



Sandals[®]

Our story of Corporate Social Responsibility



W E L C O M E

Way back in 1981, our founder, the legendary Gordon “Butch” Stewart, created the iconic Sandals Resorts brand on a simple premise: give couples in love a place to enjoy one another without worry. The idea that “love is all you need” has been the sustaining philosophy of our family-owned, Caribbean-based hospitality company, and the impetus that drives our pursuit of exceeding expectations in everything we do.

We invite you now to learn more about our journey spanning over four decades—a story of love in action and corporate social responsibility.

Sandals | Beaches



Sandals Resorts and I were born in the same year, and like siblings, we grew up alongside one another, each benefiting from the wisdom and passion of my dad.

Many people may not realize that Sandals Resorts is a Caribbean company with deep roots in Jamaica, where we continue to innovate and operate our growing portfolio. Our authentic relationship to the region informs not only our perspective but our approach. We are deeply aware of the power of tourism to lift local economies, create opportunities for Caribbean people and preserve the region’s fragile environment.

We are the Caribbean. This is our home, and we bring the same passion and perseverance to supporting its health and the well-being of our neighbors and team members who live, work, play and raise families here as we do in exceeding the expectations of guests who visit our resorts.

It’s why we’ve made sustainability the centerpiece of our business, why we invest deeply in education and ongoing training for our people, forge innovative ways to care for the environment and recognize that the real measure of tourism’s success is the ability of Caribbean people to live healthy, meaningful lives.

We thank you for letting us tell our story.

One Love,
Adam Stewart
Executive Chairman
Sandals and Beaches Resorts

At Sandals,
we believe love is a source of
compassion and force for good.



Love believes, leads, inspires and saves.
Love never gives up.
It is the power that sustains.
Love exceeds every expectation.



Love...

Links the power of tourism to local economies
in Jamaica and throughout the Caribbean

Celebrates the culture and attributes of
the Caribbean and shares it with the world

Creates opportunity for locals who live,
work and play here

Leads environmental and regional transformation

Upholds strong corporate governance,
the basis for trust

Finds a way to innovate, earning our standing
as a global tourism and hospitality leader

Protects what is in harm's way and supports a
stronger, healthier, more inclusive future for all

Promises to always do so in true Caribbean style
because what is of here and created here is equal
to any in the world



There is a **purpose** to our imagination.
And it all starts with a dream.



Our purpose
To create Caribbean moments and memories that inspire people, their families and our global community to dream bigger and live more prosperous, sustainable and fulfilling lives.

– Adam Stewart
Executive Chairman, Sandals Resorts International

Table of Contents

	Home	6
	People	20
	Sea & Sustainability	34
	Community	48

OUR FIRST LOVE: HOME



Even before it was fashionable for companies to talk about sustainability, we were building walkways for land crabs, preserving ancient trees and limiting water use. Caring for the Caribbean comes naturally to us because we are the Caribbean. Our family has been part of this beautiful and precious ecosystem for more than six generations. It's why we're passionate about employing best-in-class practices to preserve and protect its resources and why we invest in educating new generations of Caribbean people and visitors about how they too can become caretakers of this stunning part of the world.



And all of it, everything we do, begins and continues to be inspired by our founder and his creation, Sandals Resorts International (SRI), what is now the parent company of the Caribbean's most-awarded all-inclusive brands including our flagship Sandals Resorts for adults and family-friendly Beaches Resorts. Caribbean created, owned and led, SRI is authentically Caribbean and a passionate ambassador of our home region, where tourism is an important economic engine and Sandals Resorts International the largest private employer.

That's why we begin our conversation of corporate social responsibility here, where we began, at home in the Caribbean.





He didn't realize it at the time, but Stewart was laying the foundation for one of the most wide-ranging and impactful sustainability programs in the Caribbean. **His simple idea to make the local school part of the Sandals family**, give them what they need to be successful, was beloved not only by local communities but by Sandals team members, who became part of something enduring and satisfying. They were making a lasting difference, and it mattered.



From the Schoolhouse to Sustainability

In 1981, when Gordon "Butch" Stewart was considering how his new hotel, Sandals Montego Bay, might serve the local community, there was no such thing as a worldwide web, no social media and very little public conversation about conservation, ecology or what it means to be sustainable to guide him.

He decided the hotel would adopt a local school. Sandals team members were empowered to repair the building, buy books, feed hungry kids and get supplies to teachers in need. Stewart understood that schools are the centerpiece of communities and the hope of parents seeking to make their kids' lives better than their own.



Today, more than four decades later, his spirit continues through the Sandals Foundation, where hundreds of schools have received the help required to provide inspirational learning spaces.



By the mid-90s, the impact of the hospitality industry on the environment was becoming understood

1995

Stewart wanted to bring the latest thinking and best-established practices to a new hotel he was developing along Jamaica's famed 7-mile beach in Negril.



For guidance, Stewart and the SRI team turned to **Green Globe International**, following their strict standard developed over three decades that requires hotels to operate at the highest level of sustainability.



Commit to managing the use of energy and water



Promote reuse and recycling of materials



Protect culture and heritage



Promote diversity and inclusiveness



Respect and promote global compacts that promote equality, health, welfare and human rights

1997

The hotel Stewart created – Beaches Negril, the first of a new family-friendly concept, also became the first all-inclusive hotel to achieve Green Globe 21 certification.



2000

All Sandals Resorts and Beaches Resorts met the demanding criteria and achieved Green Globe 21 certification

2008

Sandals Negril became the first resort in the world to earn the highest-level designation offered by Green Globe, an achievement only possible when a member meets all requisite criteria within the Green Globe Standard.



1st in the world

From the schoolhouse door to a path to sustainability, Stewart demonstrated that a healthy, bright future was a right and a responsibility, and his company would step up.





The not-for-profit Sandals Foundation is the heart and soul of Sandals Resorts International. Founded in 2009 by Executive Chairman Adam Stewart to put a formal framework around the work that his father, Gordon "Butch" Stewart, set in motion, the Sandals Foundation is the true philanthropic extension of Sandals. Quite literally, it is the force that turns love into action, bringing neighbors, civic leaders, team members, visitors and partners together to make a positive and lasting change across the Caribbean.

The Sandals Foundation is a 501 (c) (3) nonprofit organization in the United States, a CTA registered charity in Canada, and in the UK, a registered charity of the Charity Commission for England & Wales that was created to continue and expand upon the philanthropic work that Sandals Resorts International has undertaken. All costs associated with its administration and management are supported entirely by Sandals Resorts International.

Love in Action: The Sandals Foundation



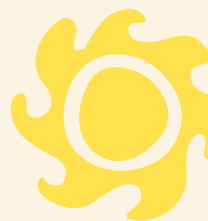
100% of every dollar donated goes directly towards funding meaningful initiatives in three key areas including education, community outreach and the environment.



Since its founding, the Sandals Foundation has touched the lives of **1.7 million people** across the Caribbean,



embracing the help of **26,000 volunteers**



and implementing some **US \$115 million** worth of projects to support its important work.



Education is best served early

While Sandals is committed to providing adults as well as children with the tools they need to prepare for a better future, we know that investing in early education is one of the greatest contributors to lifelong success. It's why we were humbled to be honored by Jamaica's Early Childhood Commission for our work to help prepare the country's youngest for school.



Working alongside valued partners such as the experts at Sesame Workshop, Sandals provides programs that deliver on the physical, cognitive, creative, socioemotional and school readiness needs for Jamaican preschoolers across the island.



Sandals Resorts' **retail division** gives local artists and craftspeople the real-world business and marketing skills they need to bring quality products to market. From hands-on training and support in production planning and management to engaging design, packaging and marketing principles, the Foundation is empowering local talent to transform their good ideas to items that can be sold in gift shops across the Caribbean. Best of all, funds generated by the program are invested directly back into the program.

Less is more

Especially when it comes to garbage, which is why the Sandals Foundation's award-winning Solid Waste Reduction Project on Jamaica's South Coast has received funding and recognition from the United Nations Environment Program (UNEP). Designed to educate local communities on how to properly manage waste, this program is having a generational impact on the relationship and responsibility between residents and their oceanfront communities.

