

Annual Sustainability & ESG Report

2025



ANDAMAN
Cannacia
RESORT & SPA

**TOGETHER,
WE ARE AN
OCEAN.**



SUSTAINABILITY
STRATEGY



RESPONSIBLE
SUPPLY CHAIN



CARBON
REDUCTION



ROADMAP TO A
GREENER FUTURE

2025

PUBLIC SUSTAINABILITY DISCLOSURE

This Sustainability Report 2025 has been updated within the last 12 months and is publicly available to all stakeholders.

It provides transparent, accurate, and verifiable information on our sustainability commitments, goals, and performance across Environmental, Social, and Governance (ESG) areas.

The report covers the period from 1 September 2024 to 31 August 2025 and reflects data collected from operational records, internal monitoring systems, and performance tracking.

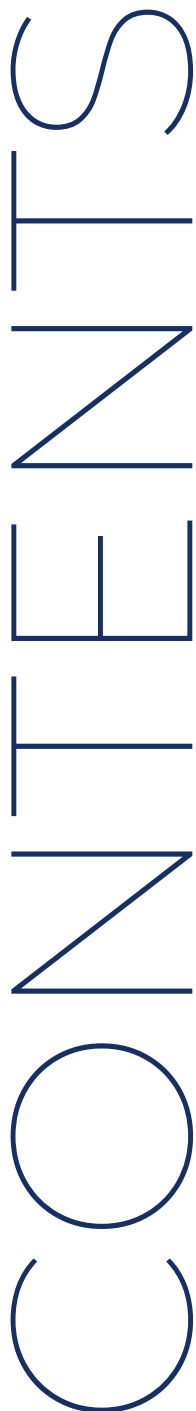
This report is accessible to employees, guests, suppliers, business partners, and the general public through multiple communication channels, including:

- The hotel website
- Guest communication materials
- Internal staff communication and training platforms
- Direct communication with suppliers and partners

We are committed to transparency, accountability, and continuous improvement in our sustainability performance.

This report is part of our ongoing commitment to responsible tourism and sustainable development.

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Acknowledgements

Welcome to the Annual Sustainability & ESG Report 2025 of Andaman Cannacia Resort & Spa.

At Andaman Cannacia Resort & Spa, a proud member of the Peach Group Resort, we believe that luxury hospitality and environmental stewardship must go hand in hand. Our core philosophy is built on the understanding that our business thrives only when the environment and the local community of Phuket thrive alongside us.

This report provides a comprehensive overview of our sustainability journey from September 1, 2024, to August 31, 2025. It serves as a transparent account of our progress, challenges, and future commitments to our guests, employees, business partners, and the local community.

Our Purpose

This document is structured to provide verifiable data and clear insights into our Environmental, Social, and Governance (ESG) performance. Key focus areas include:

- Carbon Footprint Management: Transparent reporting on our energy and water intensity.
- Social Responsibility: Our unwavering stance on Human Rights and Child Safeguarding.
- Community & Culture: Our efforts in preserving the heritage of Karon and the natural biodiversity of the Andaman Sea.

As we move toward our 2027 Sustainability Roadmap, we remain guided by our campaign: "Individually we are one drop, Together we are an ocean." We recognize that every small action taken by our staff and guests contributes to a significant, positive impact on our planet.

MESSAGE FROM OUR LEADER

With over 30 years of commitment to environmental responsibility, our properties Peach Hill Resort, Peach Blossom Resort & Pool Villa, and Andaman Cannacia Resort & Spa have continuously worked to reduce environmental impact while enhancing the quality of our guest experience.



We are proud that Peach Hill Resort was recently recognized with the Thailand Tourism Gold Awards for Low Carbon Tourism, reflecting our ongoing efforts to advance sustainable practices. Across all three properties, we continue to strengthen our capabilities through participation in national sustainability initiatives, including the Thailand Sustainable Tourism Development (ESTD) program. //

Our journey is not new. Andaman Cannacia Resort & Spa was recognized as an environmentally friendly hotel by the Green Leaf Foundation as early as 2009, along with multiple awards in energy conservation. These milestones reinforce our long-standing commitment and provide a strong foundation for continuous improvement.

We recognize that sustainability is no longer optional. It is a key expectation from both industry stakeholders and our international guests, particularly from European markets, where environmental responsibility plays a significant role in travel decisions. We see this as an opportunity to lead, rather than follow.

Today, we are further strengthening our position by aligning with national standards, including the Sustainable Tourism Acceleration Rating (STAR) by the Tourism Authority of Thailand. Based on our current performance and alignment across all 17 criteria, we are confident in achieving the highest level of recognition.

As management, we remain fully committed to embedding sustainability into our operations, decision-making, and long-term strategy. We will continue to improve, innovate, and work collaboratively with our stakeholders to deliver meaningful and measurable impact.

POLICIES & IMPLEMENTATION

At Andaman Cannacia Resort & Spa, our sustainability policies provide the framework for how we operate responsibly across all departments. These policies are actively implemented, communicated to employees, and regularly reviewed to ensure effectiveness and continuous improvement.

Key Policies

We have established and implemented the following policies:

- Environmental Sustainability Policy
- Human Rights Policy
- Child Protection Policy
- Health & Safety Policy
- Employee Well-being Policy

Each policy defines clear expectations and responsibilities for employees and management.

Implementation in Practice

Our policies are not only documented but integrated into daily operations through:

- Staff Training and Awareness
- Employees receive regular training to ensure understanding and compliance with all policies.
- Operational Procedures
- Policies are translated into standard operating procedures (SOPs) across departments.
- Monitoring and Supervision
- Department heads are responsible for monitoring compliance and reporting issues.
- Corrective Actions
- Any non-compliance is addressed through corrective actions and follow-up measures.

Audit and Compliance Alignment

Policy implementation is supported by internal monitoring systems and documented evidence, including:

- Training records and attendance logs
- Operational checklists and SOPs
- Incident and corrective action reports
- Performance tracking aligned with sustainability goals

These records ensure that our policies are verifiable, measurable, and aligned with Travelife Sustainability requirements.

**STAFF ARE TRAINED ANNUALLY ON HUMAN RIGHTS AND
CHILD PROTECTION POLICIES, AND COMPLIANCE IS
MONITORED THROUGH DEPARTMENT-LEVEL SUPERVISION.**

OUR SUSTAINABILITY COMMITMENTS

At Andaman Cannacia Resort & Spa, our sustainability commitments guide how we operate, make decisions, and deliver our services. We integrate environmental, social, and governance (ESG) principles into our daily operations to ensure responsible resource management, ethical practices, and long-term value for our stakeholders.

Climate & Resource Efficiency

We are committed to reducing greenhouse gas emissions by improving energy efficiency, optimizing water use, and minimizing waste across all operations. Our approach focuses on practical actions, including monitoring high-consumption systems, improving operational efficiency, and promoting more sustainable food and resource use.

Biodiversity & Environmental Protection

We are committed to protecting the natural environment, particularly the marine and coastal ecosystems in Phuket. This includes reducing pollution, managing waste responsibly, and supporting conservation efforts, while encouraging responsible behavior among employees and guests.

Human Rights & Fair Working Conditions

We are committed to respecting and protecting human rights by ensuring fair treatment, non-discrimination, and safe working conditions for all employees. We promote equal opportunity, employee well-being, and a respectful workplace culture across all levels of the organization.

Child Safeguarding

We are committed to protecting children from all forms of exploitation and abuse. We enforce clear internal procedures, provide staff awareness, and ensure that any concerns are addressed responsibly and in coordination with relevant authorities.

“These commitments are actively implemented, regularly reviewed, and aligned with our sustainability goals and operational practices.”



Environmental Sustainability Policy: Peach Group Resort

At Peach Group Resort, we are steadfast in our commitment to environmental responsibility and sustainable practices. We recognize the critical importance of reducing, minimizing, and managing our impact on the environment. Our Environmental Sustainability Policy outlines our dedication to preserving the natural world for current and future generations.

1. **Commitment to Sustainable Operations:** We pledge to operate our resorts in a manner that minimizes our ecological footprint while providing an exceptional guest experience. We are committed to continuously improving our sustainability efforts across all aspects of our operations.
2. **Energy Efficiency and Clean Energy:** We strive to reduce our energy consumption through efficient technologies and practices. Our resorts harness clean energy from solar cells, investing in renewable sources to power our facilities and reduce our reliance on fossil fuels.
3. **Waste Reduction and Management:** We embrace a zero-waste approach by prioritizing waste reduction, reuse, and recycling. We promote responsible waste management among staff and guests, minimizing the amount of waste sent to landfills.
4. **Plastic-Free Initiatives:** We are resolute in our efforts to eliminate single-use plastics from our properties. We actively encourage guests and staff to make conscious choices, supporting a plastic-free environment both on our premises and beyond.
5. **Responsible Water Usage:** We are committed to conserving water through efficient systems, responsible consumption practices, and promoting guest awareness about water conservation.
6. **Local Sourcing and Sustainable Dining:** We prioritize sourcing local and organic products to support local communities and reduce our carbon footprint. Our dining offerings reflect our commitment to sustainable and ethical sourcing.
7. **Biodiversity and Natural Resource Protection:** We are dedicated to preserving the natural beauty that surrounds our resorts. We actively engage in initiatives that protect local ecosystems, flora, and fauna.

8. Community Collaboration: We forge partnerships with local communities, organizations, and authorities to collectively address environmental challenges. These collaborations extend to waste management, conservation, and education programs.

9. Staff Training and Engagement: We empower our staff with training and education on sustainability practices, fostering a culture of environmental responsibility that is integral to our operation.

10. Continuous Improvement: We monitor and evaluate our sustainability efforts regularly, seeking opportunities for improvement and innovation. We remain open to adopting new technologies and practices that align with our commitment to the environment.

11. Transparency and Accountability: We communicate our sustainability initiatives transparently with guests, staff, and stakeholders, fostering a sense of shared responsibility for our environmental impact.

12. Compliance and Regulation: We adhere to all applicable environmental laws, regulations, and guidelines, ensuring our operations are conducted in a manner that meets exceeds established standards.

13. United for a Greener Future: Our Environmental Sustainability Policy is not just a statement; it's a call to action. We invite our guests, partners, and the global community to join us in creating a more sustainable world by making conscious choices and embracing responsible practices.

Through these commitments, Peach Group Resort aims to set an example of how hospitality and sustainability can coexist harmoniously, leaving a positive legacy for generations to come.



Ms. Angkana Tanetvisetkul

Managing Director

Peach Group Resort

Published on 9 September 2023.

Last reviewed on 9 September 2025.



