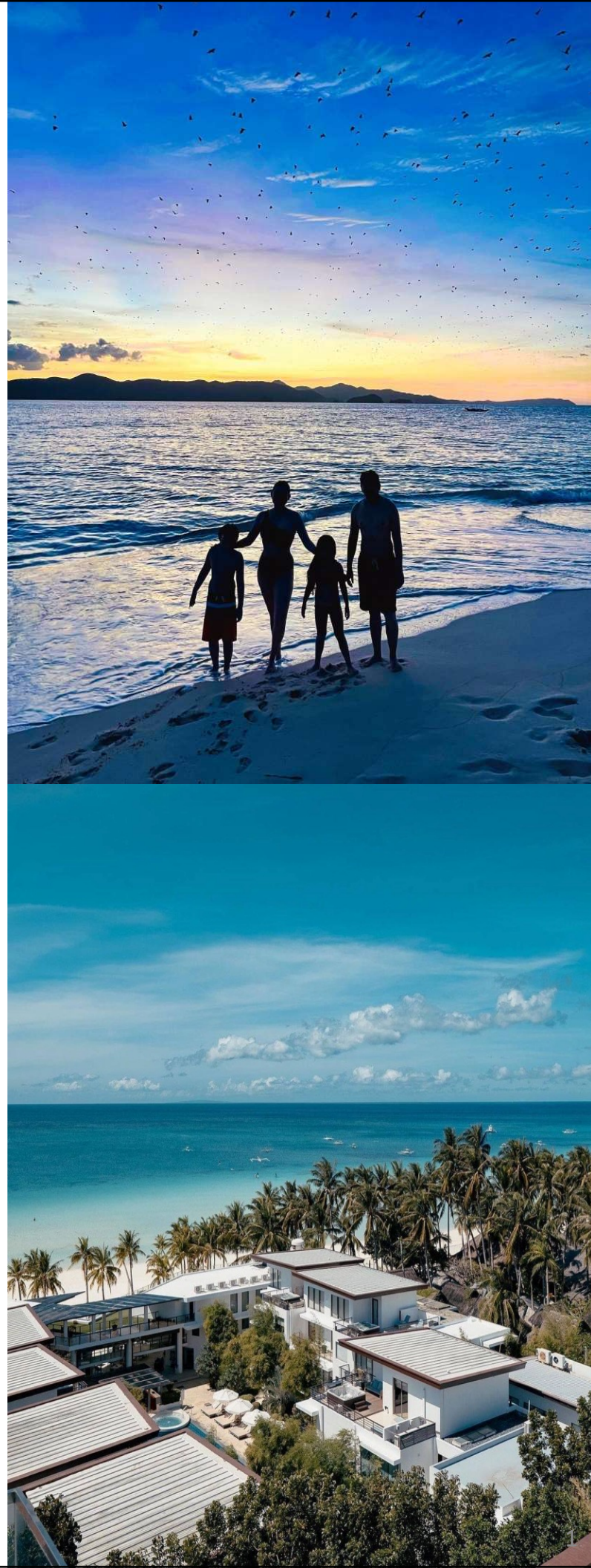


Discovery World Corporation

Sustainability Report 2022

Annex A of the Annual Report



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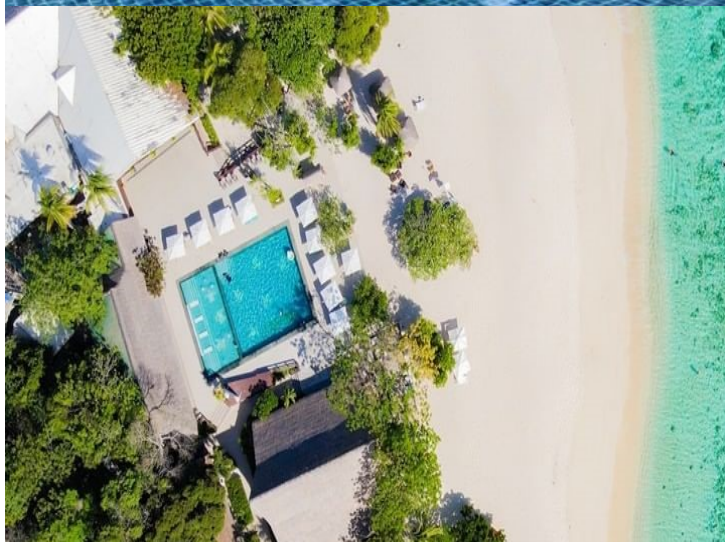
About Discovery World



Discovery World Corporation (DWC) is primarily engaged in developing, operating, and managing some of the most sought-after luxury destinations in the Philippines. DWC is one of the leading hotel and resort businesses in the country. Through the years, DWC has solidified its footing as a fortitude of the industry and a strategic massive land bank in key tourism destinations.



The pristine island of Boracay in Aklan is home to Discovery World Corporation's first and flagship project launched in 2007, the Discovery Shores Boracay. The internationally-acclaimed 99-suite resort hotel sits in the most exclusive spot of Station 1 known as the White Beach, and boasts the addition of two new rooms ready to welcome guests soon. Sharing the stillness of the island is a 30-room staff house called Balay Discovery.



Following DWC's acquisition of Euro-Pacific Resorts, Inc. (EPRI) in 2013, it also owns and operates Club Paradise Palawan, a multi-awarded 62-key luxury resort in Dimakya Island, Coron, Palawan – a UNESCO biosphere reserve. The property continues to expand with an addition of 24 new suites in the next few years.

Mission and Vision

Our Vision

To create memorable experiences and enrich people's lives in a World of Discovery.



Our Mission

Create a World of Discovery by 2030, expanding our reach to at least 10 destinations in the Philippines.

Contextual Information

Company Details	
Name of Organization	Discovery World Corporation
Location of Headquarters	2159 Chino Roces Avenue, JTKC Centre, Makati City
Location of Operations	Discovery Shores Boracay - Station 1, Brgy. Balabag, Malay, Aklan Club Paradise - No. 1 Dimakya Island, Coron, Palawan
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	Discovery World Corporation under the style Discovery Shores Euro Pacific Resorts Inc. under the style Club Paradise
Business Model, including Primary Activities, Brands, Products, and Services	To carry on the business of resorts and recreational centers; to engage in the business of operating a hotel or other accommodations.
Reporting Period	Sustainability report for the year ended December 31, 2022
Highest Ranking Person responsible for this report	Compliance Officer

About this Report

This report aims to discuss the economic, environmental and social impacts of the Company towards the goal of sustainable development.

The sustainability reporting of the Company is based on the Securities and Exchange Commission (SEC) Sustainability Reporting Guidelines for Publicly Listed Companies (PLCs). This Guidelines provides a Sustainability Reporting Framework for Philippine PLCs that builds upon four of the globally accepted frameworks, which companies use to report on sustainability and non-financial information - the Global Reporting Initiative's (GRI) Sustainability Reporting Standards, the International Integrated Reporting Council's (IIRC) Integrated Reporting (IR) Framework, the Sustainability Accounting Standards Board's (SASB) Sustainability Accounting Standards, and the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD).

The report is limited to the operating segment of the Company and one of its operating subsidiaries which has a significant impact on the consolidated financial performance of the Organization.



ECONOMIC



Economic Performance

1. Direct Economic Value Generated and Distributed *(All amounts are presented in Philippine Peso)*

This section presents information on the creation and distribution of economic value that provides a basic indication of how the Company has created wealth for stakeholders.

DISCOVERY SHORES BORACAY	2021	2022
Revenues	165,012,014	418,954,683
Operating costs	132,184,795	286,058,626
Employee wages and benefits	46,252,875	58,961,905
Payments to suppliers, other operating costs	104,140,652	214,289,077
Payments to providers of capital ¹	70,389,653	61,777,146
Payments to government ²	18,435,202	43,738,925
Investments to community (e.g. donations, CSR)	155,613	111,700
Total number of nights sold	SS - 835	SS -1,809
	88 rooms - 8,232	88 rooms -17,459

CLUB PARADISE PALAWAN	2021	2022
Revenues	P60,720,015	P 286,617,051
Operating costs	67,920,897	149,228,913
Employee wages and benefits	23,789,672	39,086,747
Payments to suppliers, other operating costs	66,508,909	141,152,627
Payments to providers of capital ¹	33,127,442	36,388,386
Payments to government ²	5,992,116	18,458,505
Investments to community (e.g. donations, CSR)	10,500	34,770
Total number of nights sold	3,387	13,666

Footnotes:

¹Payments to providers of capital pertain to interest payments on loans.

²Payments to government include local and national taxes.

