

SUSTAINABILITY MANAGEMENT PLAN 2025



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Sustainability Approach at Lifestyle Retreats

As a managed property under the Lifestyle Retreats Group, we align our thinking, planning, and actions with the group's sustainability approach. This approach supports our shared vision: to foster a responsible community where every member can actively contribute to economic, social, and environmental equity.

The sustainability approach comprises 4 interconnected pillars, which are:

- **Care for Our Family (People):** This pillar emphasises the importance of prioritising the well-being and development of employees within the organisation.
- **Support for Our Community (People & Service/Product):** This pillar extends the concept of care beyond the internal workforce to include the broader community.
- **Responsibility for Our Environment (Environment & Service/Product):** This pillar highlights the commitment to minimising the environmental impact of business operations and products/services.
- **Resilience in Our Governance (People & Service/Product):** Governance is the foundation that supports the entire sustainability framework. This pillar involves establishing effectively resilient governance structures and processes to ensure transparency, accountability, and ethical decision-making across all levels of the organisation.

Sustainability Overview at The Menjangan – West Bali National Park

A. Scope Definition

The Menjangan – West Bali National Park is a peaceful nature retreat located in the heart of the pristine West Bali National Park, on the island's stunning northwest coast.

Covering 382 hectares, The Menjangan is the largest resort located within the boundaries of West Bali National Park. It offers guests a rare opportunity to reconnect with nature and unwind in serene, breathtaking surroundings. The resort maintains a casual and peaceful atmosphere, with a strong focus on restoring calm and simplicity for guests seeking relief from the stress of daily life. Listen to the soothing birdsong and the gentle rustle of the trees carried by the ocean breeze. Explore the park on foot, by bicycle, or on horseback. You can also discover the region's magical underwater world through snorkeling or dive safaris. To help you move around the property comfortably, safari cars are provided as the main mode of transportation within the resort.

To ensure a safe and enjoyable stay at The Menjangan, it is essential that all guests strictly follow the rules and regulations set by the West Bali National Park authorities. These guidelines are designed to protect the park's wildlife and natural environment, which in turn enhances the overall guest experience. Feeding animals is strictly prohibited and considered a serious offense. To support our guests, we provide clear guidelines and useful information about the park's regulations upon check-in and throughout their stay.

- Accommodations:

Monsoon Lodge : 14 deluxe rooms (50 sqm) and 2 suites (75 sqm)

Beach Villa : 7 one-bedroom beachfront villas (105 sqm)

The Residence : 3 bedrooms private estate (1,000 sqm)

- Dining:

Bali Tower Bistro specializes in fresh, delicious, and authentic local cuisine, offering guests a true taste of Bali in a unique setting.

Pantai Restaurant, located on Setigi Beach, features mouthwatering seafood dishes and a beachside barbecue grill, perfect for a relaxed dining experience by the ocean.

- Team:

The team of The Menjangan – West Bali National Park also operates as a Family, composed of 79 members as of August 2025.

B. Sustainability Approach

At The Menjangan – West Bali National Park, our commitment to sustainability is spearheaded by Resort Manager Gelgel Aryawan and Green Team Coordinator Nila Parwata, with ongoing support from Amy Nguyen, the Sustainability Manager of the Lifestyle Retreats group.

Sustainability is integral to our daily operations and a core priority at The Menjangan. Situated in a National Park, we adhere to conservation regulations and prioritise nature preservation as part of our sustainability programs. Enhancing the guest experience from reservation to checkout, sustainability has become a key factor in destination selection.

Sustainability has become a core priority at The Menjangan and is fully integrated into our daily operations. As our resort is located within a protected area of the West Bali National Park, we strictly adhere to conservation regulations and are committed to preserving the surrounding nature — an essential part of our sustainability efforts.

Sustainability is now a vital part of the guest experience, from the moment of reservation to check-out. For many travelers today, it is also a key factor in choosing a destination.

Throughout a guest's stay, we actively work to minimize waste by implementing practical, eco-friendly solutions. These include the use of refillable water bottles, refillable bathroom amenities, amenities available only upon request, and the complete elimination of single-use plastics. We provide stainless steel straws, eco-friendly bottles, and reusable shopping bags to support this initiative.