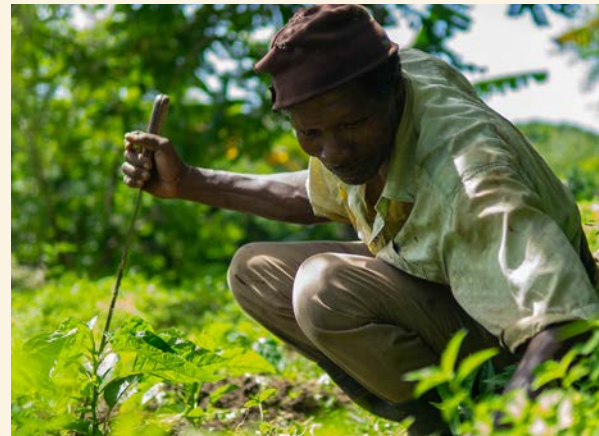
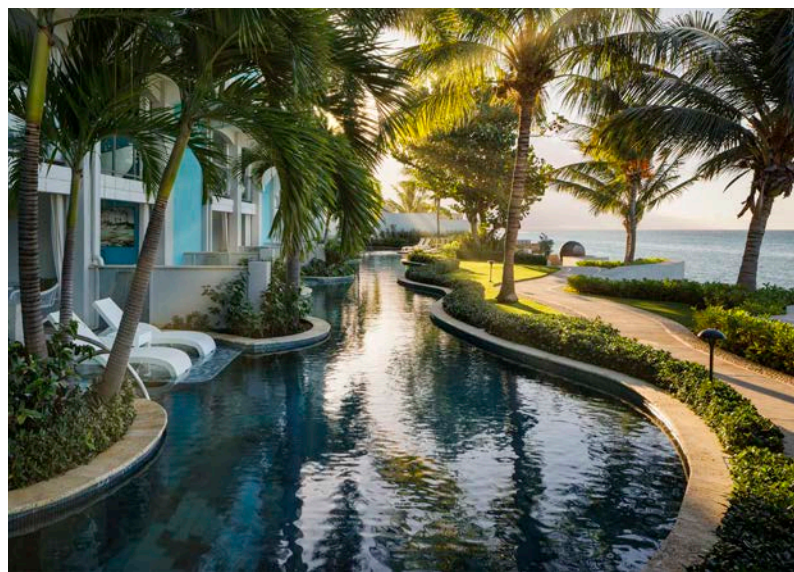




Earth to Sandals

Nearly all Sandals Resorts and Beaches Resorts are certified by EarthCheck, the world's leading scientific benchmarking, certification, and advisory group for travel and tourism. We're proud to share that 13 of our resorts have maintained their certification for over 15 years, earning Master EarthCheck Certification—a testament to our unwavering commitment to sustainability and the communities we serve.

13 resorts
have received EarthCheck
Master Certifications



Beaches Turks & Caicos gets growing with the launch of composting program

With demand for local agricultural products outstripping supply, food insecurity in Turks & Caicos is real, which is why in partnership with the Sandals Foundation, Beaches Resorts launched the first community composting training program to enhance food security and increase solid waste management. Compost and Grow aims to educate farmers and high school students about composting and its role in increasing product yields while reducing solid waste and greenhouse gas emissions.



"Passing knowledge and best practices down to the next generation of farmers is essential to ensure sustainability. We are proud to lead this effort in our community."

James McAnally
General Manager of Beaches Resorts
Turks & Caicos



We Shop Like You Do... Locally



Across the islands where we operate, Sandals Resorts International shops for goods and services locally. Buying local first when it is available is a smart purchasing practice that boosts local Caribbean businesses and reduces waste in shipment packaging.

By supporting local producers, Sandals is creating a symbiotic relationship that adds value to local business, the community and to Sandals.

This is especially important when it comes to food, where the relationship between Sandals and local farmers and fishers is critical and transformative – as Sandals will teach local producers to grow and catch to meet market demand.



Local is sustainable, smart and the Sandals way.



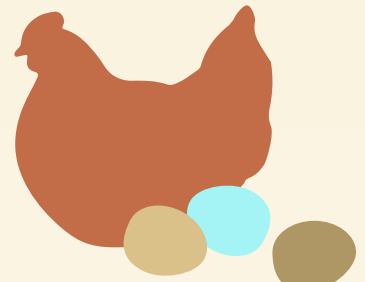
In Jamaica, for example,
81% of all annual purchases
are made with local suppliers,

and nearly all produce, a staggering
90%, is grown by Jamaican farmers.

That translates to



4.5 million pounds
of fruits & vegetables



100%
of the eggs are raised
and sourced locally,
all 360,000 dozen!



PEOPLE ARE OUR EVERYTHING



Everything we do, everyone we serve is in deference to the relationships we hold most dear. These connections - from our team members and valued partners who work tirelessly to bring the Sandals and Beaches experiences to life, to the local Caribbean communities where we operate and, of course, our beloved guests - are the living, breathing fabric of our organization.



It's why we strive to create opportunity, seek inclusivity, attract diversity, operate sustainably and have others join in our priorities. We're big dreamers, and we partner exclusively with organizations who share our unbridled passion for equal opportunity as we seek to empower all people.

At Sandals, people truly are our everything.





When We Invest in Caribbean People...

We Invest in the Region

This is a responsibility we take very seriously and why education, including professional development and training, has been part of Sandals Resorts since the very beginning. We know that when we invest in Caribbean people, we invest in the future of the region.

That philosophy was the impetus behind the creation of Sandals Corporate University (SCU), founded over a dozen years ago to provide Caribbean-based Sandals team members with opportunities to improve and develop occupational skills and earn undergraduate and postgraduate degrees.

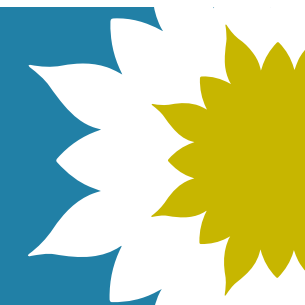


SCU has put a formal frame around our company's relentless training and development culture. We are serious about partnering with incredible people who are eager to learn, grow and contribute to making the Caribbean a better place for those who live here and those who visit.

SCU is that training tool. In partnership with quality local, regional and international trainers, vocational Institutions, colleges and universities, we are helping Sandals employees to continuously enhance and diversify their abilities – which leads to more possibilities and more opportunities, even if they choose not to stay with Sandals Resorts.



It's why we hire for attitude and train for the skill.



Sandals Corporate University by the Numbers



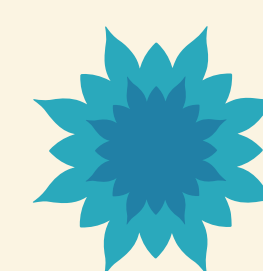
100%
of team
members are
enrolled



3,444
COMPASS Competency
Assessments completed,
certifying team
members for jobs



561
Massive Online Open
Courses designed
to fill learning gaps
identified by
team members



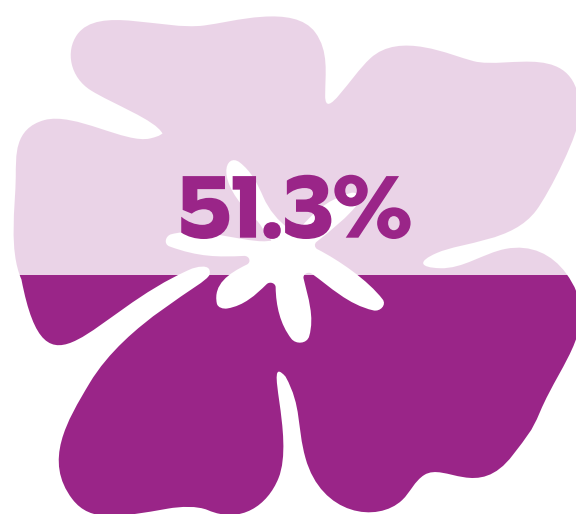
33,975
certificates of
completion issued
in a variety of
disciplines



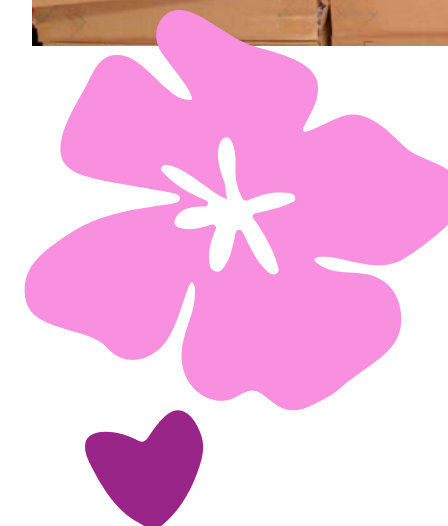
When Women Succeed, the Caribbean Succeeds

Recognizing the contribution of women to the economic success of the Caribbean has long been understood by the Sandals organization, where **women make up half of our entire workforce (51.3%), and, nearly 50 percent hold management positions.** Good for us and more importantly, good for our business. According to the UN Commission on the Status of Women, companies greatly benefit by increasing employment and leadership opportunities for women; they're more effective and score higher in all dimensions of organizational performance. Simply put, when women participate, economies grow.

