





In its simplest form, to inspire is defined as the action or power of moving intellect or emotions. We, the Sandals Foundation, believe that the action of inspiring hope is a force that can move mountains.

Our islands are home to beautiful, vibrant people. Our communities are a kaleidoscope of cultures, traditions and trades. Our turquoise waters and lush rainforests are teeming with the world's most exotic wildlife. Our Caribbean is a delicate and complex ecosystem, which faces many challenges that threaten the very things that make us so unique.

OUR MISSION

We are committed to investments that create a positive and sustainable impact on our communities and surroundings.

Moreover, we are dedicated to working closely with neighbours, civic leaders, employees, travellers and partners to harness resources, energy, skills and passion in our lasting commitment to the Caribbean.

OUR PROMISE

Each time a child learns how to read or a community centre opens its doors, our promises are fulfilled—all thanks to the tremendous support we have received over the years.

All costs associated with administration and management is supported by Sandals Resorts International so that 100% of every dollar donated goes directly towards funding impactful and meaningful initiatives within the key areas of Education, Community and Environment.

The Sandals Foundation is a 501(c)(3) non-profit organization launched in March 2009 to continue and expand upon the philanthropic work that Sandals Resorts International has undertaken since it opened its first resort in 1981.

PRESIDENT'S MESSAGE

From an early age, I took an interest in travel and hospitality: travel would allow me to experience new ways of life and hospitality gave me a means to provide people with service.

I was fortunate enough to pursue my passions, but as I began to look around, I quickly learnt that the playing field was anything but level. Trying to change the world felt overwhelming, so it was only natural for me to start making positive changes at home—my Caribbean. The challenges that I saw within the Caribbean were extensive: high costs for schooling, run-down community facilities, inadequate wages and training for teachers, lack of access to healthcare, deforestation, coral depletion; and the list went on. I understood that government couldn't take care of everything, however, many of us were in positions with resources and connections that could actually make an impact.

Sandals Resorts International had already been involved in giving back to the community for years, but the establishment of the Sandals Foundation became a structured

approach to making positive change within the areas of Education, Community and Environment.

Today, the Sandals Foundation is a true philanthropic extension of the brand; an arm that spreads the gospel of inspiring hope across every corner of the Caribbean.

For us, inspiring hope is more than a philosophy; it is a call to action. It is about equipping our people with confidence, empowerment and fulfillment, while providing communities with real, sustainable solutions to the problems they encounter each day. We, in turn, are inspired daily by their resilience, their creativity and their tenacity to achieve a better life. Our immeasurable rewards have been the progress and success of our programmes and the beneficiaries.

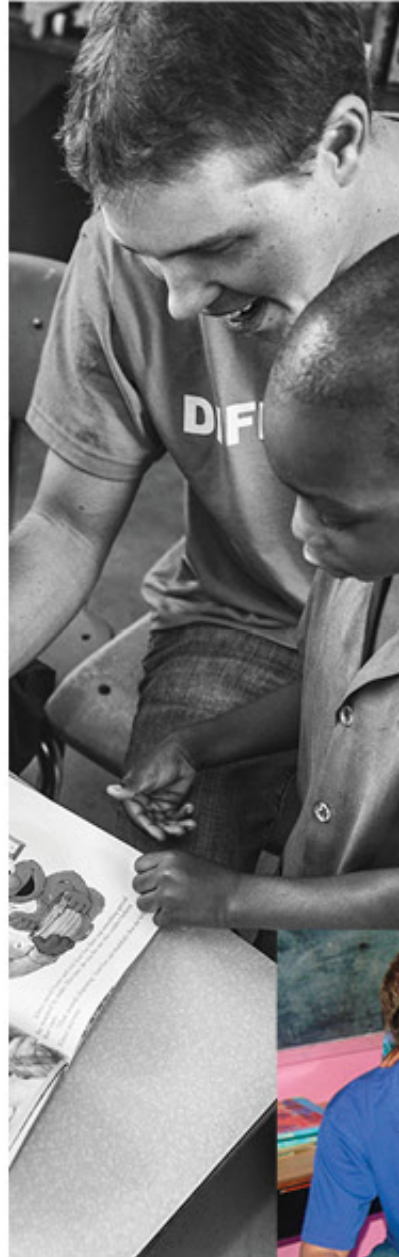
There are always several projects going on at any given time, and I am so proud and thankful of the Sandals Foundation family and our dedicated partners, volunteers and community leaders for making that possible.

As you read about the lives that are being touched and the ways in which the Islands are being positively impacted, I hope you take away the essence of what it means to 'Inspire Hope' and how you can help make a difference!

Sincerely,



Adam Stewart, CD
President of the Board
Sandals Foundation





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ENCOURAGE DREAMS

Dreamers reimagine the future and redefine possibility. They create new ideas and challenge the status quo. They are our children. We encourage children to reach for greatness, provide them with the resources and tools they deserve, and create environments where they will flourish as individuals. Moreover, we are establishing initiatives that are transforming dreams into reality.

168 Schools impacted

25,244 lbs. of school supplies collected

70,893 Students impacted

1,117 Teachers trained

8,000 Reading Road Trip volunteers

160 Scholarships awarded

82 Computer labs outfitted

180,310 Books donated

1,345 Computers donated

25 Libraries outfitted

Education



The Power of Literacy

SuperKids aims to lend assistance to schools where the Grade 4 literacy performance rate is below the desired standard. For the 75+ Great Shape! Inc. volunteers that are dedicated to these schools, these low literacy rates represent thousands of children with untapped potential—super kids who will flourish with the power of reading.

The SuperKids Literacy Programme is a collaborative effort of the Sandals Foundation, Ministries of Health and Education Jamaica and the service organization Great Shape! Inc. The initiative targets Grades 1–6 with the aim of improving literacy and computer education, while encouraging exposure to extracurricular activities such as

sports, music and art. "By the time the students are finished with our three- to four-year rotation, the majority of Grade 4 students are testing at mastery level in standardized testing," says Georgene Crowe, Great Shape! Inc. Co-Founder and Co-Director of SuperKids. To be exact, within just three years of implementing the SuperKids programme, schools like Pell River Primary and Broughton Primary are reporting literacy rates of 100%. It's an accomplishment that is "saving lives," states Dr. Joyce Graham Royal, Principal of the GC Foster College. "This invaluable contribution is indeed a timely and opportune one, which will ultimately revolutionize



the nation's literacy landscape." The Sandals Foundation believes that literacy is the key to unlocking the greatest opportunities in life. It gives people the power to become better versions of themselves; the power to communicate effectively, problem solve and connect to the world. Georgene Crowe states with conviction that "perhaps even more important, the students LOVE the engaging teaching techniques, really thrive under the positive accountability practices, and are really excited to learn. That's how we create life long learners to serve this country."