Economic Performance

Impact	Affected Stakeholders	Management Approach
<p>The Organization saw a significant improvement in its revenue level in 2022. More favourable tourist and guest arrivals were seen during the year in Boracay and Coron, Palawan where the Organization's operating properties are located.</p> <p>Despite the continuing pandemic, the Organization's operation in 2022 has improved and was able to provide economic value to various stakeholders, suppliers, employees, and to government and community.</p>	<p>Employees, community, suppliers, government and stockholders.</p>	<p>To ensure the achievement of operational growth and financial objectives, the Organization ensures the implementation of controls, programs, and policies.</p> <p>Department Policies and Procedures Manual are being implemented to ensure a consistent approach to the performance of business activities. Risk Management & Implementation of Mitigating Controls including Internal Auditing are being rendered to provide the management with affirmation and assurance services.</p> <p>Health and Safety Protocols Playbook in view of the continuing pandemic and Business Continuity and Contingency Plans are being enacted to ensure uninterrupted business operations.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Business interruption due to continuing pandemic.</p> <p>The economic risk or the risk that the economy will go into recession and continuing inflation.</p>	<p>Employees, community, suppliers, government and stockholders.</p>	<p>The Organization continuously adheres to all health, safety, and welfare policies and programs as ordered by the government agencies like DOH, DOLE, and LGU. During 2022, the increase in the level of operations brought by relaxed travel restrictions compelled the properties of the Organization to reinstate a normal staffing requirement to streamline its quality guest services.</p> <p>The Organization continuously explores and develops other business opportunities that could increase revenue generation.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>Global tourism outlook for 2023 shows that tourism arrival will continuously improve following remarkable growth in 2022. The travel and hospitality industry shall elevate and enhance the basics – services, products, amenities, and strategies.</p>	<p>Employees, customers, community, suppliers, government and stockholders.</p>	<p>The Organization continues to infuse and upgrade its basic guest services and other business strategies to maintain aggressive dealings. Expansions like adding more rooms to the inventory and improving the facilities are being put through for the Resorts to remain competitive.</p>

Economic Performance

2. Climate-related risks and opportunities

This includes risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.

Governance	Strategy	Risk Management	Metrics and Targets
<ul style="list-style-type: none"> ➤ The Organization has corporate environmental programs and action plans that address factors affecting climate change. ➤ The Board, through the Risk Oversight Committee, performs risk management function including climate-related risk and opportunities. ➤ The Board, through the Corporate Governance Committee, monitors the sustainability activities of the Organization including initiatives in managing the Organization's impact in the environmental sustainability. ➤ The Management, through its Risk Officer, performs assessment of the climate-related risk and opportunities and designs controls to address or mitigate the risk in consultation with the operation's management. 	<ul style="list-style-type: none"> ➤ Changing weather conditions may affect travel flights to properties. Stronger typhoons due to climate change can cause damage to properties which may result to business interruptions. The properties are assessing these climate related risks in order to adapt to its effects. Budgets and targets are established to consider effects of changing weather conditions. ➤ Facilities and designs are also built to withstand calamities brought by climate change. ➤ To ensure that contribution of the organization to climate change is insignificant, the properties monitor their carbon footprints. ➤ Conservation of water and energy resources, maintenance of biodiversity either on land or seas, and sustainable farming are few of the practices of the organization to lessen the factors resulting to climate change. ➤ Trainings/seminars are conducted to educate the employees of the importance of environmental sustainability initiatives and on how to properly monitor the Organization's performance. ➤ The Master Development Plan of the Resorts anticipates the effect of climate change in planning for the future developments of the Organization such as rising sea level in the coming years and the increase in frequency of strong typhoons. 	<ul style="list-style-type: none"> ➤ Included in the organization's risk management program is the gathering of data to identify climate hazards and implementing controls to reduce or mitigate climate related risks. ➤ Drills, trainings and seminars are conducted to ensure preparedness of properties during calamities. ➤ Pollution Control Officers are also designated in each property to ensure compliance to environmental regulations and regularly monitor the environmental impacts of the company. ➤ Insurance policies are procured to indemnify financial losses that calamities may cause. 	<ul style="list-style-type: none"> ➤ Carbon footprints (GHG emissions) ➤ Compliance with environmental regulations (Penalties and violations) ➤ Amount of property damage brought by typhoons. ➤ Number of typhoons in a year. ➤ Typhoon Strength

Anti-Corruption

1. Training on Anti-corruption Policies and Procedures

Training builds the internal and external awareness and the necessary capacity to combat corruption.

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100	%	60	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	N/A	%	N/A	%
Percentage of directors and management that have received anti-corruption training	N/A	%	5	%
Percentage of employees that have received anti-corruption Training	100	%	60	%

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100	%	100	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	N/A	%	N/A	N/A
Percentage of directors and management that have received anti-corruption training	N/A	%	N/A	N/A
Percentage of employees that have received anti-corruption Training	100	%	100	%

Anti-Corruption

Impact	Affected Stakeholders	Management Approach
<p>The Organization's values underpin high standards of ethical conduct. The Organization's values stand firm against corruption. This high regard for ethical conduct is of primary importance in achieving the company's sustainable growth. Any corruption incidents will impact the Organization as it may result in a loss of confidence of the stakeholders in the Organization.</p>	<p>Employees, customers and management.</p>	<p>The Organization implements its code of conduct which includes observation of honesty, integrity, dedication, prudence, diligence, high moral standards, and decorum in the performance of duties.</p> <p>Moreover, Anti-bribery and Corruption Policy was adopted as part of the Organization's code of conduct to strengthen its stand against bribery and corruption.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Employee and management fraud relating to self and financial interest.</p>	<p>Employees, customers and management.</p>	<p>Employees undergo training on the company's code of conduct as part of the employee on-boarding.</p> <p>External and internal auditing helps the Organization ensures that fraudulent activities do not exist inside the Organization.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>As the Organization is expanding and as a result involves more complex operations, it is necessary to review the code of conduct to adapt to the changing work environment. The Organization may still exceed its training and seminar in line with anti-corruption.</p> <p>Moreover, with the significant use of technology, especially during the current pandemic, the management focused on strengthening controls over potential cyber-incidents or hacking that may expose the Organization's assets to fraud.</p>	<p>Employees, customers and management.</p>	<p>The Organization is committed to ensuring that its code of conduct is regularly reviewed and updated. The results are presented to the Corporate Governance Committee.</p> <p>The Organization will continue to elevate its anti-corruption seminars and trainings not just to new employees but the everyone in the Organization.</p> <p>The Organization through its IT personnel designed its strategy in strengthening controls over cyber security threats to safeguard the Organization's and guests' proprietary information.</p>

Anti-Corruption

2. Incidents of Corruption

For stakeholders, there is an interest in both the occurrence of incidents and an organization's response to the incidents. Public legal cases regarding corruption can include current public investigations, prosecutions, or closed cases.

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	-	#	-	#
Number of incidents in which employees were dismissed or disciplined for corruption	-	#	-	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	-	#	-	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	-	#	-	#
Number of incidents in which employees were dismissed or disciplined for corruption	-	#	-	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	-	#	-	#

Anti-Corruption

Impact	Affected Stakeholders	Management Approach
None has reported as incident of corruption in the Organization since its inception.	Employees, suppliers, customers and management.	The Organization through its regular seminar and training on code of conduct emphasizes the importance of honesty, integrity, dedication, prudence, diligence, high moral standards and decorum in the performance of duties.
Identified Risks	Affected Stakeholders	Management Approach
<p>Corporate Governance risk or the risk that personnel in-charged of management will not function in the best interests of the stakeholders.</p> <p>Ethics risk or the risk that the guiding principles of the organization will be violated.</p>	Employees, suppliers, customers and management.	<p>The Organization ensures that all employees especially its management personnel are familiar with the organization's expectations on ethical and professional conduct.</p> <p>The Organization has a Whistle Blowing Policy which sets forth the conditions and procedures for investigations of allegations of corruption, fraud, and misconduct.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
Not applicable, the Organization has not experienced any corruption incident since its inception.		

Indirect Economic Impact

1. Significant Indirect Economic Impacts

This disclosure concerns the spectrum of indirect economic impacts that an organization can have on its stakeholders and the economy.

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Number of employees outsourced from third party service providers	96	#	141	#
Ratio of number of outsourced employee for each guest arrival	1:1	ratio	1:4	ratio
Total payments to third party service providers	104,206,891	Php	28,652,563	Php
Percentage of local construction workers engaged	100	%	100	%
Purchase of hotel amenities from local communities	None	Php	None	Php

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Number of employees outsourced from third party service providers	N/A	#	102 ¹	#
Ratio of number of outsourced employee for each guest arrival	N/A	ratio	N/A	ratio
Total payments to third party service providers	N/A	Php	13,212,393 ²	Php
Percentage of local construction workers engaged	97	%	98	%
Purchase of hotel amenities from local communities	5,000	Php	83,479	Php

Footnotes:

¹ 87 are skilled manpower and 15 are Security personnel.

