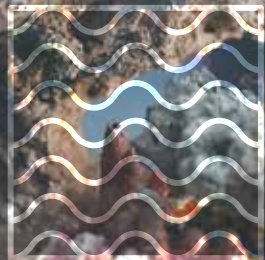


sunlife Sustainability Report 2024



For a
world
where
kindness
shines.

Contents

sunlife Sustainability Report 2024



01 About this Report

Scope and boundaries
Reporting period
Frameworks and standards
Target audience
Forward looking statements
Contact person
External assurance

02 CEO Message

03 Our Transformation Journey

Financial and Operational Milestones
Sustainability Initiatives
Guest Experience Enhancements
Technological Advancements
Forward looking statements

04 Sunlife at a Glance

About us
Our Structure
Company Profile
Let the Numbers Shine
Sunlife ESG Dashboard
Sunlife: A Commitment to Sustainable Excellence
Contribution to the United Nations Sustainable Development Goals (SDGs)
Izzy the guardian of Sunlife Sustainability and its Transformation Journey

05 CFO Message

06 Materiality

Materiality Assessment
Backcasting from Sustainability Principals
Materiality Alignment with SASB Framework – 2024
Stakeholder Engagement

07 Activate Climate Response

Carbon emission
Energy
Water
Waste management & Circular Economy
Biodiversity
Sustainable Supply Chain – 2024 Highlights

08 Foster a Vibrant Workforce

Our Commitment to Employee Experience and Sustainability
EVP Collection & Launch
Digital HR Experience
Message of CHRO
Talent Development & Recognition/ Retention
Gender Equality – Progress in 2024
Ensuring Safety, Health and Quality

09 Champion Inclusive Growth

Sunlife Children Cancer Trust
Sunlife Charity Golf Competition 2024
Uplifting Communities
Sourcing Locally- Empowering Local Businesses

10 Awards & Recognition

11. Closing Note

12. GRI Content Index



1

About
this Report

About this Report

At Sunlife, we aspire to be a pioneer in sustainable and impact-driven travel experiences. Our refreshed brand philosophy and culture continue to shape our identity, embedding sustainability at the heart of everything we do—from immersive guest experiences to responsible business practices.

This 2024 report provides a comprehensive update to our stakeholders on our sustainability journey, highlighting our progress, challenges, and achievements. It reaffirms our unwavering commitment to transparency, accountability, and continuous innovation as we strive to create a more sustainable future for travel.





Scope and boundaries

This report encompasses the activities and initiatives undertaken by Sunlife Hotel Management Ltd ("**Sunlife**", "**us**", "**our**", "**we**") and its subsidiaries for the financial year ending 30 June 2024. Where applicable, the boundaries for each Key Performance Indicators (KPIs) have been defined. We have strived to be as inclusive as possible and have included material information relevant to our business.

Reporting period

The reporting period for this document spans from 01 July 2023 to 30 June 2024.

Frameworks and standards

To ensure credibility and comparability, we have aligned this report with internationally recognised frameworks and standards:

- United Nations Global Compact (UNGC);
- Global Reporting Initiative (GRI); and
- Sustainability Accounting Standards Board (SASB).

Target audience

All stakeholders of Sunlife.

Forward looking statements

Forward looking statements may evolve in line with our strategy, which, in turn, may change.

Contact person

We welcome any feedback and comment on this report. You may contact us:

Name: Ali Abdool

Email: ali.abdool@yoursunlife.com

External assurance

No external assurance has been conducted for this report.



Energy savings means carbon savings. Together we can shrink our carbon footprint.

Energy savings means carbon savings. Together we can shrink our carbon footprint.

We save water to protect the world around us. Every drop counts.

Nous économisons l'eau pour protéger le monde qui nous entoure. Chaque goutte compte.

We're in the fight against waste in all its forms.

Nous sommes dans la lutte contre le gaspillage sous toutes ses formes.

We buy local, hire local, eat local. If it's homegrown or homemade, we're in.

Nous achetons local, embauchons local, mangeons local. Si c'est cultivé localement ou fait maison, nous sommes portants.

We protect our corals, reefs, trees - all the things that make Mauritius, Mauritius.

Nous protégeons nos coraux, nos abîmes, nos criées, nos arbres - toutes les choses qui font de Maurice, Maurice.

You can help, too - the smallest gestures make the biggest difference. Let's embark on a journey that will leave us all feeling a little prouder.

Vous pouvez aussi nous aider - les plus petits gestes font la plus grande différence. Embarquons pour un voyage qui nous rendra tous un peu plus fiers.

CEO Message

CEO Message



Dear Readers,

I am delighted to share that Sunlife has achieved record-breaking profits for the second consecutive year, a milestone that underscores our unwavering commitment to excellence, innovation, and sustainability. In 2024, our revenue reached Rs 8.1 billion, with an occupancy rate of 74.0%, surpassing pre-COVID levels and signaling a strong resurgence in hospitality.

This achievement is not just about financial growth — it is a testament to the dedication, creativity, and passion of our teams who work tirelessly to deliver exceptional guest experiences. Their commitment to innovation, care, and responsible hospitality has propelled us forward, helping us realize our vision for a more sustainable and resilient future.

Our commitment to sustainability and transparency has been further validated by prestigious international recognitions. At the 24th Hospitality Awards® held in Paris under the patronage of President Emmanuel Macron, Sunlife's initiatives were celebrated on a global stage. We are honored to have received:

- **Best Innovative Sustainable Action for Long Beach Mauritius, recognising our dedication to pioneering sustainability within the industry.**
- **Best Innovative Environmental Protection Initiative (Public Vote) for our Marine Conservation Programme, highlighting our efforts to protect and restore marine ecosystems.**
- **Recognition as a finalist for the Best Innovative Social Responsibility Initiative for our work with the Sunlife Children Cancer Ward, underscoring our commitment to community well-being and social upliftment.**

These achievements are complemented by local accolades that further affirm our leadership in sustainability. La Pirogue Mauritius was honored with the **'Best Sustainable Hotel' award at the Sustainable Tourism Mauritius Awards 2023**, and in 2024, **Long Beach Mauritius** was once again recognized with the **national 'Best Sustainable Hotel' award**. Additionally, our transparency and dedication to reporting excellence were acknowledged with the **Best Sustainability Report Award by PricewaterhouseCoopers**.

These awards reflect more than just milestones; they embody our core values of transparency, integrity, and kindness. Our initiatives in sustainable practices, environmental protection, and community care are deeply embedded in our operations and aligned with our long-term vision for 2030 — a vision for **"a world where kindness shines."**

Looking ahead, we remain committed to further strengthening our sustainability practices and deepening our impact. We will continue to enhance our reporting and transparency efforts, ensuring that our stakeholders have a comprehensive view of our progress as we move forward on our journey of responsible hospitality.

I extend my heartfelt gratitude to our teams, partners, and guests for your continued support and trust. Together, we are not just imagining a sustainable future — we are actively creating it. Let us continue to shine brightly, with sustainability, kindness, and excellence guiding our way forward.

Sincerely,
Francois Eynaud
Chief Executive Officer



3

Our
Transformation
Journey

Our Transformation Journey

Since the inception of **Project Brilliant** in 2022, Sunlife has undergone a profound transformation, redefining our identity and elevating guest experiences to new heights.

This journey has been marked by significant milestones and quantifiable achievements that underscore our commitment to excellence, sustainability, and innovation.



Financial and Operational Milestones

- **Revenue Growth:** Achieved a substantial increase in revenue, reflecting the success of our rebranding and enhanced service offerings.
- **Occupancy Rates:** Surpassed pre-pandemic occupancy levels, indicating a robust recovery and increased guest satisfaction.



Sustainability Initiatives

- **Marine Discovery programme and Endemic Gardens:** Established marine centres with full time marine scientist and endemic gardens to preserve local biodiversity and offer guests immersive educational experiences.
- **Reduction of Single-Use Plastics:** Transitioned to refillable soap bottles and other sustainable amenities, significantly reducing single-use plastics across our resorts.
- **Collaborative Research:** Partnered with global universities to advance sustainability research, reinforcing our commitment to environmental stewardship.



Guest Experience Enhancements

- **COME ALIVE COLLECTION:** Introduced a curated series of unique in-resort experiences, including, Sega Zoomba, and enriching guest engagement and satisfaction.
- **Izzy the Bee Initiative:** Launched Izzy the Bee as the mascot of our Sunlife Kids Club, educating over 10,000 children and guests about the importance of bees and environmental conservation through interactive activities.



Technological Advancements

- **Sunlife App:** Developed a comprehensive app serving as a digital room key and a portal for hotel information, menus, resort maps, and activity schedules, enhancing guest convenience and promoting sustainability.



Reflecting on this journey, we recognise that our transformation is not merely about rebranding but about fulfilling a renewed promise to grow, enchant, and build a future where kindness, care, and sustainability are at the heart of everything we do. Sunlife's evolution has set new standards in hospitality, seamlessly blending financial success with social and environmental responsibility.