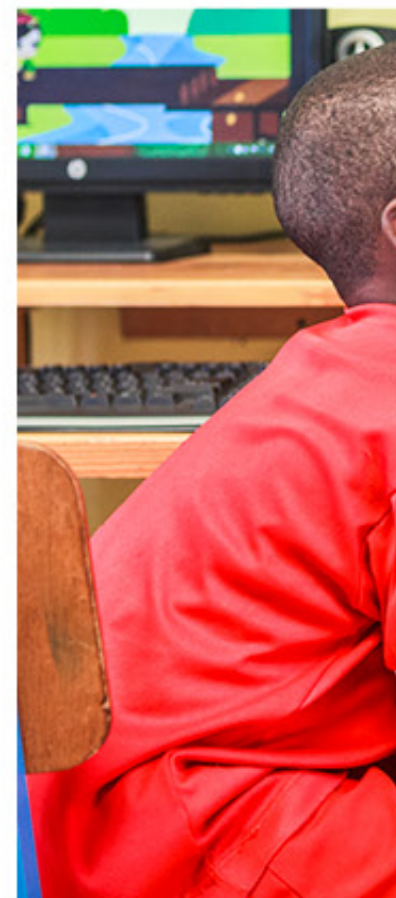
SuperKids

The SuperKids Literacy Program Focuses on

- Teacher Training
- Language Arts
- Computer IT Instruction
- Sports, Art and Music
- Health Screening
- Audiology Testing

Over 75 volunteers from the U.S., Canada and Jamaica have joined forces in 2015-2016 and

- Reached and positively impacted 12,000 children and families
- Increased literacy rates as high as 100% within three years
- Filled shelves with over 6,000 books
- Put 201 computers and 190 monitors to use
- Collected 5,000 lbs. of school supplies, art supplies and sport equipment



In addition to the 28 schools that have been served since inception, SuperKids welcomed four new schools in Negril, Jamaica in 2015.

Church Hill Primary - Hanover
Peggy Barry Primary - Westmoreland
Paul Island Primary - Westmoreland
St. Paul's Primary - Westmoreland



Education

ADDITIONAL PROJECTS:

SCHOLASTIC READING ROAD TRIP

Sandals Foundation and Island Routes Caribbean Adventures teamed up with Scholastic Book Fairs for the 2015-2016 school year to advance our Reading Road Trip (RRT) initiative. RRT gives resort guests and local school children the opportunity to engage in an unforgettable reading experience. Scholastic donated 25,000 books to our school libraries and granted access to Book Flix—an online reading program that pairs classic video storybooks with related Scholastic eBooks to build a love of reading and learning.



"We were very excited to receive the donation of reading books from Scholastic through Sandals Foundation. At the time, we were in the process of creating a new and bigger library space for our students and so the donation was very timely. Our school is a small one, but we want to inculcate a love of reading in our students and the first step is to



have a comfortable place where they have access to a variety of books. I want to say thank you to the Sandals Foundation and Scholastic for thinking about the students of New Winthorpes." —Leah Robinson, Principal New Winthorpes Primary School, St. George, Antigua.



HANDS ACROSS THE SEA LIBRARIES

Since 2013, we have partnered with Hands Across the Sea to support children's literacy, educational development, and the love of reading. The program aims to provide books, create borrowing libraries and foster sustainability of an engaging reading space within St. Lucia, Antigua and Grenada. This past year, the programme reached 1,537 children and had 2,257 new books shipped.

PROGRAMME HIGHLIGHTS:

Morne Du Don Primary School in St. Lucia won the 2015-2016 Hands Literacy Award for St. Lucia. A dreary spare classroom of "donation dumped" books was transformed into a school library. Every one of the school's 290 students visit the library each week!

Westerhall Secondary School in Grenada has received nearly 700 new books. The school's library committee hosts a reading club, organizes competitions and plans fundraising events such as literary concerts.

The principal of **Glanvilles Secondary School in Antigua** reports that book lending has increased to approximately 65% of the student body since receiving 522 new books from Hands Across the Sea.



YOU CAN GET
INVOLVED
with

EDUCATION

Make a contribution towards our 'Care For Kids' Scholarship programme, which awards funds to students annually to cover the cost of tuition, uniforms and books. Recipients are monitored and evaluated through a regional programme supervisor throughout their high school years to observe progress and provide additional support as needed.

Financial contributions are accepted at Sandals® and Beaches® Resorts front desks, gift shops, photo shops, Red Lane® Spas or online at www.sandalsfoundation.org.

Education

EMPOWER LIVES

"The secret to change is to focus all of your energy, not on fighting the old, but on building the new." (Socrates) The challenges that face the Caribbean are as diverse and complex as the people they affect. Our communities must battle issues such as poverty, inequality and violence each day. By working closely with government agencies, civic leaders and private donors, we are creating new, sustainable solutions that empower at-risk youth, women, local entrepreneurs and the underprivileged.

Community

227,639 People impacted through community & health initiatives

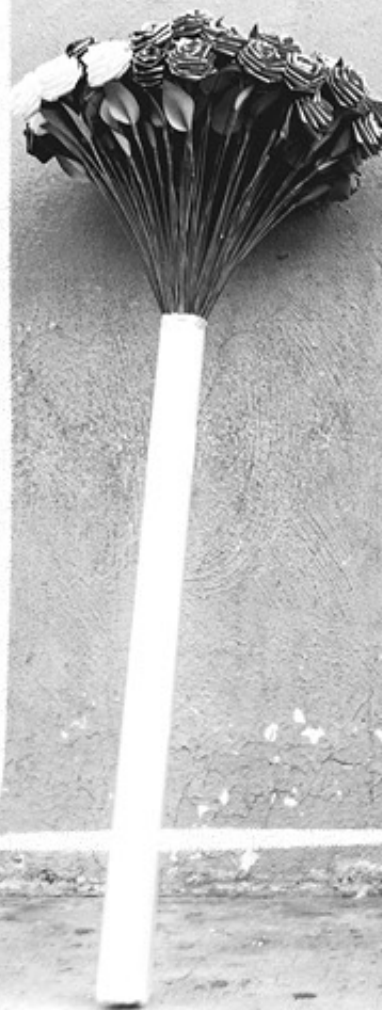
148,086 People gained access to free eye and dental care

64,000 Toys donated

17,075 Community volunteers

4,133 Cats and dogs spayed and neutered

299 Pre-term babies received a fighting chance



The School of Business Entrepreneurs (TSOBE)

Many students in St. Lucia graduate from secondary and tertiary institutions with an enthusiasm to enter the business world, only to find that there are a lack of available jobs or they do not meet the skills required to qualify.

"If opportunity isn't knocking, build a door!"

Hester St. Clair was like many unemployed graduates in St. Lucia who believed they had to settle when it came to finding work; employment was hard to come by. And, any decent enough job would surely help her grow professionally. Right?

Talisha Decembre had a passion for pastry and knew that entrepreneurship was the only way to do what she loved. So she turned to Google for answers, using the keywords 'entrepreneurship courses.'