² P8.79 Million paid to skilled manpower provider and P4.4 Million for Security manpower provider.

Indirect Economic Impact

Impact	Affected Stakeholders	Management Approach
<p>The Organization's economic improvement and further development projects impact the local groups and communities as it generates job opportunities and livelihood programs.</p> <p>The Organization's casual employees from the third-party service providers consist mostly of locals from Aklan, Iloilo, and Coron. The Organization maintains a standard ratio of employees and guests to ensure the quality of service. As the number of guest arrivals increases, the requirement for employees also increases, hence, creating more jobs for the local community.</p>	Employees and Locals	<p>The management regularly monitors the manpower requirements based on the status of the operations. Moreover, adequate training is conducted for casual employees which gives additional knowledge to the locals.</p> <p>The management aims to provide an additional livelihood to the locals as much as possible to contribute to the improvement of the quality of life in the community.</p> <p>Club Paradise has partnered with local groups by providing the materials for bracelet making as their additional source of livelihood. They make the Resort's welcome bracelets. The resort also agreed with the contractors to engage local workers in the construction to provide jobs for the local community.</p>
Identified Risks	Affected Stakeholders	Management Approach
The quality of product/service provided by the third-party service providers or local markets does not meet the set standards of the Organization resulting to potential loss of guests.	Customers and Owners	All employees should complete the required trainings and seminars during the on-boarding process to ensure compliance with set service standards. Products and services are regularly monitored and evaluated.
Identified Opportunities	Affected Stakeholders	Management Approach
The Organization may shift portion of the purchases in local market to support the livelihood of the community.	Community and Suppliers	The Organization maximized inventories/supplies that are more efficient and cost-saving to purchase locally.



ENVIRONMENT



Resource Management

DISCOVERY SHORES BORACAY				
<i>Energy consumption within the organization</i>				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Energy consumption (Grid Electricity)	4,695.91	GJ	8,752.97	GJ
Energy consumption (Diesel Fuel)	1.31	GJ	3.53	GJ
Energy consumption (LPG)	135.21	GJ	318.95	GJ
Energy consumption (Petrol Fuel)	0.66	GJ	1.67	GJ
<i>Reduction of energy consumption</i>				
Energy consumption (Grid Electricity)	N/A	GJ	N/A	GJ
Energy consumption (Diesel Fuel)	0.15	GJ	N/A	GJ
Energy consumption (LPG)	N/A	GJ	N/A	GJ
Energy consumption (Petrol Fuel)	N/A	GJ	N/A	GJ

CLUB PARADISE PALAWAN				
<i>Energy consumption within the organization</i>				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Energy consumption (Diesel Fuel)	7,706.84	GJ	14,889.51	GJ
Energy consumption (LPG)	191.6	GJ	1,814.95	GJ
Energy consumption (Petrol Fuel)	7,91.49	GJ	1,457.71	GJ
<i>Reduction of energy consumption</i>				
Energy consumption (Diesel Fuel)	N/A	GJ	N/A	GJ
Energy consumption (LPG)	0.19	GJ	N/A	GJ
Energy consumption (Petrol Fuel)	N/A	GJ	N/A	GJ

Energy consumption generally increased in 2022 due to the higher operational level as compared to 2021.

Resource Management

Impact	Affected Stakeholders	Management Approach
<p>Energy consumption has a notable impact on the environment thus, the Organization promotes sustainable practices in energy conservation. Power generators are the main source of energy in Club Paradise while Discovery Shores Boracay sources its electricity from Akelco, a local distributor on the island with power generators as backup. This gives rise to costly self-generation of energy in Club Paradise.</p> <p>Energy consumption from grid electricity, diesel fuel, LPG, and petrol fuel is closely monitored to assess the efficiency of the properties in utilizing energy resources.</p>	<p>Employees and customers.</p>	<p>The Organization is committed in the conservation of energy through the following continuous initiatives:</p> <ul style="list-style-type: none"> • reducing public area lightings depending on the occupancy percentage and areas/clusters without guests • reducing operating hours of kitchen air conditioners and waterfalls at low occupancy • reducing number of operating heat pumps at low occupancy • unplugging all electrical equipment after office hours • shutting off lights, air conditioners and other electrical equipment on non-working days • ensuring good running condition of electrical units to avoid consumption of more power • all electrical equipment were regularly cleaned to avoid accumulation of dust which reduces the efficiency of equipment <p>The Organization is utilizing the Resource Efficiency Data and Performance Monitoring Tool (REDPMT) in monitoring its energy consumption on a monthly basis.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Loss of power can cause disruption of business activities as the availability of energy supply is a critical issue in the region where the properties are located.</p> <p>Failure to effectively maintain the power generators can cause higher costs of repair and maintenance and disturbance to staying guests.</p>	<p>Owners, Employees and customers.</p>	<p>The Organization is continuously taking steps in reducing energy consumption. LED bulbs are being used in all facilities and buildings. Energy Saving Devices (ESD) were installed in all villas. These ESD limit the usage of power which may lower the consumption of diesel fuel on generator sets.</p> <p>Energy consumption and maintenance of power systems are being monitored on a monthly basis to timely assess the performance of the company towards the goal of minimizing the cost of energy and maintenance costs.</p> <p>FEW Champs Committee (fuel, energy, water) was also organized to give guidance and promote the culture and importance of energy-saving measures.</p>

Resource Management

Identified Opportunities	Affected Stakeholders	Management Approach
Effective energy conservation can cause lower energy demand. With the accurate and timely monitoring of data relating to energy consumption, energy conservation programs can be evaluated and assessed properly leading to increased energy efficiency, cost minimization, and a decrease in associated environmental impact.	Employees and customers.	<p>Data are collected regularly to analyze them in a timely and relevant manner useful for decision-making.</p> <p>The new power center with brand new generator sets is built in Club Paradise to ensure fuel efficiency which will reduce the carbon footprint of the resort.</p> <p>Club Paradise plans to invest in a solar panel system in the coming years.</p>

Water consumption within the organization

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Water withdrawal	N/A	m ³	N/A	N/A
Water consumption	14,917	m ³	47,343	m ³
Water recycled and reused	N/A	m ³	N/A	N/A

* Significant increase in water consumption in 2022 is due to increase in guest room nights as compared to 2021.

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Water withdrawal*	2,337.5	m ³	5,960	m ³
Water consumption	10,502.5	m ³	38,318.4	m ³
Water recycled and reused	N/A	m ³	N/A	m ³

*Water withdrawal pertains to water extracted from the desalination plant; the remaining water consumed was from the purchase of water from suppliers.

Resource Management

Impact	Affected Stakeholders	Management Approach
<p>The Organization is keen on ensuring that the water it uses in its operation is safe and clean at the same time that its properties are implanting ways toward water conservation which saves energy and reduces carbon footprint.</p> <p>Club Paradise finished the construction of its desalination plant and is now supplying a significant portion of the hotel rooms' fresh water requirements. Discovery Shores Boracay sources its water from the local water distributors, Boracay Island Water Corporation and Boracay Tubi System Inc.</p>	<p>Employees, customers and suppliers.</p>	<p>Discovery Shores Boracay and Club Paradise invested in their own water filtration system that converts tap water to clean drinking water (EcoPure water) for the guests and employees.</p> <p>Monitoring the sufficiency of water supply and periodic water sampling are conducted to ensure water safety and adequacy in the properties.</p> <p>The monitoring of water utilization is conducted on a monthly basis to timely assess the performance of the company toward the goal of minimizing water utilization.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Shortage of freshwater supply in Club Paradise and the quality of water being delivered, if not consciously monitored can hamper its operation considering there is no available direct source of freshwater on the island.</p>	<p>Employees, customers.</p>	<p>The Organization is staging ways toward water conservation and sustainable water supply. In mitigating the risk of a limited supply of fresh water, Club Paradise Palawan built a water desalination plant to sustain the supply of freshwater on the island.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>Treated water can be used for other purposes. Discovery Shores Boracay and Club Paradise Palawan have their own water treatment facilities which may enable the company to reuse treated water.</p> <p>Sea water desalination has the potential to reliably produce enough potable water to support the resort.</p>	<p>Employees, customers and community.</p>	<p>The Organization is considering other ways to practicably dispose of wastewater (e.g. wastewater can be used for irrigation). Sea water processed through the desalination plant will be processed further through the water filtration system to produce potable water after a series of potability tests.</p> <p>In order to minimize the use of fresh water for the water closets in the new Ocean View suites, the Project Management Team incorporated a rain collection system for this new section of the resort to maximize rainwater for the basic bathroom water requirements (such as water used for flushing) for this additional 36 suites.</p>