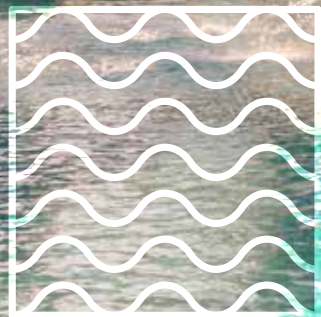
"Since 2022, Sunlife's transformation journey has been remarkable. Through Project Brilliant, we've elevated our resorts, welcomed more guests, and achieved impressive revenue growth. This has been more than a rebranding — it's been a step forward in hospitality, blending sustainability, innovation, and authentic Mauritian experiences. It's a journey toward a brighter, kinder, and more sustainable future, and we're only just beginning."



Joelle Edwards-Tonks
Chief Commercial and Operations Officer

sunlife

Sustainability Report 2024



Sunlife
at a Glance

Sunlife at a Glance

About us

Sunlife has over 40 years' experience in the hospitality industry since the opening of its first resort, La Pirogue in 1976. Formerly, Sun Resorts, the luxury hotel group boasts four luxury resorts: Sugar Beach, Long Beach, La Pirogue and Ambre and the award-winning, Ile aux Cerfs Golf Club. Sunlife has established a solid partnership with two internationally renowned brands and has entrusted the management to Shangri-La Le Touessrok and the Four Seasons.

Our Structure

For full structure, please refer to page 67 in our annual report.

This report describes the sustainability activities and performance of our hotel management cluster namely Long Beach, Sugar Beach, La Pirogue, Ambre and Ile Aux Cerfs.



Company Profile

Sun is a leading hospitality company in Mauritius, renowned for its strong presence in the industry. We take pride in owning and operating four exquisite resorts: SugarBeach, Long Beach, La Pirogue, Ambre and Ile Aux Cerfs.

SUGAR BEACH
MAURITIUS



LONG BEACH
MAURITIUS



LA PIROGUE
MAURITIUS



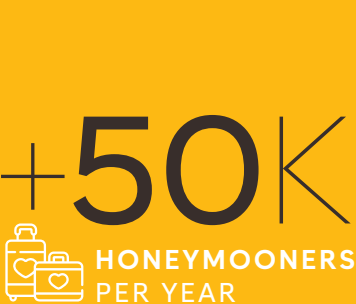
ambre
MAURITIUS



Ile aux
CERFS
LEISURE ISLAND
& GOLF CLUB



Let the Numbers Shine...



Sunlife ESG Dashboard

Key achievements and impact-driven metrics that define Sunlife's Environmental, Social, and Governance (ESG) progress in 2023-2024.

Environmental Performance

Enhancing Resource Efficiency & Sustainable Operations

Social Impact

Strengthening Employee Well-being & Community Engagement

Governance & Business Integrity

Driving Operational Excellence & Ethical Leadership




Total Energy Consumption

17,627.63 MWh (+2.44%)

Energy Efficiency Focus

Implementing the Energy Management Action Plan to optimize consumption







Waste Reduction

Zero food waste to landfill

Water Efficiency Improvement

14.25% improvement per room night






Plastic Elimination

100% elimination of single-use plastics

Sustainable Sourcing

74.4 % sourced locally (+1.7% FY 23)





Marine Conservation Participants

5,000+ participants engaged



Guest Satisfaction Performance

93%+ exceeded across all properties



Employee Training Hours

70,806 hours conducted



Lost-Time Injury Reduction

10% reduction



Women in Senior Management

29%



Students Educated on Sustainability

10,000+ students reached



Funds Raised for Children's Cancer Trust

Rs 2.8 million



Health & Safety Initiatives

Company Doctor visits & Wellness Programs introduced

New Suppliers Onboarded

130 suppliers integrated



Suppliers with Environmental Management Systems

73.85% compliance



Revenue (2024)

Rs 8.1 billion



Occupancy Rate

74%



Sunlife: A Commitment to Sustainable Excellence

With our vision for "a world where kindness shines," Sunlife continues to pioneer sustainable hospitality, balancing luxury, environmental responsibility, and community well-being.



Sunlife Sustainability Committee Chaired by CEO

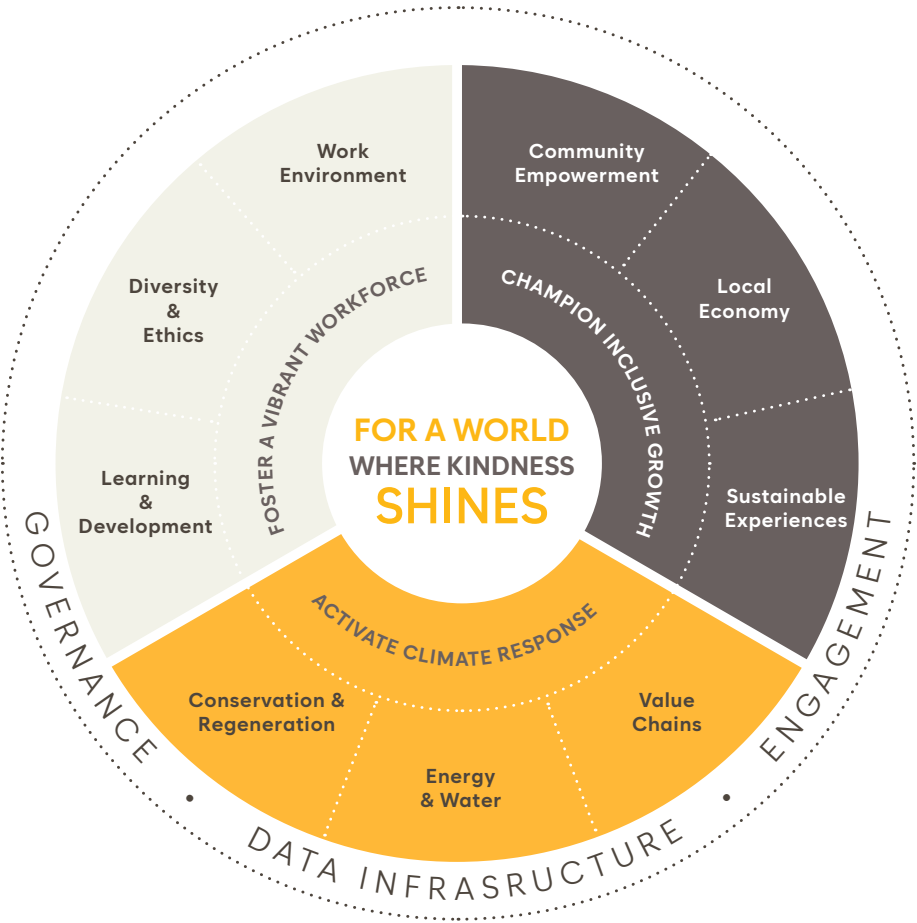


Sunlife Sustainability Core Team



Sunlife Sustainability working Group/ champions

sunlife SustainAbility Programme



Structure of our sustainability Governance

Contribution to the United Nations Sustainable Development Goals (SDGs)



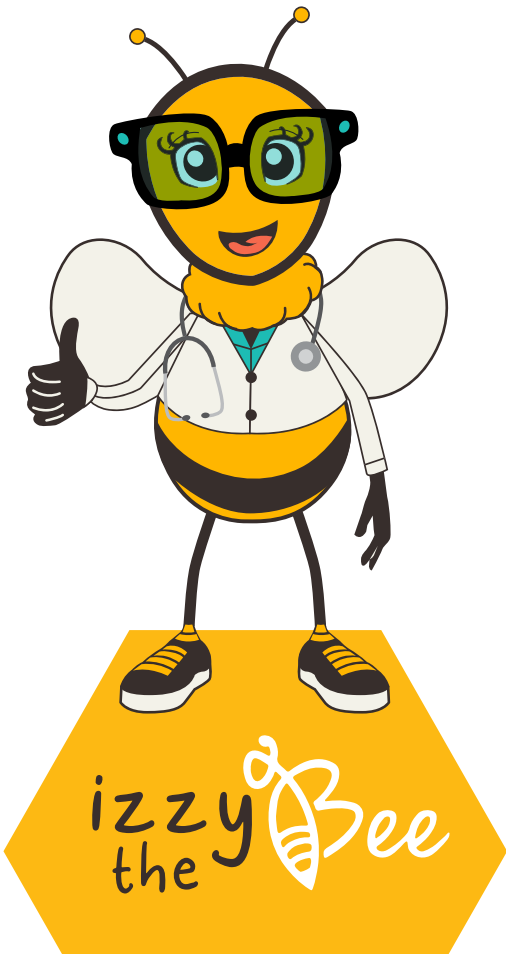
Sunlife's Sustainability Pillars

At Sunlife, our sustainability strategy is built on three key pillars, each driving meaningful impact and contributing to the United Nations Sustainable Development Goals (SDGs):

- 1 Activate Climate Response**
Focused on minimizing our carbon footprint, integrating sustainable operations, and fostering a deep connection with nature.
- 2 Champion Inclusive Economic Growth**
Strengthening community partnerships, supporting local procurement, and driving economic resilience.
- 3 Foster a Vibrant Workforce**
Empowering people, nurturing talent, and fostering a culture of inclusivity and well-being.

IZZY the Guardian of Sunlife Sustainability and its Transformation Journey

izzy has become the heart of Sunlife's sustainability journey—educating, inspiring, and engaging stakeholders through **waste management, conservation, Izzy Doctor, Izzy Beach Doctor, Kids Cub and more**. From protecting nature to promoting responsible practices, Izzy is a symbol of action and positive change.