But for many women in the developing countries of the Caribbean, access and opportunity seem impossible. Through initiatives like Women Helping Others Achieve (WHOA), managed by the Sandals Foundation, Sandals is helping to change that.



**women make up half
of our entire workforce
at the Sandal's
organization**



In Jamaica, the Sandals Foundation's WHOA efforts closed the technology gap for women of Kingston's Rose Town community through its "iRose in Tech" initiative. Developed in partnership with Coca-Cola Latin America, the program teaches women how to use technology to achieve their goals, with a curriculum that included website design, content creation, resume writing and personal development. And to enhance online learning, develop entrepreneurial skills and make it possible for young mothers to sit for school exams, Sandals' WHOA outreach provided computers to women's centers across the island.



In rural communities across the Caribbean, many women derive their livelihoods from subsistence farming, oftentimes with no financial compensation. In Grenada, our WHOA team partnered with the Grenada Network of Rural Women Producers (GRENROP) and their Crop Connect agricultural program to address the problem. Focusing on climate-smart processes and linkages that connect growers with tourism economies, **over 75 women farmers, learned how to scale their efforts, bringing more fresh produce to market as well as their tables.**

Empowering women who are often heads of their households means building stronger families and local communities. **When women succeed, so does the Caribbean.**



Introducing the Gordon "Butch" Stewart International School of Hospitality & Tourism

A Commitment to Build the Caribbean's Next Generation of Hospitality Talent

Building upon the legacy of founder Gordon "Butch" Stewart, Sandals Resorts International has partnered with The University of the West Indies (The UWI) and Florida International University's (FIU) Chaplin School of Hospitality & Tourism Management to create the Gordon "Butch" Stewart International School of Hospitality & Tourism. It will become the first institute of higher learning aimed exclusively at the study of hospitality and tourism in the Caribbean, where the industry is a main economic driver.



A cutting-edge, research-led facility, the fully accredited Gordon "Butch" Stewart International School of Hospitality & Tourism will provide undergraduate and postgraduate students from all over the world with an immersive learning and real-life training experience, connecting the academic excellence of The UWI and FIU with meaningful opportunities to apply their studies outside the classroom.

It is a crowning achievement for an organization committed to the Caribbean and all people who love her.

"Creating opportunity through education is fundamental to our organization and to the successful future of the Caribbean, as it is to all people seeking a better life for themselves and their families."

– Adam Stewart
Executive Chairman,
Sandals Resorts International

Going Further

The Gordon "Butch" Stewart Tourism, Hospitality and Service Scholarship.

The highly competitive scholarship was created by the Stewart family in partnership with the Sandals Foundation following the passing of Sandals Resorts International Founder Gordon "Butch" Stewart. Managed through Sandals Corporate University, the scholarship is awarded for studies at a university or accredited institution for an approved program in tourism, hospitality, or a service-related discipline.

During the interview process, all recipients are asked to comment on the impact of Stewart's life. Their answers celebrate Stewart's vision, passion and generosity, exemplifying most importantly, the founder's certainty in the ripple effect of opportunity.



We Make Customers Feel Like
Family... Because They Are



As a family owned and operated company, Sandals seeks to make every guest feel that they are part of something special, something bigger than themselves, and that we were waiting just for them, because we are.



It's why we are proud to provide all-inclusive luxury Caribbean vacations for everyone and make our resorts accessible to people with disabilities. It's the reason our Beaches Resorts brand has distinguished itself as the world's first advanced autism-certified resort company and why we have a tradition of honoring those who serve their country and communities.

Beaches is the first resort company in the world to complete the rigorous IBCCES (International Board of Credentialing and Continuing Education Standards) Advanced Autism Certification, representing the gold standard in global cognitive disorder training and certification. Beaches Resorts team members complete a minimum of 40 hours of sensitivity training, ensuring that Beaches' Kids Camps are Advanced Autism-Certified Centers, with team members who have the requisite knowledge, skills, temperament and expertise to cater to kids of all ages with ASD.



Amazing is Seeing Yourself

Part of Beaches Resorts' Caribbean Adventure with Sesame Street, Beaches Resorts welcomed Julia, Sesame Street's newest character, a sweet and curious 4-year-old with autism. Julia helps "see amazing in all children" and welcomes all children and their families through Amazing Art with Julia. Through this activity, Julia, who loves to paint, highlights how people can express themselves through art.



Everyone Can Lend a Hand, & They Do

Not surprisingly, when our guests and partners learn about the work we do to elevate lives in the Caribbean, they want to help. We make it easy.

In addition to making a financial contribution to the not-for-profit Sandals Foundation, guests can do good before they even depart for the Caribbean through our partnership with "Pack for a Purpose®," packing up to 5 lbs of much needed school, sports, feminine, and other needed supplies into their luggage. Guests can drop off their donations at the front desk any Sandals Resorts or Beaches Resorts and know that it will be distributed to local schools in the region. It's a small way to make a big impact.