We also aim to raise awareness among our guests by sharing our sustainability practices and encouraging conscious behavior during their stay — such as turning off lights, air conditioning, and water when not in use, reusing towels and linens, and using recycling bins provided in the rooms.

In addition, we regularly train our team members on sustainability practices, as we believe that real change requires the involvement and commitment of every individual.

Our specific Eco Banjar team, consisting of representatives from each department, ensures the environment in the national park is well-maintained. Additionally, our team receives regular training to

ensure everyone is involved in making a difference. While sustainability is gaining traction in Bali due to growing demand from expatriates and travellers, limited infrastructure poses challenges, particularly with recycling.

Cultural and educational shifts are essential to reduce single-use plastic consumption, which is deeply ingrained in daily routines. We address this through awareness training for our team and guests, equipping them with practices they can take home.

In 2024, we aim to deepen our sustainability commitment through our partnership with Green Globe. We have set specific targets to reduce energy and water consumption and waste production. We also plan to enhance team training to embed sustainability into daily routines and communicate our initiatives to guests to promote conscious tourism.

In 2025, we will implement the following initiatives to ensure our commitment to sustainability and especially to environmental responsibility:

1. Birdwatching Screen

This display is designed to introduce guests to the rich biodiversity of West Bali National Park, with a special focus on the bird species native to the area. We have also installed a water pond to attract local wildlife, providing a natural habitat for birds and other animals within the resort. To enhance the guest experience and promote environmental awareness, this screen showcases: Birdwatching highlights from around the resort, stunning nature photography taken in and around The Menjangan, educational insights about local wildlife, and our ongoing conservation efforts.

2. Rumah Lebah (Bee's House)

Around 75% of the world's food crops depend on pollination by insects — especially bees. Bees play a vital role in maintaining the balance of our ecosystems, supporting food production, and preserving biodiversity. With that in mind, the creation of Rumah Lebah (Bee House) was born. This initiative supports the natural pollination process and provides a safe habitat for native bee species in West Bali National Park. It also serves as a platform to educate guests about the importance of bees in our environment and the urgent need to protect them.

3. Lunch Box Campaign

We have launched the Lunch Box Campaign — an initiative aimed at reducing single-use plastic and food packaging waste. We encourage all staff participating to use reusable lunch boxes and water bottles.

Green Globe Criteria Compliance

A. Sustainable Management

A.1. Implement a Sustainability Management Plan

The Menjangan – West Bali National Park establishes and upholds the Sustainability Management Plan (SMP) following the requirements outlined in this section. The policies and procedures are developed in a way that:

- Suits the nature and scope of the organisation's operations.
- Aligns with the four key areas of the Sustainability Management Plan, encompassing Quality, Socioeconomic, Cultural Heritage, Health, and Safety concerns.
- Commits to the continuous improvement of the Sustainability Management Plan.
- Commits to the adherence to all relevant legislations.
- Provides a framework for establishing and revising objectives and targetss.
- Subject to periodic review and annual audits.
- Are documented, implemented, maintained, and streamlined to all staff members.

A.2. Legal Compliance

The Menjangan – West Bali National Park operates in accordance with Indonesian law, ensuring compliance with all relevant local legislation.

This includes but is not limited to the adherence to regulations concerning business operations, taxation, health and safety, labour, environmental standards, and insurance policies.

A.3. Employee Training

Recruitment, training, and annual performance appraisals at The Menjangan – West Bali National Park follow corporate policies, procedures, and goals.

Our employees follow the Lifestyle Retreats Academy for both the Basic Academy and Leadership Development Program.

All employees are required to undertake the Basic Academy, which equips all employees with the knowledge of the company and the organisation and skills necessary to perform and excel in their roles.

Additionally, few chosen individuals participate in the Leadership Development Program, which is customized to enrich their expertise and enhance their leadership skills, facilitating sustainable growth in the Group.

A.4.Customer Satisfaction

We want to hear from our stakeholders so we can serve better. One of our key stakeholders is our guests. We welcome our guests' feedback on their stay experiences, covering the journey thoroughly from pre-purchase to after-purchase. Their input is of utmost importance for us to understand what we have done well and what we could have done better. This facilitates us to form a continuous improvement plan to ensure consistency in delivering exemplary services.