CFO Message

Message from the Chief Finance Officer

Over the past year, Sunlife has made remarkable strides in aligning our operations and strategy with a comprehensive understanding of what truly matters to our stakeholders and our planet. Building on the foundation laid in our previous materiality assessment, we have conducted an in-depth analysis to identify and prioritise the issues most critical to Sunlife's mission and vision for 2030.

This process has not only shaped our sustainability framework but has also set clear, measurable goals that integrate both financial and non-financial performance metrics. Our approach ensures that sustainability is not just a commitment but a core component of our long-term strategy, reinforcing our vision to balance luxury, sustainability, and profitability in a way that allows these elements to thrive together.

As part of our progress, we are actively exploring and implementing **green financing mechanisms** to support projects that enhance our environmental and social impact while driving business growth. By embedding sustainable financial practices into our decision-making, we underscore our commitment to responsible stewardship—ensuring we generate long-term value for our stakeholders while reinforcing our dedication to sustainability.

This year, we are taking a significant step forward by implementing our **sustainable finance framework and initiatives**, including the introduction of **green bonds, sustainability-linked loans, and investment in renewable energy projects**. These initiatives will not only help fund critical sustainability programs but also position Sunlife as a leader in responsible investment and financial innovation.

Looking ahead, we will continue to **strengthen our financial and operational strategies** by further integrating sustainable business practices into our core decision-making processes. Through this approach, we aim to enhance transparency, track our progress against the goals established in our materiality assessment, and ensure accountability at every level of our organization.

Sunlife's journey towards a **sustainable and inclusive future** is a testament to our belief that luxury hospitality can be a powerful driver of positive change. As we continue to **innovate, collaborate, and lead**, I am confident that we are building a legacy that not only meets today's expectations but also paves the way for a better tomorrow.

Tommy Wong
Chief Financial Officer, Sun Limited



sunlife

Sustainability Report 2024



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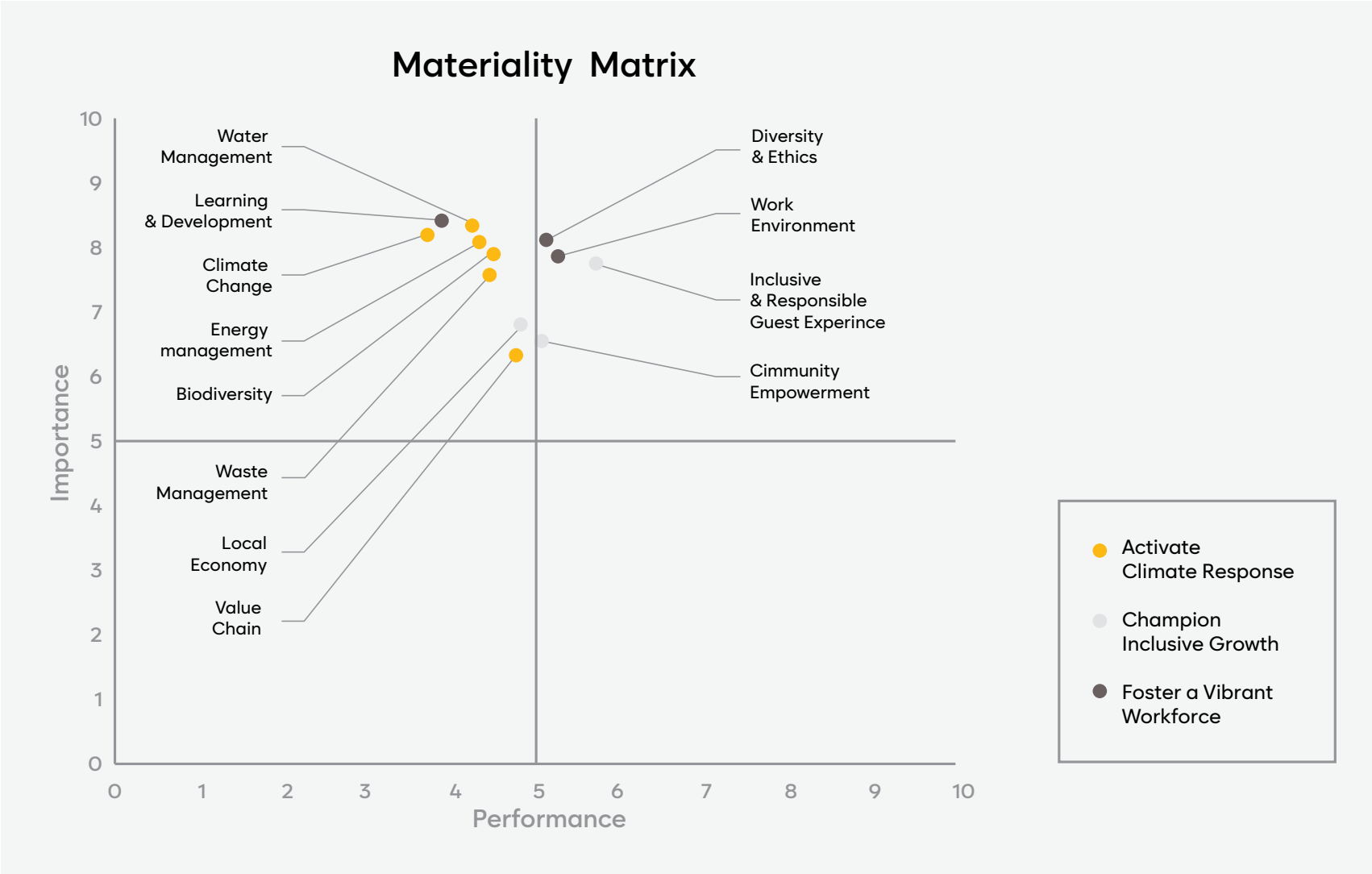
Materiality

Materiality Assessment

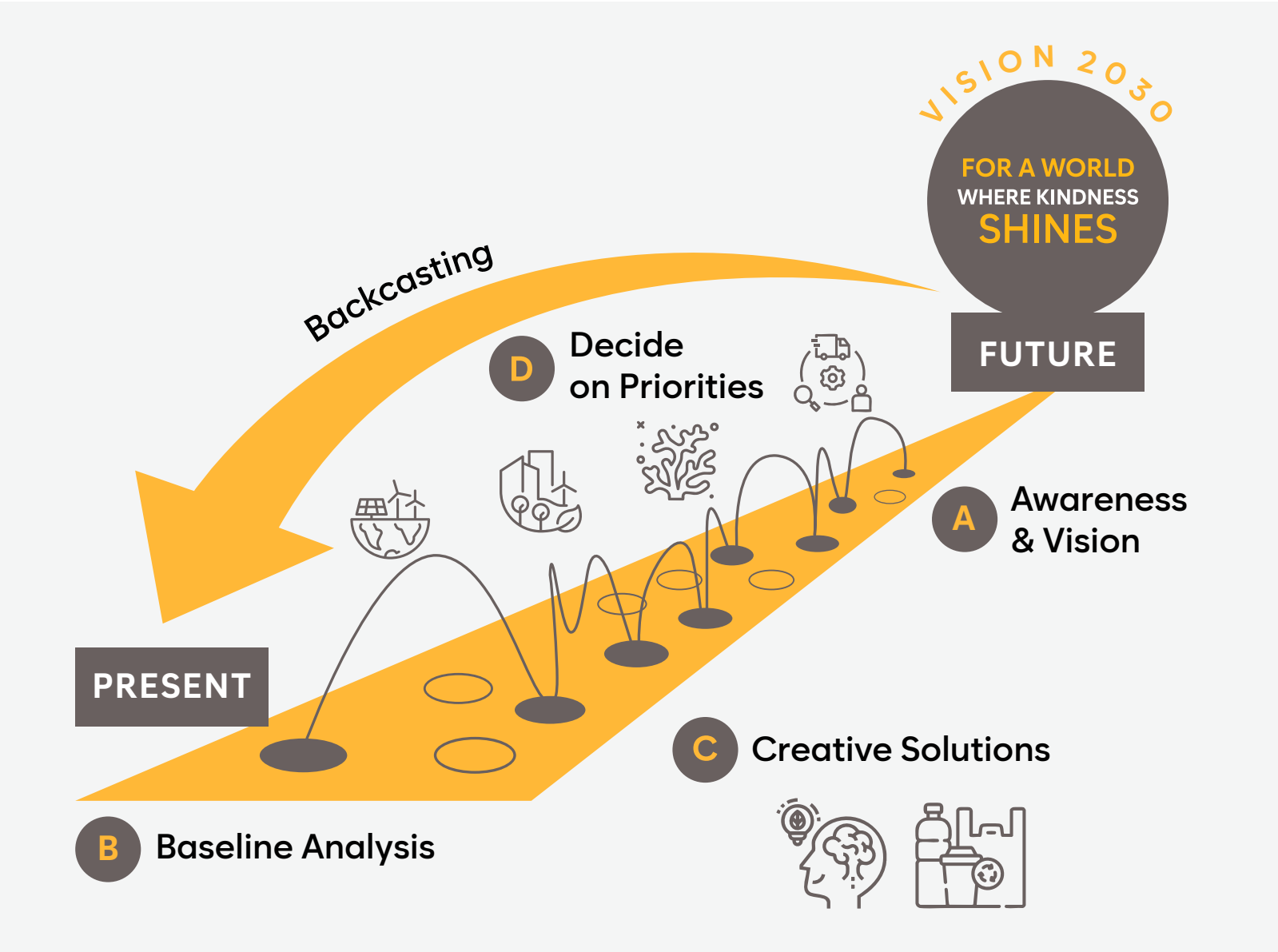
Last year, as part of our transformation journey, we conducted a **Materiality Assessment** to identify and prioritize the key sustainability issues most critical to our stakeholders and business operations. Guided by the principles of **backcasting**, this assessment shaped our **2030 roadmap**, setting clear short-term, medium-term, and long-term objectives to drive meaningful progress toward a sustainable future.