Like so many other young, eager St. Lucians, the School of Business Entrepreneurs (TSOBE) programme, supported by the Sandals Foundation, opened their eyes. TSOBE is an initiative founded as a response to the nation's increasing unemployment rate and the effect it has on young people.

The initiative's 'Business Enthusiast 101' course is designed for 16 to 30-year-olds with the hope of encouraging entrepreneurship and instilling values necessary for attaining sustainable success. Over the span of 20 days, participants engage in comprehensive workshops that cover topics such as financial planning, marketing strategy, business licensing, social responsibility, and customer service, among others.

In the programme's short lifespan, it has seen unprecedented success.



Spirited 25-year-old Talisha Decembre currently owns and operates a steadily growing business 'Sweet Sacrifice,' catering to weddings, birthdays, special occasions and even customers with vegetarian and gluten free diets.

"Business is not only to make money; it's like giving life to something. Creating something is more important. Having a business that surpasses your lifetime is what



entrepreneurship is all about, in my mind. I want my business to contribute something to society," she states. She adds, "the program has helped me not only plan for the start of my business, but also to lay the right platform for sustained business growth."

At just 28 years old, Hester St. Clair is now running a youth development programme, hosting 35+ children between the ages of 3 and 12 years old. Hester was among the first participants of the 2016 program in the Castries area, graduating in March 2016.

"The important thing that stood out for me was the mindset that finding a 'job' was not the only avenue for



growth. Being an entrepreneur not only empowers me, but those around me. I realized that if I really put my mind to it, I can be successful doing what I love. It was a lot of work, but well worth the challenge," expresses Hester.

"It [TSOBE] definitely gave me the push to say 'Jump! Ground will definitely catch you at some point.' I took the step and landed here with my business safe in hand," she continues.

TSOBE offers a 20-day programme with workshops covering:

- Developing an Entrepreneurial Mindset
- Personal Development
- Importance of Technology
- Business Licensing
- Customer Service & Team Building
- Business Development Planning
- Finance and Marketing
- Social Responsibility & Sustainability



Community

ADDITIONAL PROJECTS:



FLANKER'S MUSIC PROGRAM

The Flanker Marching Band is a group of promising youths from the inner-city, Flanker community in Montego Bay, Jamaica. During Mega Fam trips, travel agents came together to donate to the Flanker's Resource Center.

Their efforts resulted in funding a three-year program that has provided new musical instruments and repair to existing instruments; lessons and tools for weekly theory and practical classes; uniforms for band members; the assistance of a band coordinator; and examination fees for theory level exams. The band is now performing at a level where it has been paid to play at Sandals Montego Bay-area resorts once a week.



"Over my years of musical experience I have known of organizations assisting with a level of help towards band programmes, but Sandals Foundation has taken their quality of assistance to a different level. I'm proud that Sandals Foundation has been the first to have gone through such great lengths to revive the Flanker Marching Band Programme."

Mikel Turner, Band Director



"Before being part of the band, I didn't really know how to be a part of a team and how to believe in myself and my abilities. The band gives me something to look forward to and a positive way to express myself."

Renaldo Hendrick, Band Member

PAEDIATRIC WARD FUNDING IN ANTIGUA

Pre-term babies born in Antigua have a greater fighting-chance following the donation of two comprehensive Infant Care Centres from the Sandals Foundation (valued at almost US\$20,000), to the Paediatric Unit of the Mount St. John's Medical Centre (MSJMC), the nation's only hospital. These machines provide critical care, such as temperature control, monitoring of vitals, weighing and respiratory assistance to pre-term babies when the need arises. To date, 299 babies have used these units.



SICKKIDS

Sandals Foundation continues its partnership with the SickKids Foundation Caribbean programme, impacting the Islands of Bahamas, Barbados, Jamaica, St. Lucia and St. Vincent & the Grenadines. The goal of the programme is to provide training and resources to better diagnose and treat children with cancer and serious blood disorders across the Caribbean. The Sandals Foundation has been instrumental in funding three main initiatives:

1. Nurse training
2. Creating a telemedicine room in St. Lucia so local medical experts can present patient cases to SickKids for advice, as well as connect doctors in neighbouring islands.
3. Training of a paediatric oncologist, Dr. Chantelle Browne, who will return to her home country, Barbados, after completing a two-year fellowship at the Hospital for Sick Children in Toronto and become the second paediatric oncologist in the Eastern Caribbean.

"As part of the Division of Haematology and Oncology at SickKids, I will have an opportunity to observe and become immersed in the management of over 22,000 annual patient visits to the Sears Cancer Clinic and the approximately 350 children whom are newly diagnosed with cancer each year in Toronto."

- Dr. Chantelle Browne



YOU CAN GET INVOLVED with

COMMUNITY

Help Cedella Marley, The Bob Marley Foundation and The Sandals Foundation empower women across the Caribbean by donating to our new collaborative initiative, WHOA, at sandalsfoundation.org

To date, WHOA—Women Helping Others Achieve—has impacted over 1,600 women through education, counseling, skills training, agricultural programmes, and rehabilitation for marginalized women.



Community

CULTIVATE TOMORROW

Tomorrow is influenced by what we do today, so it is important that we cultivate a local culture that is conscious of their collective and individual impact on the world. From our deep seas to our lush forests to our exotic wildlife, our unique surroundings sustain, protect and inspire us. Our focus is to educate communities, including fishermen, young students and even Sandals Resorts employees about effective conservation practices, and establish sanctuaries that will benefit generations to come.

2	Fully operational marine sanctuaries created
15%	Increase in coral coverage in Boscobel, Jamaica*
333%	Increase in fish biomass in Boscobel, Jamaica*
27,804	Turtles safely hatched
15,874	lbs. of waste collected
10,758	Trees planted
21,834	People received marine awareness training

*NEPA: National Environment and Planning Agency.
CaribSave: Fish Sanctuaries for Sustainable Communities.

Environment



Guy Harvey 'Save Our Seas'

Catching the Wave



There is a powerful force surging through young generations: a wave of curiosity and concern in regards to their world. The Guy Harvey 'Save Our Seas' programme is catching that wave and has developed a groundbreaking school initiative that fosters an enthusiasm among Caribbean youth towards marine awareness and environmental responsibility.

For the 2015/2016 school year, The Sandals Foundation, the Guy Harvey Ocean Foundation and CARIBSAVE, worked closely with 40 schools across the Caribbean and reached over 1,400 children to educate students on topics including: Coral Reefs, Sea Turtles, Sharks & Marine Mammals and Coastal Ecosystem & Climate Change.

Environment



Towards the end of the school year, an essay competition was hosted for students to write an informative piece regarding one of the topics discussed. Winners were each awarded a computer and school supplies for their creative ideas and expression of the importance of marine awareness.

The competition was met with great enthusiasm and revealed that the programme had engaged students, made them truly think about their impact on the world and encouraged them to come up with sustainable solutions that could be implemented within their communities.