CHILD PROTECTION POLICY: Peach Group Resort

PEACH GROUP RESORT is committed to providing a safe and secure environment for all children who stay in our property. We believe that every child has the right to be protected from harm and exploitation.

This Child Protection Policy outlines our commitment to ensuring the safety and well-being of children and the procedures we follow to achieve this.

Our Child Protection Policy is guided by the following principles:

1. **Best Interests of the Child:** We always act in the best interests of the child, prioritizing their safety, well-being, and rights.
2. **Non-Discrimination:** We do not discriminate against any child based on race, religion, gender, disability, or any other characteristic.
3. **Empowerment:** We respect the views of children and encourage their participation in decisions that affect them.
4. **Confidentiality:** Information related to child protection will be handled confidentially, except when required by law.

Responsibilities

1. **Designated Child Protection Officer:** (FRONT OFFICE MANAGER) is appointed as the Designated Child Protection Officer responsible for implementing and overseeing this policy.
2. **Staff and Volunteers:** All staff, volunteers, and contractors working with children are responsible for:
 - a. Knowing and adhering to this Child Protection Policy.
 - b. Reporting any concerns or suspicions of child abuse or neglect to the Designated Child Protection Officer.

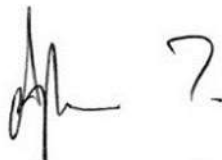
Child Protection Procedures

1. Screening: All staff and volunteers who work with children are subject to background checks and reference checks to ensure their suitability.
2. Training: Staff and volunteers receive regular training on child protection, including recognizing signs of abuse and appropriate reporting procedures.
3. Reporting: Anyone who has concerns or suspicions of child abuse or neglect must immediately report it to the Designated Child Protection Officer.
4. Responding: The Designated Child Protection Officer will follow the organization's procedures for responding to reports of child abuse, which may include involving law enforcement and child protective services if necessary.
5. Support: We provide support to children who have experienced abuse, ensuring they receive appropriate care and counseling.
6. Prevention: We take proactive measures to prevent child abuse, including establishing clear boundaries and codes of conduct for staff, volunteers, and children.

Communication and Awareness

1. We communicate this Child Protection Policy to all staff, volunteers, parents, and children to ensure everyone understands their roles and responsibilities.
2. We maintain open communication with parents and guardians regarding our child protection procedures.
3. In case of emergencies, concerns, or suspected child abuse, reports can also be made directly to the **One Stop Crisis Center (OSCC) Hotline: 1300**, which provides 24 hours nationwide support.

PEACH GROUP RESORT is committed to creating a safe and nurturing environment for all children under our care. We take child protection seriously and will do everything within our power to prevent and respond to any incidents of child abuse or neglect.



Ms. Angkana Tanetvisetkul
Managing Director
Peach Group Resort

Published on 1 September 2023

Policy on Escort Services

At Andaman Cannacia, we prioritize the safety, comfort, and well-being of our guests and staff. It has come to our attention that there have been inquiries made to our hotel regarding escort services. We wish to clarify our stance on this matter unequivocally:

1. **Non-Provision of Escort Services:** Andaman Cannacia Resort & Spa does not, under any circumstances, provide escort services to our guests. We do not facilitate, endorse, or engage in arranging escort services for any individuals or group.
2. **Compliance with Laws:** We strictly adhere to all local and national laws. Engaging in or promoting activities related to escort services is not only against our policy but is also illegal in the areas we operate.
3. **Staff Compliance:** We enforce a zero-tolerance policy regarding any staff members who may be involved in offering or facilitating such services. Any employee found engaging in these activities will face severe disciplinary action, up to and including termination, in accordance with our internal policy and legal obligations.

We value the trust and respect of our guests, partners, and the community. Andaman Cannacia Resort & Spa maintains a steadfast commitment in providing exceptional hospitality services while complying with all legal and ethical standards. We appreciate your understanding and cooperation in upholding these principles.

Sincerely,
Andaman Cannacia Management



Quality Assurance Policy: Peach Group Resort

At Peach Group Resort, we are dedicated to providing unparalleled guest experiences that reflect our commitment to excellence, professionalism, and continuous improvement. Our Quality Assurance Policy outlines the guiding principles that govern our efforts to consistently deliver exceptional service, comfort, and satisfaction to our valued guests.

1. **Guest-Centric Approach:** Our primary focus is on exceeding guest expectations. We strive to understand their preferences, needs, and desires, tailoring our services to create memorable and personalized experiences.
2. **High Standards of Service:** We uphold rigorous standards of service excellence across all aspects of our resorts. From guest interactions to facility maintenance, our commitment to quality ensures consistency and satisfaction.
3. **Comprehensive Training and Development:** We invest in the training and professional development of our staff, ensuring they possess the skills, knowledge, and attitude required to deliver exceptional service with a warm and welcoming approach.
4. **Clear Communication:** We emphasize clear and open communication with our guests and staff. Clear information about our services, amenities, and policies helps ensure transparency and minimizes misunderstandings.
5. **Continuous Improvement:** We believe in continuously raising the bar. Through regular feedback collection, data analysis, and performance evaluation, we identify areas for enhancement and implement action plans for ongoing improvement.
6. **Cleanliness and Maintenance:** We maintain our resorts to the highest standards of cleanliness and upkeep. Clean, well-maintained facilities contribute to guest comfort and overall satisfaction.
7. **Guest Feedback and Satisfaction:** We value guest feedback as an essential tool for growth. We actively seek guest input and respond promptly to address concerns, continually refining our offerings to align with guest preferences.
8. **Quality Partnerships:** We collaborate with trusted suppliers, vendors, and partners who share our commitment to quality and sustainability. These relationships contribute to the overall excellence of our guest experiences.

9. Compliance and Regulations: We adhere to all relevant laws, regulations, and industry standards. Our commitment to quality encompasses legal compliance and ethical practices.

10. Empowerment and Ownership: We empower our staff to take ownership of their roles, encouraging them to contribute ideas for improvement and actively engage in creating positive guest experiences.

11. Personal Responsibility: Every staff member is a steward of quality at Peach Group Resort. We all share in the responsibility of upholding our standards and delivering an exceptional experience.

12. Data-Driven Decision-Making: We use data and analytics to inform our decisions and strategies. Data-driven insights guide our actions and facilitate informed choices for enhancing guest satisfaction.

Through this Quality Assurance Policy, Peach Group Resort aims to create an environment where excellence is not just a goal but a way of life. By nurturing a culture of continuous improvement and unwavering commitment to our guests, we strive to be a benchmark for exceptional hospitality experiences in the industry.



Ms. Angkana Tanetvisetkul

Managing Director

Peach Group Resort

Published on 9 September 2023.

Last reviewed on 9 September 2025.

Health and Safety Policy: Peach Group Resort

At Peach Group Resort, the safety, health, and well-being of our guests, staff, and partners are of paramount importance. Our Health and Safety Policy outlines our steadfast commitment to maintaining a secure and healthy environment across our properties, ensuring that everyone who walks through our doors can do so with confidence and peace of mind.

1. **Commitment to Safety:** We are dedicated to providing a safe and secure environment for all who visit or work at our resorts. Our policies are designed to prevent accidents, incidents, and health risks.
2. **Compliance with Regulations:** We adhere rigorously to all relevant health and safety laws, regulations, and industry standards. Our commitment extends to ongoing training, updates, and adjustments to ensure full compliance.
3. **Preventive Measures:** We proactively identify potential hazards and risks and implement measures to prevent accidents. Our goal is to create a safe and hazard-free environment for everyone.
4. **Emergency Preparedness:** We maintain comprehensive emergency response plans that cover a range of scenarios, from medical emergencies to natural disasters. Regular drills and training ensure our staff is prepared to handle emergencies effectively.
5. **Training and Education:** We provide our staff with comprehensive training on health and safety protocols, equipping them with the knowledge and skills to respond to emergencies and maintain a secure environment.
6. **Hygiene and Sanitation:** We maintain high standards of cleanliness, sanitation, and hygiene throughout our resorts. Our facilities undergo regular cleaning and sanitization to prevent the spread of infections.
7. **Reporting and Communication:** We encourage an open and transparent environment where any safety or health concern can be reported promptly. Effective communication channels ensure that concerns are addressed promptly.

8. Guest and Employee Health: We prioritize the well-being of our guests and staff. We encourage sick employees to stay home and support our guests' health needs through prompt medical assistance when required.

9. Safety in Facilities and Activities: Our facilities and activities are designed and managed to ensure guest safety. All equipment is regularly inspected and maintained to prevent accidents.

10. Vendor and Partner Engagement: We collaborate with vendors and partners who share our commitment to health and safety. We ensure that external service providers adhere to our safety standards.

11. Continuous Improvement: We continually evaluate and enhance our health and safety practices based on feedback, best practices, and emerging trends. Our goal is to create an environment that evolves to meet changing needs.

12. Personal Responsibility: Every individual at Peach Group Resort has a role to play in maintaining a safe and healthy environment. We empower our staff to take personal responsibility for their safety and the safety of others.

Through this Health and Safety Policy, Peach Group Resort seeks to create an environment where safety is integrated into every aspect of our operations. By fostering a culture of vigilance, preparedness, and caring, we aim to provide a secure and reassuring experience for our guests, staff, and partners.



Ms. Angkana Tanetvisetkul

Managing Director

Peach Group Resort

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Employee Well-being and Human Rights Policy: Peach Group Resort

Peach Group Resort is deeply committed to fostering a workplace that upholds the dignity, rights, and well-being of every employee. Our Employee Well-being and Human Rights Policy outlines our unwavering dedication to providing a nurturing, inclusive, and respectful environment where our employees can thrive and where human rights are upheld at all times.

1. **Equal Opportunity and Non-Discrimination:** We are committed to maintaining an inclusive workplace where diversity is celebrated, and all employees are treated with respect and dignity. Discrimination or harassment based on race, gender, religion, age, or any other protected characteristic will not be tolerated.
2. **Fair Compensation and Benefits:** We believe in providing fair and competitive compensation that reflects the skills, responsibilities, and contributions of our employees. We offer a range of benefits that support their well-being and professional growth.
3. **Health and Safety:** The health and safety of our employees are of paramount importance. We provide a safe working environment, adhere to safety regulations, and offer training to ensure that our employees can carry out their duties without compromising their well-being.
4. **Work-Life Balance:** We understand the importance of work-life balance in promoting overall well-being. Our policies and practices encourage flexibility, promote family values, and provide support for our employees' personal needs.
5. **Training and Development:** We invest in the continuous development of our employees' skills and competencies. Training opportunities are provided to enhance career growth and job satisfaction.
6. **Open Communication:** We encourage an environment of open communication where employees are encouraged to express their opinions, concerns, and suggestions without fear of reprisal. Regular feedback mechanisms are in place to ensure dialogue between management and employees.
7. **Freedom of Association:** We respect the right of our employees to join associations, unions, or other collective bodies as recognized by law.