Acknowledging our guests' inclination to share feedback at any stage of their customer journey, we offer several channels for them to do so:

- Internal Guest Satisfaction Survey
- Direct feedback
- Online review platforms such as TripAdvisor, Google Reviews and others
- Various social media platforms such as Instagram, Facebook, and LinkedIn

A.5.Accuracy of Promotional Materials

All promotional materials are designed to showcase our products, services, people, and destinations in

transparent and creative ways.

These materials are processed and completed by the Marketing department of Lifestyle Retreats Group and are strictly compliant with Brand Standards while respecting cultural norms.

A.6. Local Zoning, Design and Construction

The Menjangan is a peaceful nature retreat nestled in the heart of the unspoiled West Bali National Park, on the island's stunning north-west coast.

As the land is owned by the Forestry Department, we are committed to following all conservation rules and regulations. This ensures that our operations align with efforts to protect and preserve the natural environment that makes this location so unique.

In addition, The Menjangan fully complies with all local legislation related to land acquisition and land rights, ensuring that our presence supports both environmental protection and legal integrity.

A.7. Experiential or Interpretive Tourism

Tourism is a tapestry woven from the threads of people, nature, culture, and heritage, each strand contributing to the vibrant stories of a destination's past, present, and future.

As stewards of these narratives, we share the richness of Indonesia's natural surroundings, local culture, and heritage with our guests, clients, and employees.

As an advocate for responsible tourism, we prioritise education on Guest Etiquette, guiding guests to engage with their surroundings respectfully and enjoy their tourist experiences to their fullest. Our guests are encouraged to seek our advice or explore the sustainable tour guides provided.

To help guests experience the natural beauty of the West Bali National Park, we offer a variety of sea and land activities. Guests can also visit nearby temples and explore local villages to gain a deeper understanding of the region's rich culture.

Just a short boat ride away, Menjangan Island is home to some of the best coral reefs in the region, making it a must-visit destination for snorkelers and divers. For a more relaxed adventure, guests can launch a kayak from our jetty and cruise across the calm waters of Bajul Bay.

Those who prefer to stay on land can enjoy a cooking class, take a guided nature walk, or join mountain biking and horseback riding tours through the forest, where abundant birdlife and other wildlife await.

For complete relaxation, unwind with a long, rejuvenating spa treatment or simply spend the day soaking up the sun on our tranquil beach.

A.8. Communication Strategy

At The Menjangan – West Bali National Park, we actively involve our guests in our sustainability efforts through in-room materials, while also communicating our environmental, socio-cultural, and business objectives via the following platforms:

- Our dedicated website, www.themenjangan.com
- In-room compendium
- Social media channels highlighting special events

A.9. Health and Safety

The Menjangan – West Bali National Park, adheres strictly to all regulations and protocols concerning the health and safety of our environment, workplace, guests, and employees.

Our practices and procedures are fully compliant with the Minister of Manpower Regulation No. 5 of 2018 concerning Occupational Safety and Health (OSH) in the Work Environment. This regulation outlines standards and requirements for ensuring occupational safety and health within work environments in Indonesia. It includes provisions related to workplace safety measures, hazard prevention, health checks, training for employees, and the responsibilities of employers to maintain a safe working environment.

Additionally, all employees receive comprehensive training as part of their induction program to ensure they are well-versed in these standards.

B. Socioeconomic

B.1. Community Development

In alignment with the sustainability approach of Lifestyle Retreats Group, we are committed to actively engaging with and supporting our community through various initiatives. This commitment extends to the immediate neighbourhood surrounding our resort as well as the wider communities of Bali and Indonesia.

As part of our ongoing efforts, we are committed to working collaboratively to make a positive and lasting contribution to the local environment and surrounding communities.

This commitment is reflected through several initiatives, including:

- Donating essential items and support to children in local orphanages, providing assistance and donations to elderly residents in the nearby village closest to the resort
- Hosting career talks aimed at high school graduates interested in pursuing a career in the hospitality industry, thereby supporting educational and vocational aspirations within the community.
- We actively collaborate with the local hospitality community around the National Park through a shared initiative called CMI (Clean Menjangan Island). This partnership focuses on regularly organizing clean-up efforts on Menjangan Island, reflecting our joint commitment to environmental sustainability and social responsibility. Through these actions, we aim to foster meaningful partnerships and ensure that our presence benefits both the natural environment and the people who call this area home.