Excerpts from Sea Turtles, the winning essay by Nicoya Cunningham (Cove Primary School, Jamaica):

"No man is an Island, no man stands alone." These are the first words in one of the songs used by the United Nations. These words encourage interdependence, which is a dependence on each other for support and survival. Humans depend on animals and plants, and plants and animals depend on humans for survival.



Excerpts from Coastal Ecosystems, the winning essay by Keron Adams (Milton Lynch Primary School, Barbados):

How can we in Barbados assist in the mission to save our seas? Businesses, individuals and government need to educate, communicate and cooperate urgently as they all stand to benefit.

Many thanks to businesses and organizations like the Sandals Foundation and CARIBSAVE in spearheading efforts to educate sensitize and mobilize key persons including young minds like me, tour guides and others toward taking action to save our marine environment.

Excerpts from Coral Reefs, the winning essay by Jamar Xan Nathoniel (St. Mary's College, St. Lucia):

All of these factors affecting reefs are made worse by the problem of soil run off into the sea from construction and agriculture, as well as sewage

from inadequate facilities, suffocating our coral reefs. The issue of climate change also adds fuel to the fire. I ask you, on behalf of current and future generations, to take action about what I have shared with you today before we lose all of St. Lucia's treasured coral reefs.

Excerpts from Saving Our Seas, the winning essay by Marc Smith (Majorie Basden High School, Turks & Caicos):

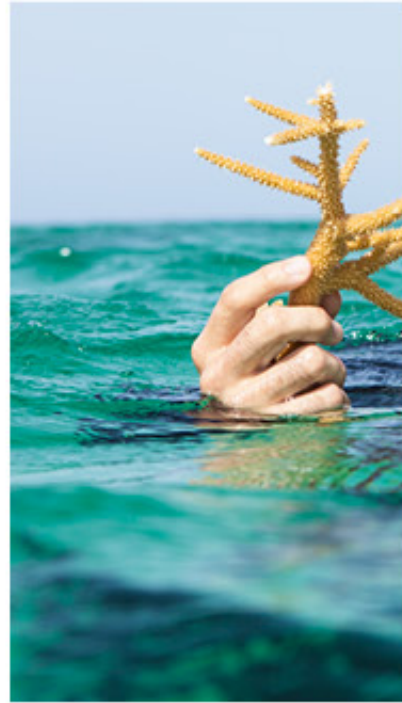
Our seas are so vast that people underestimate the impact that their actions—seemingly so insignificant—have on them.

Coral reefs act as barriers in protecting the mainland during natural hazards formed from the sea. Our sea also absorbs carbon dioxide from the atmosphere and reduces the impact of climate change. Without our seas, our survival would be in jeopardy because it is one of the most important keys to our survival. These are some of the myriad of reasons saving the sea is important.

Excerpts from Sea Turtles, the winning essay by Joh-Nae Olivacce (Green Bay Primary School, Antigua):

[Written from the perspective of a sea turtle] Last night our nest at Willoughby Bay was destroyed while we were sleeping. Someone was searching for turtle eggs and they found our nest. They picked us up and kept squeezing and prodding our stomachs to see if we were full of eggs. However, as the security approached them, they dropped me and I hid in the bushes.

ADDITIONAL PROJECTS:



CORAL CONSERVATION

According to a Catlin scientific survey, the Caribbean has lost 80% of its coral coverage in recent years, and the disappearance of our beaches and collapse of the fishing industry is imminent. Due to management of the Boscobel Sanctuary in Jamaica, up to July 2015 there was an increase in



overall coral coverage by 15% (NEPA). To continue the effort, the Sandals Foundation has also partnered with Coral Restoration Foundation and CARIBSAVE to create two sustainable coral nurseries within Boscobel and Blue Fields Bay Fish Sanctuary. The nurseries were developed to raise awareness among tourists and are expected to produce approximately 1,000 pieces of coral each year.



WHITEHOUSE OFFICE & SANCTUARY

The Sandals Foundation has created a local office for the Whitehouse Sanctuary in Jamaica, which works directly with the area's fishing community in order to protect the sanctuary and to provide information and education on the importance of responsible fishing practices. Through our partnership with CARIBSAVE, the office also offers a commercial freezer, which is run by solar panels and a wind turbine, to give local fishermen a place to store pelagic fish; larger fish from deeper waters such as tuna, marlin and kingfish.



TREES THAT FEED BARBADOS

"Give a man a fish, and you feed him for a day; show him how to fish, and you feed him for a lifetime." That's the heart of our partners' goal—Trees that Feed. The Sandals Foundation is on a mission to plant fruit trees that will feed people, create jobs and benefit the environment. The programme has been active for one year, planting food trees in over 20 schools across Barbados.



YOU CAN GET INVOLVED in

ENVIRONMENTAL CONSERVATION

Go scuba diving at any Sandals or Beaches Resort and purchase a Sandals Foundation Dive Tag. 100% of all proceeds go towards the following environmental projects:

- Management of Marine Sanctuaries
- Development and Maintenance of Coral Nurseries
- Turtle Conservation
- Environmental Education in Local Schools
- Invasive Species Control
- Wetlands Conservation

Environment

ENGAGE PEOPLE



Island Impact gives Sandals and Beaches resort guests the chance to explore the island, make new friends and positively impact the destinations they love. For many of our people, it is also the only opportunity they have to engage with individuals outside their world. The Sandals Foundation and Island Routes Caribbean Adventures have teamed up to create an extraordinary volunteer experience for travelers and locals that helps fulfill the promises of our pillars: Education, Community and Environment.

Voluntourism



Generation Impact

Teens Taking Action



The Sandals Foundation is engaging youth to create a new, motivated generation of Volun-teens. Through the Island Impact programme, teens can learn the importance of giving back and the impact they can have on others. As a bonus, student volunteers (full-time high school students) can earn up to 10 community service hours. To get the word out, the Sandals Foundation has appointed a passionate Youth Advocacy Ambassador (YAA): Teen actor and philanthropist, Marcus Scribner.



As featured on TeenVogue.com

How Marcus Scribner Turned His Two Big Passions Into a Way to Help the Community

Teen Vogue joined ABC's black-ish star and activist on a trip to Jamaica to help kids in need.

Though you may know him as one of the stars of ABC's black-ish, where he plays the nerdy but lovable Andre Jr., Marcus Scribner's beginnings were a bit more humble: as a super shy kid, his mom signed him up for acting classes to help ease him out of his shell. Little did anyone know then, a career was in the making. Now, 10 years later and a bonafide star, he has his sights set on doing more than just appearing on the screen. That's the amazing thing about Marcus: he knows that having a platform means you have a responsibility to use it wisely.