Climate Change emerged as a key material topic, reinforcing the need for proactive adaptation and mitigation strategies to ensure business resilience and environmental stewardship.

In 2024, we are reporting on our short-term targets, highlighting achievements, challenges encountered, and lessons learned. These insights will be presented across dedicated chapters, including energy, water, waste management, and other key focus areas. This approach underscores our commitment to transparency, continuous improvement, and aligning our actions with long-term sustainability goals.



Backcasting from Sustainability Principals



Short Terms Goal by 2025




Material Issue	Link to the targets
Energy management	Increase energy and water efficiency by 2.5% within 1 year
Water Management	
Learning & Development	Double staff training hours within 1 year
Energy management	Implementation of Renewable Energy Project within 1 year
Biodiversity	Engage 500 local community members in conversation initiatives annually
Local Economy	Onboard 10 local businesses/ start-ups as suppliers within 1 year
Work Environment	Promote flexible work arrangements to enhance employee well-being and work-life balance.
	Reduce lost-time injury rate by 10% each year

Materiality Alignment with SASB Framework – 2024

In 2023, we conducted a thorough mapping of our activities and financially material issues using the **SASB framework**. This mapping has been instrumental in guiding our strategies and refining our reporting practices to focus on areas of greatest impact.

In 2024, we remain aligned with the **SASB framework**, ensuring our sustainability efforts address material issues while supporting our Sunlife SustainAbility Programme. We are also integrating insights from the **six capitals framework** to deepen our understanding of operational impacts and evolving stakeholder needs. This approach ensures our actions remain focused, transparent, and aligned with global standards.

SASB Industry Topics	Sunlife's Hotel Management Activities	
	Energy Management	Energy Management
	Water & Wastewater Management	Water Management
	Waste & Hazardous Materials Management	Food & Packaging Waste Management
	Ecological Impacts	Ecological Impacts
	Customer Privacy	Data Privacy
	Data Security	Data Security
	Product Quality & Safety	Customer safety Food Safety
	Customer Welfare	Nutritional Content
	Selling Practices & Product Labeling	Advertising Integrity

SASB Industry Topics	Sunlife's Hotel Management Activities	
	Labour Practices	Labour Practices
	Employee Health & Safety	Workforce Safety
	Employee Engagement, Diversity & Inclusion	Workforce Diversity, Engagement & Inclusion
	Supply Chain Management	Supply Chain Management and Food Sourcing
	Physical Impacts of Climate Change	Climate Change Adaptation
	Business Ethics	Professional Integrity

An indication of our financial material issues based on SASB.

Stakeholder Engagement

At Sunlife, stakeholder engagement is integral to our sustainability strategy and aligns with the **Global Reporting Initiative (GRI) Guidelines**. We prioritize transparent and inclusive communication with all stakeholder groups to understand their expectations, address their concerns, and align our actions with their needs. This engagement allows us to build trust, foster collaboration, and drive meaningful progress toward our sustainability objectives. We employ various communication channels and maintain regular interactions with stakeholders to ensure their voices are heard and their insights inform our decision-making processes.



Stakeholder Engagement Table

Stakeholder Group	Communication Channels	Frequency	Purpose of Engagement
Employees	Internal newsletters, town halls, training sessions	Monthly/Quarterly	Share updates, gather feedback, and promote sustainability goals.
Guests	Surveys, in-room information, sustainability programs	Continuous/ During Stay	Educate guests on initiatives and gather feedback on experiences.
Suppliers	Supplier Code of Conduct, regular meetings, audits	Annually/ As Required	Ensure compliance with ESG standards and strengthen partnerships.
Local Communities	Community meetings, volunteer programs, social media	Bi-Annually/ As Needed	Support local development and build collaborative initiatives.
Government & Regulators	Reports, formal meetings, compliance updates	Annually/ As Required	Maintain compliance and contribute to policy development.
Investors	Annual reports, ESG disclosures, webinars	Annually/ Quarterly	Provide updates on sustainability performance and financial impact.
NGOs & Advocacy Groups	Partnerships, collaborative projects, roundtable forums	As Required	Collaborate on environmental and social initiatives.
Media	Press releases, interviews, media briefings	As Required	Communicate achievements and amplify sustainability efforts.

This structured approach to stakeholder engagement ensures that we remain responsive and proactive, fostering a culture of collaboration and accountability across all levels of our operations.



7

Activate
Climate
Response

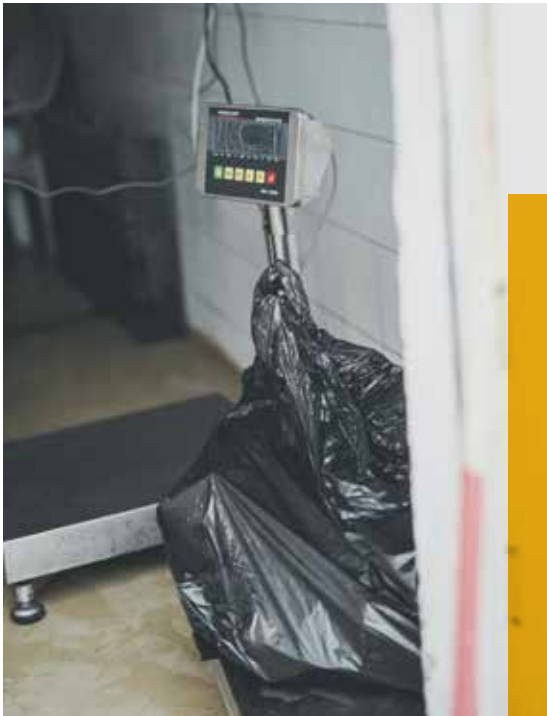
Carbon Emission



At Sunlife, we are committed to addressing the climate crisis through our **"Activate Climate Response"** pillar, focusing on tangible actions to reduce our environmental footprint. In 2022, we conducted a **comprehensive carbon accounting exercise**, which has informed the implementation of our climate strategy.

In 2024, we continue to make significant progress, including:

- Advancing **renewable energy projects** to reduce dependency on fossil fuels.
- **Optimizing our food menus** to minimize carbon-intensive ingredients and promote local sourcing.
- Expanding our **zero waste to landfill initiatives** through recycling, composting, and innovative waste management projects to reduce waste trips.
- Promoting **circular economy principles** across our operations to maximize resource efficiency.



As part of our new materiality objectives, we aim to conduct another comprehensive carbon accounting exercise by the end of 2025 to measure our progress, refine our strategies, and align with group-level targets. This ongoing commitment reflects our dedication to meaningful climate action and collective impact.

Energy

7 AFFORDABLE AND CLEAN ENERGY



Energy Efficiency & Renewable Energy Advancements – 2024


At Sunlife, we are proud to report significant progress in energy efficiency as part of our ongoing commitment to sustainability.

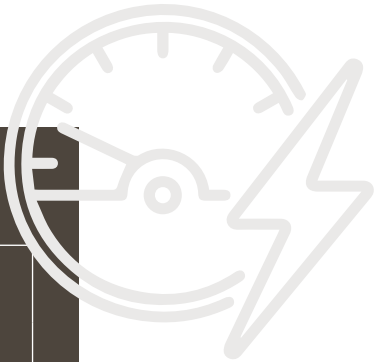
Total energy consumption

17,627.63 Mwh

Normalized energy usage per room night:

57.93 Kwh

Target 	
Energy management	Increase energy and water efficiency by 2.5% within 1 year
Water Management	



At Sunlife, we remain dedicated to enhancing energy efficiency while delivering exceptional guest experiences. For the reporting period June to July 2023-2024, we recorded a 2.44% increase in total energy consumption, reaching 17,627.63 MWh. This rise aligns with an increase in occupancy levels and an overall 0.58% growth in guest nights.

This increase was primarily influenced by higher guest activity, a significant number of events hosted at the hotel, and expanded service offerings. Additionally, 2023 marked the rollout of our Energy Management Action Plan, designed to drive operational efficiencies and resource optimization across our properties.

Looking ahead, we remain committed to further reducing energy intensity, as we refine our sustainability strategies, expand the use of advanced monitoring systems, and integrate innovative energy-saving technologies to align with our long-term environmental objectives.

Kevin Joyram
Group Chief Engineer

Water

6

CLEAN WATER
AND SANITATION



Water Efficiency Improvements in 2024

Sunlife continues to prioritize water conservation as a core pillar of our sustainability strategy. In 2024, we achieved remarkable progress in reducing water consumption.

Total water usage
481,500 m³

Water per room night
1.58 m³

Water efficiency improved by 14.25 % per room night, underscoring our efforts in water conservation through smart irrigation, low-flow fixtures, and greywater recycling.