Materials used by the organization

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Materials used by weight or volume				
• Renewable	1,924.8	kg	20,238.18	kg
• Non-renewable	9,950.3	kg	7,259.88	kg
	22,436,944.97	liters	50,124,708.33	liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	-	%	-	%

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Materials used by weight or volume				
• Renewable	40,432	kg	155,293	kg
• non-renewable	13,314	kg	16,381	kg
	3,137.5	liters	6,280.6	liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	-	%	-	%

Materials used by the organization

Impact	Affected Stakeholders	Management Approach
<p>The organization ensures that the environmental impacts of materials used are highly considered encompassing the design specifications, and product quality standards, and that they are elegant, sustainable, and resource-efficient.</p> <p>Most of the materials used in Club Paradise Palawan are made from renewable sources. The significant rise in renewable and non-renewable materials used was due to an increase in operational activities during 2022.</p>	<p>Customers and management.</p>	<p>The Organization believes that it can lessen the use of non-renewable materials in its operation. In the procurement of materials for the products of the organization, sustainability is one of the criteria in selecting the supplier of the materials.</p> <p>In order to help lessen the environmental impacts of materials used the Organization took the following initiatives: Use of take-out boxes, containers, and utensils made from paper, cornstarch, and sugarcane, use of take-out bags made from cassava starch, and use of toothbrushes made from biodegradable plastic.</p> <p>Bathroom amenities such as shampoo, conditioner, lotion, and body wash are food grade and are dispensed using refillable hand pumps to eliminate the use of plastic tubes.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Non-compliance to environmental and safety standards.</p> <p>Non-renewable energy contributes to climate change or extreme weather events which can damage or disrupt business operations.</p>	<p>Customers and management.</p>	<p>The Organization continuously strives to use renewable materials and ensure its own compliance with environmental laws.</p> <p>Meanwhile, one of the considerations in selecting our suppliers is that their materials are compliant with environmental and safety standards and at the same time contribute to the satisfaction of the guests.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>Continuous innovation and further ways to use renewable materials will play an important role in sustaining the business.</p>	<p>Customers and management.</p>	<p>As part of continuous innovation, research is to be conducted to incorporate the use of more sustainable materials in upcoming projects.</p>

Ecosystems and Biodiversity

DISCOVERY SHORES BORACAY		
Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-
Habitats protected or restored	-	-
IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-

CLUB PARADISE PALAWAN		
Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	(Dimakya Island-waterlease)-200 (Diatoy Island-waterlease)-100 (Malpagalen Island-waterlease-)100	Meters
Habitats protected or restored	Dimakya Island- 19 Diatoy- 14 Malpagalen -1	Ha
International Union for Conservation of Nature (IUCN) Red List species and national conservation list species with habitats in areas affected by operations	Green Sea Turtle, Hawksbill Turtle, Fruit Bats, Monitor Lizard, Rufous Night Heron	N/A

Ecosystems and Biodiversity

Impact	Affected Stakeholders	Management Approach
<p>The Organization operates in protected areas thus, it values the importance of biodiversity in our environment. Operational sites of the properties are being taken care of and nurtured as such like a home for its employees and guests.</p> <p>It promotes the preservation of ecosystems by protecting the members of the ecosystems and their habitats.</p>	<p>Employees, customers and community.</p>	<p>As outlined in the Organization’s Environmental and Sustainability Policy, DWC is committed to integrate environmental, biodiversity, health and safety sustainability in all levels of work practices and relevant decision making processes.</p> <p>Biodiversity Action Plan including management of species is established to guide the organization in maintaining biodiversity in its properties. Guests and employees are also made aware of the environmental programs in the properties that promote protection of biodiversity. Wildlife-related policies are incorporated in the in-room fact sheet and resort house rules.</p> <p>As part of the EcoConserve Program, Sea Guardians Committee was established. Sea Guardians are employees who are in charge of marine-based efforts. The activities of Sea Guardians are as follows:</p> <ol style="list-style-type: none"> 1. “Bantay Pawikan Movement” - This aims to protect Club Paradise Palawan, which is within a Biosphere Reserve of the United Nations Educational, Scientific and Cultural Organization. The reserve is a nesting site for Hawksbill and Green Sea Turtles. From November to March every year, around 200-270 turtle hatchlings are released back to the ocean. 2. Monthly Coastal and Underwater Clean-Up Drive - Clean-up drives were launched by the Sea Guardians committee to address the immediate concern of trash, particularly water bottles coming in from neighboring countries like Malaysia, Vietnam and Indonesia. 3. Collection of Crown-of-Thorns Starfish (COT) - Club Paradise Divers and the Sea Guardians committee members collect crown-of-thorns starfish, a spiny coral-eating tropical starfish, so they do not spread out to the other surrounding bodies of water.

Ecosystems and Biodiversity

Identified Risks	Affected Stakeholders	Management Approach
<p>Biodiversity loss contributes to climate change affecting the environment, vulnerable communities, and human health many of which are already struggling to cope with the climate crisis.</p> <p>Biodiversity creates a risk for the provision of quality infrastructures as it limits areas for project development.</p>	<p>Employees, customers and community.</p>	<p>The Organization endeavors to continually take steps in promoting biodiversity as it helps attract more guests to its properties. The management considers the environmental impact of the projects it undertakes by complying with the environmental regulatory standards before the start of the project. Instead of degrading biodiversity to give way to construction projects, biodiversity is integrated as one of the key attractions of the properties.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>Biodiversity supports economic opportunities and leisure activities. Engage customers in activities related to the preservation and conservation of biodiversity in the company's properties.</p>	<p>Employees, customers and community.</p>	<p>Involve guests on some of the biodiversity programs through their direct participation.</p> <p>Several signages are installed in conspicuous areas of the resort to remind the guests not disturbing the natural habitat found at Dimakya island and its surrounding waters. Feeding is also not allowed as this will disrupt their natural diet and eating behavior.</p> <p>Turtle hatching at Dimakya island usually happens during the months of November and December. To protect the turtle eggs from the monitor lizards, turtle nests are fenced by our colleagues and are marked with the expected date of hatching. The signage also serves as a warning for guests not to approach the area to protect the eggs. Between January to March, guests may have a chance to see baby turtles released back to the sea.</p> <p>Manatees, or locally known as 'Dugongs,' are spotted back at the house reef of the island. Signages are printed to inform guests on what to do and what not to do, should they encounter the manatees while diving or snorkeling.</p>

Solid and Hazardous Wastes

1. Solid Waste

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total solid waste generated	14,650	Kg	19,679	Kg
Reusable	0	Kg	14	Pcs
Recyclable	0	Kg	0	Kg
Composted	0	Kg	22	Kg
Incinerated	0	Kg	0	Kg
Residuals/Land filled	0	kg	0	Kg

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total solid waste generated	58,606	Kg	89,587*	Kg
Reusable	5,279	Kg	18,157	Kg
Recyclable	4,293	Kg	22,027	Kg
Composted	45,003	Kg	39,343	Kg
Incinerated	0	Kg	0	Kg
Residuals/Land filled	4,031	Kg	10,060	Kg

* Out of the total solid waste generated 6,721 Kg was either reused, recycled or composted at Taranuman Farm.

Solid and Hazardous Wastes

Impact	Affected Stakeholders	Management Approach
<p>Solid wastes could have generally negative impacts on the overall operations and industry where the Organization belongs. Generated total solid wastes partially increase for 2022 due to the rise of guest arrivals in both properties compared to 2021.</p> <p>Club Paradise was able to continuously reuse, recycle and compost a large portion of its solid wastes.</p> <p>Solid waste management includes collection, recovery of recyclables, composting of organic wastes, and transfer of residuals in the holding area.</p>	<p>Employees and guests</p>	<p>The Organization continuously implement a simple segregation scheme of waste by providing waste collection bin at each beached area, room accommodations, bar and restaurants, lobby and receiving area, administration office, and other public areas.</p> <p>Solid wastes are being monitored on a regular basis to achieve targets for waste reduction. Restaurants ensure that recyclable wastes generated are being used again to reduce solid waste that needs to be disposed of.</p> <p>Club Paradise Palawan has made it again to the 2022 Top 100 Green Destination Sustainability Stories.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Improper disposal management of solid waste may harm the environment and human health.</p> <p>Penalties may arise for violation of solid waste management laws or local regulations.</p>	<p>Employees, guests, community</p>	<p>Segregation of solid wastes is strongly practiced by the Organization not just to comply with existing regulations but also to provide a pleasant environment conducive to work and leisure.</p> <p>Solid waste disposals are monitored on a daily basis through the Disposal of Waste Monitoring Sheet.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>Continues innovation on the use of other solid waste may still be appraised to further reduce the solid waste disposal to the designated municipal landfill facility.</p>	<p>Guests and employees</p>	<p>The Organization is committed to continue its advocacies and further develop programs to minimize solid waste disposal.</p> <p>Some solid wastes from the kitchen operations are being used as organic fertilizer in the farm operations of the properties or solid wastes from other hotel amenities might still be repurposed into additional creative products.</p>

