

Blue Lagoon Island Sustainability Policy

Blue Lagoon Island owners, management and staff (our entire team) are committed to growing and operating our business in a sustainable manner. We recognize that the environment, community and culture within which we operate are, and remain, vital to the success of our business now and in the future.

Preserving and protecting our marine environment is one of our company's core values, we aim to maximize the positive effects that tourism can have on people and our local community, while minimizing the negative social, environmental (especially on the marine environment) and economic impacts.

This policy outlines what we have already managed, what we are currently doing, and what we hope to achieve in the future. It defines practices at the core of our product development, operations, and external partner relationships. This is an ongoing process that we will continue to improve and change as necessary to achieve our goals. We therefore commit to the following objectives:

- Comply with all relevant legislation and embed sustainable development principles into core business practices
- Continue to use our position to drive sustainability within our company and our country
- Preserve our environment and continually improve our environmental performance
- Optimize our social impact to enhance local livelihoods
- To continue to provide information, training and support to colleagues and external partners, to engage them towards sustainability
- Continuing to provide sustainable information about our products to also encourage our guests to choose sustainable tours

In Our Offices and Programs and Tours

- We ensure that our employees understand our goals and are accountable for the implementation of our sustainable policies
- We monitor, reduce and manage waste in a responsible way
- We measure our use of natural resources especially energy and look for ways to reduce them
- We purchase local products where we can and limit the use of small packaging.
- We respect our employees, their diversity and advance their wellbeing wherever we can.
- We share best practices and raise awareness on sustainability among our teams and our partners where we can
- We share our achievements against our sustainable goals, internally and externally through reporting at least once a year.
- We ensure that our guests learn about the marine animals we care for and the marine environment
- We promote conservation, sustainability, education and preservation through programs, our communication, in our signage, all messaging and through the educational programs we offer
- We highlight our country, culture, heritage, history, traditions, food and music

- We remain authentically Bahamian

Summary of Policy

The Blue Lagoon Island Sustainability policy is to control resource consumption and improve the company's relationship with our natural environment while maintaining our position as a leader in the tourism sector. We aim to reduce or eliminate negative social, cultural, economic and environmental impacts from the company's activities. The policy will allow us to:

- Avoid unnecessary expenditure
- Help in protecting the environment
- Improve cost effectiveness, productivity, and working conditions
- Reduce our dependence on external fuel sources
- Reduce food waste
- Protect water resources
- Improve employee health and well-being
- Support and promote Bahamian culture in all that we do and offer

Long-term Objectives

Blue Lagoon Island's long-term objectives are to:

- Reduce energy and fuel consumption, by using ambient and renewable energy sources in combination with site appropriate architecture and employee training in sustainability
- Buy fuels and electricity at the most economic cost
- Use fuels and electricity as efficiently as possible
- Reduce the amount of emissions caused by our required consumption
- Improve employee health and wellness and reduce absenteeism, conduct infractions, and improve job satisfaction.
- Reduce the amount of food waste generated in our restaurant and food service areas
- Reduce the overall use of water in our daily activities throughout the property
- Integrate sustainability messaging and actions throughout our tourism product
- Continue to be a resource for our community

Immediate Objectives

Blue Lagoon Island's immediate objectives are to:

- Gain more control over our energy related expenditure by monitoring those expenditures and aggressively pursuing renewable energy sources, taking advantage of government and industry initiatives and partnerships, and implementing resource conservation measures where fiscally and logistically feasible.
- All new facilities and projects will be developed and constructed using energy efficient technologies and conservation strategies.
- Develop location and activity appropriate sustainability messages and actions for all departments

Tasks

The following tasks and short term projects are required to achieve the immediate and long term goals.

- Fact finding:
 1. Determine the data available regarding expenditure, consumption and disposal of resources
 2. Establish appropriate mechanisms for collecting, compiling and storing that data.
 3. Determine organizational responsibility for various resources at various stages:
 - Cost assessment/comparison
 - Purchase/ hiring
 - Storage (until or between use)
 - Use or consumption
 - Maintenance and monitoring
 - End of life assessment
 - Disposal/ removal/ repurpose
- Discussion and communication:
 4. Discuss the importance of sustainability with employees and management within the company
 5. Share the importance of sustainability with our local and regional partners
 6. Meet with local and regional partners regarding national or regional sustainability and how their businesses affect ours
- Training and education:
 7. Regularly train and educate employees at multiple levels within the company to be sustainability leaders within the company and broader community.
 8. Present sustainability messaging in client and staff areas to educate and inform all guests and employees of the need for and our commitment to sustainability.

9. Reward employees that show exemplary dedication to sustainability and support the company sustainability policy.
10. Provide incentives for innovation in sustainable activities and for employees to engage in further training or education related to sustainability.

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