A renewable energy project is currently in progress at the group level, and we will share updates and progress in due course.

This achievement was made possible through the implementation of water-saving technologies, staff training programs, and the promotion of water-conscious practices among guests. Initiatives such as low-flow fixtures, smart irrigation systems, and greywater recycling projects have played a vital role in optimizing water usage without compromising guest satisfaction.



Looking forward, Sunlife is committed to further enhancing water efficiency by expanding the use of digital water monitoring systems, strengthening partnerships with local communities for sustainable water management, and continuing to educate guests and staff on the importance of water conservation.

Waste Management & Circular Economy

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Sunlife is committed to advancing its waste management strategy through the **4R Model: Reduce, Reuse, Recycle, and Recover**, ensuring proper management of all waste streams and contributing to our sustainability goals. In 2024, we introduced a dedicated waste management team to optimize sorting, recovery, and minimize landfill contributions.

We also promote awareness among guests and staff, inspired by the **Japanese Philosophy Mottainai**, which emphasizes avoiding waste and respecting resources. This philosophy is exemplified through initiatives like the **Glass Gallery Come Alive**, transforming waste into functional art and fostering creativity and education.

Our ultimate goal is to establish a circular economy within our operations, where resources are efficiently used, waste is minimized, and materials are repurposed. These efforts reflect our commitment to global sustainability standards and play a vital role in achieving our 2030 sustainability goal.





REDUCE
Reduce what we use & the waste we discard



REUSE
Reduce what we use & the waste we discard



RECYCLE
Manage what you send to landfill



RECOVER
Use remaining waste to generate heat & power

4

R

From Plate to Purpose: How La Pirogue Achieved Zero Food Waste to Landfill

Reaching this ambitious goal was no small feat. It required consistent efforts to embed sustainable practices into daily operations and to foster changes in employee behaviour.

One of the standout initiatives was the introduction of smaller plates at buffet stations, paired with a wider variety of food options. This simple yet effective adjustment not only curbed overconsumption and food waste but also enhanced the overall dining experience for guests. Live cooking stations further complemented this approach by preparing meals on demand.

Surplus food is now donated to local farmers as livestock feed, supporting a circular economy. This initiative not only reduces waste but also strengthens ties with the local community.

The hotel's waste management system has also been upgraded with dedicated waste-sorting bins, enabling efficient separation of food waste from other types of waste. Continuous tracking and investment in innovative waste management technologies have helped La Pirogue drive ongoing improvement in its sustainability efforts.



To learn more about La Pirogue's
"zero food waste to landfill"
journey, watch the video

The results speak for themselves.
"With this initiative, we have
achieved a **30% reduction** in overall
food waste, reducing the average
food waste per cover from 340g to
207g," highlights **Clency Romeo**,
General Manager at La Pirogue.

Single use of plastic

Eliminating Single-Use Plastics

Sunlife is committed to reducing single-use plastics by introducing sustainable alternatives like reusable and biodegradable options. Through awareness campaigns and operational changes, we aim to minimize plastic waste, protect ecosystems, and contribute to a cleaner, more sustainable future.



Glass project



Sustainable Food Strategy and Climate Action

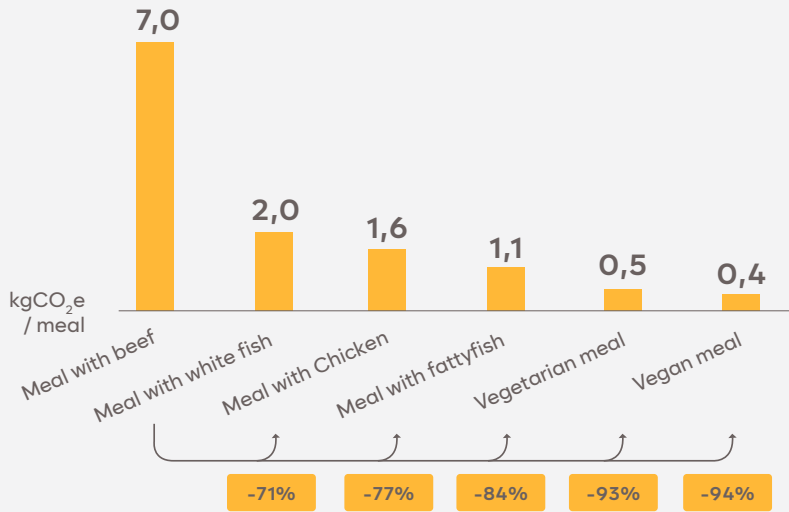
As part of our climate action goals, we are reducing carbon emissions from meat consumption by supporting local suppliers and promoting sustainable dining. Key initiatives include introducing **vegan food options**, hosting a **local fish market** event every Saturday to support fishermen, and collaborating with **marine scientists** for responsible sourcing. This approach engages guests, staff, and the local community while aligning with our commitment to sustainability and reducing our environmental footprint.



Local fish market

- Supporting local fisherman
- Engaged with Marine Scientist
- Event every Saturday night
- Strategy to reduce on meat food

GREENHOUSE GAS EMISSIONS BY MEAL TYPE



Biodiversity




Biodiversity Conservation Initiatives

On **27 June**, Sunlife hosted the inaugural **Marine Conservation Award** at Long Beach Hotel, Belle-Mare. This milestone event, held in collaboration with the **Rajiv Gandhi Science Centre**, the **University of Mauritius**, and the **Australian High Commission**, recognized the outstanding contributions of students across schools in Mauritius toward marine conservation.

Through initiatives like the **Marine Discovery Programme** and **Nature Trail**, Sunlife has reached over **5,000 guests**, including adults and children, fostering greater awareness and appreciation for marine biodiversity. Additionally, our strong partnerships with academia have enabled us to engage students of all ages across various schools, inspiring environmental stewardship and action.



Target 

Biodiversity	Engage 500 local community members in conversation initiatives annually
--------------	--



This award and our ongoing efforts reflect Sunlife's unwavering commitment to protecting marine ecosystems, educating future generations, and reinforcing the critical importance of biodiversity conservation.

sunlife
SustainAbility

Marine
Discovery
Programme



More than **5000** guests
adult and children has been reached via
the **Marine Discovery Programme**





National Competition

- More than 50 participating school
- Reach more than 5000 students of all ages in different schools
- Partner with Academia

sunlife
MAURITIUS

Marine
Conservation Award

Catalysing Action for our Ocean & Climate
Your ideas can shape vibrant blue economies and communities.

Sunlife, in partnership with Rajiv Gandhi Science Centre, invites you to join a sustainable #ComeAlive adventure, participate in exclusive workshops and get a Certificate of Participation.

Prizes

1st Prize:
Rs 30 000

2nd Prize:
Rs 20 000

The contest is open to Mauritius's private and public secondary school students (maximum of 2 projects per school). Each project should comprise a maximum of 4 students and 1 supervisor.

Visit the website and Facebook page of Rajiv Gandhi Science Centre for more details or contact us on 213 2773

Email: education@rgscf.org

UNIVERSITY OF MAURITIUS

Australian High Commission Mauritius

RGSC

Register here
Deadline: 19 May 2024

Submit your proposals here
Deadline: 4 June 2024

RESORTS & GOLF - SUGAR BEACH | LONG BEACH | LA PIRROQUE | AMBRE | ÎLE AUX CERFS
YOURSUNLIFE.COM #COMELIVE



Biodiversity

Protecting the Island's Bees

At Long Beach, Sunlife is proud to host **550,000 Apis mellifera bees**, known as **Izzy** and her colony. These bees play a vital role in pollinating local crops like chilli, eggplant, and onion, while producing an impressive **140 kg of honey** during the festive season.

Harvested from **September to April**, the honey, a blend of wildflowers, Eucalyptus, and Baies Rose, reflects the harmony between nature and sustainability. Through guest interactions with our **beekeeper**, we highlight the critical role of bees in biodiversity, agriculture, and conservation, reinforcing **Sunlife's commitment to protecting the environment**.



550,000 BEES
LONG BEACH



Ile Aux Cerfs

Leading the Way in Sustainable Golf Practices Sunlife Celebrates GEO Golf Certification

Sunlife is proud to announce that **Ile Aux Cerfs Golf Club** has successfully achieved **GEO Golf Certification**, marking a significant milestone in our commitment to **sustainable golf course management and island restoration**. This achievement follows an independent audit and compliance process, ensuring that our golf operations align with the **highest global environmental standards**.



Best Practices in GEO-Certified Golf Management

- ✓ **Sustainable Turf Management**
Reducing water consumption and implementing organic soil treatments.
- ✓ **Biodiversity Conservation**
Enhancing native vegetation, creating wildlife corridors, and protecting local ecosystems.
- ✓ **Water Stewardship**
Efficient irrigation, water recycling, and reducing chemical runoff.
- ✓ **Waste Management**
Minimizing waste, recycling, and reducing single-use plastics.
- ✓ **Energy Efficiency**
Using renewable energy sources and eco-friendly maintenance equipment.
- ✓ **Climate Resilience**
Enhancing coastal resilience, mitigating storm surges, and fostering thriving marine habitats.

Sustainable Supply Chain – 2024 Highlights

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION

Building a Sustainable Supply Chain

At Sunlife, we are dedicated to fostering a responsible and sustainable supply chain that minimizes environmental impact while supporting local communities and agriculture. In 2024, we made significant strides in strengthening our supply chain practices and aligning with our long-term sustainability goals.