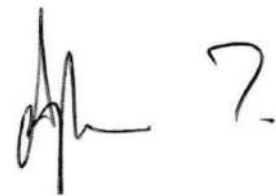
8. Anti-Harassment and Anti-Retaliation: We have a zero-tolerance policy for harassment, bullying, or any form of retaliation. Employees are encouraged to report incidents without fear of consequences.

9. Human Rights Protection: We are committed to upholding human rights, both within our organization and in our interactions with partners, suppliers, and communities. We actively seek to identify and address human rights risks in our operations.

10. Transparency and Accountability: We ensure that our commitment to employee well-being and human rights is communicated transparently to all stakeholders. We are accountable for our actions and continuously strive to improve our practices.

11. Continuous Improvement: We regularly review and enhance our policies and practices to align with evolving standards and best practices in employee well-being and human rights.

Through this Employee Well-being and Human Rights Policy, Peach Group Resort demonstrates our dedication to creating a workplace where each employee is valued, respected, and empowered to contribute their best. We are committed to fostering an environment where human rights are upheld, and every individual's well-being is nurtured.



Ms. Angkana Tanetvisetkul

Managing Director

Peach Group Resort

Published on 9 September 2023.

Last reviewed on 9 September 2025.

Community Engagement and Local Traditions Policy: Peach Group Resort

At Peach Group Resort, we believe in being active participants in the communities where we operate. Our Community Engagement and Local Traditions Policy reflects our commitment to contributing positively to the local economy, supporting local businesses, preserving cultural traditions, and fostering strong relationships with the communities that embrace us.

1. **Local Partnership and Economic Support:** We prioritize working with local suppliers, artisans, and businesses for our procurement needs. By choosing local partners, we aim to bolster the local economy, create jobs, and contribute to sustainable growth.
2. **Cultural Preservation:** We respect and honor the cultural heritage of the communities in which we operate. We actively engage with local traditions, practices, and festivals, ensuring they are celebrated and preserved as part of the fabric of our resorts.
3. **Authentic Cultural Experiences:** We offer guests opportunities to engage with and learn from local communities, promoting authentic cultural experiences. Through workshops, performances, and interactions with local artisans, we contribute to the promotion of local traditions.
4. **Empowerment and Skill Sharing:** We collaborate with local communities to identify opportunities for skill sharing, capacity building, and professional development. By imparting knowledge and skills, we empower community members to thrive and contribute to the local economy.
5. **Responsible Tourism:** We actively educate our guests about local customs, traditions, and cultural sensitivities. We encourage responsible and respectful interactions between guests and the local community to ensure positive experiences for all.
6. **Sustainable Tourism Practices:** We advocate for sustainable tourism practices that minimize negative impacts on the environment and culture. Our resorts adhere to guidelines that promote sustainable growth and responsible tourism.
7. **Social Initiatives:** We initiate and support community-focused projects that address local needs, whether it's education, healthcare, or environmental preservation. These initiatives are developed in collaboration with the community to ensure their relevance and effectiveness.

8. Communication and Collaboration: We maintain open channels of communication with local leaders, community members, and organizations. We actively seek their input and collaborate on initiatives that align with their aspirations.

9. Community Feedback and Involvement: We listen to the voices of the local community and take their feedback into consideration when making decisions that may impact them. We ensure that our actions are in harmony with the community's desires and needs.

10. Continuous Improvement: We regularly assess and enhance our community engagement efforts to ensure they remain meaningful and impactful. We adapt our practices based on evolving community dynamics and feedback.

Through this Community Engagement and Local Traditions Policy, Peach Group Resort commits to being a positive force within the communities we are privileged to be a part of. We are dedicated to fostering cultural preservation, economic growth, and mutual respect while ensuring that local traditions continue to flourish.



Ms. Angkana Tanetvisetkul

Managing Director

Peach Group Resort

Published on 9 September 2023.

Last reviewed on 9 September 2025.

Human Rights Statement

Andaman Cannacia Resort & Spa

At Andaman Cannacia Resort & Spa, we are fully committed to respecting and promoting human rights in every aspect of our business operations, supply chains, and partnerships. We believe that protecting human dignity is the foundation of sustainable hospitality and responsible business conduct.

Our Commitment

We are dedicated to:

1. Respecting all individuals regardless of gender, age, nationality, religion, ethnicity, disability, or any other status.
2. Upholding fair labor standards ensuring safe working conditions, fair wages, and reasonable working hours in line with local laws and international labor principles.
3. Prohibiting all forms of forced, bonded, or child labor.
4. Supporting freedom of association and the right to collective bargaining.
5. Providing a workplace free from discrimination, harassment, or abuse, where everyone is treated with dignity and respect.
6. Protecting the rights of local communities and indigenous peoples, and minimizing any negative social or environmental impacts from our operations.
7. Promoting responsible and ethical sourcing, by working with suppliers and partners who share our values and comply with these principles.

Expectations for Suppliers and Business Partners

We expect all suppliers, contractors, and business partners to:

1. Operate in alignment with this Human Rights Statement.
2. Ensure fair, ethical, and transparent employment practices within their organizations and supply chains.
3. Report any human rights concerns or violations to the management of Andaman Cannacia Resort & Spa for appropriate review and action.

Continuous Improvement

Andaman Cannacia Resort & Spa is committed to continuously strengthening its human rights practices through regular monitoring, staff training, and collaboration with our stakeholders.

Together, we aim to build a fair, ethical, and sustainable hospitality industry that benefits both people and communities.



Ms. Angkana Tanetvisetkul
Managing Director
Peach Group Resort

Published on 13 October 2025

OUR PRIORITY SDGS

At Andaman Cannacia Resort & Spa, we align our sustainability strategy with the United Nations Sustainable Development Goals (SDGs). We have identified six priority goals where we believe our operations can create the most significant positive impact on the environment, our people, and the community of Phuket.



SDG 3: Good Health and Well-being

- Our Action: We believe in a healthy community. Our resort contributed 1,000,000 THB to Vachira Phuket Hospital for the construction of the Radiotherapy Building. Additionally, we host regular blood donation drives and provide annual health check-ups for all employees.
- Key Indicator: 1 Million THB donation to local healthcare and consistent blood donation contributions.



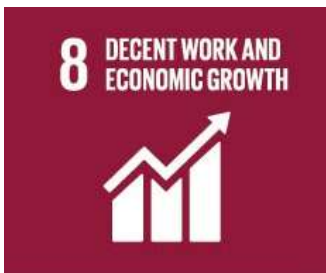
SDG 4: Quality Education

- Our Action: We invest in the future of our local youth. Through our partnership with Ban Kata School, we provide annual scholarships and educational resources, ensuring that the children in our community have better access to quality learning and development opportunities.
- Key Indicator: Sustained financial and resource support for Ban Kata School.



SDG 7: Affordable and Clean Energy

- Our Action: We are committed to energy transition by harnessing renewable energy. Our resort has invested in and installed Solar Cell systems to power our facilities, significantly reducing our reliance on fossil fuels and lowering our carbon footprint.
- Key Indicator: Integration of solar energy into the resort's power grid.



SDG 8: Decent Work and Economic Growth

- Our Action: We prioritize the safety and professional growth of our team. In 2025, we achieved 100% compliance in Safety, Occupational Health, and Environment training for all staff (Certification No. SCT 2025/4313). We also provide high-standard staff housing and conduct regular health screenings to ensure a quality working environment.
- Key Indicator: 100% staff training completion and regular employee well-being programs.



SDG 12: Responsible Consumption and Production

- Our Action: We implement a Circular Economy approach through our Zero-Waste and Plastic-Free initiatives. We have set a strategic goal to reduce single-use plastic purchasing by 20% by 2027 and are actively increasing Vegan/Plant-based culinary options to promote sustainable food systems.
- Key Indicator: 2.59% reduction in total energy consumption and a roadmap for 20% plastic reduction.



SDG 14: Life Below Water

- Our Action: To protect the rich biodiversity of the Andaman Sea, we organize annual World Ocean Day activities. This year, our team and guests collected beach waste at Kata-Karon Beach and released 1,000 shrimp into the Mudong canal to restore local mangrove ecosystems and marine life.
- Key Indicator: 1,000 marine animals released and regular coastal clean-up operations.

INVESTING IN HEALTH, EMPOWERING LIVES

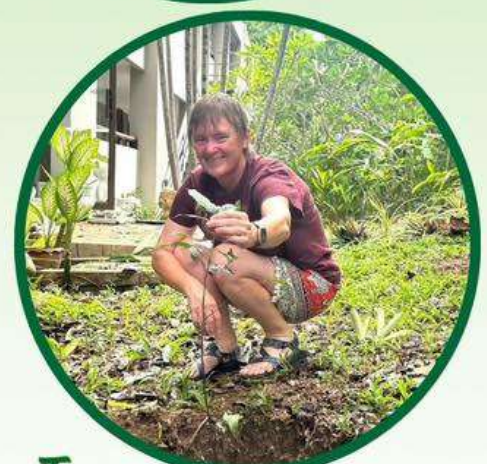


This 1,000,000 THB donation reflects our commitment to strengthening healthcare infrastructure, supporting the development of a Radiotherapy Center at Vachira Phuket Hospital, and improving access to life-saving treatment for the Phuket community.

Thank You

for

Helping Us Combat Climate Change!



The Benefits of Planting One Tree:

- TREES ABSORB CO₂, REDUCING GREENHOUSE GASES.
- THEY PRODUCE OXYGEN, BENEFITING UP TO FOUR PEOPLE.
- TREES IMPROVE AIR QUALITY BY FILTERING POLLUTANTS.
- THEY SUPPORT WILDLIFE BY PROVIDING HABITAT AND FOOD.
- TREES REDUCE URBAN HEAT AND COOL AREAS.
- THEY HELP CONSERVE WATER BY REDUCING RUNOFF.
- TREES PREVENT SOIL EROSION AND STABILIZE SOIL.
- BEING AROUND TREES IMPROVES MENTAL HEALTH BY REDUCING STRESS.



Andaman Cannacia Resort & Spa
Committed to Sustainability

WORLD OCEAN DAY

Marine Resource Conservation 2024

On June 8, 2024, Peach Group organized a marine conservation program with guests and employees to celebrate World Ocean Day. The activities included a beach clean-up at Kata Beach and a shrimp release at Mudong Canal, Chalong. These initiatives aim to protect marine resources, support biodiversity, and restore coastal ecosystems.



OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT (HSE) TRAINING



Strengthening workplace safety through continuous learning, risk awareness, and responsible practices.





Through this training, employees are equipped with practical knowledge on waste segregation, enabling better waste management, reducing landfill impact, and supporting our goal of becoming a Zero Waste Resort.

EMPOWERING EDUCATION FOR FUTURE GENERATIONS



โรงเรียนบ้านกะตะ(ตรียศยุทธอุปถัมภ์)

BAANKATA SCHOOL

สำนักงานเขตพื้นที่การศึกษาประถมศึกษาภูเก็ต



Supporting education through a scholarship donation to Baan Kata School, empowering students and contributing to long-term community development.

This initiative aims to expand educational opportunities and support equal access to learning for local students.

LOY KRATHONG, A TIME OF GRATITUDE, RESPECT FOR NATURE, AND CULTURAL TRADITION.



Honoring Thai heritage by preserving traditions and embracing the spirit of Loy Krathong.

NOVEMBER 2025

NURTURE • NATURE • FUTURE

29 NOVEMBER 2025



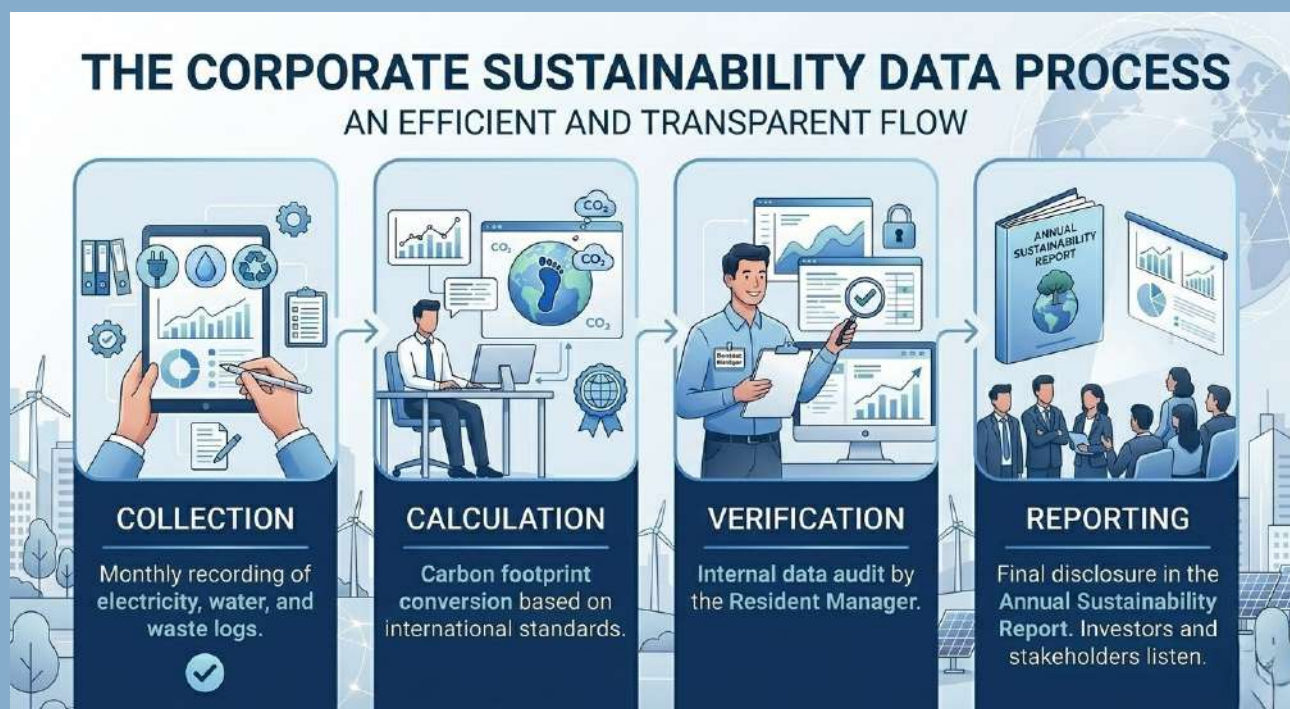
Through this beach clean up activity at Kata Beach, we actively contribute to reducing ocean pollution, protecting marine ecosystems, and promoting environmental awareness within the community.



MEASURING PROGRESS

To ensure the accuracy and transparency of our sustainability reporting, Andaman Cannacia Resort & Spa utilizes a data-driven approach to track our ESG impact. Our process is designed to turn raw data into actionable insights for continuous improvement.

HOW WE TRACK OUR IMPACT ?



Key Indicator	Activity / Project	Performance Outcome (FY24/25)	Strategic Next Steps
Energy & Carbon	Preventive maintenance, Solar energy integration, and Guest engagement.	-2.59% Electricity usage -2.83% CO2e Emissions	Expand Solar PV capacity to further reduce grid dependency.
Water Stewardship	Leak detection audit, Low-flow fixture rollout, and Sub-metering.	+28.0% Intensity per guest night	Immediate Priority: Conduct a full facility water audit and sensor tap installation.
Waste & Circularity	Composting, Plastic-free amenities, and Source segregation.	0.21 kg Waste per guest night 45.02% Diversion rate	Digitalize waste tracking and eliminate 100% single-use plastic.

ENVIRONMENTAL PERFORMANCE REPORT

FISCAL YEAR 2024 - 2025

This report provides a comprehensive analysis of our environmental footprint from September 1, 2024, to August 31, 2025. By comparing our current results with the previous fiscal year, we ensure full transparency and measurable progress toward our 2027 Sustainability Roadmap.

01. ENERGY & CARBON

- **Performance Summary:** We successfully reduced our Total Energy Consumption by 2.59% (from 1,095,862 kWh to 1,067,463 kWh) and decreased our Total Carbon Emissions (CO2e) by 2.83%.
- **Operational Analysis:** This reduction is a direct result of our rigorous Preventive Maintenance (PM) program for high-energy systems, specifically HVAC units which account for approximately 70% of our total load.
- **The Efficiency Challenge:** Despite the total decrease, our CO2e per guest night increased by 4.78% (from 9.76 to 10.25 kg). This indicates that while we are managing overall loads better, the carbon intensity per occupant requires further optimization through our upcoming Solar PV expansion.

POWERING EFFICIENCY

2.59% REDUCTION

Total energy consumption decreased from 1,095,862 kWh to 1,067,463 kWh.

4.78% INTENSITY DROP

Carbon footprint per occupant decreased, reflecting improved resource management.

Operational Analysis

Reduced usage is attributed to our rigorous **Preventative Maintenance (PM)** program for high-energy systems like HVAC units.

Despite increased occupancy, total CO2e per guest night dropped, proving that scale does not have to compromise sustainability.

Energy Management Approach

- To effectively reduce energy consumption and greenhouse gas emissions, the resort adopts a structured and preventive approach focusing on operational efficiency and stakeholder engagement.

Methodology

- Preventive Maintenance Program Conduct regular inspections and cleaning of air-conditioning systems, including filters and compressors, to ensure optimal performance.
- Schedule routine checks of pumps and electrical systems to prevent energy loss and leakage.
- Energy Monitoring and Control Track total energy consumption and energy use per guest night on a monthly basis.
- Identify abnormal usage patterns and implement corrective actions immediately.
- Operational Optimization Prioritize energy efficiency in high-consumption areas, especially air-conditioning systems, which account for approximately 70% of total energy use.
- Explore alternative low-emission energy sources where feasible.

Guest Engagement Encourage guests to participate in energy-saving practices through in-room communication and awareness campaigns.



02. WATER STEWARDSHIP

- Performance Summary: Our water intensity per guest night significantly increased by 28.1% (from 0.32 m³ to 0.41 m³).
- Critical Impact Analysis: Based on our Sustainability Data Process, we have identified a "Chain Effect" where inefficient water usage correlates with a 5.2% increase in energy intensity due to the additional power required for pumping and heating wasted water.
- Corrective Action Plan: We have designated this as an Urgent Priority. A full-facility Leak Audit has been initiated, and the installation of Sub-meters in high-flow areas (Kitchen, Laundry, and Pool) is underway to pinpoint and eliminate waste.

THE INTENSITY CHALLENGE

28.1%

INTENSITY INCREASE



Addressing the Surge

Water intensity rose from 0.32 m³ to 0.41 m³ per guest night. This has been flagged as our **Highest Operational Priority** for the upcoming quarter.

An immediate **Leak Audit** has been initiated to identify and rectify inefficiencies in high-flow areas.

STRATEGIC INTERVENTION

The "Chain Effect": Inefficient water usage correlates with higher energy costs for pumping and heating.

- 💧 Install sub-meters for precise monitoring.
- 🚰 Rollout of low-flow fixture technology.
- 🔍 Quarterly systematic leak detection.

WATER STEWARDSHIP

(HIGHEST OPERATIONAL PRIORITY)

PERFORMANCE SUMMARY

Our water intensity per guest night significantly increased by 28.1% (from 0.32 \$m³ to 0.41 \$m³).



CRITICAL IMPACT ANALYSIS (CHAIN EFFECT)

Based on our Sustainability Data Process, we have identified a 'Chain Effect' where inefficient water usage correlates with a 5.2% increase in energy intensity.



CORRECTIVE ACTION PLAN (URGENT PRIORITY)

LEAK AUDIT



Full-facility Leak Audit has been initiated.

SUB-METERS INSTALLATION



Sub-meters installation in high-flow areas (Kitchen, Laundry, Pool) underway to pinpoint & eliminate waste.

03. WASTE & CIRCULARITY

Waste Management Approach

- The resort maintains a strong commitment to minimizing waste and maximizing resource recovery through systematic waste management practices.

Methodology

- **Waste Segregation System** Implement clear waste separation systems (recyclable, organic, and general waste) in both guest and back-of-house areas.
- Ensure proper labeling and accessibility of bins.
- **Waste Monitoring and Analysis** Track total waste generation and waste per guest night.
- Conduct regular audits of compostable and recyclable waste streams.
- **Food Waste Reduction** Introduce food waste tracking systems to monitor kitchen waste, buffet leftovers, and plate waste.
- Use collected data to optimize menu planning, portion sizes, and procurement.
- **Reduction of Single-Use Plastics** Replace single-use plastic items with refillable dispensers or eco-friendly alternatives.
- Work closely with suppliers to minimize non-recyclable packaging.
- **Training and Awareness** Provide ongoing training for staff on proper waste segregation and handling.
- Encourage guest participation through communication and signage.
- **Performance Communication** Share waste management achievements with guests to promote awareness and participation.