After wrapping season 2 of black-ish, Marcus wanted to do two things: spend time with his family, and give back to the people around him. A partnership with The Sandals Foundation (part of the Sandals Resorts company) let him do just that — as their first official Youth Advocacy Ambassador, he's been traveling to different schools, shelters, and communities that are in need, offering time, donations (10 Microsoft tablets, to be exact!), and raising awareness for communities that most need help.

Though there are countless issues around the globe that need our attention and assistance, Marcus' passions are for higher education and the protection of animals in areas where they are often abandoned and abused. The mission of his work is not only to reach out to the communities himself, but to let people know that it doesn't take a lot to make a big change. "One



small action makes a huge global difference," he explained to Teen Vogue on a recent trip to Jamaica. "Sometimes the problem can seem so big you don't know where to start, but it starts with one small action, and everyone can do something."

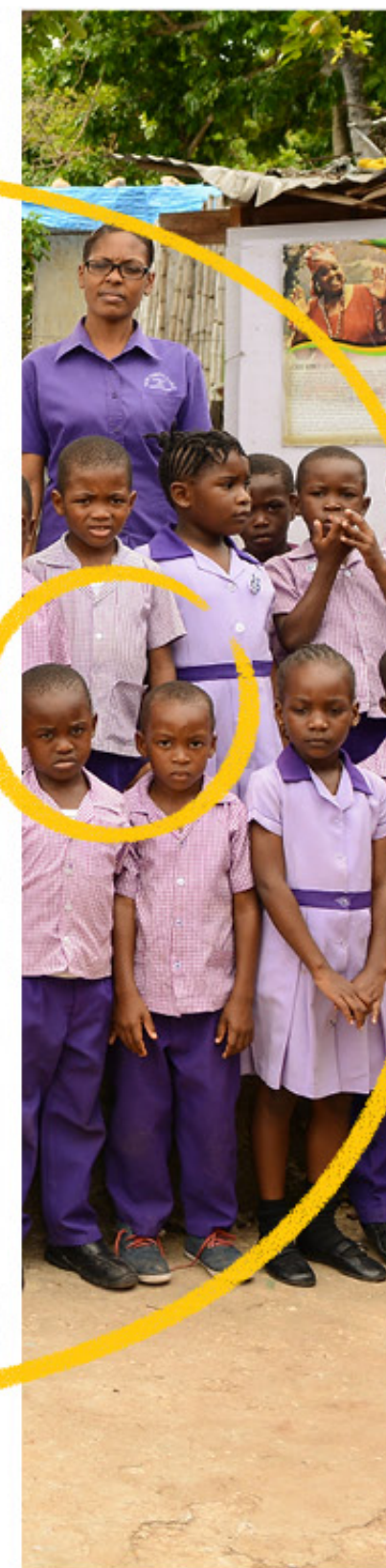
Collaborating with the Sandals Foundation was a no-brainer for Marcus. On every island they have a resort, the Foundation donates resources and raises awareness for these issues exactly — they give back to their communities by building and updating schools and no-kill animal shelters, among other things.

"I want every child to have the opportunity to reach their full potential," Marcus explained. "I was privileged enough to have the right resources and the mindset to know that I could become anything I wanted, and I want them to know that, too. When I was young I used to say, I want to be an actor or the president of the U.S... not everyone has the ability to dream like that."

Voluntourism



Gaining momentum for the cause is simple, and doesn't take more than a brief visit to one of the locations in need: Though many of the schools are small wooden rooms designed to fit a tenth of the number of students they have to hold, the kids are "smart, enthusiastic about life, so loving, and super excited" to have the opportunity to learn. Every child's potential matters, and that's the point that Marcus really wants to drive home. "We need to give them the right tools and support to make sure they can achieve what they're capable of. The next Einstein, or a scientist that could cure cancer, could be sitting in one of those rooms."



The important message here is also that getting involved is a lot easier than many people assume: if you visit a Beaches or Sandals Resort, you can bring a book or a backpack of school supplies and go on a "reading road trip" where you meet kids from schools in need, and hang out with them for a while. (If you're in a high school or college that requires volunteer credit, this can account for 10 hours!) "You're not only receiving community service hours, you're changing the life of a child in the Caribbean," Marcus says of the opportunity.

But it doesn't require a trip to help, whether financially or just by making small changes around your home and in your lifestyle. For example, donating even just \$5 a month would provide a school child with a healthy lunch. We could all be making smaller changes in our daily lives too, Marcus points out. "Making a change is as simple as choosing to use reusable water bottles, taking shorter showers" — especially in his hometown of L.A. — "turning off water while you brush your teeth, shutting off the light when you leave the room, adopting an animal from a local shelter, planting a sustainable community garden, or encouraging your parents to use recyclable shopping bags." (Did we mention that the kid knows his stuff?)

The point is that there's a lot of work to be done and there are many of us who could very well afford a few extra moments of our time. These things are not nothing; they are everything to a child or animal in need. What we know is this: what matters is not what you accomplish, but how you use that accomplishment to help others. And for Marcus, this is just the beginning.

Voluntourism

Here's How You Can Make A Positive Island Impact



Join an unforgettable Scholastic Reading Road Trip and interact with local school children: Visit the Island Routes Tour desk, located on resort, to book. Trips are offered during the September through May school year in all Islands.



Pack for a Purpose® and bring up to 5 lbs. of much-needed supplies to the islands: Before you pack for your upcoming trip, visit PackforaPurpose.org for a complete list of requested supplies categorized by island. When you arrive, just drop off your donated supplies at the resort's front desk and they'll be delivered to a locally supported school.

Visit a marine sanctuary to support conservation projects in Jamaica and Barbados: Visit the Island Routes Tour desk, located on resort, to book an interactive sea turtle 'hatch and release' experience available in Ocho Rios, Jamaica. Stop by the resorts' Aqua Center to sign up for a snorkel or scuba diving trip to one of our marine sanctuaries in Jamaica or Barbados.



Assist with a mentorship programme or a beach cleanup over the summer: Visit www.beaches.com/islandimpact to sign up or to find out more about volunteering while on vacation, including community service opportunities for full-time high school students.