Solid and Hazardous Wastes

1. Hazardous Waste

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total weight of hazardous waste generated	10,790.3	kg	25,619.77	kg
Total weight of hazardous waste transported	8,593.9	kg	25,341	kg

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total weight of hazardous waste generated	13,538.8	kg	15,431.8	kg
Total weight of hazardous waste transported	2,400	kg	0	kg

Solid and Hazardous Wastes

Impact	Affected Stakeholders	Management Approach
<p>Improper disposal/ discharge of hazardous wastes has an adverse effect on human health and the environment.</p> <p>The Organization's hazardous wastes include used oil from generator sets, used cooking oil, electrical wires, and cables, grease oil, mercury-based busted lamps, paint containers, spray paints, refrigerants, pathological/ infectious wastes, lead compounds, and oil-contaminated materials. Hazardous wastes doubled for DSB in 2022 due to increasing in operational activities compared to 2021.</p>	<p>Employees, community, suppliers, government, guest</p>	<p>The Organization strongly values its environmental responsibilities thus, Solid and Hazardous Waste Management Procedures are implemented which include storage, proper labelling, collection, final treatment, and disposal to prevent its negative impact on health and the environment.</p> <p>Hazardous wastes generated by the properties are handled and suitably managed in a way that is compliant with the requirements of the Environmental Management Bureau.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Failure in managing hazardous waste has an adverse impact on the environment and human health specifically on populations living near the dump sites. These wastes can also cause fire and explosion, if not discharged properly.</p> <p>Penalties arising from regulatory compliance would partially affect the Organization's financial performance and may damage the Organization's reputation.</p>	<p>Employees, community, suppliers, government, guests</p>	<p>Sustainable practices such as organic farming, sewage treatment facility, proper labelling, segregation, and disposal of hazardous waste as stated in the Organization's procedures and employee awareness training are consistently implemented.</p> <p>Further, health and safety protocols including enhanced and frequent sanitation requirements on the premises are implemented in the properties as a response to the ongoing threat of the COVID-19 pandemic.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>The Organization can still expand its knowledge and network required to improve its hazardous waste management. Ways to reduce the generation of hazardous wastes can still be explored.</p>	<p>Employees, community, suppliers, government, guests</p>	<p>Providing technical assistance and implementing the right tools are important components of the reduction program through the help of an expert or technologically-advanced machinery.</p>

Effluents

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total volume of water discharges	13,621.6	m ³	43,131.58	m ³
Percent of wastewater recycled	N/A	N/A	N/A	N/A

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total volume of water discharges	4,899	m ³	11,536	m ³
Percent of wastewater recycled	N/A	N/A	N/A	N/A

Effluents

Impact	Affected Stakeholders	Management Approach
<p>Wastewater is too valuable to throw away as untreated wastewater can have a seriously detrimental impact on the environment. The fact we are making water unusable means we are literally draining our water supplies. The immediate effect of wastewater is that when it contributes toward the contamination and destruction of natural habitats and wildlife sanctuaries.</p>	<p>Employees and guests</p>	<p>Both properties discharge their wastewater in a manner compliant with the requirement of the environmental regulatory agency. Water discharges are secured with a permit from the authority.</p> <p>Aside from the water quality monitoring performed by DENR, both properties conduct internal testing of their water sample. Wastewater from the resorts is transferred to a septic tank and pumped to an anaerobic baffled reactor (ABR) for biological treatment.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Poorly treated wastewater can contribute to oxygen demand level on the receiving body of water and can cause problems to water quality and food supply.</p>	<p>Employees, and guests</p>	<p>The organization ensures that Sewage Treatment Plant is running in good condition daily by implementing preventive maintenance scheduling, STP operators training, and monthly testing of wastewater.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>Wastewater recycling of the 80% to 90% of water usage that passes through Sewage Treatment Plant can be one of the tools of the management in its resource efficiency program.</p>	<p>Employees and guests</p>	<p>Quality of water discharge should be regularly assessed for proper wastewater recycling technology.</p> <p>Club Paradise built rainwater collection system that will provide additional sources of water in the island for watering of plants and flushing in comfort rooms.</p>

Environmental Compliance

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	25,000*	PhP	-	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	-	#	-	#
No. of cases resolved through dispute resolution mechanism	-	#	-	#

**Due to late filing of ECC amendment only*

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	-	PhP	70,000*	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	-	#	-	#
No. of cases resolved through dispute resolution mechanism	-	#	-	#

**Due to late processing and submission of discharge permit and implementing the expansion without an amended Environmental Compliance Certificate.*

Environmental Compliance

Impact	Affected Stakeholders	Management Approach
<p>The Organization is committed to complying with all regulatory requirements of the environmental governing bodies. There was no non-compliance with Environmental Laws and Regulations reported in 2022 for Discovery Shores Boracay.</p> <p>Meanwhile, in Club Paradise a failure to secure an amended ECC as required by Presidential Decree 1586 resulted in a penalty amounting to P50,000.</p>	<p>Employees, community, suppliers, government</p>	<p>The expanded ECC for Club Paradise was already approved by the Regional Office. Stringent monthly monitoring of the validity of permits and compliance certificates will be conducted to ensure that renewal or amendment will be processed on time.</p> <p>To further ensure environmental compliance, the organization created and implemented Environmental and Safety Program Policies. Individuals such as Safety Officer and Pollution Control Officer are being held responsible to mitigate compliance failures.</p>
Identified Risks	Affected Stakeholders	Management Approach
<p>Penalty charges may be charged for failure to comply with all environmental laws and regulations.</p> <p>Increasing environmental legislative/regulatory requirements may impose limitations on property development.</p>	<p>Employees, community, suppliers, government</p>	<p>The Organization is continuously taking steps and implementing policies to mitigate the risk of being exposed to violation of environmental laws.</p> <p>The organization is committed to undertaking research to understand the implications of any additional regulatory requirements on its future developments.</p>
Identified Opportunities	Affected Stakeholders	Management Approach
<p>All employees across the organization especially those who are dealing with environmental compliances should be made aware of the environmental requirements and procedures through seminars, refresher courses and the like to ensure that compliance are pre-empted and avoid unnecessary fees.</p>	<p>Employees, community, suppliers, government</p>	<p>The organization shall implement awareness program on environmental compliances to be participated by the employees.</p>



SOCIAL



Inclusion in Green Destinations Top 100 Sustainability Stories for 2022

Club Paradise Palawan has made it to the 2022 Green Destinations Top 100 Good Practice Stories.



Planting the Seeds of Change – Uplifting the Local Communities One Project at a Time

Good Practice Story Highlights:

- ✓ Water Pollution and Waste Disposal
- ✓ Education
- ✓ Poverty
- ✓ Health and Wellness



- ✓ Impact on the Tagbanua Indigenous People .The native community and the local government see the positive contributions of the resort and its employees.

Key Success Factors:

- ✓ Cooperation and openness of the community and its leaders. All activities and programs of the resort were well received by the local communities.
- ✓ Training was provided to the families and women in the communities for the livelihood projects, thus were able to come up with quality products that can be used in the resort.
- ✓ The students (Discovery Model Student) saw the value of education and appreciated the importance of excelling in their studies and how it will ultimately benefit them now and in the long run.
- ✓ The Community Outreach programs of the resort has created a deeper sense of commitment among the management and staff to the needs of the community.
- ✓ Support from the stakeholders. Creating a company culture that puts great importance on outreach activities of the company is a key ingredient in a having a successful and robust community outreach program.

Planting the Seeds of Change – Uplifting the Local Communities One Project at a Time

The Top 100 Sustainable Stories award recognizes global destinations that are taking incremental steps and making promising progress towards a more sustainable tourism industry. Its goal is to share these destinations' innovative and effective sustainability tourism stories and good management practices as inspiring examples for others.

Sustainability Story

Water Pollution and Waste Disposal

Club Paradise Palawan employees are actively involved in regular coastal clean-up activities. The resort also launched a water saving and reduction of single use plastic program.



Education

Club Paradise Palawan initiated the Discovery Model Student Program wherein the resort recognized and awarded top performing students of 8 schools across four different barangays in Coron and conducted school supplies donations.

The Resort also helped out in the roof installation in the elementary school of Sitio Camanga, launched a three-day Brigada Eskuela (School Brigade) activity at Decabobo Elementary School, Decalachao High School, and San Jose Elementary School.