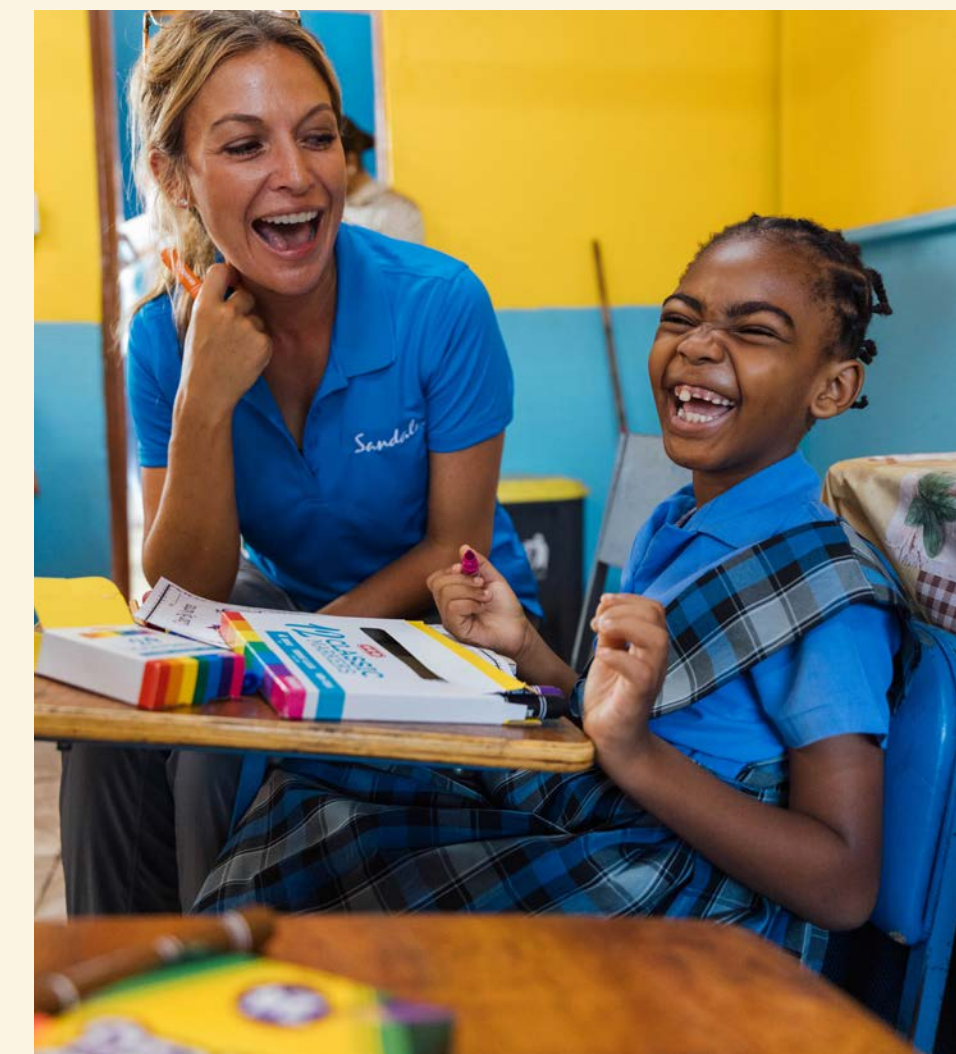


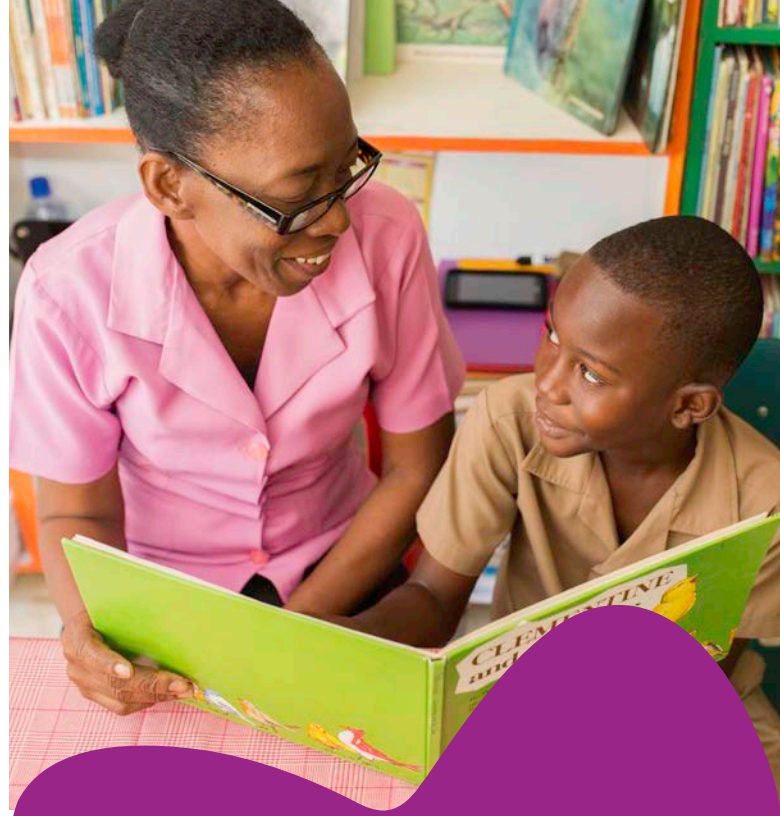
more than
340,000
pounds

of educational,
medical and personal
supplies have been
donated.

A Teacher's Call to Action Inspires Her Students to Make a Big Impact for Jamaican Students

When third grade teacher Megan Friend decided to escape the cold Michigan winter for a sunny Caribbean break, she learned about Sandals' partnership with the "Pack for a Purpose®" program and invited her students to join in helping others. The result? Friend's young students became "Future World Changers" and sent their teacher to the Caribbean with **50 lbs of school supplies.**





For the Love of Reading

Since launching the program in 2009, close to

15,000 guests

have participated in this international exchange of love, patience, and the gift of reading.



Across the Caribbean, Sandals and Beaches make it easy for guests to help children improve their listening and reading comprehension skills through its popular Reading Road Trip opportunity. For the small cost of transportation, volunteers are invited into local schools and paired with a small group of 5- to 7-year-olds for story time. More than just reading, volunteers guide students with questions while they complete reading aptitude sheets.

The Reading Road Trip concept has been so successful that Sandals has refined the program, often basing reading selections on a particular topic crucial to Caribbean students, like a focus on nutrition and food security. As the Foundation's Heidi Clarke says, "In the Caribbean, farming and agriculture practices play an integral role in ensuring fresh foods for a nutritious diet. By introducing books on the topic, we hope to teach our youth how to not just eat a balanced meal, but how to grow one too."




"To inspire people is to believe in them, want for them what they want for themselves, and that always begins with love and respect."

– Adam Stewart
Executive Chairman, Sandals Resorts International



WE LIVE & LOVE SURROUNDED BY THE SEA

 As island people, our relationship to the sea is part of everyday life. We count on her beauty to inspire us, her waters to entertain and transport us and her bounty to feed us. She is the calling card to visitors from all over the world, and her importance to our daily lives is unmatched.



Tourism has the power to transform lives, economies and futures, and all of it begins with a deep respect for the environment, its people and its culture.

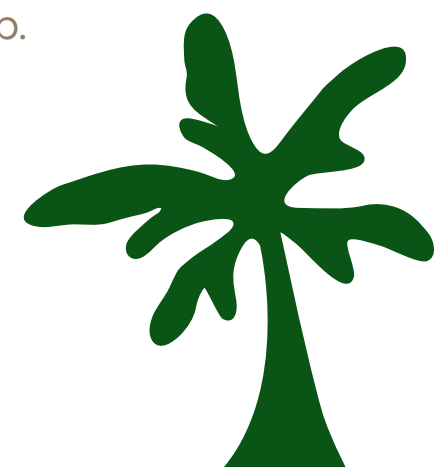
– Adam Stewart, Executive Chairman, Sandals Resorts International





Our Conservation & Sustainability Efforts Run Deep

Since the company's start, every hotel across the Sandals Resorts and Beaches Resorts portfolio is tasked with becoming part of the communities where they operate. This small but profound philosophy underscores our belief in connections and why preserving and conserving the places we love runs deep.



From partnerships with the Jamaica Conservation and Development Trust to increase forest coverage through tree planting and joining forces with nature reserves and wildlife sanctuaries such as the Grenada Dove Conservation Program to safeguard native plants and animals to our ambitious energy management and waste reduction programs and work with local schools and community groups to promote environmental awareness, we are steadfast conservationists.

Throughout the region, you'll see us teaming up with the world's leading experts to provide the know-how and resources necessary to empower team members, partners, visitors and residents to make a difference and join us in preserving and protecting our precious Caribbean environment.



EarthCheck Masters

All resorts participate in EarthCheck, the world's leading scientific benchmarking certification for sustainable travel and tourism. Alongside EarthCheck's guidance, Sandals has installed dedicated Environment, Health and Safety (EHS) Managers at each property who are responsible for environmental management and performance, building a culture of environmental stewardship along with measurable practices that has helped us earn **EarthCheck Master Series Certifications.**



We are also proud of our work alongside international NGO Oceanic Global, the experts on building sustainable, measurable impacts to our operations. With their guidance, we've been able to reduce our environmental footprint through the elimination of single-use plastics in both front and back of house operations, earning the Blue 2-Star Seal and having our resorts recognized as Blue Verified businesses.

Verifiably Blue



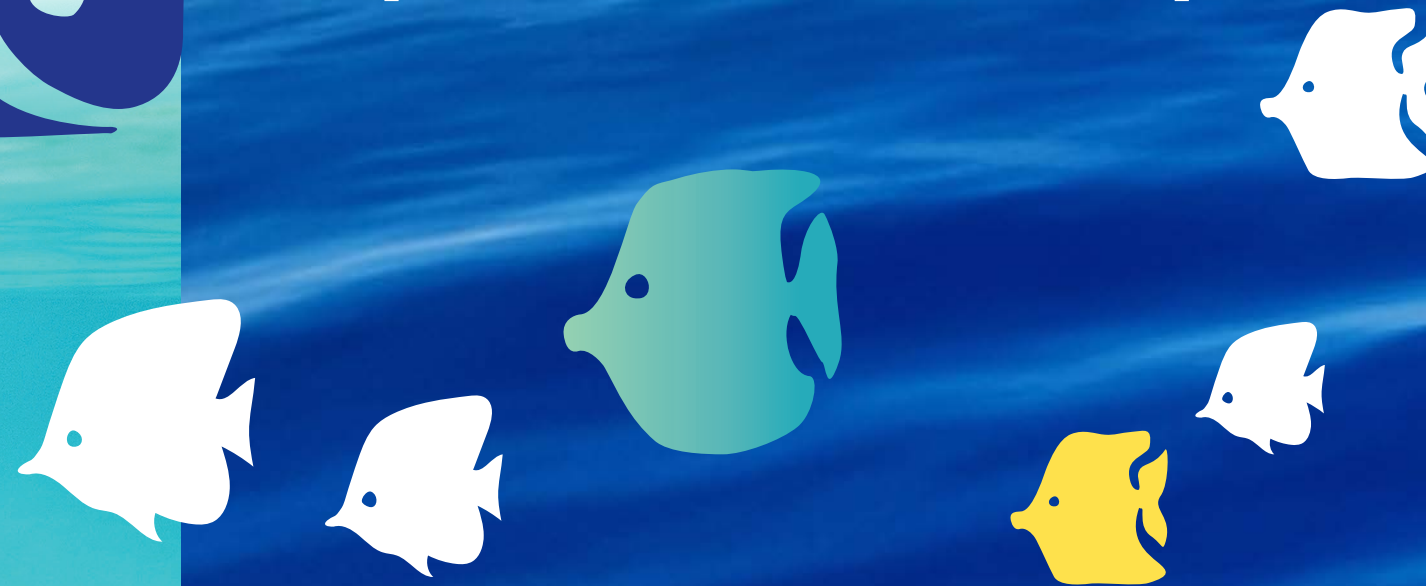
70%
of our world is made
up of **Oceans.**