B.2. Local Employment

Embracing the “Care for our Family” principle within our sustainability approach, we prioritise the employment of local individuals and invest in their development to cultivate them into skilled hospitality professionals.

In line with this commitment, we have established partnerships with various hotel vocational schools nationwide, which are SMK Nusa Dua Gerokgak and SMK Negeri I Gerokgak to provide training and personal development opportunities in the hospitality industry for young and fresh graduates.

Our aim is to foster a sustainable pipeline of local talent, benefiting our organisation, educational institutions involved and mainly the students.

B.3. Fair Trade

The Menjangan – West Bali National Park has implemented a Responsible Procurement Policy aimed at promoting the procurement of fair-trade goods, maintaining high standards of quality for goods and services, and prioritising ethically and locally sourced products whenever feasible.

This commitment extends to various items, including all our amenities (locally homemade in Denpasar), fruit juices, all fresh products locally sourced, and local drinks (beers).

We further prioritise sourcing the following locally produced and responsibly made items:

- Fresh produce sourced locally, including Bali snake fruits.
- As for fish, we seek out sustainably caught or farmed options from local suppliers
- Locally produced snacks and beverages for our restaurants.

B.4. Support Local Entrepreneurs

The Menjangan – West Bali National Park facilitates access for local enterprises, including those involved in handcrafts, food and beverage, cultural performances, and other goods and services, to directly sell to guests whenever possible.

Additionally, we actively promote local products in our marketing activities and services.

B.5. Respect Local Populations

While our hotel is not situated on the traditional lands of Indigenous tribes, we are committed to fostering a respectful and harmonious relationship with the land and the local communities who reside here.

We also offer educational opportunities for our guests to gain insight into and respectfully engage with local cultures and customs. This is facilitated through Guest Etiquette.

B.6. Exploitation

The Menjangan – West Bali National Park adheres to local and national regulations concerning the employment of minors, prevention of sexual harassment, and combating exploitation. These standards are governed by several key policies:

- Code of Conduct
- Human Rights Policy
- Harassment Prevention Policy
- Human Trafficking Prevention Policy

B.7. Equitable Hiring

The Menjangan – West Bali National Park is committed to promoting diversity and equality at every level of our organisation. Our primary objective is to cultivate a diverse team actively. Living by these principles, our employment practices are guided by the Human Rights Policy.

Most of the workforce is local yet everyone comes from diverse parts of the country with different faiths. Additionally, we strongly encourage women candidates to apply for roles across all levels of our business.

All positions within our hotel are filled based on merit and competency. We ensure strict adherence to local labour laws and regulations, offering conditions and wages that surpass minimum requirements.

Also, salaries and benefits provided to our employees exceed national regulations.

Additionally, all mandatory contributions to severance and pension funds are duly made. Overtime work is subject to additional compensation in compliance with Indonesian Law.

B.8. Employee Protection

Our company follows national regulations by providing salaries and benefits that exceed mandated standards.

Additionally, we ensure that all required payments into insurance and pension funds are made on behalf of our entire team.

While our standard work hours adhere to legal maximums set by labour laws, as a hospitality industry establishment, there may be occasions where additional hours are necessary. In such cases, our team members are compensated accordingly.

B.9. Access to Basic Services

We take responsible land management practices and ensure that the local population has access to essential resources such as water, rights-of-way, transportation, and housing without hindrance.

B.10. Local Livelihoods

The activities of our business have no adverse effects on neighbouring individuals or communities, including access to land, water, housing, right-of-way, and transportation.

On the contrary, the business's operations contribute positively to the economy of neighbouring communities by generating employment opportunities and procuring services locally.

B.11. Bribery and Corruption

We maintain a zero-tolerance policy towards bribery and corruption, as outlined in

- Code of Conduct
- Anti-Corruption Policy

C. Culture and Heritage

C.1.Code of Behaviour

At The Menjangan – West Bali National Park, we provide our guests with a Guest Etiquette that encompasses:

- Cultural customs, mores, and beliefs of the Indonesian and Balinese people, along with guidelines for appropriate verbal and non-verbal behaviour.
- Lists of prohibited products and souvenirs.
- Insight into the hotel site's history, culture, and natural environment (if any).
- Recommendations for cultural experiences, events, restaurants, and entertainment within a 100km radius of the resort.