Poverty

Club Paradise Palawan supported these families by sourcing out ingredients or materials from them, which in turn provided them with a steady source of livelihood. The resort tapped the residents of Barangay Cheey in Busuanga to make Virgin Coconut Oil for the resort which was used for the spa treatments at the Glow Spa. Women of Tagbanua Community in San Jose, Coron were also taught how to make welcome bracelets for guests.



Health and Wellness

Club Paradise Palawan launched several medical missions in the neighboring barangays like Medical Assistance & Soup Kitchen for residents in Barangay Cheey in Busuanga, "Together for Water" in Sitio Camanga, Coron with NGO Waves for Water Philippines, Medical assistance and medical supplies to 147 patients, Sitio Camanaga in Coron.

The resort also initiated a gift box donation called "Box of Love" which consisted of facemasks, medical supplies, linens, and school supplies for the Coron District Hospital, the Philippine Red Cross, PNP Maritime & Philippine Army and elementary and secondary schools in San Jose, Decabobo in Coron.



Employee Management

1. Employee Hiring and Benefits

DISCOVERY SHORES BORACAY				
<i>Employee Data</i>				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total number of employees	109	#	123	#
a. Number of female employees	50	#	65	#
b. Number of male employees	59	#	58	#
Attrition rate	28	%	28	%
Ratio of lowest paid employee against minimum wage	1.02:1.00	ratio	0:0	ratio

DISCOVERY SHORES BORACAY		
<i>Employee Benefits</i>		
List of Benefits	# of employees who availed for the year	
	Female	Male
SSS	17	29
PhilHealth	4	0
Pag-ibig	20	10
Parental leaves	0	0
Vacation leaves	44	46
Sick leaves	34	16
Medical benefits (aside from PhilHealth)	24	16
Retirement fund (aside from SSS)	1	1
Further education support	0	0
Special leave benefit for women	0	0
Uniform allowance	0	0
Executive check-up*	0	0
Mobile load allowance	8	16
Bereavement leave	0	2
Outlet meal**	15	9
Quarantine leave	6	29

* Only Director level and up are entitled.

** Only Asst. Manager level and up are entitled.

Employee Management

1. Employee Hiring and Benefits

CLUB PARADISE PALAWAN				
<i>Employee Data</i>				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total number of employees	72	#	80	#
a. Number of female employees	28	#	31	#
b. Number of male employees	44	#	49	#
Attrition rate	24	%	11	%
Ratio of lowest paid employee against minimum wage	1.00:1.00	Ratio	0:0	Ratio

CLUB PARADISE PALAWAN		
<i>Employee Benefits</i>		
List of Benefits	# of employees who availed for the year	
	Female	Male
SSS	1	11
PhilHealth	0	0
Pag-ibig	0	0
Parental leaves	0	0
Vacation leaves	19	33
Sick leaves	6	4
Medical benefits (aside from PhilHealth)	31	49
Retirement fund (aside from SSS)	0	0
Further education support	0	0
Special Leave for Women	1	N/A
Paternity Leave	0	0
Executive check-up*	0	1
Mobile load allowance	4	10
Bereavement leave	0	0
Outlet meal**	4	10
Quarantine leave	4	2

* Only Director level and up are entitled.

** Only Asst. Manager level and up are entitled. Subject to one meal a day policy.

Employee Management

Impact	Management Approach
<p>The Organization gives credence to employees as its best asset. Hiring and retaining competent and dedicated employees are the core of its employee management. An effective employee management system helps in greater workforce productivity, recognizes ways to engage and retain good talents, and alleviates difficulty in filling out vacant posts.</p> <p>Lower attrition rates and reduced transition periods also help in the efficient discharge of services.</p>	<p>The management through its Human Resource Department (HRD) develops various policies and programs to retain and attract good employees. HRD ensures that employees are well compensated and that their efforts are rewarded.</p> <p>Aside from employee benefits required by laws and regulations, employees enjoy other company-initiated benefits. Quarantine Leave is still given by the Organization to employees in cases where the latter is legally obliged to abide by a quarantine order in accordance with existing protocols.</p> <p>In 2022, outlet meal for assistant managers and up of Discovery Shores Boracay and Club Paradise Palawan was already reinstated as part of its management benefits.</p>
Identified Risks	Management Approach
<p>Positions that require technical skills are sometimes not available in the locality where the property is located. Shorter length of stay for hired applicants from Cities.</p> <p>Prolonged impact of the pandemic causes a risk of attrition since the employees desire for safer, more stable, and more convenient jobs.</p>	<p>The management sources employees from Metro Manila for positions that require specialized skills. The organization gives benefits sufficient to retain and attract good employees.</p> <p>The Organization regularly reviews compensation and benefits, applicable employee engagement programs, and mental health programs to help the employees cope up with the continuing pandemic and uncertainties.</p>
Identified Opportunities	Management Approach
<p>Succession Planning is still an area that the Organization should strengthen especially for leadership posts given the location and employment set-up of the properties.</p> <p>Inculcating company values and rewards to the employee would be an opportunity to lessen the risk of attrition and at the same time strengthen its brand value.</p>	<p>Continuous conduct of training, seminars, and knowledge sharing is in place. These will help in effective succession planning to develop competent leaders among the employees. Through employee engagement activities, company values are instilled in the employees.</p>

Employee Management

2. Employee Training and Development

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total training hours provided to employees				
a. Female employees	113	hours	1,681	hours
b. Male employees	113	hours	2,334	hours
Average training hours provided to each employees				
a. Female employees	2.26	hours	34.31	hours
b. Male employees	1.91	hours	32.42	hours

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Total training hours provided to employees				
a. Female employees	140	hours	160	hours
b. Male employees	140	hours	160	hours
Average training hours provided to each employees				
a. Female employees	5.00	hours	5.16	hours
b. Male employees	3.18	hours	3.26	hours

Employee Management

Impact	Management Approach
<p>Employee training and development give the employees the learning opportunities that they need in order to extend what they know into greater knowledge. It helps in the development of their strengths and in addressing their weaknesses in their respective functions. It also improves retention rates.</p> <p>The total training hours provided to the employees of Discovery Shores Boracay has grown exponentially for 2022 as a drive to further improve employee management.</p>	<p>Training policy is established to guide the organization in implementing training programs for the employees. Training is documented including attendance to monitor and assess the training requirements of each employee. A post-training evaluation form is also implemented to review the level of skills and learning acquired from the training.</p> <p>The organization provides sufficient training as it believes that skilled employees and great leadership can drive an organization to greater success and retaining such talents are vital to the Organization.</p>
Identified Risks	Management Approach
<p>Incompetency of employees due to lack of training could lead to complaints which could affect the performance and image of the company.</p> <p>Lack of training may cause reduced employee productivity as employees may become less innovative.</p>	<p>The implementation of consistent training programs and validation through measures of success mitigates the risk of employee incompetency is being ensured by the Organization. Instilling the benefits of trainings and seminars to the employees is also being ascertained by the Organization.</p>
Identified Opportunities	Management Approach
<p>The positive impact of training is it introduces and enhances consistency and again improves productivity and builds lasting employee-employer relationships future key leaders can be hired from the organization's current employees.</p> <p>Training can also be used as a form of employee engagement activity that will also help the organization retain its employees.</p>	<p>The quality of trainers is also being assessed by the Organization. Management implements "train the trainers workshop" as a tool to develop future key leaders. The management values rewards and recognition as one of the major aspects of retaining employees.</p>

Employee Management

3. Labor-Management Relations

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
% of employees covered with Collective Bargaining Agreements	-	%	-	%
Number of consultations conducted with employees concerning employee-related policies	-	#	-	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
% of employees covered with Collective Bargaining Agreements	-	%	-	%
Number of consultations conducted with employees concerning employee-related policies	-	#	-	#

Impact	Management Approach
<p>There is no Collective Bargaining Agreement between the organization and its employees.</p> <p>Employee-related policies are being discussed with the employees as part of the onboarding procedures. Employee-related policies are also readily available and accessible to concerned employees of the Organization through the Human Resources Department.</p>	<p>Terms and conditions of employment regarding rates of pay, hours of work, or other working conditions of employees are clearly expressed in the contract and agreed upon by the employee.</p> <p>Any changes in the contract or employment conditions are supported by Personnel Action Notice, memorandum, and other corresponding documentation being made known to the concerned employee.</p>
Identified Risks	Management Approach
Labor unrest as risk in labor-management relations is very unlikely to happen.	Risk of labor unrest is prevented through opening of communication channels to the employee for their employment grievances. A monthly town hall engagement being conducted by the properties also provides the employee the opportunity to raise their concerns.
Identified Opportunities	Management Approach
Though there are no threats to labor unrest, the management shall continue to build a balanced employer-employee relationship with its employees.	Wider, fair and more accessible communication channels are being made available to the employees in raising their concerns relating to labor.