It's critical that we take steps to protect this precious resource - and Sandals is sending the message to companies with a major presence along ocean shores that they have a responsibility to take action and that preserving ocean health can be both efficient and effective.

- Lea d'Auriol, Founder of Oceanic Global

Say Goodbye to

- **21.5 million plastic straws**
- **1.4 million takeaway containers**
- **and 1.2 million plastic-lined coffee cups**



Our children, our guests and our ocean friends swim here!

And we're sharing what we've learned with local businesses to expand our marine conservation efforts beyond our hotels and into the community.



We're proud of our efforts to sustain the environment and cultural traditions of the Caribbean.

It's why we invite visitors to join in a rare, hands-on experience with sea turtles in their natural habitat and help ensure the environmental conservation of these endangered species. And why we offer roundtrip transportation to Gros Islet in St. Lucia and Oistins Fish Fry in Barbados, weekly community celebrations that share local culture and cuisine while providing funding to build the capacity of local entities.



Keeping Up With Tradition

Guests staying at Sandals Resorts' two hotels in Barbados may experience Oistins Fish Fry, a local institution and a fun way to support the local community.



"Volunteering" Makes an Island Impact



At Beaches, our guests who are full-time students can earn up to ten community service hours when they become an Island Impact team member and volunteer while on vacation. From participating in the Reading Road Trip to Packing for a Purpose® and from beach cleanups to helping local students sharpen their computer skills, as Island Impact team members, teens make a positive difference in the local Caribbean communities of Jamaica and Turks & Caicos. At the completion of their service, teens receive an official certificate via email that can be used to present to their schools verifying their community service hours.



Earth Guardians

Sandals' Green Team are the real heroes of the Caribbean.

Caring for the Caribbean means keeping its coastlines, waterways and byways free from debris. At Sandals Resorts and Beaches Resorts, that work falls to Earth Guardians, team members representing each operational department of their home hotel. Every hotel within the SRI organization has a Green Team of Earth Guardians that are led by a dedicated Environmental, Health and Safety (EHS) Manager. They are the "eyes and ears" of Sandals' environmental efforts, orchestrating community outreach and awareness programs and conducting a minimum of two beach clean-ups annually.



Making a Difference in Jamaica.

Starting at daybreak, Sandals' Earth Guardians comb the beach in Montego Bay, collecting plastic bottles, paper and plastic supplies that would otherwise make their way to the Caribbean Sea. In partnership with Oceanic Global, Sandals' Earth Guardians are part of an international effort that since 1986 has collected nearly

350 million pounds of trash
from coastlines around the world.



Water, Water, Everywhere...

And all of it, every drop, finds its way to the sea.



It's why the Sandals organization is fiercely protective of water management, adhering to and exceeding strict EarthCheck standards and recognized by the Caribbean Public Health Agency (CARPHA) for the strides it has made in the conservation and repurposing of wastewater.

Water is precious, and many of our resorts operate on small islands where the water supply is limited. As good stewards, we measure and monitor water usage at every hotel across the Caribbean daily and continuously seek opportunities to become more efficient and to ensure our guests and team members have a consistent and safe supply of water.

Starting at dawn, pool water levels, which may identify irregularities in water consumption, are carefully checked. Additionally, we conserve pool water by backwashing only when necessary, minimizing operation of water features and using portable vacuums to reduce pool sediment.



Gardens and fairways are watered using recycled water from a secondary aerobic wastewater treatment system- or gray water – from sinks, showers, baths, washing machines or dishwashers, and watering is only undertaken after dark and is adjusted to consider plant requirements and seasonal variations. Native plants, suited to the local climate are grouped with other plants of similar water requirements. Golf course greens are mowed to a set length to reduce evaporation losses. In restaurants, potted plants are watered using discarded water collected from tables.



Barbados has recycled
20,094,324
gallons
of water since it introduced
aquacycle in 2017. Enough to fill
30,565 Olympic-sized
swimming pools.



Safe and Wondrous Connection

Connecting with Their Caribbean Starts Early

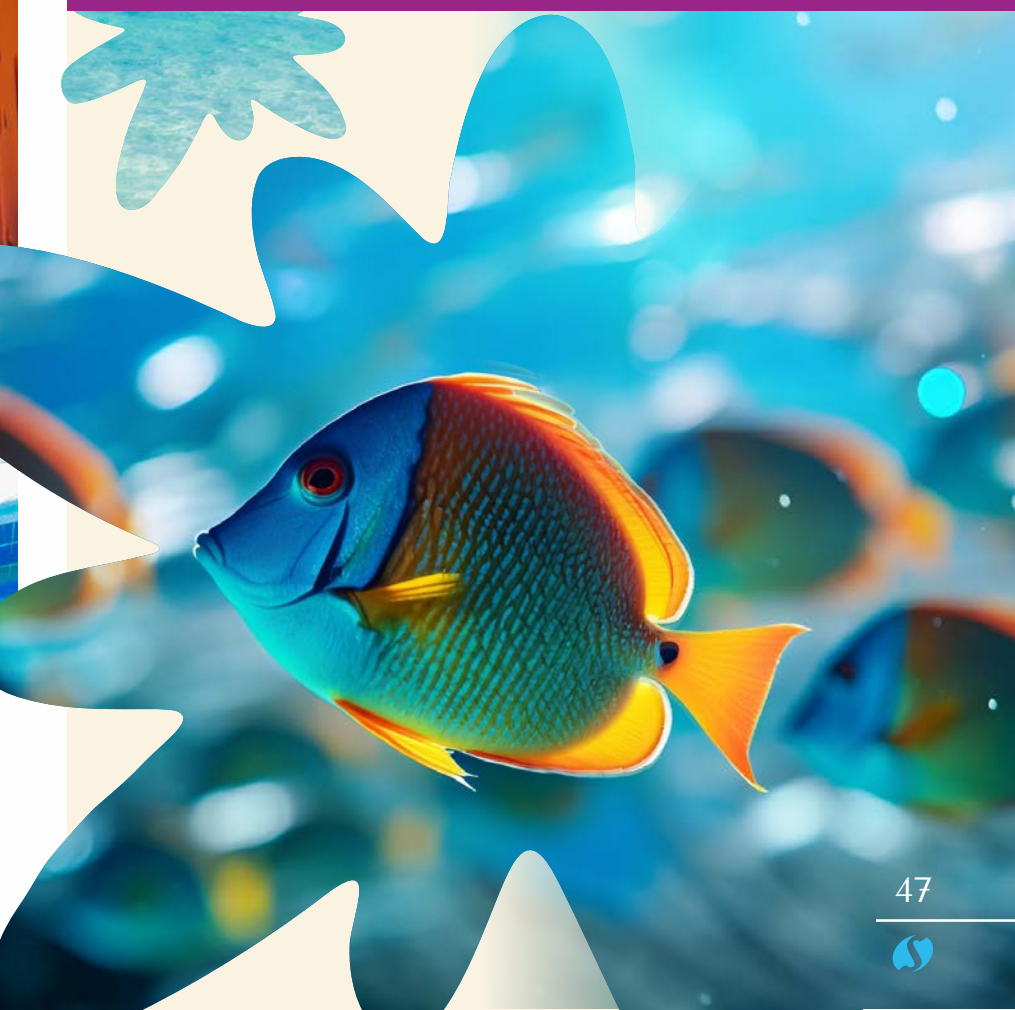
Teaching children to appreciate the beauty, bounty and power of the ocean is important everywhere in the world, but for children growing up in the Caribbean, where the sea is part of daily life, it is an imperative. Through the Sandals Foundation's Ocean Connect program, we've partnered with local experts to teach young members of the communities where we operate how they can responsibly enjoy the Caribbean, from marine biology exploration to lifesaving water skills including comprehensive swimming lessons.