- **Performance Summary:** We maintained a stable waste generation rate of 0.21 kg per guest night, while achieving a 45.02% Waste Diversion Rate.
- **Strategic Initiatives:** Our success is driven by a strict 4-category waste segregation system and our Green Procurement Policy. We are actively replacing single-use plastic amenities with biodegradable or refillable alternatives, a move that has seen strong support from all operational departments.

CIRCULAR ECONOMY PROGRESS



0.21 kg

Average waste generated per guest night.



45.02%

Waste Diversion Rate achieved through sorting.



100%

Transition to plastic-free guest amenities.

WASTE MANAGEMENT & CIRCULAR ECONOMY SUCCESS

PERFORMANCE SUMMARY

WASTE GENERATION RATE



We maintained a stable waste generation rate.

WASTE DIVERSION RATE



While achieving a 45.02% Diversion Rate.

STRATEGIC INITIATIVES

4-CATEGORY WASTE SEGREGATION SYSTEM



Our success is driven by a strict 4-category waste segregation system.

Guided by our Green Procurement Policy.

GREEN PROCUREMENT POLICY



Guided by our Green Procurement Policy.

SINGLE-USE PLASTIC REPLACEMENT



Actively replacing single-use plastics. Strong support from all operational

04. SUSTAINABLE GASTRONOMY

- Goal: 10% reduction in red meat purchasing by 2027.
- Progress: Our culinary team is successfully introducing Vegan and Plant-Based menus. This not only caters to the growing demographic of eco-conscious travelers but also directly reduces our Scope 3 Supply Chain emissions.

ETHICAL SOURCING

Supply Chain Focus

We are actively reducing our Scope 3 emissions through local procurement and plant-forward menus.

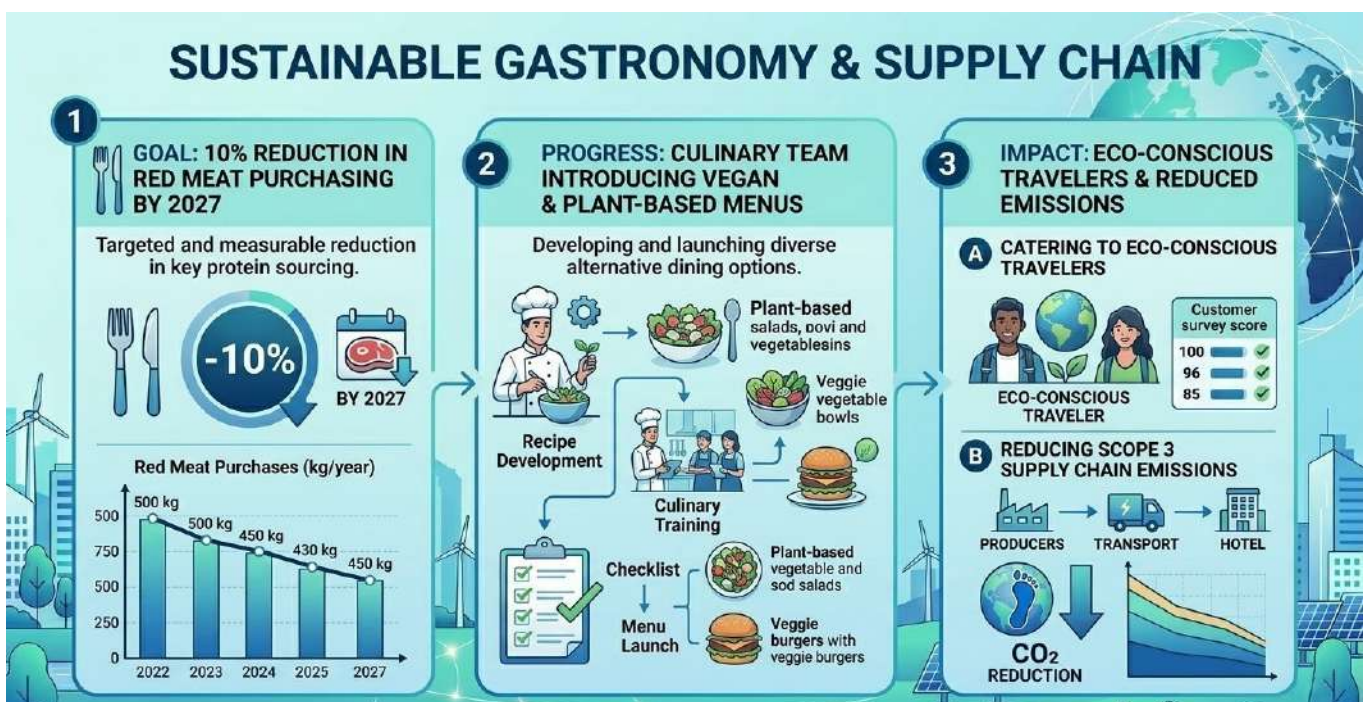
- ✓ 10% reduction in red meat purchasing.
- ✓ 15% increase in vegan/plant-based offerings.
- ✓ Direct partnerships with eco-conscious farmers.

Sustainability Goal Implementation

- The resort follows a structured approach to achieve its sustainability targets by 2027.

Methodology

- Goal Setting and Tracking Establish clear, measurable targets for energy, water, waste, and procurement.
- Monitor progress regularly and adjust strategies as needed.
- Cross-Department Collaboration Engage all departments in sustainability initiatives to ensure consistent implementation.
- Continuous Improvement Review performance annually and identify areas for improvement.
- Implement corrective actions based on data analysis and operational feedback.



ENVIRONMENTAL PERFORMANCE REPORT 2024-2025

SECTION 1: ENERGY CONSUMPTION

 Total Energy Consumption
1,067,463.88 kWh



 Total CO2e (Energy)
617,109.21 kg CO2e

SECTION 2: WATER CONSUMPTION

 Total Water Consumption
24,930 m3



 Total CO2e (Water)
3,714.56 kg CO2e

SECTION 3:



SOLID WASTE

 Total Solid Waste
13,022 kg

 Average Solid Waste
per Guest
0.21 kg

 Total CO2e (Waste)
186.39 kg CO2e

SECTION 4: TOTAL RESORT EMISSIONS SUMMARY

TOTAL EMISSIONS SUMMARY



Total Resort Emissions
621,010.16 kg CO2e



Average Total Emissions per Guest
10.32 kg CO2e

ESG KEY PERFORMANCE INDICATORS (KPI)

SUSTAINABILITY DASHBOARD 2024–2025



REPORTING PERIOD
1 Sep 2024 –
31 Aug 2025



OUR GOAL
Sustainable
Hospitality Excellence



OUR VISION
A Better Stay
for a Better World

CATEGORY	KPI	UNIT	2023–2024 (Baseline)	2024–2025 (Current)	TARGET (2027)	PROGRESS TO TARGET	STATUS	KEY ACTIONS
ENVIRONMENTAL (E)	Total Energy Consumption	kWh	1,095,862	1,067,464	-15%	71%	●	Preventive maintenance, optimize AC systems, explore low-emission energy sources
	Energy per Guest Night	kWh/guest	16.84	17.74	≤ 15	30%	●	Improve operational efficiency, guest awareness
	Total CO ₂ Emissions	kg CO ₂ e	635,103	617,109	-15%	72%	●	Reduce energy use, shift to low-emission energy sources
	CO ₂ per Guest Night	kg CO ₂ e/guest	9.76	10.25	≤ 9	26%	●	Reduce water and energy intensity, improve efficiency per guest
	Total Water Consumption	m ³	21,139	24,930	-10%	-40%	●	Water audit, leak detection, sub-metering installation
	Water per Guest Night	m ³ /guest	0.32	0.41	≤ 0.30	-36%	●	Low-flow fixtures, staff training, guest engagement
	Waste per Guest Night	kg/guest	0.21	0.21	≤ 0.20	50%	●	Reduce waste at source, improve segregation
	Waste Diversion Rate	%	~43%	45.02%	≥ 50%	60%	●	Improve recycling & composting, strengthen waste management
	Single-use Plastic Reduction	%	Baseline	Monitoring	-20%	25%	●	Replace with sustainable alternatives, work with suppliers
	Employee Training Hours	Hours/Year	Ongoing	Ongoing	≥ 20	60%	●	ESG & operational training programs
SOCIAL (S)	Employee Engagement Score	%	Not measured	—	≥ 80%	—	●	Annual staff survey, engagement activities
	Guest Satisfaction Score	%	High (OTA reviews)	—	≥ 90%	80%	●	Maintain service excellence, enhance guest experience
	Community Engagement Activities	Activities/Year	Limited	—	≥ 3	33%	●	Partner with local community, environmental & cultural programs
	Health & Safety Incidents	Cases/Year	Low	—	Zero Incident	90%	●	Maintain safety standards, regular risk assessments
	ESG Policy Implementation	Yes/No	Yes	Yes	Full Compliance	100%	●	Strengthen internal controls
GOVERNANCE (G)	Sustainability Reporting	Frequency	Annual	Annual	Annual	100%	●	Continue transparent reporting
	Supplier Sustainability Screening	%	Partial	Partial	≥ 80% Suppliers	40%	●	Implement green procurement policy
	Data Monitoring System	Yes/No	Partial	Partial	Full System	50%	●	Improve tracking (energy, water, waste)
	Regulatory Compliance	%	100%	100%	100%	100%	●	Maintain compliance with all regulations



KEY INSIGHTS

- Total energy and carbon emissions decreased.
- Water consumption increased significantly and requires immediate action.
- Waste management performance remains strong.
- Continuous improvement toward our 2027 sustainability goals.



STATUS LEGEND

- On Track (≥ 70% Progress)
- Monitor (40% – 69% Progress)
- Critical (< 40% Progress)
- Not Measured



STRATEGIC NEXT STEPS: 2026 ESG ACTION PLAN

To ensure we achieve our 2027 Sustainability Roadmap, Andaman Cannacia Resort & Spa has established a rigorous 2026 Action Plan. This plan focuses on addressing identified operational gaps, specifically in water stewardship and introducing new circular economy initiatives.

01

Water Stewardship & Resource Efficiency (Highest Priority)

Following our 2025 performance audit, we have prioritized water management to rectify the 28% intensity increase:

- **Comprehensive Leak Audit:** A full-scale technical audit across all facilities to identify and repair underground leaks and faulty infrastructure.
- **Precision Monitoring:** Installation of sub-meters in high-consumption zones (Kitchen, Laundry, and Pool) for real-time tracking.
- **Infrastructure Upgrade:** Systematic replacement of existing water fixtures with high-efficiency, low-flow aerators to reduce waste without compromising guest comfort.