Employee Management

4. Diversity and Equal Opportunity

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
% of female workers in the workforce	46	%	49	%
% of male workers in the workforce	54	%	72	%
Number of employees from indigenous communities and/or vulnerable sector*	0	#	2 (Ati Group)	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
% of female workers in the workforce	39	%	39	%
% of male workers in the workforce	61	%	61	%
Number of employees from indigenous communities and/or vulnerable sector*	1 (solo parent)	#	3 (Solo Parent)	#

*Vulnerable sector include solo parents among others.

Impact	Management Approach
Diversity in the Organization can drive workplace productivity. The Organization ensures that employees are well represented from diverse groups as to gender, age, and community. The organization promotes diversity and equal opportunity in the recruitment and selection of employees.	The Organization condemns discrimination in the workplace thus it ensures that there's no incident of discrimination in the workplace relating to one's status, gender, or race. Hiring policy includes no restriction on age, gender, and experience. HR policies against discrimination are also in place.
Identified Risks	Management Approach
Lack of diversity can unintentionally create a hostile working environment and can give rise to higher turnover. Employees might not be aware and cognizant of cultural sensitivity, to achieve harmony within a diverse workplace.	The Organization makes its employees feel the need to be aware of how to coexist with a diverse range of people, Sensitivity in the workplace training helps the organization manage diversity and helps employees understand their own cultural biases and prejudices.
Identified Opportunities	Management Approach
The company may take into account the social, economic and political factors in defining its management aspects and measures that relate to the recognition and benefits of diversity.	To promote diversity and equality, the organization shall implement a diversity management strategy that promotes the openness and learning ability of the organization taking into account intercultural understanding and the intercultural skills of the employees.

Workplace Conditions, Labor Standards, and Human Rights

1. Occupational Health and Safety

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Safe Man-Hours	247,256	Man-hours	62, 568	Man-hours
No. of work-related injuries	0	#	1*	#
No. of work-related fatalities	0	#	0	#
No. of work related ill-health	0	#	0	#
No. of safety drills	7	#	4	#

* Recorded work-related injury pertains to an Engineering personnel that was struck by a chain links which was suddenly detached from a motor pump that caused bleeding at the upper right portion of his eye.

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
Safe Man-Hours	80,574	Man-hours	342,376	Man-hours
No. of work-related injuries	0	#	0	#
No. of work-related fatalities	0	#	0	#
No. of work related ill-health	0	#	0	#
No. of safety drills	10	#	9	#

Workplace Conditions, Labor Standards, and Human Rights

Impact	Management Approach
<p>The Organization values occupational health and safety within the workplace. Protecting the employees from accidents, injuries and other workplace accidents is the utmost priority of the Organization. Safety in the workplace drives efficiency and improves employee relations and morale.</p> <p>Discovery Shores Boracay reported one minor injury during the year 2022. An employee was struck by a chain links while working. The property nurse applied first aid and then brought the injured employee to the nearest clinic. The employee were also required to rest until fully recovered.</p> <p>Adequate drills were conducted in 2022 for both properties. The Organization ensures that the personnel are well knowledgeable of health and safety standards/procedures such as webinars and online refresher courses.</p>	<p>The management is compliant with the requirements mandated by law through the Department of Labor and Employment in providing healthy and safe workplace condition. Work permit system, safety inspection and reporting system for incident/accident are implemented.</p> <p>Healthful and safe workplace condition is enjoyed by the employees of the organization through effective Occupational Health and Safety practices implemented by its Health and Safety Officer. Injuries are being taken seriously and applicable medical needs where being prescribed.</p> <p>Enhanced health and safety protocols in the workplace are continuously implemented in response to on-going threat of COVID-19 pandemic.</p>
Identified Risks	Management Approach
<p>The Organization might shoulder costs associated with accidents and major injuries within the workplace which will also result in man-hour loss and less productivity.</p> <p>The Organization might breach its legal responsibility to ensure employees' safety and protect them against health and safety hazards at work.</p>	<p>The organization has various health and safety policies in place to reduce or mitigate hazards in the workplace.</p> <p>The properties also employ corresponding Safety and Security Officers and other concerned personnel that are tasked to ensure occupational health and safety in the workplace.</p>
Identified Opportunities	Management Approach
<p>The organization may strive to transform its complex safety and health complex ideas into workable actions and strengthen its process of identification, monitoring, and assessment of the risk associated with workplace hazards.</p>	<p>The Organization continuously strives to translate its Health and Safety personnel's valuable insights on the complex relationship between work and health into workable action.</p> <p>The process of identification, monitoring and assessment of the risk associated with workplace hazards should be integrated as one of the key activities of the OSH Committee.</p>

Workplace Conditions, Labor Standards, and Human Rights

2. Labor Laws and Human Rights

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	#	0	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	#	0	#

Policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace

Topic	Y/N	Cite reference in the company policy
Forced labor	N	N/A
Child labor	N	N/A
Human Rights	Y	Anti Sexual Harassment policy, Leave for victims of violence against women & children, Workplace policies and programs.

Workplace Conditions, Labor Standards, and Human Rights

Impact	Management Approach
<p>Labor laws play an important role in the workplace. It provides the employee confidence that they will not be abused, discriminated or illegally discharged. The Organization highly complies with all the stipulations and obligations required by Labor laws.</p> <p>The Human Resources Department monitors its compliance with the existing labor laws and regulations. HR policies are implemented to secure that respect for human rights is being observed across the organization.</p>	<p>The Organization assures the implementation of the policies associated with Labor laws and Human rights. It has sufficient policies upholding labor laws and human rights such as:</p> <ul style="list-style-type: none"> ➤ Anti- Sexual Harassment Policy ➤ Whistle Blowing Policy ➤ Conflict of Interest ➤ Insider Trading ➤ Workplace Policy and Program for Hepa B ➤ Drug Free Workplace Policy & Program ➤ Work Place Policy of TB Prevention & Control ➤ Solo Parent Leave ➤ Leave for Victims of Violence Against Women & Children ➤ Special Leave Benefit for Women ➤ Paternity Leave ➤ Alcohol Free Workplace Program & Policy ➤ HIV/AIDS Workplace Program & Policy
Identified Risks	Management Approach
<p>Though the company has its policies in place in the protection of labor laws and human rights, it has limited scope only with the employees under manpower agencies.</p>	<p>The management monitors manpower agency compliance by requiring manpower agencies to submit certificate of compliance to labor laws. Attention of Agencies that are not compliant with any provisions in the labor laws made known to the Organization is being called an acted upon.</p>
Identified Opportunities	Management Approach
<p>The organization may still enhance its compliance to labor laws and human rights by proper coordination with the manpower agencies.</p>	<p>The properties shall have coordination meetings with the manpower agencies to align the company's labor laws and human rights practices.</p>

Supply Chain Management

Do you consider the following sustainability topics when accrediting suppliers?

DISCOVERY SHORES BORACAY	
Topic	Reference in the supplier policy
Environmental performance	Section 5.1.5.6 of the Supplier Accreditation Policy
Forced labor	N/A
Child labor	N/A
Human rights	N/A
Bribery and corruption	N/A

CLUB PARADISE PALAWAN	
Topic	Reference in the supplier policy
Environmental performance	Section 5.1.5.6 of the Supplier Accreditation Policy
Forced labor	N/A
Child labor	N/A
Human rights	N/A
Bribery and corruption	N/A

Impact	Management Approach
<p>The Organization is committed to transacting with legitimate suppliers only. It implements a supplier accreditation policy to manage its suppliers and ensure that those suppliers comply with ethical standards. The Organization is fully aware that transacting with suppliers who are non-compliant with environmental laws and laws related to forced/child labor and human rights is against its ethical principles.</p>	<p>The properties have a supplier accreditation policy to manage their suppliers. Included in the checklist of accrediting a supplier is its environmental performance and compliance with laws and regulations. Suppliers undergo the accreditation process performed by the purchasing department and food safety officer.</p> <p>Among the considerations in the accreditation is the suppliers' environmental compliance. Included in the checklist of accrediting a supplier is its environmental performance and compliance with laws and regulations.</p>
Identified Risk/s	Management Approach
<p>Reputational damage caused by engaging with non-compliant or illegitimate suppliers.</p> <p>Changes in the practices of suppliers resulting below the minimum standard will affect the supplies.</p>	<p>An audit of suppliers is conducted to ensure that all suppliers meet the standard criteria of the organization.</p>
Identified Opportunities	Management Approach
<p>The organization can improve on this topic by incorporating other sustainable criteria in its accreditation process.</p>	<p>The management shall review and revise the accreditation policy to integrate other criteria necessary for the achievement of sustainability.</p>