Caribbean Caretakers: Developing Local Expertise

The Sandals Foundation has partnered with PADI - the Professional Association of Diving Instructors - to provide free training and certification to selected applicants on six Caribbean islands. This opportunity introduces participants to careers in the marine space, including how to rehabilitate aquatic habitats, and **builds ambassadors...**

**who share the importance of
protecting the Caribbean and the
underwater life that inhabit it.**





We're Wild About Our Wildlife

Animals are a critical component of a healthy ecosystem, which is why, across the region, Sandals Foundation team members are improving the odds for Caribbean wildlife. From supporting sea turtle conservation and eradicating invasive species to protecting one of the world's most critically endangered species and restoring fish stock, Sandals is demonstrating its responsibility to the natural world and all the creatures in it.

The sight of a fresh turtle hatchling cracking through its protective shell and inching its way towards the sea is a once-in-a-lifetime experience. Vulnerable to birds and other predators, hatchlings face treacherous conditions in the minutes that follow their entry into the world.

From May to December, endangered sea turtles come ashore to lay their eggs in the Caribbean. To ensure their protection and give them the best possible chance to go from egg to hatchling, the Sandals Foundation partners with local turtle conservation organizations such as the Bluefields Bay Fishermen's Friendly Society (BBFFS) in Jamaica and Ocean Spirits in Grenada to help hawksbill and green sea turtles.

It is estimated that only 1 in every 1,000 hatchlings will survive to adulthood.

Lionfish destroy coral reefs and prey on > 100 species of fish.


Since its start in 2015, Sandals estimates its turtle conservation efforts have resulted in **> 250,000 hatchlings making it to the sea.**

Guests come out of their shell to protect turtles. Partnering with sister company Island Routes, visitors to the Caribbean can join conservationists in Jamaica to help monitor turtle hatchlings to ensure they safely reach the open sea. Funds from these tours contribute to beach rehabilitation, hatcheries and warden salaries to ensure the preservation of sea turtles for years to come.

The connection between protecting Caribbean wildlife and what makes it to the dinner plate is critically important to the Caribbean's fishers, who rely upon healthy fish stocks for their livelihood.

This beauty of the sea is bad news.

The lionfish is a carnivorous fish native to the Indo-Pacific and while strikingly beautiful, it is invasive, and, highly destructive to the biodiversity of Caribbean waters. With no natural predators and the ability to consume marine life twice their size, lionfish destroy coral reefs and prey on more than 100 species of fish. Eradicating lionfish from protected fish sanctuaries is the job of the Sandals Foundation's appointed marine wardens and specially trained members of the community.



On a Mission. Across the Caribbean, precious coral reefs are in jeopardy. Rising water temperatures, overfishing and pollution are killing these important living structures that protect coastlines from erosion, provide sanctuary to marine life and are an endless source of beauty and fascination.

Restoring Caribbean Coral Reefs



The most recent study of the region demonstrates that the Caribbean has lost 80% of its coral coverage over the last fifty years, an alarming rate that if left unattended will cause beaches to disappear and collapse the region's crucial fishing industry. But Sandals is on a mission to change that.

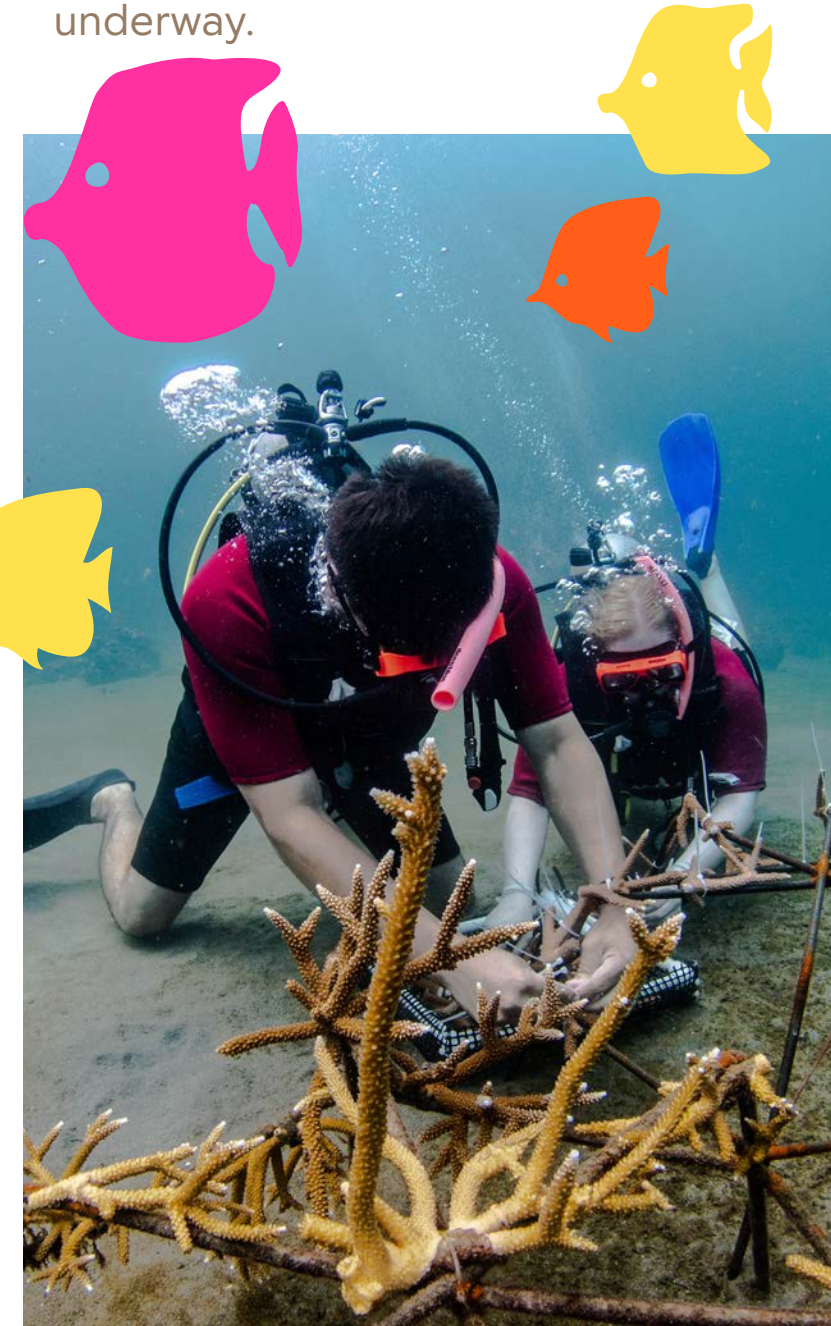
Through its Foundation, Sandals is supporting meaningful coral restoration projects across the Caribbean and has built sustainable coral nurseries in Jamaica and Saint Lucia. In partnership with recognized experts such as Coral Restoration Foundation International, the largest reef restoration organization in the world, and UK-based CLEAR Caribbean, who are finding new ways to address the impact of climate change in the region, the Sandals Foundation has planted coral fragment pieces with a 90% success rate.

The Sandals Foundation has planted coral fragment pieces with some years reaching up-to **a 90% success rate.**



Resounding Success in Jamaica

The Sandals Foundation manages two marine sanctuaries in Jamaica: the Boscobel Fish Sanctuary near Ocho Rios and the Whitehouse Marine Sanctuary on the island's South Coast. Both have proven to be extraordinary successes, with independent analysts noting the excellent work by wardens in increasing fish counts and biomass, health of corals and livelihoods. Noting their success, a third project in partnership with the Negril Area Trust is underway.