02

Carbon Reduction & Energy Optimization

To counteract the rise in carbon intensity per guest night, we are implementing:

- **HVAC Performance Enhancement:** Strategic preventive maintenance of the air conditioning system (our largest energy consumer) to optimize efficiency during peak periods.
- **Renewable Energy Feasibility:** Evaluating the expansion of our Solar PV capacity to further offset Scope 2 emissions.
- **Energy-Saving Controls:** Implementation of smart sensors and automated energy management in back-of-house areas.

03

Waste Reduction & Circular Economy

We are shifting toward a "Paperless & Plastic-Free" operational model:

- Digital Transformation: Reducing Front Office paper consumption by 20% through digital check-in/out and electronic document storage (E-storage).
- Green Commitment Program: Engaging guests in our sustainability journey by encouraging the use of a single key card and reducing the frequency of laundry services.
- Zero-Waste Procurement: Expanding our green purchasing policy to eliminate single-use plastics from all guest-facing departments.

04

Staff Empowerment & Community Engagement

- Green Commitment Culture: We are fostering an internal culture where sustainability is second nature. Staff are trained to encourage guests to participate in our "Green Commitment" program, such as opting for fewer linen changes and using energy-saving practices during their stay.
- Community Partnership: We believe in growing alongside our home. We are strengthening our ties with local Phuket communities (specifically the Ban Kata area) through environmental education initiatives and support programs. By sharing our resources and knowledge, we aim to build a resilient and sustainable local ecosystem.

NEXT STEPS: ROAD TO A SUSTAINABLE FUTURE

At Andaman Cannacia Resort & Spa, we are committed to a clear and long-term sustainability roadmap. Our next steps focus on transitioning towards low-carbon operations, zero waste management, and ultimately achieving net zero emissions.

OUR SUSTAINABILITY ROADMAP

2026

Low Carbon Resort (Target: 100%)

We aim to transition towards a low-carbon operation by improving energy efficiency, reducing emissions, and optimizing resource use across all departments.

2030

Zero Waste Resort (Target: 100%)

We aim to eliminate waste sent outside the property through improved waste management systems.

Key focus includes:

- Waste reduction at source
- Recycling and reuse programs
- Organic waste management initiatives such as the Pineapple Project
- Achieving zero waste to landfill

2035

Carbon Neutral Resort (Target: 100%)

We aim to achieve full carbon neutrality by balancing total emissions with carbon reduction and offset initiatives.

This includes:

- Further reducing emissions across operations
- Sustainable sourcing and energy transition
- Supporting carbon offset and environmental programs

2040

Net Zero Resort

Our long-term goal is to achieve net zero emissions, where all remaining emissions are minimized and fully offset, ensuring no net environmental impact.

This roadmap reflects our commitment to continuous improvement and long-term environmental responsibility, aligned with global sustainability goals and industry best practices.

NET ZERO JOURNEY

A SUSTAINABLE JOURNEY FOR A BETTER TOMORROW

Together, we can create lasting positive change
for people, nature, and our planet.

2030



ZERO WASTE

Building a waste-free resort and promoting a circular way of life.



Eliminate single-use plastics



100% waste segregation and recycling



Composting organic waste



Sustainable sourcing and responsible procurement



Engage guests and team members in our zero waste mission

2035



CARBON NEUTRALITY

Reduce our carbon emissions and balance the rest through verified offset projects.



Increase renewable energy usage



Improve energy efficiency and reduce consumption



Protect and restore natural ecosystems



Measure and report greenhouse gas emissions



Offset remaining emissions through high-quality projects

2040



NET ZERO

Achieve net zero emissions and create a positive impact for generations to come.



Achieve net zero emissions across all operations



Innovate for a Low Carbon & Nature Positive future



Drive sustainable innovation and green solutions



Empower our community and partners



Create a lasting positive impact for a sustainable future

OUR COMMITMENT



PEOPLE

We care for our team, guests, and communities.



PLANET

We protect our environment and ecosystems.



GOVERNANCE

We operate with transparency and responsibility.



PARTNERSHIP

We collaborate for a stronger, sustainable future.

Join us on this journey!

Every action counts. Every choice matters.
Let's build a better tomorrow, together.



PEACH GROUP RESORT

Better Today, Better Tomorrow



PINEAPPLE JOURNEY



PROPAGATION 
REGROW & REPLANT



CULINARY USE 
FARM TO TABLE



WASTE TO WELLNESS 
PEEL TO REFRESHMENT



COMPOSTING 
BACK TO THE SOIL

A COMPLETE ZERO-WASTE CYCLE

THE PINEAPPLE JOURNEY CAMPAIGN PLAYS A KEY ROLE IN REDUCING ORGANIC WASTE AND SUPPORTING OUR GOAL OF ACHIEVING A ZERO WASTE RESORT BY 2030.



Welcome to ANDAMAN CANNACIA RESORT & SPA

The Carbon Less Resort



A LIVING LAB FOR SUSTAINABILITY

Andaman Cannacia Resort operates as a real-world "Living Lab" where sustainability drives every decision. Our holistic approach integrates environmental stewardship with operational excellence, creating a unified Circular System that transforms how resorts can operate responsibly.

- ✓ Transitioning to Net Zero by 2050
- ✓ Unified Circular System Approach
- ✓ Integrated Waste, Water & Energy



WASTE TO RESOURCE ZERO ORGANIC WASTE

At Andaman Cannacia Resort, we transform waste into valuable resources through our comprehensive closed-loop system. Every material is sorted, processed, and repurposed on-site, ensuring nothing becomes waste.



✓ 100% organic waste on-site

✓ Biochar production

✓ Complete closed-loop system

✓ Recyclables sorted at source

FROM SOIL TO TABLE

At Andaman Cannacia Resort, we've created a complete farm-to-table cycle. Our on-site organic garden is nourished by compost and biochar produced from our own waste management system, creating a truly sustainable food ecosystem.

✓ On-site Organic Garden

✓ Fresh Harvest to Kitchen

✓ Reduced Food Miles



ENERGY MANAGEMENT

At Andaman Cannacia Resort, every drop loops and every watt counts. Our integrated water and energy systems ensure 100% of wastewater is treated and reused for irrigation, while natural soil filtration recharges groundwater—zero wastewater leaves the property. We harness ~20% clean solar energy with real-time smart monitoring to optimize consumption.

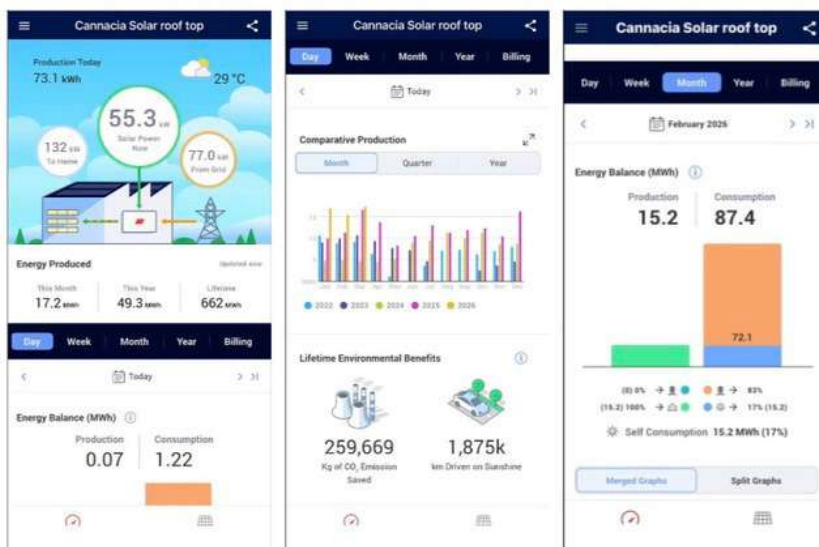
✓ 100% wastewater treated & reused on-site

✓ Zero wastewater discharge

✓ ~20% energy from renewable sources (solar)

✓ Real-time smart energy monitoring to manage peak demand.

SMART & CLEAN ENERGY



REAL-TIME ENERGY
MONITORING SYSTEM

SMART OPERATION
DURING OFF-PEAK HOURS

Andaman Cannacia
Resort & Spa

Energy saving
15.2 MWh / Month
(17%)

FROM GUESTS TO CONTRIBUTORS

At Andaman Cannacia Resort, every guest becomes part of the sustainability journey. Through simple choices and convenient systems, visitors actively contribute to reducing plastic waste and environmental impact.

- ✔ Promoting the use of our in-house refillable bottles and water stations.
- ✔ Reducing food waste at buffets and eliminating single-use plastics.
- ✔ Reuse bed linens and conserve in-room energy.
- ✔ Encouraging low-carbon transport and eco-tourism activities.



THE DRIVING FORCES BEHIND OUR SUCCESS

At Andaman Cannacia Resort, our sustainability achievements are built on four key pillars that drive meaningful change. From committed leadership to data-driven decision making, these elements work together to create lasting environmental impact.



INTEGRATED DEPARTMENT COLLABORATION SYSTEM

- ✔ **Leadership Commitment**
Strong support and clear policy-setting from top management.
- ✔ **Cross-Departmental Synergy**
Collaboration across all hotel departments.
- ✔ **Data-Driven Actions**
Continuous measurement of results. (what works, what needs improvement)
- ✔ **Net Zero 2040 Vision**
Aligning our daily actions with Thailand's Net Zero 2040 goals.

THIS PROGRAM DEFINES OUR LONG-TERM ROADMAP, GUIDING OUR ACTIONS AND PROGRESS TOWARDS ACHIEVING OUR SUSTAINABILITY GOALS BY 2040.

STAKEHOLDER ENGAGEMENT

At Andaman Cannacia Resort & Spa, we recognize that sustainability is a shared responsibility. We actively engage and invite our stakeholders to support and contribute to our sustainability commitments and goals.

Our Stakeholders and Approach

- Employees

We provide training and encourage active participation in sustainability practices across all departments.

- Guests

We invite guests to support our initiatives through responsible resource use and participation in our green programs.

- Suppliers and Business Partners

We encourage suppliers to provide environmentally responsible products and align with our sustainability standards.

- Local Community and Public

We support local initiatives and collaborate with the community to promote environmental awareness and social responsibility.



Stakeholder engagement is conducted through structured communication across all groups. Stakeholder groups are reviewed at least every two years to ensure effective and relevant engagement.