The purpose of Guest Etiquette is to encourage our guests to participate in respectful activities that protect and honour local cultures, historical sites, and the natural environment. This aligns with our commitment to socioeconomic sustainability.

C.2.Historical Artifacts

Historical and archaeological artefacts are not sold, traded, or displayed at The Menjangan – West Bali National Park.

The lists of illegal products and souvenirs are included in the Guest Etiquette, which can be found in the sustainability compendium.

C.3.Protection of Sites

The Menjangan – West Bali National Park strictly complies with all applicable laws, standards, and regulations related to the protection of wildlife, coral reefs, and tree species safeguarded under Indonesian law.

Information about the preservation of and access to the protected areas within the National Park and its natural environment is detailed in our Sustainability Compendium.

C.4.Incorporation of Culture

The Menjangan – West Bali National Park incorporates along-alang thatch roofs, a traditional Balinese roofing style, in its architecture and building construction, specifically in the Bali Tower.

We do not exploit the cultural intellectual property of the local communities.

Information on the site's history, culture and natural environment is included in the Guest Etiquette, which can be found in the sustainability compendium.

D. Environmental

The Menjangan – West Bali National Park is committed to mitigating the adverse impacts on the environment by implementing various mitigation methods.

D.1. Conserving Resources

D.1.1. Purchasing Policy

Aligned with our Management Group's Responsible Procurement Policy, we establish selection procedures guided by principles including legality, ethics, quality, locality, diversity and inclusion, environmental sustainability, circular economy, local and community engagement, and balance of benefits.

D.1.2. Consumable Goods

We work to limit the use of packaging materials and unnecessary items such as single-use disposables.

We also prefer suppliers who offer and retrieve reusable packaging and shipping containers/pallets.

We supply containers to our primary food supplier, allowing us to only retain our goods including fish, eggs, vegetables, fruits and others and return the boxes to the supplier for reuse in subsequent deliveries.

Working with Mimba Diversey, all chemical containers are collected and returned to the supplier for disposal and recycling.

D.1.3. Energy Consumption

We are taking steps to reduce our energy consumption through energy efficiency programs that focus on low- and no-cost upgrades and behavioural changes.

Specifically, we maintain a continuous effort to reduce energy consumption, monitoring and measuring it daily.

We conduct regular servicing of all technical appliances. Our preventive maintenance program keeps detailed records and reminders for regular check-ups on all equipment. We adhere to supplier guidelines for servicing, and in the case of certain equipment, external companies are engaged to conduct servicing as per requirements.

Within our control, we identify energy-saving opportunities without compromising guest comfort, such as transitioning to low-energy lighting alternatives like LED lighting.

D.1.4. Water Consumption

We continuously monitor water consumption with daily logs, analysing the data to identify reduction strategies.

Pool pumps are operated at reduced hours while maintaining water quality. We also provide guests with tips on water saving through linen and towel reuse.

In 2025, we aim to achieve the following reduction goals for carbon emissions, electricity, water, and waste. All metrics are based on guest-night persons.

Annual reduction target	Metric	Unit
2%	GHG Intensity	kgCO ₂ e/guest night
3%	Energy use intensity	kWh/guest night
3%	Water use intensity	L/guest night
2%	Waste intensity	Kg/guest night

D.1.5. Food and Beverage

We prioritise purchasing local food and beverage items whenever feasible. In addition, we actively seek local alternatives to conventional in-room food and beverage amenities. This not only supports local producers but also provides our guests with a delightful taste of the region.

D.1.6. Green Meetings

To enhance the focus and productivity of meeting attendees, we offer eco-friendly meeting packages, featuring:

- Centralised amenities stations for pads, pens, mints, and water, reducing table clutter.
- Linen-less furniture, eliminating the need for fabric or covering.
- Stainless steel utensils provided for guests' use.
- Encourage guests to take leftover refreshments home, which are stored in paper boxes.

D.2.Reducing Pollution

D.2.1. Greenhouse Gas Emissions

We continuously monitor and systematically track greenhouse gas emissions from various sources, including electricity, LPG, stationary fuel, mobile fuel, and waste.

We check regularly the fridge temperatures as well as the condition of the freezer doors.

Future considerations include the purchase of additional solar panels and adopting technology for automated data collection and analysis.

We check regularly the cold room and fridge temperatures as well as the condition of the freezer doors and curtains.