Guests Join in the Effort

Securing coral to reefs is one of the most valuable preservation methods. Still, as a practice, it is labor-intensive and requires major manpower. To help combat this problem, Sandals has developed a training program for guests who want to join in the effort. PADI-certified guests vacationing at any Sandals in St. Lucia can take an introductory course in coral outplanting, joining the Sandals team to apply their new skills during a specialized dive to help rebuild coral reefs.



Saving Energy Saves the Sea

We are fiercely committed to protecting the Caribbean, yet much of our work takes place on land, where we know reducing our carbon footprint through efficient energy use reduces harm to marine ecosystems.

Across all Sandals Resorts and Beaches Resorts, our energy efficiency approach begins with design, where natural lighting is maximized using light paint colors on walls, ceilings and skylights installed in restaurants, spas, resort shops and many suites. Energy-saving, long-lasting, and cooler LED light bulbs are used throughout our resorts, including, all common and outdoor areas - where they also have the added benefit of attracting fewer insects to guest rooms. And guest rooms are designed to be smart rooms, that features motion sensors for the lighting system and air conditioning units that employ energy-saving inverter technology. Lights and air conditioning shut off automatically once a room is vacant, and the AC ceases once exterior doors are opened. Solar water heaters are used throughout our properties to provide hot water for use across the resorts.

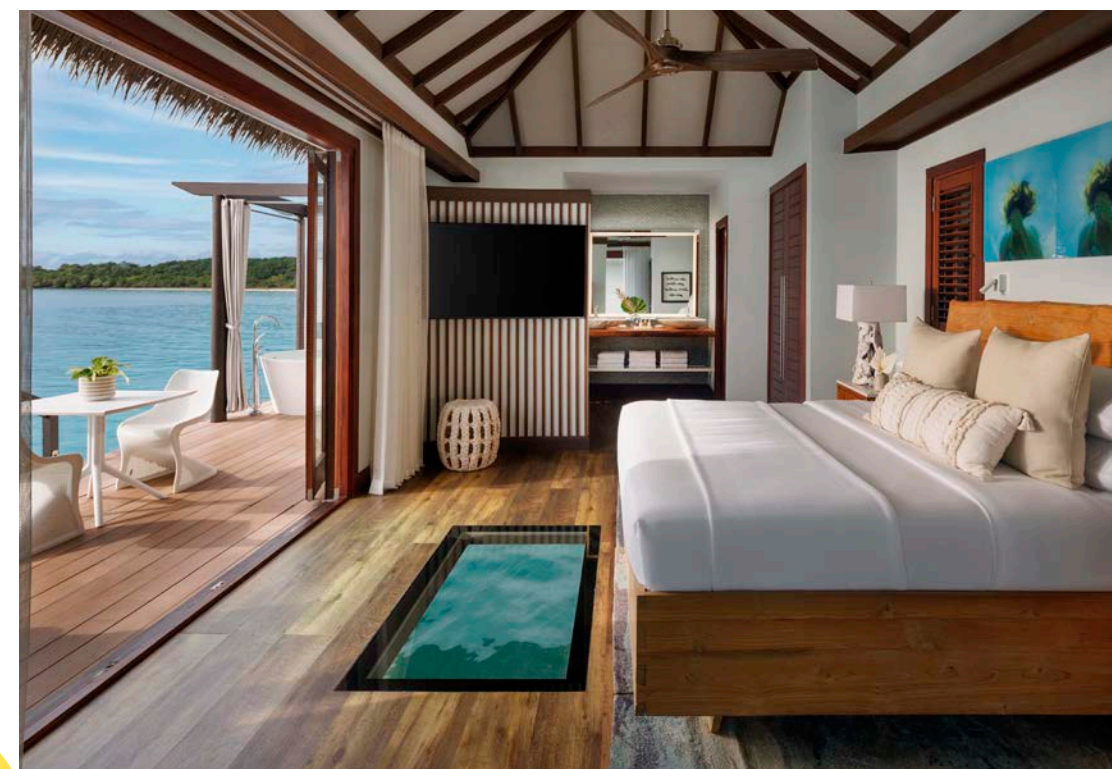
Through our efforts...



We've saved approximately 100,191,388 megajoules,
enough energy to power over
4,000 households
for an entire year



We have diverted nearly 3,273 tons of used oil from general waste
in 2023 and repurposed for
soap making, machine lubricants
and biodiesel.





Turning Fishing Nets to Soccer Goals



Fishing nets lost at sea, also known as ghost nets, make up nearly half of the world's "plastic soup" – a term for the accumulation of waste, including plastic, that ends up in the ocean. To mark its arrival to the Dutch island of Curaçao, Sandals embarked on a landmark partnership program with professional football club AFC Ajax called Future Goals, **which turns fishing nets sourced from the ocean and recycled plastic waste into soccer goals for children.**

Partnering with the innovative Curaçao-based plastic recycling company Limpi, **Future Goals** has transformed **1.3 million** recycled plastic bottles and caps into **64 football goals.**

These materials were collected through dedicated community recycling efforts and large-scale cleanup drives at beaches and local neighborhoods, turning waste into play and sustainability into action. In addition,

190 square meters of ghost fishing nets have been retrieved from the Caribbean Sea and used to make goals.



Future Goals is complemented by a unique training program with AFC Ajax coaches who mentor "Future Coaches" recruited from local Curaçao organizations to lead a robust eight-week curriculum for children. Focusing as much on game technique as it does mindset, the program is designed to foster the next generation of leadership.



WE ARE THE CARIBBEAN



Our commitment to the unique island cultures and communities that make this expansive region one of the most vibrant and compelling places to discover in the world is authentic. This is our home, and that makes us good neighbors and dedicated stewards, devoted to preserving, protecting, empowering and celebrating the communities where together we live, work, play and love.



"Caribbean tourism is an intertwined ecosystem that brings farmers and taxicab drivers, travel advisors and prime ministers, fishers and guests together as one. The story of Sandals is the story of the Caribbean... to always, together, work toward better. That is at the heart of our superbrand and forged in our homegrown values of hard work, exceeding expectations and trust in those who lift you up, who believe in you. Our lasting legacy is to cherish relationships with those who care as much as we do, share our dreams of better and complement others gifts with our own."

- Adam Stewart
Executive Chairman, Sandals Resorts International

When Public Meets Private, Goodness Grows

Our work to uplift Caribbean communities is crucial. We want our neighbors to be healthy and resilient, knowing they can build productive lives filled with meaning. That's why Sandals partners with excellent organizations and dedicated experts in their field to make a real difference in Caribbean communities, from programs aimed at health and wellness and education for all to youth sports and animal welfare.

It's about capacity building, the concept defined by the United Nations as the process of developing and strengthening the skills, instincts, abilities, processes and resources that organizations and communities need to survive, adapt and thrive in a fast-changing world.

We are the Caribbean, invested deeply in the ongoing success of these islands, our home.





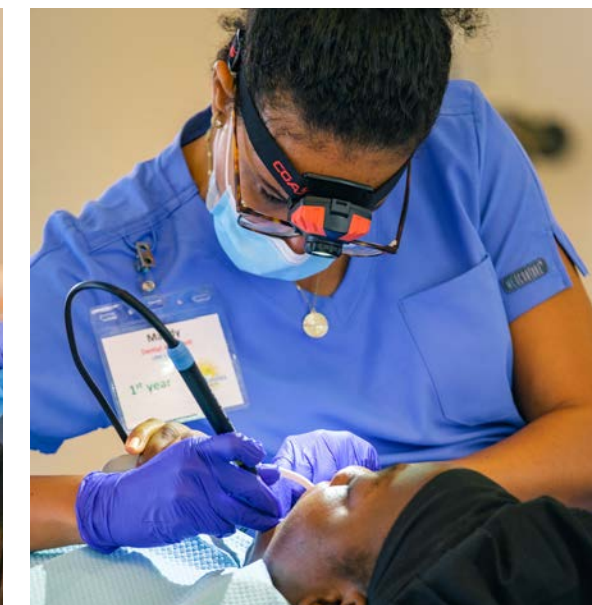
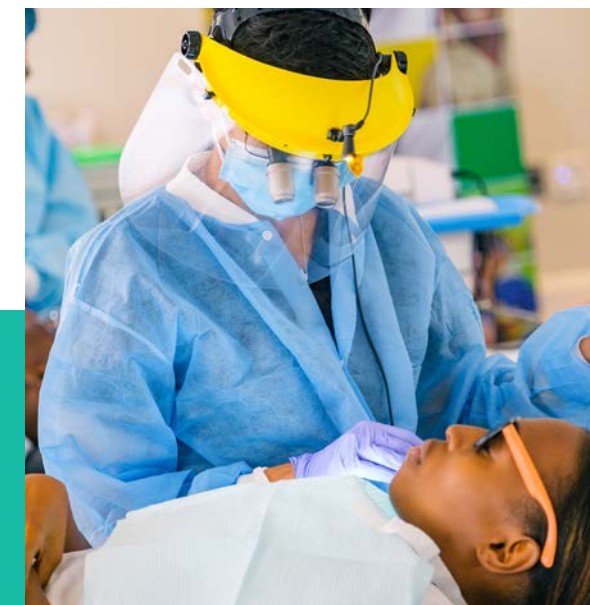
Helping Our Neighbors Feel Their Best