Voluntourism

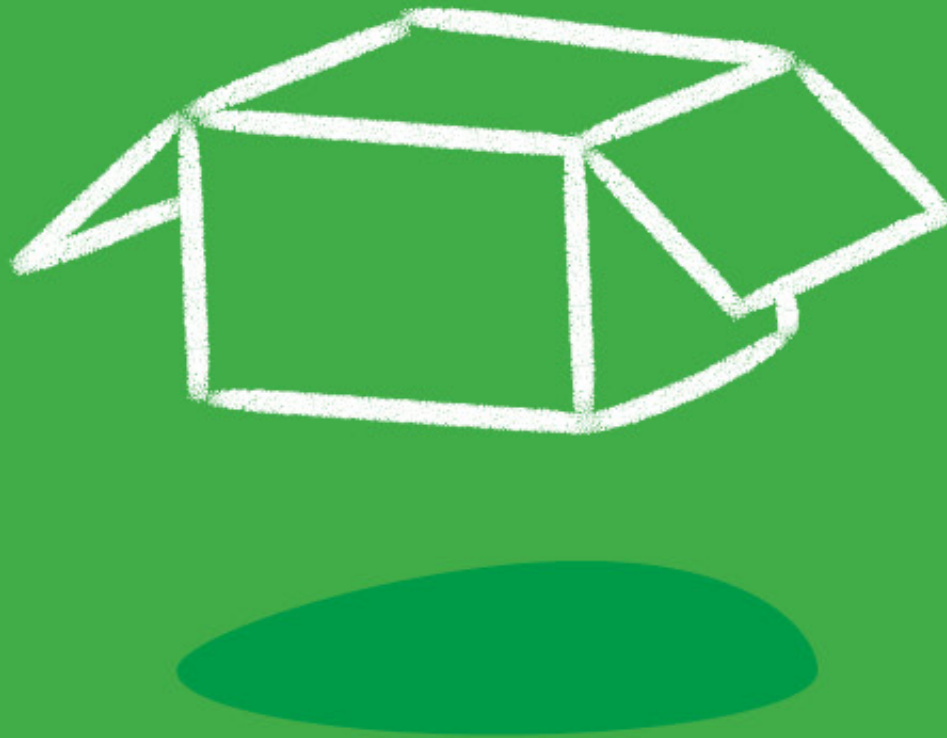
UPLIFT OTHERS

Disaster (noun) di-sas-ter: something that happens suddenly and causes much suffering or loss to many people.

As a Caribbean organization, the Sandals Foundation knows firsthand how natural disasters can affect a nation in the blink of an eye. And although we know that storms, earthquakes and floods come with the territory, they cause unforeseen and unimaginable damage that displaces children and families, devastates communities and destroys environments.

Relief (noun) re-lief: removal or lightening of something oppressive, painful, or distressing.

The Sandals Foundation has made a commitment to the entire Caribbean region to respond promptly to national emergencies caused by natural disasters. No matter the island, we lobby support from resort guests, trade partners, team members, travel agents, suppliers and other organizations to bring relief and to uplift communities affected by disaster.



Disaster Relief

Storm Erika

All Hands on Dominica

image / caricom.org



After a successful fundraising effort, in the wake of Tropical Storm Erika, the Sandals Foundation partnered with the Rotary Club of Dominica and the Ministry of Education. In support of its commitment to education across the Caribbean region, the Sandals Foundation was compelled to restore several libraries on the Island in partnership with Hands Across the Sea, including lending assistance to the Petite Savanne Primary School. The institution, which was made uninhabitable due to the storm,

was forced to relocate to a nearby Teachers' College in the town of Roseau. The Sandals Foundation created and outfitted a multipurpose room with new Dell computers and a printer, a projector and screen, school furniture and floor rugs, over 1,500 brand-new books, a variety of school supplies for students and a beautiful wall mural. This project was supported by several partners: Scholastic Book Fairs, Tropicairs/ Africair, Dell and School Specialty, Inc.

Disaster Relief

Hurricane Joaquin

Rebuilding Long Island, Bahamas

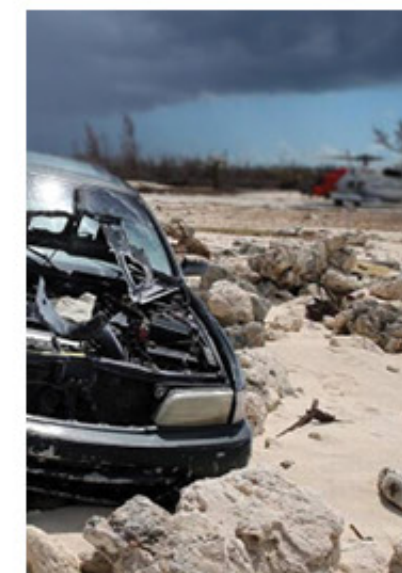
On Thursday, October 1, 2015, Hurricane Joaquin made landfall on quaint Long Island, Bahamas, as a Category 4 storm with maximum sustained winds of 130 mph. The storm's devastating path destroyed homes, battered the landscape and flooded farms and main streets—leaving hundreds of residents homeless and without basic supplies.

The Sandals Foundation initiated an extensive company-wide campaign across all properties and corporate headquarters, which was met enthusiastically by both team members and guests to assist with the Island's recovery efforts.

First response focused on collecting monetary donations and supplies to distribute much-needed items such as water, non-perishable food and school supplies to the island. In subsequent weeks, the Sandals Foundation committed to three major projects with the help of volunteers and donations.



image / miamiherald.com



The Foundation repaired and equipped:

- The Cancer Society building in Scrub Hill Long Island
- The Long Island Resource Centre through partnership with the Ministry of Education
- Ladies Friendship Club of Long Island—a Senior Citizen Center in Grays Long Island



YOU
CAN

UPLIFT
OTHERS

This is our home and no matter where in the region disaster strikes, we lend support to our neighbours across the sea. We encourage you to donate directly to any resort at the front desk or visit sandalsfoundation.org in the wake of a natural disaster that strikes the Caribbean.

Director's Message

Martin Luther King, Jr. once said, "Life's most persistent and urgent question is, what are you doing for others?" The Sandals Foundation believes that small acts, when multiplied by thousands of people, can transform the world.

With over 14,000 team members, volunteers, invaluable partners and donors like you, we have been able to positively change our region. When you provide for one person, you are empowering not just an individual, but the people and places that they are connected to: their families, friends, neighbours and surroundings. That's how you inspire hope!

Education, community and environment are the pillars of a society and the Sandals Foundation is committed to opening doors, creating sustainable solutions, and implementing environmental practices that will strengthen our beautiful Caribbean.

Education is a gift that keeps giving. Many of our youth are laden with talents that are neglected due to circumstance. Over the past year, we have worked to forge initiatives that allow people the opportunity to further their education in order to bypass the roadblocks that hinder their dreams. Some of our key educational projects that impacted the Islands where we operate included: SuperKids, Scholastic Reading Road Trip, Hands Across the Sea and our 'Care for Kids' Scholarship Programme.

A community flourishes when there is unity. Through mentorship and outreach programmes and granting access to free healthcare and skills training, we are creating connections and setting common goals that

encourage people to elevate one another. Our projects over the year which have affected local stakeholders included: The School of Business Entrepreneurs (TSOBE), GameChanger, Flanker Music Programme, SickKids and Women Helping Others Achieve (WHOA) programme.

Environment, both above and below sea level, determines our quality of life. We educate people on the importance of protecting their surroundings, create sanctuaries for our diverse species and implement practices that will preserve and improve our environment and well-being. Our environmental programme highlights included: Coral Nurseries, The Guy Harvey 'Save Our Seas' School Programme and Trees that Feed.