D.2.2. Wastewater

In the absence of a wastewater treatment plant, black and grey water passes through septic tanks before being discharged into the common water system. The sludge is vacuumed periodically to ensure

the tanks function effectively and do not overflow. Regular testing of effluents is conducted to guarantee that no bodies of water are contaminated or pose any threat to public health.

D.2.3. Waste Management Plan

Following the principles of reduce, reuse, and recycle, we prioritise reducing, reusing, and recycling products and materials to the fullest extent possible. This is particularly important as landfills are overloaded and material recovery facilities in Bali are still limited.

- Printer paper: to avoid wasting paper, we remind our Front Office employees to ask guests whether they want their folio to be printed. We strive to print double-sided as much as possible and set our few printers in black-and-white printing mode so that we can lengthen the life of cartridges and toners.
- Tissue paper: Our employee restrooms do not provide hand tissues and provide soap in dispensers.
- Retired towels, bedsheets, table cloths or uniforms: partially repurposed to table cloths, waiter cloths or housekeeping dusters. We also sell some retired linens to our employees at discounted rates and donate to orphanages. The rest is sent to our partners, I Am Sustainable Studio and Bali Life Foundation (under the “Linen For Life” program of Diversey Indonesia) for recycling and upcycling purposes.
- Retired batteries, e-waste, lights and tubes: are sent to a trusted recycling partner, namely Envirotama.
- Used soaps: soaps are collected and donated in bulk to Bali Life Foundation (under the “Soap for Hope” program of Diversey Indonesia).
- Used cooking oil: is given to Yayasan Lengis Hijau for biodiesel and candle production.
- Plastic, glass and metals: are sent to our legitimate local waste vendor, which will be sorted and sent to different recycling companies.
- Organic waste: is directed to our legitimate local waste vendor, who will use the food waste for animal feed and composting as much as possible.

Materials that cannot be sent to recycling and composting facilities will be collected by a government-recommended collector and directed to the waste management facilities and legal landfills of Bali.

D.2.4. Harmful Substances

We reduce our chemical usage through the purchase of multi-purpose cleaning products. We ensure chemicals are handled safely and disposed of appropriately.

Our cleaning products are primarily sourced from reputable brands such as Diversey which comes with automatic dispensers to prevent wasteful usage. These products are proven to have more eco-conscious formulations, with some certified with eco-labels.

D.2.5. Other Pollutants

We have a pollution management plan in place that addresses emissions, effluents, and waste.

We implement measures to minimise emissions of gases, pollutants, strong odours, and unpleasant noises.

D.3. Conserving Biodiversity, Ecosystems and Landscapes

Respecting our privilege of being located in West Bali National Park, we ensure our operations neither encroach upon its land, contaminate its water, nor disturb its biodiversity.

D.3.1. Wildlife Species

Our products purchased do not contain anything related to endangered plant and animal species, nor should their production have a direct impact on endangered species.

We abstain from serving seafood sourced from endangered species or unethical farming or growing sources, guided by the Sustainable Seafood Guide of the World Wildlife Fund.

D.3.2. Wildlife in Captivity

We do not house captive wildlife on our property grounds.

D.3.3. Landscaping

We use local and low-impact plants for landscaping.

D.3.4. Biodiversity Conservation

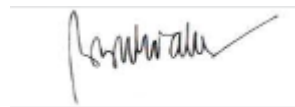
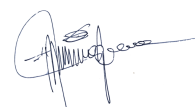
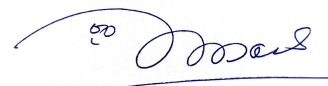
As we are not located in protected areas, we are not subject to restoration and rehabilitation of protected areas.

D.3.5. Interactions with Wildlife

Our business activities have no adverse impact on local wildlife, plants, or their habitats.

We ensure that no invasive plant species listed on the *IUCN Red List* are introduced as part of our landscaping, gardening, or any other activities.

Compliance Agreement

Department	Representative	Signature
Administration and General	I Ketut Gelgel Aryawan	
Accountings	Benny Iwan Siswanto	
Human Resources	I Wayan Sunirta Atmaja	
Food and Beverage Production	I Putu Ariasa	
Food and Beverage Service	I Made Winastra	
Engineering	I Gusti Ngurah Sutawana	
Housekeeping	I Made Suardita	
Front Office	I Nengah Julung Wesana	