Our long-term relationship with the incredible nonprofit organization Great Shape! Inc., which empowers the children and families of Jamaica and other Caribbean locations by providing access to education and health care, epitomizes our strategy to match experienced talent with resources to build stronger communities. With the support of team Sandals, Great Shape! Inc. provides eye care through its iCARE program, dental care through its 1,000 Smiles and Sealants initiatives and ongoing educational support through its Teach the Teachers program and SuperKids, where it provides resources, volunteers and training in rural areas where the literacy rates among Caribbean children are low.

In Antigua, the Sandals Foundation supports the pediatric unit at the Sir Lester Bird Medical Centre, the island's only acute care facility offering 24-hour emergency care, giving the youngest children, including those born prematurely, a better fighting chance.

One key outcome

For more than a decade, the Sandals Foundation has partnered with The Hospital for Sick Children (SickKids), Toronto's premier facility, to fund childhood cancer research and care. The SickKids-Caribbean Initiative (SCI) is the centerpiece of this collaboration, advancing the study, diagnosis and treatment of pediatric cancer and serious blood disorders, including sickle cell disease, across the Caribbean.



Creating Opportunity for Better Outcomes at Home

Through our partnership with SickKids, the Sandals Foundation supported the fellowship of pediatric oncologist Dr. Chantelle Browne at Toronto's Hospital for Sick Children. Upon completion of the program, Dr. Browne returned home to Barbados, becoming only the second pediatric oncologist in the eastern Caribbean.



Setting the Stage for Education



Education is fundamental to everything we believe and do. It's why we've made access to hospitality training, skill development and ongoing education central to our organization and why we're adamant about reaching our most vulnerable neighbors early and often.

It's about partnering with organizations doing great work and helping them do what they do even better. It's why we work with Hands Across the Sea, investing in capacity-building workshops for parents and educators as well as seeing to the creation and outfitting of literacy infrastructure in the eastern Caribbean; why we fund programs at PACE (Providing Access to Continued Education) Foundation, aimed at providing continued access to education to young mothers while reducing the incidence of pregnancy; and why we introduced the Sandals Foundation Care for Kids Scholarship Programme.

Aimed at secondary and tertiary school students, Care for Kids is a 5-year holistic program that covers the cost of tuition, books, uniforms, annual medical and tutoring. It also offers mentorship and requires recipients to be involved in community outreach projects and sports. The program sets students on a trajectory to fulfill their dreams, impacting generations that follow them.





Making Dreams Come True

Care for Kids Scholarship recipient Shavenya D. Smikle fulfilled a lifelong dream when she became the first member of her family to graduate from university. And she did so with honors. Her relationship with the Sandals family began at The Queen's School, one of Jamaica's most prestigious high schools for girls. Today, Shavenya holds a Bachelor of Science degree in criminal justice and is a practicing paralegal.

"The impact you have had on my life is profound, and I am filled with gratitude that words alone cannot convey. I look forward to the future with excitement and aspire to make a difference in the lives of others, just as you and your team have done for me," said Smikle.

That driving philosophy of making the opportunity of education available to all is how Sandals became deeply involved in the Flankers Resource Center, located in one of Jamaica's neighborhoods in most need. Opened as a center for mediation, a place to peacefully resolve small disputes that might erupt in communities facing the pressures of unemployment and poverty, Flankers became the first project of a fledgling Sandals Foundation. Working together, the Center grew, and it continues to thrive as a centerpiece of the community, serving primarily as a safe after-school facility with a quiet library and tutoring.



And in cooperation with valued partners including Great Shape! Inc. and their Teach the Teachers program, Hands Across the Sea and Beaches Resorts' partner Sesame Workshop, creators of Sesame Street, the Sandals Foundation hosts rich teacher training workshops for educators across the Caribbean. Areas of capacity building include numeracy, literacy, emotional well-being, Information, and Communication Technology (ICT), disaster preparedness, and environmental education.



Youth Sports and the Map to Success

As an organization, Sandals believes youth sports is where health and wellness meet education. Through youth sports, kids learn the importance of fitness and nutrition, and when they become part of a team, they begin to understand that they are part of something larger than themselves.

Game Changer, an integrated sports program designed in partnership with Dwayne Wade's Foundation, was designed to benefit youth in underserved communities, not only in the Caribbean but in South Florida too.



Future Goals, Sandals' multilayered soccer program developed in collaboration with Dutch professional football (soccer) club AFC Ajax, is aimed not only at kids wanting to develop their soccer skills but at adults who have the opportunity to learn how to become better youth coaches and mentors. Introduced in Curaçao, the program is expanding throughout the Caribbean.

The Care for Kids Junior Golf Program is a creation of the Sandals Foundation, designed to introduce young Jamaican and St. Lucian golfers to the tradition and discipline of this ancient sport. With access to experienced pros and quality courses, Sandals' Care for Kids Golf Program is giving young golfers a place at the table to learn and improve their game as well as a platform to showcase their skills and possibly compete with the best of the best.



Youth sports is where health and wellness meet education





Crafted with Love in the Caribbean

Caribbean craft is not only an authentic artifact of experience that today's consumers cherish but an economic opportunity that preserves Caribbean culture. It is also under threat.

"As little islands at the end of the supply chain, we have to find a place where we can earn a good living and sell a good product," says Finola Jennings Clarke formerly with St. Lucia's Cultural Development foundation (CDF).



Supported by the Development Bank of Jamaica, the Government of Jamaica and the World Bank, the Sandals Foundation created The Artisans Project, a full circle program that teaches creators how to develop and distribute their crafts from sourcing local materials and packaging to pricing and bringing their crafts to market. The centerpiece of the project is the opportunity for Caribbean crafters to sell their authentic goods in weekly "meet the maker" markets at the resort and in resort gift shops across the region.

The project has become an overwhelming success with locally made crafts consistently among the best-selling items in resort shops and the proceeds reinvested in local communities, ensuring that the future of Caribbean craft traditions is preserved.

"This is about preserving cultural heritage through economic strength, a real way for people to earn a living. Local art traditions represent a unique way of life that will be continued, a profession that can be transferred and celebrated across generations."

-Karen Zacca, Operations Director, The Sandals Foundation



We close this report of love in action with our participation in the Caribbean Tree Planting Project, an ongoing effort to improve our climate and address food resilience by planting thousands of trees – **nearly 30,000 so far and more committed**. This important work is coordinated in concert with the Caribbean Philanthropic Alliance and the Jamaica Conservation and Development Trust, with whom we partnered to reforest areas blighted by clear-cutting in Jamaica’s precious Blue and John Crow Mountains National Park, a UNESCO World Heritage Site.

We are the Caribbean.
This is our home.
And we are planting today
for better tomorrows.

Love Grows

Planting trees is a prayer, a solemn act of faith, grounded in the certainty that tomorrow will be better than today.

With the Bahamas National Trust, we planted over **1,000 trees** in the Lucayan National Park

In Barbados’ historic Botanic Gardens, we created a haven for native plants

Over **1,000 food-bearing trees** were planted in Antigua’s Wallings Nature Reserve

4,000 mangroves planted in partnership with the Grenada Fund for Conservation



The Power of Meaningful Connections Guides Everything We Do

Join us as we continue this mission to make a lasting
impact on the people and places we love.



Sandals
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For more information contact
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