 a new restaurant was added to the property which explains the sudden rise in Gas use.

More recently, gas consumption is stable and decreasing each year.

### Gas Consumption Per Year In Kg

![Gas Consumption Chart](chart.png)

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption (Kg)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>16,000</td>
</tr>
<tr>
<td>2015</td>
<td>20,000</td>
</tr>
<tr>
<td>2016</td>
<td>17,500</td>
</tr>
<tr>
<td>2017</td>
<td>15,000</td>
</tr>
<tr>
<td>2018</td>
<td>14,000</td>
</tr>
</tbody>
</table>
WATER

✓ Water is carefully processed through a system of filters and tanks that clean the water and allow us to reintroduce it into the irrigation system.

✓ Laundry is outsourced to professional laundries which make their priority to save water and resources by using efficient machines as well as applying strict practices.

✓ Modern single lever mixers installed on sinks and showers automatically reduce water consumption.
  ✓ Towels are changed only on request, we invite guests to reuse their towels when possible.
  ✓ Every guest room has a special card that invites our patrons to help us minimize water consumption by reducing the frequency of linen and towel washing.

✓ Toilets are equipped with saving duo-flush system.

✓ Staff drinking water is purified tap water.
Water Consumption Report

* In 2018 compared to the previous year, we successfully decreased water usage by 2,151 units with only 1% less occupancy although the average usage per room increased by 9 units.

Water Assessment Beyond Resort Khaolak

<table>
<thead>
<tr>
<th>B.E.</th>
<th>List</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>Average Occupancy in %</td>
<td>64</td>
</tr>
<tr>
<td></td>
<td>Total of Room</td>
<td>41,357</td>
</tr>
<tr>
<td></td>
<td>Water Bill in THB</td>
<td>2,123,103</td>
</tr>
<tr>
<td></td>
<td>Units Used</td>
<td>67,819</td>
</tr>
<tr>
<td></td>
<td>Average/Room</td>
<td>45</td>
</tr>
<tr>
<td>2018</td>
<td>% Occ</td>
<td>63</td>
</tr>
<tr>
<td></td>
<td>Total Of Room</td>
<td>40,246</td>
</tr>
<tr>
<td></td>
<td>Water Bill</td>
<td>2,056,296</td>
</tr>
<tr>
<td></td>
<td>Units Used</td>
<td>65,668</td>
</tr>
<tr>
<td></td>
<td>Average/Room</td>
<td>54</td>
</tr>
</tbody>
</table>

Values are expressed in Units
WASTE

✓ Every department is actively involved in minimizing waste by following hotel’s policy

✓ We have informed suppliers of our eco-friendly approach and therefore goods are delivered to the hotel without excessive packaging, we push for the exclusive use of reusable containers instead of plastic/foam bags and boxes

✓ Paper is collected and reused for internal documentation

✓ Guests only receive drinking water inside of glass bottles that are collected, sent to the supplier, sterilized and when clean are ready to be refilled and sent back to us

✓ RECYCLING:

What can’t be reused or refused is collected, separated and sold to a specialized company. The funds coming from our internal recycling are used to finance the annual staff party. This not only educates our employees on the value of recycling, but also offers a reward for their commitment and support to the hotel’s ecological objectives.
*By implementing the 4 R’s to our Environmental Policy and thanks to our continued dedication and efforts of our employees, we were able to reduce our overall waste over the past four years. Plastic waste and aluminum cans are our most decreased waste.
*Since 2015 we have been successfully reducing our overall plastic waste output by 32%. In November 2017 the resort was closed for maintenance work.

**Plastic Waste per Year in Kg**

<table>
<thead>
<tr>
<th>Year</th>
<th>Plastic Waste (Kg)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>8,000</td>
</tr>
<tr>
<td>2016</td>
<td>7,000</td>
</tr>
<tr>
<td>2017</td>
<td>5,000</td>
</tr>
<tr>
<td>2018</td>
<td>5,000</td>
</tr>
</tbody>
</table>

Beyond Resort Khaolak
by KATA GROUP
## Employees Profile

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Employees</th>
<th>Men</th>
<th>Women</th>
<th>Locals</th>
<th>Foreigners</th>
<th>Casuals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Average per year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>%</td>
<td>Total</td>
<td>%</td>
<td>Total</td>
<td>%</td>
</tr>
<tr>
<td>2016</td>
<td>196</td>
<td>97</td>
<td>49.13</td>
<td>99</td>
<td>50.51</td>
<td>189</td>
</tr>
<tr>
<td>2017</td>
<td>179</td>
<td>90</td>
<td>49.16</td>
<td>91</td>
<td>50.84</td>
<td>172</td>
</tr>
<tr>
<td>2018</td>
<td>176</td>
<td>97</td>
<td>48.86</td>
<td>90</td>
<td>50.41</td>
<td>169</td>
</tr>
</tbody>
</table>

### Our priorities:
- Maintain a safe and pleasant work environment for all staff members
- Promote gender equality
- Support the local community by employing local staff over foreigners
- Support personal development through training (internal and outsourced) and psychophysical welfare by organizing engaging activities
- Follow labor laws and internal policies that guarantee a fair treatment of all employees
Employees by Gender 2018/2019

- Men: 49.17%
- Women: 50.83%

Locals: 96.18%
Foreigners: 3.82%
SUPPORTING OUR COMMUNITY

Turtle Release

Temple Cleaning Day

Takuapa School

Beyond RESORT KHAOLAK
by KATA GROUP
SUPPORTING OUR COMMUNITY

Safe Energy Day

Charity for Children

Dog Shelter

Trash Hero

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SUPPORTING OUR COMMUNITY

Reused Water

Vegetable Garden

Refuse Plastic Packaging From Supplier

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SUPPORTING OUR COMMUNITY

Children’s Day

Red Cross Donations

Bike Ride for Children

Beyond RESORT KHAOLAK

by KATA GROUP
GUEST SATISFACTION – German Market HolidayCheck.de
COMMUNICATION

**TravelLife Certificate**

We hereby certify that:

Beyond Resort Khao Lak

is committed to sustainability by adopting TravelLife’s principles and practices.

Preserving the Environment

Improving Local Community Relationships

2013/2015

---

**Beyond Resorts**

Kata Group

Khao Lak, Phang Nga, Thailand

**Environment Policy**

We are committed to preserving the environment. Portable water and energy are vital and limited resources. Laundering process of bed linen and towels requires much portable water and detergent. Reducing the amount of linens sent to the laundry can significantly lessen the exploitation of the resources.

Please help us save the precious water.

- **Towels:** hang them up like you do at home.
- **Bed linens:** don't do a thing, we'll make the bed for you.

For fresh towels, simply place the used ones on the bathroom floor or in the towel basket.

Thank you for joining us in conserving the environment.

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**Lighting Policy**

- **Red (Open):** 06.00 AM - 12.00 PM
- **Green (Open):** 06.00 AM - 24.00 PM

**Lighting Switches**

- **Red switch:** on after every use
- **Blue switch:** off after every use

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**Beyond Resort**

Khao Lak, Phang Nga, Thailand

by KATA GROUP
Communication

Signboard: Environmental Policy and Sustainability Report are available to all staff members, visitors, and suppliers. Documents can be found in the human resources office and receiving area.

Beyond RESORT KHAOLAK
by KATA GROUP
Thank you