STAKEHOLDER ENGAGEMENT

Understanding Impact • Managing Risk • Driving Sustainable Value



1. EMPLOYEES (THAI & MIGRANT WORKERS) พนักงาน (ไทยและแรงงานต่างชาติ) INTERNAL / ภายในองค์กร

 Key Interests ความสนใจหลัก	Health and safety, fair treatment, job security สุขภาพและความปลอดภัย, การปฏิบัติอย่างเป็นธรรม, ความมั่นคงในงาน
 Engagement Method วิธีการมีส่วนร่วม	Training, staff meetings, welfare programs การฝึกอบรม, การประชุมพนักงาน,สวัสดิการและสิทธิประโยชน์
 Communication Channel ช่องทางการสื่อสาร	In-person, Line group, notice boards การพูดคุยโดยตรง, กลุ่มไลน์, บอร์ดประชาสัมพันธ์
 Language ภาษา	Thai, English, Burmese ไทย, อังกฤษ, พม่า

Impact: High ผลกระทบ: สูง	Risk: High ความเสี่ยง: สูง	Priority: High ลำดับความสำคัญ: สูง
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4. SUPPLIERS ซัพพลายเออร์ BUSINESS PARTNERS / พันธมิตรทางธุรกิจ

 Key Interests ความสนใจหลัก	Fair procurement, timely payment, long-term collaboration การจัดซื้ออย่างเป็นธรรม, การชำระเงินตรงเวลา, ความร่วมมือระยะยาว
 Engagement Method วิธีการมีส่วนร่วม	Supplier coordination, performance evaluation การประสานงานกับซัพพลายเออร์, การประเมินผลการดำเนินงาน
 Communication Channel ช่องทางการสื่อสาร	Email, phone, meetings อีเมล, โทรศัพท์, การประชุม
 Language ภาษา	Thai, English ไทย, อังกฤษ

Impact: Medium ผลกระทบ: ปานกลาง	Risk: Medium ความเสี่ยง: ปานกลาง	Priority: Medium ลำดับความสำคัญ: ปานกลาง
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The company is committed to engaging all key stakeholders through appropriate communication channels. We ensure inclusive communication in Thai, English, and Burmese for migrant workers. This stakeholder analysis is **reviewed and updated at least every two years** to ensure effectiveness, manage risks, and support our sustainable growth.



2. GUESTS แขกผู้เข้าพัก CUSTOMERS / ลูกค้า

 Key Interests ความสนใจหลัก	Service quality, safety, comfort, sustainability คุณภาพการบริการ, ความปลอดภัย, ความสะดวกสบาย, ความยั่งยืน
 Engagement Method วิธีการมีส่วนร่วม	Guest interaction, feedback collection, service communication การสื่อสารกับแขก, การรับข้อเสนอแนะ, การสื่อสารบริการ
 Communication Channel ช่องทางการสื่อสาร	Front desk, email, OTA platforms, website แผนกต้อนรับ, อีเมล, แพลตฟอร์ม OTA, เว็บไซต์
 Language ภาษา	Thai, English ไทย, อังกฤษ

Impact: High ผลกระทบ: สูง	Risk: Medium ความเสี่ยง: ปานกลาง	Priority: High ลำดับความสำคัญ: สูง
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5. GOVERNMENT AUTHORITIES หน่วยงานภาครัฐ REGULATORY / หน่วยงานกำกับดูแล

 Key Interests ความสนใจหลัก	Legal compliance, reporting, environmental standards การปฏิบัติตามกฎหมาย, การรายงาน, มาตรฐานสิ่งแวดล้อม
 Engagement Method วิธีการมีส่วนร่วม	Reporting, inspections, regulatory coordination การรายงาน, การตรวจสอบ, การประสานงานด้านกฎระเบียบ
 Communication Channel ช่องทางการสื่อสาร	Official documents, formal meetings เอกสารทางการ, การประชุมอย่างเป็นทางการ
 Language ภาษา	Thai, English ไทย, อังกฤษ

Impact: High ผลกระทบ: สูง	Risk: High ความเสี่ยง: สูง	Priority: High ลำดับความสำคัญ: สูง
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บริษัทมุ่งมั่นในการมีส่วนร่วมกับผู้มีส่วนได้ส่วนเสียทุกกลุ่ม ผ่านช่องทางการสื่อสารที่เหมาะสมและทั่วถึง โดยให้ข้อมูลในภาษาไทย, อังกฤษ และพม่า สำหรับแรงงานต่างชาติ และทบทวนข้อมูลอย่างน้อยทุก 2 ปี เพื่อไม่ประสีประสาในการบริหารจัดการความเสี่ยงและสนับสนุนการเติบโตอย่างยั่งยืน



3. LOCAL COMMUNITY ชุมชนท้องถิ่น EXTERNAL / ภายนอกองค์กร

 Key Interests ความสนใจหลัก	Employment opportunities, environmental protection, local development โอกาสในการจ้างงาน, การอนุรักษ์สิ่งแวดล้อม, การพัฒนาชุมชน
 Engagement Method วิธีการมีส่วนร่วม	CSR activities, community engagement programs กิจกรรมเพื่อสังคม, โครงการพัฒนาชุมชน
 Communication Channel ช่องทางการสื่อสาร	In-person meetings, local events การประชุมโดยตรง, กิจกรรมท้องถิ่น
 Language ภาษา	Thai, English ไทย, อังกฤษ

Impact: Medium ผลกระทบ: ปานกลาง	Risk: Medium ความเสี่ยง: ปานกลาง	Priority: Medium ลำดับความสำคัญ: ปานกลาง
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6. CONTRACTORS ผู้รับเหมา OPERATIONAL PARTNERS / พันธมิตรด้านการดำเนินงาน

 Key Interests ความสนใจหลัก	Work safety, compliance with standards, timely delivery ความปลอดภัยในการทำงาน, การปฏิบัติตามมาตรฐาน, การส่งมอบงานตรงเวลา
 Engagement Method วิธีการมีส่วนร่วม	Work briefings, supervision, coordination meetings การชี้แจงงาน, การควบคุมงาน, การประชุมประสานงาน
 Communication Channel ช่องทางการสื่อสาร	Meetings, phone การประชุม, โทรศัพท์
 Language ภาษา	Thai, English ไทย, อังกฤษ

Impact: Medium ผลกระทบ: ปานกลาง	Risk: High ความเสี่ยง: สูง	Priority: High ลำดับความสำคัญ: สูง
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บริษัทมุ่งมั่นในการมีส่วนร่วมกับผู้มีส่วนได้ส่วนเสียทุกกลุ่ม ผ่านช่องทางการสื่อสารที่เหมาะสมและทั่วถึง โดยให้ข้อมูลในภาษาไทย, อังกฤษ และพม่า สำหรับแรงงานต่างชาติ และทบทวนข้อมูลอย่างน้อยทุก 2 ปี เพื่อไม่ประสีประสาในการบริหารจัดการความเสี่ยงและสนับสนุนการเติบโตอย่างยั่งยืน

ACCESSIBILITY & COMMUNICATION

TRANSPARENT. ACCESSIBLE. ENGAGED.

At Andaman Cannacia Resort & Spa, we are committed to ensuring that our sustainability information is transparent, accessible, and effectively communicated to all relevant stakeholders.

This Sustainability Report is publicly available and has been designed to be easily accessed, understood, and shared across different stakeholder groups.



ACCESSIBILITY

The report is made accessible through multiple channels to ensure broad and inclusive access.



1. HOTEL WEBSITE

The report is published on our official website, allowing access for the general public and external stakeholders at any time.



2. QR CODE ACCESS

QR codes are provided in guest and staff areas and communication materials, enabling quick and convenient digital access.



3. ON-SITE AVAILABILITY

Printed or digital versions of the report are available upon request at the front office or management office.



COMMUNICATION CHANNELS

We communicate our sustainability commitments, goals, and performance through structured and ongoing communication methods.



1. GUESTS

Information is shared through in-room materials, digital platforms, and direct communication during their stay to encourage participation in sustainability initiatives.



2. EMPLOYEES

The report is communicated through internal training sessions, briefings, and staff communication platforms to ensure awareness and engagement.



3. SUPPLIERS & BUSINESS PARTNERS

Sustainability expectations and relevant information are shared through direct communication, procurement processes, and ongoing collaboration.



4. PUBLIC & LOCAL COMMUNITY

The report is available upon request and shared where appropriate to promote transparency and community engagement.



We are committed to maintaining open communication and ensuring that our sustainability performance remains accessible, transparent, and continuously improved.



HOW TO ACCESS THE REPORT



Website
www.phuket-cannacia.com
(Sustainability Section)



Scan QR Code
Available in guest areas
and hotel materials



Front Office
Request a copy from
our staff



Email
hotel@phuket-cannacia.com
Upon request



to explore our commitment



ANDAMAN
Cannacia
RESORT & SPA



OUR SUSTAINABLE JOURNEY

Together for a Better Tomorrow
ร่วมกันสร้างอนาคตที่ดีขึ้นอย่างยั่งยืน

OUR SUSTAINABLE JOURNEY

การเดินทางสู่ความยั่งยืนของเรา

At Andaman Cannacia Resort & Spa, sustainability is at the heart of everything we do. Scan the QR Code to discover how we care for our environment, our community, and our guests for a better tomorrow.

ที่ อันดามัน คันทันเนีย รีสอร์ท แอนด์ สปา ความยั่งยืนคือหัวใจสำคัญของทุกสิ่งที่เราทำ สแกน QR Code เพื่อเรียนรู้ว่าเราใส่ใจสิ่งแวดล้อม ชุมชน และแขกของเรา เพื่ออนาคตที่ดียิ่งขึ้น



ENVIRONMENT สิ่งแวดล้อม

✦ We protect nature and reduce our environmental impact.

เราปกป้องธรรมชาติ และลดผลกระทบสิ่งแวดล้อม



COMMUNITY ชุมชน

✦ We support local communities and create positive social impact.

เราสนับสนุนชุมชนท้องถิ่น และสร้างผลกระทบเชิงบวกต่อสังคม



OUR PEOPLE พนักงานของเรา

✦ We value our team and promote a safe, fair, and inclusive workplace.

เราให้ความสำคัญกับพนักงาน และส่งเสริมสภาพแวดล้อมการทำงานที่ปลอดภัย เป็นธรรม และเท่าเทียม



RESPONSIBLE PARTNERSHIP พันธมิตรที่รับผิดชอบ

✦ We work with partners who share our commitment to sustainability.

เราทำงานร่วมกับพันธมิตรที่มีความมุ่งมั่นในความยั่งยืนเช่นเดียวกัน



GUEST EXPERIENCE ประสบการณ์ของแขก

✦ We create meaningful experiences for our guests with care and responsibility.

เราสร้างประสบการณ์ที่มีความหมายให้แก่แขกด้วยความใส่ใจและรับผิดชอบต่อ



Every small action leads to a big change.
Thank you for being part of our sustainable journey.