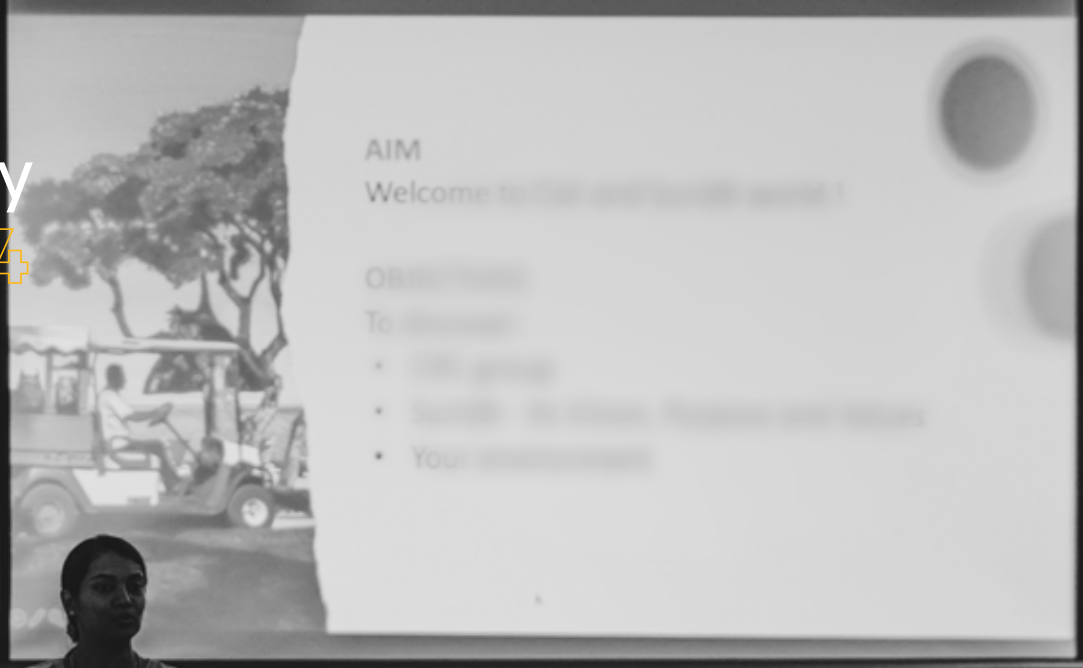


Key Achievements in 2024

- ✓ **Local Supplier Growth:**
Successfully onboarded more than 10 local businesses/startups, exceeding our target for the year.
- ✓ **Increased Local Sourcing:**
 - 74.4% of food source locally
 - Expanded procurement of pesticide-free produce and cage-free eggs to promote ethical and sustainable farming practices.
- ✓ **Circular Economy Efforts:**
Enhanced recycling programs and reduced packaging waste through the adoption of biodegradable materials.
- ✓ **Greenhouse Partnership:**
Collaborated with GrowInside to establish on-site hydroponic greenhouses, providing fresh, pesticide-free produce, reducing carbon emissions, and supporting local agriculture.



- Launch a **hydroponic farming project** to further enhance fresh, sustainable produce supplies.
- Establish a **warehouse at Long Beach** to store dry products from SCE direct imports, significantly reducing carbon emissions from transportation and delivery to our hotels.



Foster a
Vibrant
Workforce



Foster a Vibrant Workforce

Our Commitment to Employee Experience and Sustainability

In 2024, Sunlife implemented a significant transformation in human resources, embracing a holistic approach to employee experience through the introduction of **Sunlife's Employee Value Proposition (EVP)**.

This initiative blends professional development with personal well-being, fully embodying Sunlife's core values of **Love, Dreams, and Thoughtfulness**. It focuses on moments that matter in the life of our employees.

At a strategic level, we have introduced an innovative **career experience program** in partnership with **Les Roches and Redford**, internationally recognized names in hospitality and career experience. This program allows participants to **achieve an internationally recognized certification** with Les Roches, along with opportunities for **international career exposure**, facilitated by Redford.

Furthermore, **a pre-onboarding program** has been introduced to facilitate the integration of **new recruits into the Sunlife family** even before their first day at work.

Our priority is **employee retention**, which also functions as a strategy for attracting new talent.

Our EVP, titled **"You Are Our Gift of Kindness,"** underscores our commitment to nurturing our employees both personally and professionally.

Promote flexible work arrangements to enhance employee well-being and work-life balance.



Target 

Work Environment	Promote flexible work arrangements to enhance employee well-being and work-life balance.
------------------	--

YOU ARE OUR
GIFT OF
KINDNESS
sunlife

EVP Collection

EVP Launch

7 Sunlife
EVP Projects

34 Proposed
Solutions

26 Validated
Solutions



Digital HR Experience

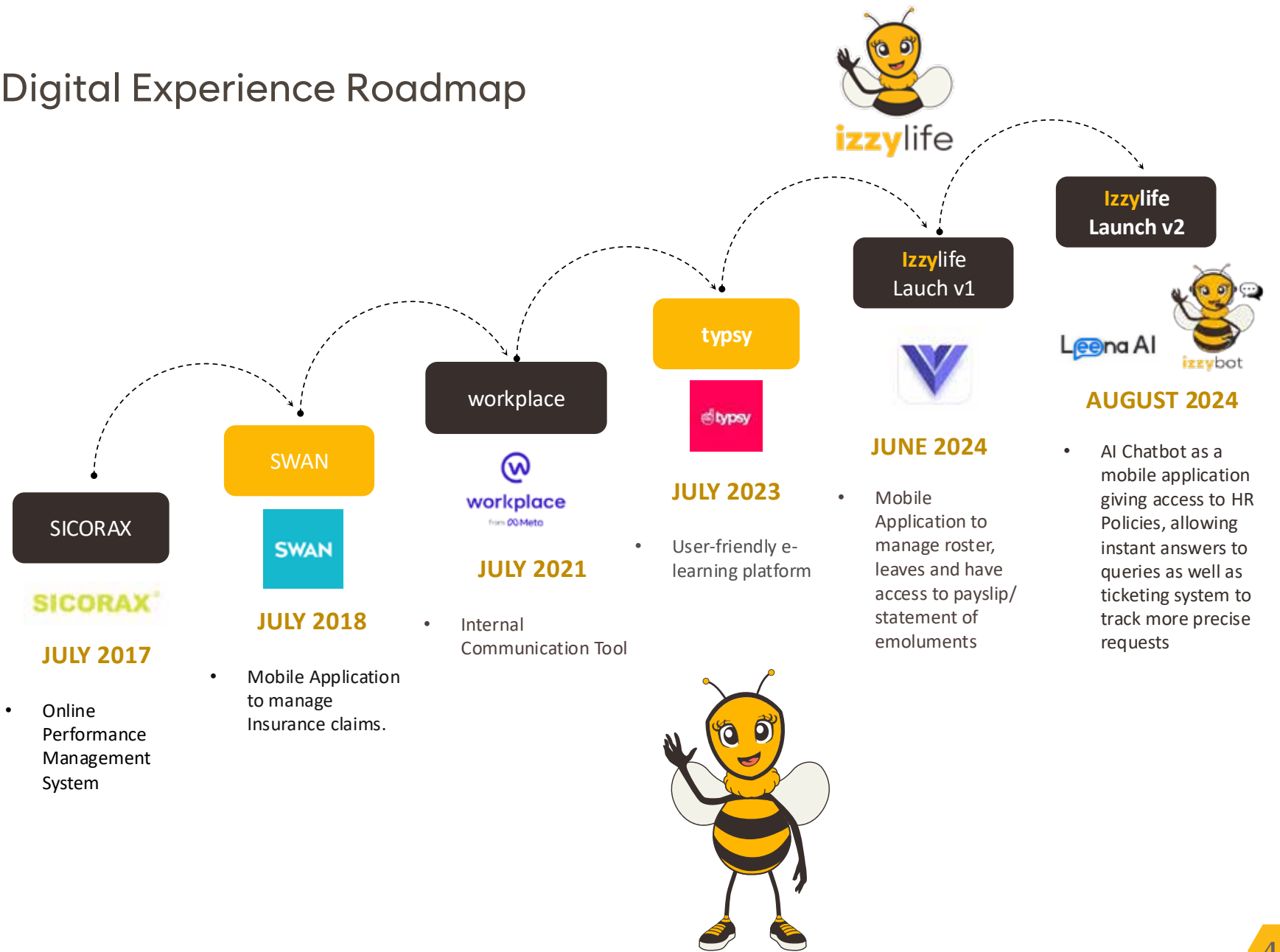
As part of **Sunlife's commitment to innovation and operational efficiency**, the Human Resources (HR) department has embarked on a **digital transformation journey**, streamlining processes to enhance employee experience, data accuracy, and sustainability.

Through the implementation of HR digital platforms, we have **automated administrative tasks, optimized payroll systems, and enhanced talent experience, reducing paper usage and improving efficiency.**

Key advancements include the **launch of izzylife**, a suite of digital tools designed to provide seamless access to information. **ViperTex**, a mobile application, allows employees and managers to efficiently manage rosters, leaves, and payslips in real time. Additionally, **izzybot**, an **HR chatbot**, offers immediate responses to employee inquiries regarding employment conditions or company policies. The adoption rate for these HR tools **exceeds 90%**.

