

# SUSTAINABILITY FACTSHEET 2023



**Lifestyle Retreats**, is committed to achieving best practices of environmental and social sustainability, thus minimising ecological impacts and maximising social impacts.

Our initiatives are ensured to align with global sustainability standards, namely Global Sustainable Tourism Council Criteria and the United Nations 17 Sustainable Development Goals.

We continually collect, measure, and internally audit economic, social, and environmental data. Turning data into insights, we implement relevant actions that improve both our sustainability and operational excellence.

*All provided data is based on internal calculations derived from GSTC & UN SDGs criteria.*

*The data represents consolidated performance results of the resorts operated in Indonesia and Cambodia during period January to December 2023.*

*For questions or comments kindly contact [amy@lifestyleretreats.com](mailto:amy@lifestyleretreats.com)*

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## CONTACT US

Block 7, Kallang Place # 07- 01/02

Kallang Basin Ind. Est. Singapore 339153

E: [info@lifestyleretreats.com](mailto:info@lifestyleretreats.com) [www.lifestyleretreats.com](http://www.lifestyleretreats.com)

**SUMMARY**

**Headcount**

302

**Headcount by Employee Level**

Level 0 - 2	Level 3 - 6	Level 7 - 9
68%	28%	4%

**Headcount by Age**

<30	30-50	>50
24%	66%	10%

**Headcount by Contract Type**

Permanent	Temporary
22%	78%

**Local Employment**

*(Local refers to Balinese staff for hotels in Indonesia and Khmer staff for the hotel in Cambodia)*