ทุกการกระทำเล็ก ๆ นานี้ไม่ผ่านการเปลี่ยนแปลงที่ยิ่งใหญ่
ขอบคุณที่ร่วมเป็นส่วนหนึ่งของการเดินทางสู่ความยั่งยืนของเรา



SAVE WATER
ประหยัดน้ำ



SAVE ENERGY
ประหยัดพลังงาน



REDUCE WASTE
ลดขยะ



LOVE OUR PLANET
รักโลกของเรา

THANK YOU FOR SUPPORTING A SUSTAINABLE FUTURE ✦

ขอบคุณที่สนับสนุนอนาคตที่ยั่งยืน

RESPONSIBLE TRAVELLER



JOIN US, GET FREE

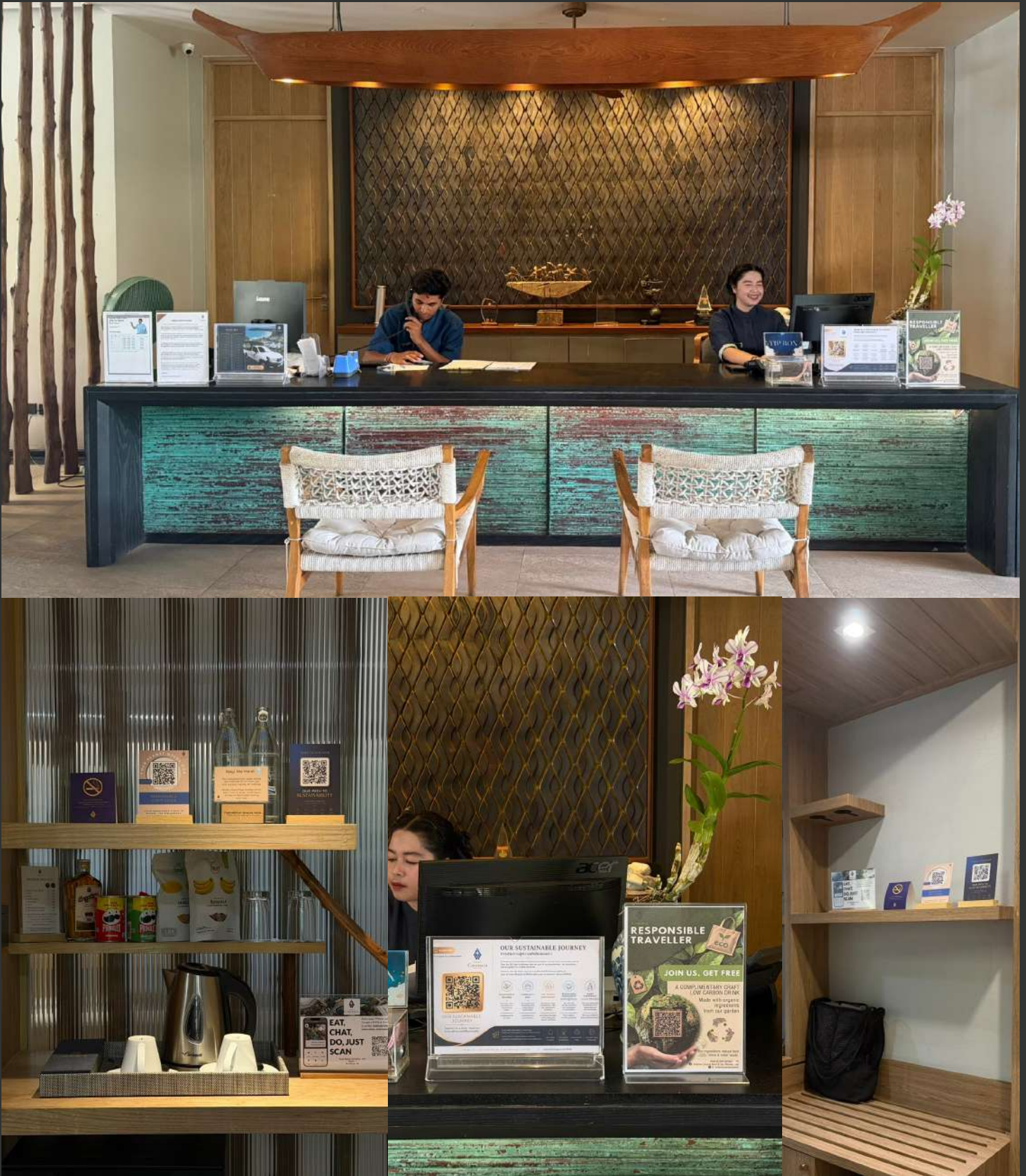
A COMPLIMENTARY CRAFT
LOW CARBON DRINK

Made with organic
ingredients
from our garden



Our ingredients reduce food
miles & water waste.

STAKEHOLDER ENGAGEMENT IN PRACTICE



Engaging guests through thoughtfully placed in-room materials, front desk communication, and digital touchpoints to promote awareness and participation in our sustainability journey.

STAKEHOLDER ENGAGEMENT IN ACTION



Sustainability communication is delivered through structured channels, including physical displays and digital access points, ensuring inclusive engagement and clear information accessibility for all stakeholders.

SUSTAINING ENGAGEMENT THROUGH ACTION

5/4/26, 4:42 PM

phuket-cannacia.com Mail - ประกาศนโยบายด้านสิทธิมนุษยชน – โรงแรมอันดามัน คานาเซีย รีสอร์ท แอนด์ สปา



hotel phuket-cannacia <hotel@phuket-cannacia.com>

ประกาศนโยบายด้านสิทธิมนุษยชน – โรงแรมอันดามัน คานาเซีย รีสอร์ท แอนด์ สปา

10 messages

hotel phuket-cannacia <hotel@phuket-cannacia.com>

13 October 2025 at 13:17

To: marketingbkkpvc01@gmail.com

เรียน ท่านผู้ประกอบการ

โรงแรมอันดามัน คานาเซีย รีสอร์ท แอนด์ สปา ให้ความสำคัญกับการดำเนินธุรกิจอย่างมีความรับผิดชอบต่อสังคมและยั่งยืน เราจึงขอแบ่งปันนโยบายด้านสิทธิมนุษยชน (Human Rights Statement) ของเรา ซึ่งสะท้อนถึงความมุ่งมั่นในการเคารพและส่งเสริมสิทธิมนุษยชนในทุกขั้นตอนของการดำเนินงานและความร่วมมือทางธุรกิจ

เราขอความร่วมมือจากท่านในการร่วมกันส่งเสริมหลักการด้านสิทธิมนุษยชนภายในองค์กรและกระบวนการดำเนินงานของท่าน เพื่อร่วมกันสร้างความเป็นธรรม ความเท่าเทียม และความยั่งยืนในอุตสาหกรรมบริการอย่างต่อเนื่อง

ทั้งนี้ทางโรงแรมได้แนบนโยบายด้านสิทธิมนุษยชน เพื่อใช้เป็นข้อมูลอ้างอิงและแนวทางในการดำเนินงานร่วมกันในอนาคต

ขอขอบพระคุณในความร่วมมือและการสนับสนุนจากท่านเสมอมา

ขอแสดงความนับถือ

ฝ่ายบริหาร

โรงแรมอันดามัน คานาเซีย รีสอร์ท แอนด์ สปา

 Human Rights Statement_TH.pdf
380K

bestchoice_pkt <bestchoicepkt@yahoo.com>

16 October 2025 at 09:42

Reply-To: bestchoice_pkt <bestchoicepkt@yahoo.com>

รับทราบค่ะ

Best Regards,
Sales Administrator
bestchoicephuket@hotmail.com

Best Choice Chemicals & Engineering Co.,Ltd
72/12 M. 6, Sakdidech Rd., Vichit, Muangphuket, Phuket 83000
Tel. 076 391 320-2, 086 476 3459 Fax. 076-391-222

 : www.bestchoice.co.th  : [bestchoicePhuket](https://www.facebook.com/bestchoicePhuket)  : 086-4763459



CONCLUSION

This Sustainability Report reflects our ongoing commitment to responsible operations and continuous improvement across all areas of our business.

Throughout 2025, we have strengthened our sustainability practices by improving resource efficiency, enhancing internal processes, and setting measurable goals to guide our progress.



1. Strong Sustainability Foundation

- Over 20 years of commitment to environmental responsibility, supported by recognized certifications, awards, and established sustainability policies.

2. Measurable Progress and Clear Targets

- Defined sustainability goals with structured monitoring, including energy, water, waste, and food-related targets aligned with our ESG strategy.



3. Clear Roadmap Towards Net Zero

- A long-term sustainability roadmap from low-carbon operations (2026) to net zero emissions (2040), ensuring continuous and scalable improvement.

While we have made meaningful progress, we recognize that sustainability is a continuous journey. We remain committed to delivering practical, measurable, and transparent improvements, while working collaboratively with our stakeholders.

Sustainability is not a one-time achievement, but a continuous commitment to doing better every day.

THAILAND ENERGY AWARDS

Recognized at the national level through the Thailand Energy Awards, highlighting our commitment to energy efficiency, responsible resource management, and sustainable operations.



TEA 2018

thailand energy awards





Awarded Winner in the Asian Energy Awards Energy Management in Buildings and Industries (Small and Medium Building Category), presented at the 36th ASEAN Ministers on Energy Meeting in Singapore, highlighting our strong performance in energy efficiency and sustainable operations.



ACKNOWLEDGEMENTS

We would like to express our sincere appreciation to all individuals and stakeholders who have contributed to the development and implementation of our sustainability initiatives.

We extend our gratitude to our management team for their leadership and commitment, and to our employees across all departments for their active participation and continuous efforts in integrating sustainable practices into daily operations.

We also thank our guests for their cooperation and support in adopting responsible behaviors during their stay, as well as our suppliers and business partners for aligning with our sustainability standards.

In addition, we acknowledge the support and guidance from relevant organizations, industry partners, and sustainability programs that have contributed to our ongoing development.

Their collective efforts play a vital role in driving our progress and strengthening our commitment towards a more sustainable future.

CONTACT

ANDAMAN CANNACIA
RESORT & SPA
212 Khok Tanod Rd.,
Karon, Muang Phuket
PHUKET 83110

076-333-3444



www.phuket-cannacia.com
hotel@phuket-cannacia.com



@andamancannacia

*Together, we are an ocean.
Every action we take no matter how
small contributes to a greater impact.*

*At Andaman Cannacia Resort & Spa, we
are proud to be part of a collective
journey toward sustainability, where
responsibility, care, and long-term vision
shape everything we do.*