This HR digital evolution aligns with **Sunlife's sustainability goals**, reducing our environmental footprint while fostering a more inclusive, responsive, and forward-hinking workplace.

Digital Experience Roadmap



Key Progress
and Achievements

Workforce Diversity and Growth:



2,244 local 31 expatriates

123 foreign students

Reinforcing our support for the local economy.

Promotions and Leadership Representation:

27 internal promotions to supervisory level and above; whereby

26% are Women

39% management team

29% senior management

Gender equity close to target



Employee Engagement and Certification:

Most Sunlife hotels achieved the prestigious "Great Place to Work" certification, highlighting our dedication to fostering work-life balance and cultivating an environment of trust and collaboration.



These efforts have culminated in most Sunlife hotels being certified as a **Great Place to Work**, a testament to our dedication to balancing work-life harmony while achieving organizational success. This significant milestone reinforces our belief that a happy, engaged workforce is key to delivering exceptional guest experiences and achieving long-term sustainability.

As we adopt a holistic approach towards Employee Experience, we are dedicated to creating an environment where kindness flourishes, and our employees can thrive. This transformative journey is a testament to our steadfast commitment to nurturing an empowered and engaged workforce, thereby setting the foundation for sustained innovation and success through our core values.

Our Employee Value Proposition (EVP) statement is not merely declarative; it embodies the ethos and operational philosophy of *Sunlife*.

Looking forward, *Sunlife* remains unwavering in its focus on enhancing the employee journey, fostering a dynamic and equitable workplace, and driving meaningful contributions to long-term sustainability.'



Talent Development & Recognition/ Retention

4

QUALITY
EDUCATION



Training and Development Progress in FY 23-24

One of our L&D priorities at Sunlife is to equip all the associates with the necessary competencies to providing the best experiences to our clients.

Total hours of training:

70,806

Number of Employees trained:

2,733

Average hours of training:

25.9



L&D Key Indicators

Training Hours by Gender





59%

41%

Training by Category

Leadership

20%

Technical Skills

73%

Others

7%

Major Programmes in FY23/24

- Branding & Experience Culture – Rise and Be Kind
- Employee Value Proposition – Employer Branding
- Talent Development (Cross Exposure | Sponsorship (MBA, Bsc, degree,...)
- Technical Skills (M.O.F, On the Job Trainings,...)
- Topsy eLearning (Hospitality Training)

Gender Equality – Progress in 2024

5

GENDER
EQUALITY

In 2024, Sunlife exceeded its 2025 target for gender equity, showcasing Sunlife's commitment to equitable growth opportunities.



Through initiatives like the **Employee Value Proposition (EVP)** and achieving **"Great Place to Work"** certification across all hotels, Sunlife has fostered an inclusive culture that supports professional development for all employees. These advancements align with our strategic vision of achieving gender equity across all levels and demonstrate meaningful progress toward building a more diverse and inclusive workforce.



Case Study:

Celebrating Unity in Diversity

Since 2023, six talented individuals with disabilities have been part of the Sunlife family through our Sun Inclusion initiative, in partnership with the Ciel Foundation & Global Rainbow Foundation. As they continue to grow within our team, we remain committed to providing a supportive and empowering work environment that fosters their development.

Our associates have embraced sign language training, strengthening communication and creating a more inclusive and harmonious culture. This initiative has not only enriched our team but also reinforced our belief that diversity is a strength.

Looking ahead, we aim to expand opportunities and welcome more diverse talents, ensuring that Sunlife remains a place where inclusion, growth, and kindness shine.

Ensuring Safety, Health and Quality

3

GOOD HEALTH
AND WELL-BEING

Safety, Health, Well-being, and Quality – 2024 Highlights

At Sunlife, ensuring the health, safety, and overall well-being of our employees, guests, and stakeholders is fundamental to our operations. We continue to implement industry-leading standards to maintain a safe and high-quality environment.



Key Achievements in 2024:

Employee Well-being:

Introduced flexible work hours and wellness initiatives to support employee work-life balance, fostering a more productive and engaged workforce.

Occupational Safety:

Achieved a 10% reduction in the lost-time injury through proactive safety measures, training, and risk assessments.

Comprehensive Training:

Delivered over 2,000 hours of targeted safety, health and hygiene training to ensure compliance with OSHA standards and industry best practices.

ISO 22000 Certification:

Successfully maintained ISO 22000, Food Safety Management System certification across all food processes, ensuring the highest standards in food quality and safety.

Regular Safety Audits:

Monthly evaluations, and bi-annual group assessments to maintain a culture of safety and continuous improvement.

Quality & Guest Satisfaction:

Across all resorts, the target guest satisfaction score was set at 93%, and all Sunlife properties have exceeded this benchmark, reflecting our unwavering commitment to delivering exceptional guest experiences.

Key Achievements in 2024:

Quality Management System:

We continue to uphold and enhance our Quality Management System, ensuring consistent service excellence, operational efficiency, and continuous improvement across all business units.

Mystery Shopping Program:

We have implemented a Mystery Shopping Program, enabling independent audits to provide an unbiased assessment of service quality and guest experience, allowing us to identify areas for enhancement and maintain high standards.

Health Initiatives:

Expanded medical screening programs in collaboration with the Ministry of Health and Wellness, enhancing associate health and preventive care.

Health & Safety Initiative:

We have introduced on-site company doctor visits, providing employees with accessible medical consultations and healthcare support, ensuring their well-being and promoting a healthier workplace.

Guest Safety:

Strengthened guest safety protocols through enhanced emergency preparedness, sanitation measures, and food safety standards.



Future Goals

- Achieve **additional 10% reduction** in the lost-time injury based on 2023 by 2025.
- **Expand employee wellness programs** with a focus on mental health and work-life integration.
- Continuously **enhance food safety standards** and **maintain ISO certifications**.
- Implement **new digital safety management systems** to improve real-time monitoring and response.

Sunlife remains fully committed to fostering a safe, healthy, and environmentally responsible environment for its employees, guests, and stakeholders. Through strict safety protocols, innovative initiatives, and operational excellence, it continuously strives to elevate standards and reinforce commitment to well-being, integrity, and long-term growth.



Champion
Inclusive
Growth

Champion Inclusive Growth

17

PARTNERSHIPS
FOR THE GOALS



At Sunlife, we believe thriving communities are vital to achieving true sustainability. In 2024, we continued to create positive, lasting impacts through four key pillars:

- 1

Sunlife Children Cancer Trust

Supporting children and families with advanced healthcare and holistic care initiatives.
- 2

Community Uplifting

Strengthening local communities through education, wellness, and skills development programs.
- 3

Biodiversity Preservation

Protecting the island's natural ecosystems through marine conservation and sustainable agriculture.
- 4

Sourcing Locally

Empowering local businesses by prioritizing local suppliers, fostering economic growth, and reducing environmental impacts.



These efforts reflect our commitment to enriching the lives of those around us while advancing our sustainability vision.

Sunlife Children Cancer Trust

3

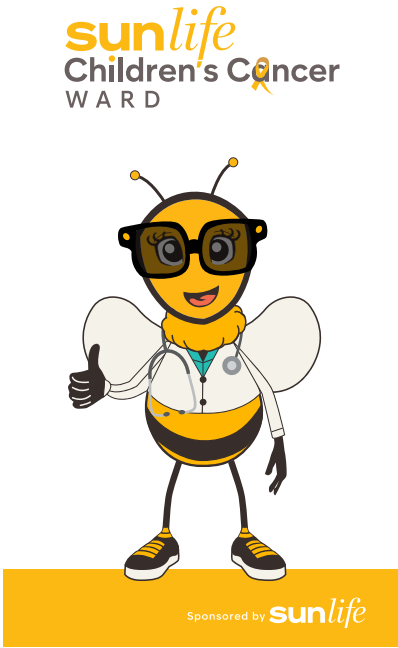
GOOD HEALTH
AND WELL-BEING



Enhancing Care for Young Patients

In 2024, the Sunlife Children Cancer Trust invested Rs 4.5 million to refurbish the children's cancer ward at Candos Victoria Hospital, creating a welcoming and child-friendly environment with a kids' area, a fully equipped kitchen, and accommodations for parents. The ward also offers free transportation, psychological support, and visits from Dr. Clown to uplift children's spirits.

To further enhance the experience, Sunlife introduced Izzy the Bee as a mascot, fostering a supportive and engaging atmosphere for families. These initiatives reflect Sunlife's commitment to providing holistic care, addressing both medical and emotional needs of young cancer patients and their families.



Sunlife Charity Golf Competition 2024

The 8th Edition

Sunlife Charity Golf Competition took place on September 8, 2024, at the Île aux Cerfs Golf Club, bringing together 60 golfers in a spirited team event. The tournament successfully raised Rs 2.8 million for the Sunlife Children Cancer Trust, supporting the pediatric cancer unit at Victoria Hospital, Candos.

The funds will be used to maintain the unit, provide transportation for children with mobility challenges, and offer psychological support for young patients and their families. This annual event highlights Sunlife's commitment to making a positive impact in the lives of children battling cancer and their communities.