78%

**Full-Timer**

100%

**Hiring**

12%

**Termination & Resignation**

12%

**GENDER DIVERSITY**

**Headcount by Gender**



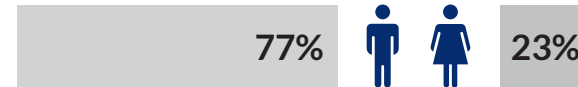
**Management Position by Gender**

*(Level 3 and above)*

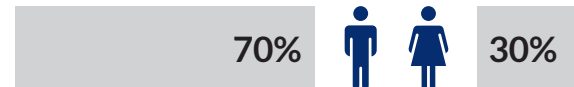


**Employee Level by Gender**

*Level 0 to 2*



*Level 3 to 6*



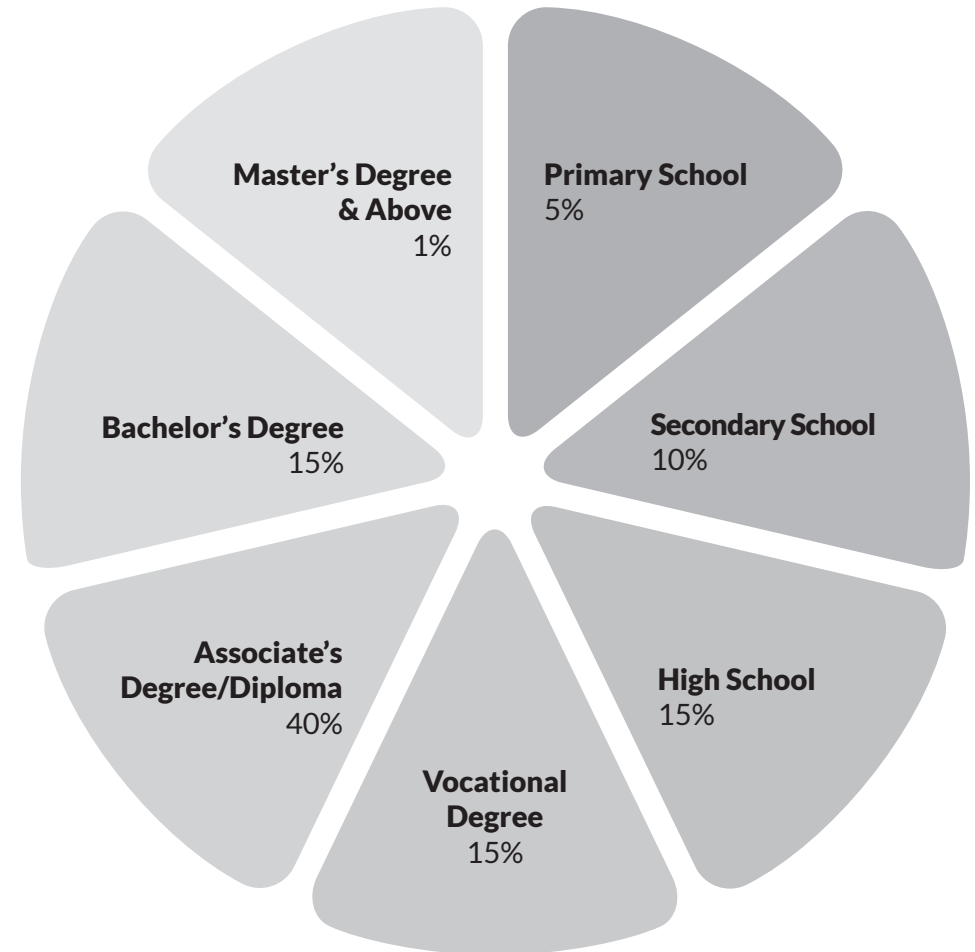
*Level 7 to 9*





**Headcount by Department**





**Headcount by Educational Level**





 <b>Greenhouse Gas Emissions</b>	kgCO <sub>2</sub> e per guest night	27.77
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 <b>Property Ownership</b>	% of shares held by local owners	96
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 <b>Energy Efficiency, Conservation And Management</b>	% of LED bulbs	87
	Temperature setting in °C	24
	% timers and motion sensors	4

 <b>Air Quality Protection</b>	% of outside uplights	13
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 <b>Solid Waste Management</b>	% of waste diversion	61
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 <b>Fresh Water Resources</b>	m <sup>3</sup> per guest night	1.64
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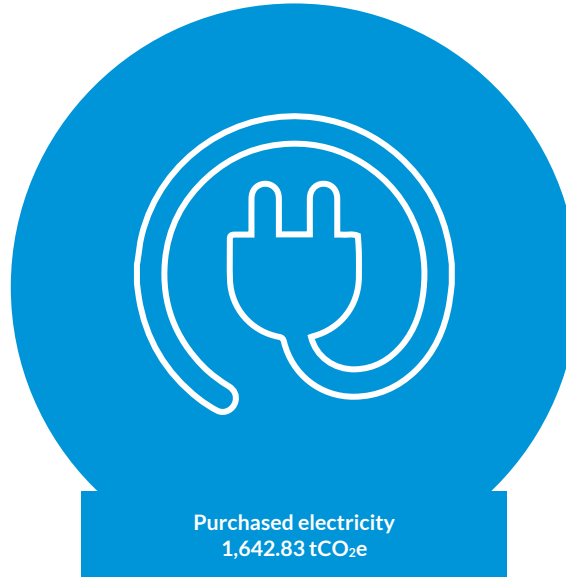
 <b>Environmental Harmful Substances</b>	Hazardous waste management certification acquisition	3/6 hotels
	% of total consumption on bio-degradable chemicals for room and food and beverage functions	31
	% of total consumption on eco-labeled A4 paper	87
	% of total spending on local beverage products	61

 <b>Ecosystem and Landuse Management</b>	% of total green area	49
	% of total grey area	51

**Scope 1 Emission**

**Scope 2 Emission**

**Scope 3 Emission**



**Average Consumption per Guest Night**



CO<sub>2</sub>e (kg)  
27.77



Electricity (kWh)  
51.00



LPG gas (kg)  
0.58



Stationary fuel (l)  
0.04



Mobile fuel (l)  
0.53



Water (m<sup>3</sup>)  
1.64



Laundry (kg)  
3.06