This past year has been a fruitful one, impacting countless lives. However, our mission is ongoing. As we continue to pave new roads and expand our reach, we thank you for your support and look forward to the journey ahead. All of these projects and accomplishments could not have been possible without the hard work and unwavering commitment of our team members and invaluable partners like you!

Regards,

Heidi Clarke

Heidi Clarke
Director of Programmes
Sandals Foundation



Partners and Sponsors

- 305 Films
- AAA
- Air Canada Vacations
- Amadeus
- American Airlines
- American Express
- American Friends of Jamaica
- Animal House
- Antigua Sea Turtle Conservation
- Appliance Traders Limited
- Bahamas Food Services
- Barbados Tourism – Canada
- Beaches Resorts
- Bluefields Bay Fishermen's Friendly Society
- Bombardier
- Camp GROW
- Caribbean Bottling Company Bahamas
- Caribbean Farmers Network
- Caribbean Producers Jamaica
- CARIBSAVE
- CariMed Foundation
- Carlson Wagonlit Travel
- Centre for Agricultural & Rural Cooperation (ACP-EU) (CTA)
- CIBC FCIB
- Colombian Emeralds
- Comcast 360 Media
- Comic Relief
- Committee for the Upliftment of the Mentally Ill (CUMI)
- Coral Restoration Foundation
- Debate Mate
- Digicel Foundation
- Discovery Bay Marine Lab
- Early Childhood Commission Jamaica
- Environmental Awareness Group (EAG)
- Experimental Education
- Fauna & Flora International
- First Caribbean International Bank
- Flanker, Peace & Justice Center

- Flight Centre Travel Group
- Food For The Poor
- Foresters
- Forestry Department (Jamaica)
- Global Deaf Connection
- GOGO Worldwide Vacations
- Golf Association of Ontario Common Purpose
- Grays Green Community Centre
- Great Shape! Inc.
- Grenada Dove Conservation
- Grenada Forestry & National Parks
- Guy Harvey Oceans Foundation
- Hands Across the Sea
- Hasbro, Inc.
- Heart Trust NTA
- Honeymoon Wishes
- I - Care
- International Spay Neuter Network
- Island Routes Caribbean Adventures
- J-Wray & Nephew
- Jamaica Conservation and Development Trust
- Jamaica Environmental Trust
- Jamaica Gold Association
- Jamaica Medical Mission (Nova Southeastern University)
- Jamaica Paralympic Association



- JetBlue Airways
- Lawson Products
- Liberty Travel
- Loyalty One
- Ministry of Agriculture (Environment Division and Forestry Unit) (Antigua)
- Ministry of Education, Youth, Sports and Gender Affairs (Antigua)
- Ministry of Housing, Lands, Agriculture and Environment (Antigua)
- Ministry of Sports (Antigua)
- Ministry of Agriculture and Fisheries (Jamaica)
- Ministry of Education (Jamaica)
- Ministry of Health (Jamaica)
- Ministry of Education (St. Lucia)
- Ministry of Health (St. Lucia)
- Ministry of Forestry and Environment (St. Lucia)
- Ministry of Sports (St. Lucia)
- Montego Bay Boys and Girls Club
- National Environment and Planning Agency
- National Parent Teachers Association
- NRG Energy Ltd.
- Operation Potcake
- Oracabessa Foundation
- PACE Foundation
- Pack for a Purpose
- Reggae Girz
- RJR Communications Group
- Rona Inc.
- Rotary Club of Dominica
- Rural Agricultural Development Authority (RADA)
- Salvation Army
- Sandals Resorts International
- Sanitas Skincare
- Scholastic, Inc.
- Scholastic Book Fairs
- School Specialty, Inc.
- Scratch DJ Academy
- Sesame Workshop
- St. Ann's Bay Hospital
- St. Johns Hospital
- St. Jude Children's Research Hospital
- St. Lucia Cricket Association
- St. Lucia Crisis Centre
- St. Lucia National Trust
- SuperKids Literacy Project
- Swailings School of Soccer
- Sweetwater Foundation
- Synergy Designs
- The Bahamas National Trust
- The Bob Marley Foundation
- The Catholic Board of Education
- The Coca-Cola Company
- The Jamaica Golf Association
- The Jamaica Observer
- The Nassau, Bahamas Alumnae Chapter of Delta Sigma Theta Sorority Incorporated
- The School of Business Entrepreneurs (TSOBE)
- The SickKids Foundation
- The University of the West Indies
- The Willis Foundation
- Tiger InFLOW Tennis
- TravAlliance Media
- TravelBrands
- TravelWeek Canada
- Trees That Feed Foundation
- TripMate
- Unique Vacations, Inc.
- University of the West Indies
- Wade's World Foundation
- We Care for Cornwall Regional Hospital
- West Indies Cricket Board (WICB)
- WestJet Vacations
- Women's Centre Foundation of Jamaica
- Women's Health Network
- YB Afraid Foundation
- YellowBird Foundation

Board of Directors



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Jaime Stewart-McConnell
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Gerry Kinasz
Michael Thompson



Financials

Independent auditor's report

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To the Directors of
Sandals Foundation (A Company Limited by Guarantee)

Report on the Summary Financial Statements

The accompanying summary financial statements, which comprise the statement of financial activities and retained surplus, the statement of financial position as at March 31, 2016 and the statement of cash flows for the year then ended and related notes, are derived from the audited financial statements of Sandals Foundation (A Company Limited by Guarantee) for the year ended March 31, 2016. We expressed an unmodified audit opinion on those financial statements in our report dated September 5, 2016. Those financial statements, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summary financial statements do not contain all the disclosures required by International Financial Reporting Standards. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of Sandals Foundation (A Company Limited by Guarantee).

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Practice Statement 2016-1, Summary Financial Statements, issued by the Institute of Chartered Accountants of Jamaica.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (ISA) 810, 'Engagements to Report on Summary Financial Statements.'

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of Sandals Foundation (A Company Limited by Guarantee) for the year ended March 31, 2016 are consistent, in all material respects, with those financial statements, in accordance with Practice Statement 2016-1, Summary Financial Statements, issued by the Institute of Chartered Accountants of Jamaica.