Rs 2.8
million
raised for the
Sunlife Children
Cancer Trust





60 golfers
participated

Uplifting Communities



Community Engagement at Sunlife

Guided by our motto **"Children at Heart"**, Sunlife is committed to making a positive impact on underserved communities through meaningful social and environmental initiatives. Our hotels actively support local communities, fostering strong connections and promoting kindness.

Highlights include **La Pirogue's partnership with SOS Children's Village Bamboo**, **Sugar Beach's ongoing initiatives**, support for **Flic en Flac Government School**, and **Long Beach's collaboration with Polyps Children's Club and a volunteer organization in Trou d'Eau Douce**. These efforts reflect our dedication to building a brighter future for the communities we serve.



Future Objectives

- Expand vocational training partnerships for youth skill development.
- Strengthen support for paediatric cancer treatment programs.
- Increase local sourcing to 75% by 2026 to empower small businesses.

Key Achievements:

Sunlife Children Cancer Trust:

Invested **Rs 4.5 million** to upgrade the paediatric cancer ward at Candos Victoria Hospital, including a new play area, accommodations for parents, and free transportation for children.

Sunlife Charity Golf Competition:

Raised **Rs 2.8 million** to support paediatric cancer care

Educational & Community Engagement:

Rs 1 million contributed to the **Lycée Polytechnique** project to enhance vocational training.

Employee Volunteering Impact:

More than **1,500 hours of volunteer service** were dedicated by Sunlife employees across **education, environmental conservation, and social welfare projects**, benefiting schools, NGOs, and community groups. **This hands-on support reflects our commitment to kindness and social responsibility.**

Sourcing Locally:

Over **74.4% of supplies sourced locally**, supporting SMEs and reducing environmental impact.

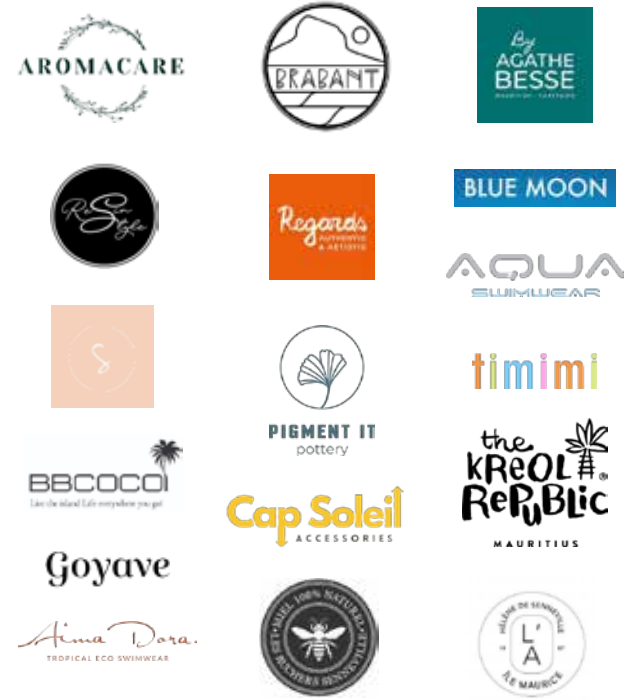
Financial & In-Kind Support:

Sunlife contributed and estimate more than **Rs 1 million** to community support, including in material donations such as food, school sponsorships, and maintenance projects. **These investments directly enhance community resilience and sustainability.**

Sourcing Locally- Empowering Local Businesses

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION





10

Awards & Recognition

Achievement & Certification



Best Sustainable Hotel 2024 - Long Beach by Ministry of Tourism and Ministry of Environment



PwC best Best Sustaianbility Award 2024- Tourism and Hospitality sector



Top Sustainable Excellence Award 2024 by Ministry of Tourism



1 Winner Long Beach Mauritius

2 Winner Sunlife Marine Conservation

3 Finalist Sunlife Children's Cancer Ward

Hospitality Awards - Paris 2024



11

Closing Note



Closing Note

2024 has been a transformative year for Sunlife, marked by meaningful progress in our journey toward sustainability. These achievements reflect the dedication and passion of our teams, whose efforts have integrated sustainability into the very fabric of our operations. From advancing environmental stewardship to fostering community resilience, we have taken significant steps in aligning our purpose with action.

However, the challenges we face—climate change, biodiversity loss, and growing social inequities—demand even greater resolve.

Sustainability is not a destination but an evolving journey, and we recognize the need to continually adapt and accelerate our efforts to create lasting change.

As we look to 2025 and beyond, we are committed to deepening our impact, driving innovation, and empowering our people and partners to contribute to a more sustainable future. By working together and thinking boldly, we can achieve a future where both people and the planet thrive.

Thank you for joining us on this journey, and I look forward to driving impactful progress together.

Ali Abdool
Head of Sustainability, Sunlife



GRI Content Index

GRI Content Index

Statement of use	Sunlife has reported the information cited in this GRI content index for the period from 01 July 2023 to 30 June 2024 with reference to the GRI Standards.	AR = Annual Report 2024 SR = Sustainability Report 2024
GRI 1 used	GRI 1: Foundation 2021	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	SR Pg 16 AR Pg 67
	2-2 Entities included in the organisation's sustainability reporting	SR Pg 16
	2-3 Reporting period, frequency and contact point	SR Pg 5
	2-4 Restatements of information	SR Pg 5
	2-5 External assurance	SR Pg 5
	2-6 Activities, value chain and other business relationships	SR Pg 29, 43, 44
	2-7 Employees	SR Pg 49
	2-8 Workers who are not employees	SR Pg 49
	2-9 Governance structure and composition	SR Pg 20
	2-10 Nomination and selection of the highest governance body	AR Pg 48, 50
	2-11 Chair of the highest governance body	AR Pg 40
	2-12 Role of the highest governance body in overseeing the management of impacts	SR pg 20
	2-13 Delegation of responsibility for managing impacts	SR pg 20
	2-14 Role of the highest governance body in sustainability reporting	SR pg 20
	2-15 Conflicts of interest	AR Pg 53

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	AR Pg 48
	2-17 Collective knowledge of the highest governance body	AR Pg 22 - 31
	2-18 Evaluation of the performance of the highest governance body	AR Pg 48, 56
	2-19 Remuneration policies	AR Pg 52 - 53
	2-20 Process to determine remuneration	AR Pg 53
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	SR Pg 20
	2-23 Policy commitments	SR Pg 27 - Targets and policies described throughout the SR
	2-24 Embedding policy commitments	SR Pg 20
	2-25 Processes to remediate negative impacts	AR Pg 56 - 57
	2-26 Mechanisms for seeking advice and raising concerns	AR Pg 48
	2-27 Compliance with laws and regulations	AR Pg 48, 54 -55
	2-28 Membership associations	SR Pg 19
	2-29 Approach to stakeholder engagement	SR Pg 29 AR Pg 69
	2-30 Collective bargaining agreements	

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR Pg 26
	3-2 List of material topics	SR Pg 26
	3-3 Management of material topics	SR Pg 20
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR Pg 23, 90-95
	201-2 Financial implications and other risks and opportunities due to climate change	AR Pg 57-59
	201-3 Defined benefit plan obligations and other retirement plans	AR Pg 92, 128-129
	201-4 Financial assistance received from government	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	
	202-2 Proportion of senior management hired from the local community	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	SR Pg 55-60
	203-2 Significant indirect economic impacts	SR Pg 59
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR Pg 43

GRI STANDARD	DISCLOSURE	LOCATION
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	
	205-2 Communication and training about anti-corruption policies and procedures	AR-Pg 59: Compliance training
	205-3 Confirmed incidents of corruption and actions taken	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
GRI 207: Tax 2019	207-1 Approach to tax	
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	AR Pg 28-29, 85
GRI 301: Materials 2016	301-1 Materials used by weight or volume	
	301-2 Recycled input materials used	
	301-3 Reclaimed products and their packaging materials	

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR Pg 32
	302-2 Energy consumption outside of the organization	
	302-3 Energy intensity	SR Pg 32
	302-4 Reduction of energy consumption	SR Pg 32
	302-5 Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR Pg 33
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	SR Pg 33
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	304-2 Significant impacts of activities, products and services on biodiversity	
	304-3 Habitats protected or restored	SR Pg 38-41
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
	305-6 Emissions of ozone-depleting substances (ODS)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	
	306-2 Management of significant waste-related impacts	SR Pg 34-36
	306-3 Waste generated	SR Pg 34
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	
	308-2 Negative environmental impacts in the supply chain and actions taken	

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GRI 1 used	GRI 1: Foundation 2021	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR Pg 49
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3 Parental leave	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR Pg 53
	403-2 Hazard identification, risk assessment, and incident investigation	SR Pg 53
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	SR Pg 53
	403-6 Promotion of worker health	SR Pg 53
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR Pg 51
	404-2 Programs for upgrading employee skills and transition assistance programs	SR Pg 51
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR Pg 52 AR Pg 37
	405-2 Ratio of basic salary and remuneration of women to men	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	
	413-2 Operations with significant actual and potential negative impacts on local communities	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	
	414-2 Negative social impacts in the supply chain and actions taken	
GRI 415: Public Policy 2016	415-1 Political contributions	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	SR Pg 53
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SR Pg 42
	417-2 Incidents of non-compliance concerning product and service information and labeling	
	417-3 Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	

