



The Minor Sustainability Awards 2019 received great interest from our business units globally, with 43 applications submitted from initiatives implemented in 2019. In addition to certificates of recognition, in 2020, winning teams were also awarded with “seed funding” for advancing their sustainability initiatives. The total of 10 initiatives were awarded under 3 award categories as follows:

Categories of Minor Sustainability Awards 2019

Best	A gold crown icon with a square in the center, flanked by laurel branches, set against a dark gold banner background.	Initiative with exceptional demonstration of both business and socio-environmental benefits	USD 2,000 seed funding per initiative	2 award winners
Outstanding	A gold award ribbon icon with a star and plus signs, set against a dark gold banner background.	Initiative with outstanding demonstration of both business and socio-environmental benefits	USD 1,500 seed funding per initiative	4 award winners
Rising Star	A gold star icon with motion lines, set against a dark gold banner background.	Initiative with good demonstration of both business and socio-environmental benefits with potential to scale up	USD 1,000 seed funding per initiative	4 award winners

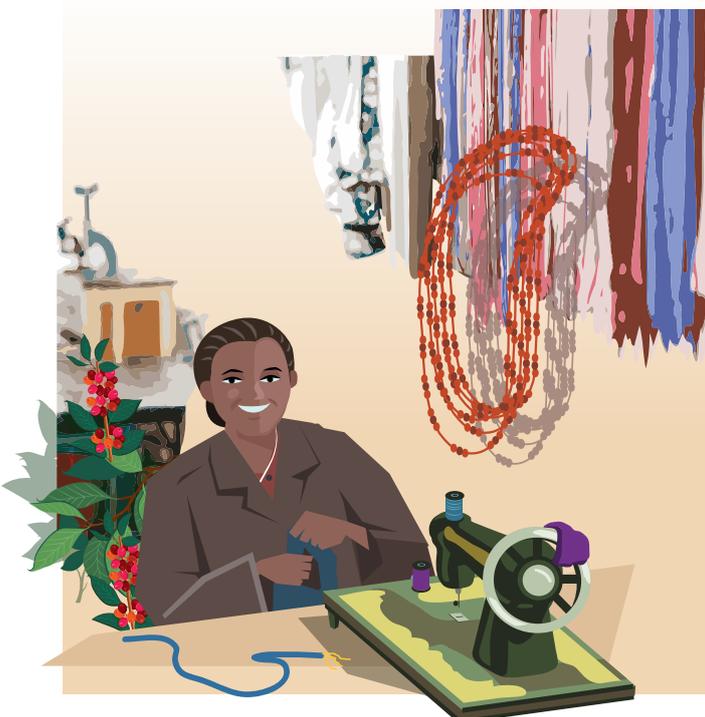
Best



Shanga Foundation by Elewana Collection, Tanzania

Located on the ground of Elewana Arusha Coffee Lodge, Shanga Foundation is a self-sustaining social enterprise providing employment and training opportunities for people with disabilities. Its high-quality handmade jewelry and homeware are made of recyclable materials, reducing environmental impact on Tanzania's sensitive ecosystem. Shanga's steady revenue increase allowed the initial investment made by Elewana to be returned in full. Elewana also benefited from positive PR and revenues from visitors' lunches.

In 2019, Shanga generated revenue of over USD 680,000, covering all its operating costs. It employed 67 locals, of which 39 are people with disabilities. Meanwhile, it was able to eliminate almost 150 tons of waste (generated from hotels and local residential and business community) to landfill by upcycling these recyclable materials.



Zero Waste to Landfill by Minor Dairy & Minor Cheese, Thailand

Minor Dairy & Minor Cheese (MDL & MCL) succeeded in its "Zero Waste to Landfill" program by undertaking 3Rs principle (Reduce, Reuse, Recycle). The factories significantly reduced single-use packing materials by replacing shrink wrap and paper sheet boards with reusable metal cages. It also raised employees' awareness on recycling and waste separation through use of color codes and different communication channels.

As a result of these initiatives, MDL & MCL successfully reduced waste disposal cost by 49% compared with 2018, amounting to over Baht 870,000 and generated over Baht 640,000 from sale of recyclable wastes. It also eliminated 652 tons of carbon dioxide emission from waste disposal, a decrease of 60% from 2018.

Outstanding



★ **Safe Drinking Water and Zero-Waste Garden**

by Anantara Peace Haven Tangalle Resort, Sri Lanka

Anantara Peace Haven Tangalle Resort's Reverse Osmosis (RO) plant was established to provide free clean water for resort staff and the surrounding community, helping to prevent chronic kidney diseases caused by consuming untreated groundwater. To further save RO plant excessive wastewater, the Zero Waste Garden was initiated to showcase the concept of Reduce-Reuse-Recycle by using recyclable materials and providing awareness programs to team members and local schools and community. The garden creates guest engagement and its herbs and flowers are used in hotel operations.

In 2019, the hotel provided 650 liters of clean drinking water per day and used 1,500 liters of RO excessive wastewater for Anantara micro-sustainable home garden resulting in the saving of over USD 5,100 monthly and reduction of operational cost by 30%.