Montego Bay, Jamaica

September 5, 2016

Mair Russell Grant Thornton
Chartered Accountants

Chartered Accountants
Member of Grant Thornton International Ltd

Statement of financial activities and retained surplus for the year ended March 31, 2016

	2016 US\$	2015 US\$
Incoming resources		
Cash donations		
Restricted Funds	850,205	432,879
Unrestricted Funds	630,334	540,226
Total cash donations	1,480,539	973,105
Investment income and gains		
Interest income	1,575	2,133
	1,575	2,133
Donated services	2,928,852	1,995,917
Gifts in kind and donated facilities	1,789,454	1,382,499
Other incoming resources – governance costs	495,868	464,755
	5,214,174	3,843,171
Total incoming resources	6,696,288	4,818,409
Resources expended		
Projects and programmes		
Education	384,956	501,984
Community	820,195	590,228
Environment	147,028	135,358
	1,352,179	1,227,570
Other resources expended	5,214,174	3,843,171
Depreciation, bank charges and interest	12,568	10,043
Total resources expended	6,578,921	5,080,784
Foreign exchange losses	2,364	21,106
Net outgoing resources before transfer	119,731	(283,481)
Funds at beginning of year	437,801	775,305
	557,532	491,824
Less : Transfer to special reserve	(63,033)	(54,023)
Total funds carried forward	494,499	437,801

Statement of financial position as of March 31, 2016

	Note	2016 US\$	2015 US\$
Assets			
Cash and cash equivalents	(3)	769,306	589,789
Receivables		54,756	49,342
Prepayments		3,045	120,886
Income tax recoverable		3,754	3,565
Motor boat and equipment		16,047	10,212
		846,908	773,794
Liabilities			
Accounts payable		15,173	61,790
Total current liabilities		15,173	61,790
Net assets		831,735	712,004
Funds of the charity			
Special reserve		337,236	274,203
Restricted funds		275,320	137,186
Unrestricted funds		219,179	300,615
Total restricted and unrestricted funds		494,499	437,801
Total funds		831,735	712,004

Approved for issue by the Board of Directors on September 15, 2016 and signed on its behalf by:

K.R. Collette

Director

Dmit Singh

Director

The notes on the accompanying pages form an integral part of these financial statements.

The notes on the accompanying pages form an integral part of these financial statements.

Statement of cash flows for the year ended March 31, 2016

	2016 US\$	2015 US\$
Cash flows from operating activities:		
Cash and cash equivalents	119,731	(283,481)
Adjustments for:		
Foreign exchange adjustment	—	4,278
Depreciation	9,726	7,658
Interest income	(1,575)	(2,133)
	127,882	(273,678)
Changes in operating assets and liabilities		
Receivables	(5,414)	(13,606)
Withholding tax recoverable	(189)	(382)
Prepayments	117,841	(91,985)
Accounts payable and accruals	(46,617)	(590)
Cash used in operations	193,503	(380,241)
Cash flows from investing activities		
Purchase of property, plant and equipment	(15,561)	—
Interest received	2,133	2,133
Net cash provided by/(used in) investing activities	(13,986)	2,133
Decrease in cash and cash equivalents	179,517	(378,108)
Cash and cash equivalents at beginning of year	589,789	967,897
Cash and cash equivalents at end of year	769,306	589,789

Summary Notes to the financial statements for the year ended March 31, 2016

1. Activity

The Foundation was established as a charitable organisation on April 16, 2008 and commenced operations in January 2009. It is an Approved Charity under the Charter Act, 2013 (Jamaica). Its principal activity is to provide support in the areas of education, community development and environmental protection, in the countries where the Sandals hotel brands operate. The Foundation is a company limited by guarantee and not having a share capital.

The Foundation operates from offices located at 35 Half Way Tree Road, Kingston, and Kent Avenue, Montego Bay.

2. Summary of accounting policies

a Basis of preparation

The summary financial statements have been extracted from the full financial statements and prepared in accordance with Practice Statement 2016-01 issued by the Institute of Chartered Accountants of Jamaica. The full financial statements as at and for the year ended March 31, 2016 were authorised for issue by the Board of Directors on September 5, 2016. Those financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) and contain an explicit and unreserved statement of compliance with IFRS. The summary financial statements do not include all the disclosures provided in the full financial statements and cannot be expected to provide as complete an understanding as provided by the full financial statements. The full financial statements are available at the company's office. The full financial statements have been audited by Mair Russell Grant Thornton who, in their report dated September 5, 2016 expressed an unmodified opinion in relation to those full financial statements.

b Restricted and unrestricted funds

Restricted funds are funds with restrictions imposed by the donor.

Unrestricted funds comprise funds received which the management is free to use for any purpose in furtherance of approved charitable projects.

c Foreign currency translation

Functional and presentation currency

The financial statements are prepared and presented in United States dollars. The functional currency of the Foundation is the Jamaican Dollar.

Foreign currency translations and balances

Foreign currency transactions are translated to United States dollar, using the exchange rates prevailing at the dates of the transactions (spot exchange rate).

Foreign exchange gains and losses resulting from the settlement of such transactions and from the remeasurement of monetary items denominated in foreign currency at year-end exchange rates are recognised in the statement of financial activities

3. Cash and cash equivalents.

	2016 US\$	2015 US\$
Demand deposits	769,306	589,789

4. Commitments

At the end of the financial year the Foundation had funds committed to various projects as follows:

	2015 US\$
Education projects	343,083
Community projects	128,027
Environmental projects	33,524
Total	504,634

The notes on the accompanying pages form an integral part of these financial statements.

The notes on the accompanying pages form an integral part of these financial statements.



www.sandalsfoundation.org

JOIN OUR MISSION

The Sandals Foundation has been able to undertake its programmes thanks to the tremendous support it has received over the years. All costs associated with administration and management are supported by Sandals Resorts International, which means that **100% of every dollar you donate goes directly into the communities.** The Sandals Foundation has several ways you can join our efforts.

- Scholastic Reading Road Trip — Improve the reading skills of children at our supported schools by participating in a structured reading lesson.
- Care for Kids — Sponsor a child through our scholarship programme.
- Pack for a Purpose® — Bring up to 5 lbs. of school supplies on your next visit to our islands. Visit PackforaPurpose.org for a list of supplies needed per region.
- Donations — Make a financial contribution during your next visit to any Sandals or Beaches Resorts or visit sandalsfoundation.org. Every penny you give goes straight into the community!
- In-Kind Donations — We welcome the donation of school supplies, new or gently used children's books and toys, medical supplies/equipment, sports equipment, computers, and services.
- Island Impact Voluntourism — Take part in our unique voluntourism activities; full-time students can also earn community service hours for their time. Visit the Island Routes tour desk to sign up or to find out more about volunteering while on vacation.
- Buy A Brick Programme — Donors can leave a legacy and make a difference to those in need!
- Travel Agent Giveback (T.A.G.) Programme — Travel agents can make a vast difference by donating a discretionary portion of their Sandals or Beaches commissions.
- Wedding and Honeymoon Gift Registries — Vacationing couples celebrating their wedding/honeymoon can add the Sandals Foundation as a gift option to their registry.
- Resort Retail Merchandise — Visit the Sandals Foundation corner on resort at Sandals or Beaches to purchase unique merchandise. A percentage of proceeds helps fund a variety of local programmes and projects.
- Newsletter — Be sure to sign up at www.sandalsfoundation.org for the Sandals Foundation newsletter to receive information on projects, programmes and events.
- Follow us — Facebook: [SandalsFoundation](https://www.facebook.com/SandalsFoundation)
Instagram & Twitter: [@SandalsFDN](https://www.instagram.com/SandalsFDN)

Thank you!



Sandalsfoundation.org