★ **Bee Keeping**

by Royal Livingstone Victoria Falls Zambia Hotel by Anantara and Avani Victoria Falls Resort, Zambia

Royal Livingstone Victoria Falls Zambia Hotel by Anantara and Avani Victoria Falls Resort piloted the project to support a local women-led cooperative by distributing beehive structures to the villages. Honeybees are then farmed and bottled by the ladies in the community and sold back to the hotel. The ultimate goal is to enhance rural livelihoods, creating additional income for the rural families.

The initiative created jobs for at least 60 local women. It also saved USD 1,500 from honey purchase and earned USD 2,500 from sale of packaged honey to hotel's guests.



Outstanding



★ Taste the Future: Sustainable Meal with Plant-Based Meat & Cold-Pressed Juice by Sizzler, Thailand

Launched in September 2019, Sizzler Taste-the-Future plant-based meat and cold-pressed juice menus do not only respond to rapidly changing consumer demands, but also exemplify sustainable food choices and responsible consumption which are vital concerns for the future. The cold-pressed juices helped Sizzler make effective use of its salad bar fruits and vegetables, allowing it to save tons of surplus or waste fruits and vegetables. Proceeds of Baht 5 per bottle sold were donated to support women facing difficulties and underprivileged children.

In Q4 of 2019 alone, Sizzler reached almost 15,000 consumers with plant-based meat, earning Baht 6.5 million in sales. Over 128,000 bottles of cold-pressed juices were sold, achieving sales of Baht 10.9 million, and capital expenses of all cold-press machines were paid back within 10 days. Almost Baht 600,000 from sales of cold-pressed juices were donated to support disadvantaged women and children.

★ Development of Skilled Kitchen Talent for Business Needs by Minor Food China - Human Capital, China

Minor Food China cooperated with Dong Fang Culinary School, officially approved by the Ministry of Labor of the People's Republic of China as a designated training and assessment unit for provincial chefs, to develop skilled kitchen talents for Minor's business expansion in the region. Graduates received more than two years of professional cooking technical training.

The program enabled the business to shorten additional training period for new recruits to 3 months from usual training period of 8 - 12 months, saving an equivalent of CNY 900,000 in training labor hours and cost. In 2019, it recruited 150 skilled chefs for Minor Food business in China. More than 20,000 people recognized brand publicity with PR value of CNY 500,000.



Rising Star



Cultural Walks Experience

by Anantara Al Jabal Al Akhdar Resort, Oman

Anantara Al Jabal Al Akhdar Resort has created the Cultural Walks to capitalize the cultural and natural wealth of Al Jabal Al Akhdar, the region that has been inhabited by humans for more than 6,000 years. A joint hotel-government program was activated to convert the village's old houses into visitors' attractions, allowing locals to earn from tourism.

The Cultural Walks generated over USD 104,000 of revenue for the hotel or 17% increase from 2018 and PR value of almost USD 1.2 million. In addition to support for renovation, the hotel contributed USD 390 per month to support volunteers in the community.



ADPJ Sustainability Achievements 2019

by Anantara The Palm Dubai Resort, UAE

Anantara The Palm Dubai Resort continuously focuses on reducing environmental impact in its critical areas including carbon emissions, energy consumption, food wastage, sustainable supply chain, general waste management, and optimal use of air and water resources. Additionally, the property integrates leading environmental practices and sustainability principles within its operations.

In 2019, the hotel reduced its electricity consumption by 6% and lowered its total energy consumption by 3% or over USD 72,000. It recycled more than 134,000 liters of kitchen grease traps wastage, 11,000 liters of kitchen cooking oil, and 28 tons of cardboards and glass.

Rising Star



The Coffee Club Australia Sustainability Program by The Coffee Club Australia, Australia



Throughout 2019, The Coffee Club Australia had undertaken positive headway in eliminating single-use plastic in its operations and replacing them with environmental-friendly alternatives such as paper straws, home compostable-certified BioCane packaging and Forest Stewardship Council certified paper BioBoard boxes. Its reusable keep cups are sold at stores and customers are offered a discount on beverage purchased with a reusable cup.

In addition, branded takeaway coffee cups are changed from double wall to single wall to reduce paper consumption. In partnership with Simply Cups in November 2019, the upcycling program – diverting used takeaway paper cups into roads in Australia – was initiated, preventing those cups from going to landfill.

The initiative allowed the company to save AUD 96,000 from reduction of takeaway cups and earned over AUD 74,000 from sale of its reusable keep cups, while eliminating over 34,000 takeaway cups from landfill. The program also promoted more responsible and sustainable customer behavior.



Transport Optimization by Minor Food – Supply Chain, Thailand



Minor Food Supply Chain Management Team worked with its partner, Linfox, to optimize transportation models. Initiatives include replacement of normal 4-wheel trucks with bigger models for ambient and controlled temperature products delivery in Bangkok. Another initiative was to replace stainless truck cap with fiber materials for frozen products transported upcountry. Nationwide transportation routes were also reviewed and optimized to allow deliveries by bigger trucks upcountry. These initiatives improved truck utilization and improved temperature control of frozen products.

From September to December 2019, all activities contributed to 17% reduction of fuel per cubic meter of transported goods with over Baht 9 million of cost savings compared to same period in 2018, increasing productivity of 9%. These initiatives reduced 17% of carbon dioxide emission or over 330 ton CO₂e.