Relationship with Community

1. Significant Impacts on Local Communities

DISCOVERY SHORES BORACAY		
Operations with significant (positive or negative) impacts on local communities *	Partnership with local third party suppliers and vendors **	Local Employment Hiring
Location	Malay	Malay
Vulnerable groups (if applicable)	N/A	N/A
Does the particular operation have impacts on indigenous people (Y/N)?	N	N
Collective or individual rights that have been identified that or particular concern for the community	None	None
Mitigating measures (if negative) or enhancement measures (if positive)	N/A	N/A

* (exclude CSR projects; this has to be business operations)

** (e.g. recreation activities, water sports, health and wellness)

CLUB PARADISE PALAWAN		
Operations with significant (positive or negative) impacts on local communities *	Local Purchasing	Local Employment Hiring
Location	Coron	Palawan Province
Vulnerable groups (if applicable)¹	N/A	N/A
Does the particular operation have impacts on indigenous people (Y/N)?	N	N
Collective or individual rights that have been identified that or particular concern for the community	None	None
Mitigating measures (if negative) or enhancement measures (if positive)	N/A	N/A

* (exclude CSR projects; this has to be business operations)

¹ Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)

Relationship with Community

2. For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available:

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
FPIC process is still undergoing	-	#	-	#
Certifications Preconditions secured	-	#	-	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
FPIC process is still undergoing	1(Tagbanua)	#	-	#
Certifications Preconditions secured	None	#	-	#

Identified Risks	Management Approach
Disputes against the indigenous people may arise as they fear that they may lose their livelihood thinking that fishing grounds will be affected by the resort's operation.	<p>We are presenting the proposal of the water lease to the IP's for their appreciation and information through National Commission on Indigenous People (NCIP) informing them that the main purpose of the project is intended for the sustainability and protection of the marine environment and their fishing grounds as well.</p> <p>The Organization ensures that it maintain a good relationship with the local communities including the indigenous group nearby the properties.</p>
Identified Opportunities	Management Approach
Further development in the properties as approved by the authorized government bodies will help the community to uplift people's lives while maintaining sustainability in the environment.	The organization offers livelihood opportunities to its community through local employment and partnership with local third party suppliers and vendors (e.g. recreation activities, water sports, health and wellness) and engages them in promoting protection to environment and natural resources.

Customer Management

1. Customer Satisfaction

DISCOVERY SHORES BORACAY			
Disclosure	Score		Conducted by third party conduct? (Y/N)?
	2021	2022	
Customer satisfaction	91.5%	94.4%	Yes. Review Pro* conducted the survey

CLUB PARADISE PALAWAN			
Disclosure	Score		Conducted by third party conduct? (Y/N)?
	2021	2022	
Customer satisfaction	90.0%	87.5 %	Yes. Review Pro* conducted the survey

* - Independent Online Property reputation survey- subscription basis

Impact	Management Approach
<p>Customer satisfaction is a conversion of the acceptance and delight of the services and products that the company offers. High customer satisfaction results in customer retention and well-built brand reputation this is what drives the Organization to make all its guests experience the service that's all heart.</p> <p>The company steadily receives good customer satisfaction ratings from an independent party. The Organization also values customer feedback which can help in making or enhancing its strategies when it comes to customer management.</p>	<p>The company monitors customer feedback it receives through independent online surveys such as Review Pro, Trip Advisor, and Preferred Hotels & Resorts.</p> <p>Attention and reply to these feedbacks and reviews on different platforms are being timely administered. The company values customers' feedback as a mechanism to improve its product and services.</p>
Identified Risks	Management Approach
<p>Negative customer feedback may bring bad reputation/brand perception on the company.</p>	<p>The organization constantly provides sufficient trainings and seminars to employees on handling customer's feedback. It also implements the following to protect its reputation in the hospitality industry.</p> <ul style="list-style-type: none"> ➤ Online reputation management ➤ Social Media content enhancements ➤ Promotion of service excellence ➤ Disclosure of awards and recognitions
Identified Opportunities	Management Approach
<p>Negative feedback from customers can be taken by the organization as a means in improving its product and services for strong market standing and increase in market share and value.</p>	<p>Areas for improvements can be identified and acted upon by gathering information regarding feedback to the organization's product and services.</p>

Customer Management

2. Health and Safety

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#	0	#
No. of complaints addressed	0	#	0	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#	0	#
No. of complaints addressed	0	#	0	#

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

Impact	Management Approach
<p>The Organization have not received or substantiated any complain on health and safety as it ensures consistent application of standards in all aspects of the operation.</p> <p>The organization ensures compliance with Health and Safety standards in its products and services through the implementation of its Health and Safety Policies and Procedures to protect the health and safety of the employees and customers.</p>	<p>Policies and Procedure for Food Borne Illnesses is also in place. F&B Manager and/or F&B Supervisor is responsible in gathering information from the complainant, and to ensure that all food-borne incidents are investigated, concluded, action taken and closed on a timely manner.</p> <p>All employees are responsible to treat guests' complaints seriously by immediately reporting it to the property manager, and are also trained on all health and safety guidelines on COVID-19 pandemic implemented by the local government unit.</p>
Identified Risks	Management Approach
<p>Violations, penalties, and damage to brand reputation due to non-compliance or failure to attain health and safety standards.</p> <p>Continuous threat of COVID-19 may still affect the operations of the properties by putting the employees' and customers' health and safety at risk.</p>	<p>The Organization is monitoring at all times the strict implementation of all health and safety procedures.</p> <p>Strict compliance on the health and safety protocols imposed by the local and national government should be observed.</p>
Identified Opportunities	Management Approach
<p>As part of enhancing customer satisfaction, addressing and resolving conflict/complaints relating to health and safety from the customers should be managed promptly and without delay.</p>	<p>Properties shall make all their employees aware of their health and safety policies and procedures to ensure prompt assistance to customers' complaint on health and safety.</p>

Customer Management

3. Marketing and Labelling

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of substantiated complaints on marketing and labelling*	0	#	0	#
No. of complaints addressed	0	#	0	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of substantiated complaints on marketing and labelling*	0	#	0	#
No. of complaints addressed	0	#	0	#

Impact	Management Approach
<p>The Organization have not received or substantiated any complain on marketing and labelling.</p> <p>The Organization values high standards in promotional marketing and labelling thus, it guarantees that all activities in line with the marketing of the Organization's product and services are compliant with all the requirements.</p>	<p>The organization has its Grievance Handling Policies & Procedures (P&P's) to resolve any complaints from the guest and other stakeholders. Several channels are also available to formally receive complaints from guests and other stakeholders.</p> <p>In case of substantiated complained, to appease the guests, the property creates special offers.</p>
Identified Risks	Management Approach
<p>Unclear sales promotion mechanics often lead to customer complaints giving the public an impression that the company is giving false advertisement.</p> <p>Social media are now being used by many to raise their complaints with the result of damaging the public image of the organization without raising directly to the properties first.</p>	<p>Though social media is not the proper venue to raise complaints, the organization reaches out to the complainants to address their concerns and proper explanations are made to the guest and immediate updating of the advertisements is done to avoid future complaints.</p>
Identified Opportunities	Management Approach
<p>Complaints from customers can be useful to the organization by using this as a tool in developing and enhancing company's practices in the marketing and labelling.</p>	<p>Complaints should be logged and documented by the organization and should be considered in developing business strategy.</p>

Customer Management

4. Customer Privacy

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of substantiated complaints on customer privacy	0	#	0	#
No. of complaints addressed	N/A	-	N/A	-
No. of customers, users and account holders whose information is used for secondary purposes	0	#	0	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of substantiated complaints on customer privacy	None	#	0	#
No. of complaints addressed	N/A	-	N/A	-
No. of customers, users and account holders whose information is used for secondary purposes	None	#	0	#

Impact	Management Approach
<p>The Organization highly regards the customer privacy policies as violation of such could lead to legal proceedings.</p> <p>No complaints related to customer privacy have been raised during the reporting period for the two properties. Employees always observe customer privacy in dealing with the guests.</p>	<p>The organization has its Grievance Handling Policies & Procedures (P&P's) to resolve any complaints from the guest and other stakeholders. The employees are also trained to respect customer privacy in dealing with the guests.</p>
Identified Risks	Management Approach
<p>Lack of awareness regarding data privacy may lead to data breaches.</p> <p>Penalties or legal proceedings due to violation of Data Privacy Act.</p>	<p>The Organization ensures that its registration with National Privacy Commission is monitored and updated accordingly. Data privacy programs are in place across the organization.</p> <p>Systems like anti-intrusion and penetration hardware are installed to ensure security of customer information.</p>
Identified Opportunities	Management Approach
<p>Awareness programs for all employees at all levels may be done to ensure full compliance of all data processors on the DPA.</p>	<p>Trainings initiated by NPC regarding data privacy for COPs and all data processors can strengthen its full compliance to DPA.</p>

Data Security

DISCOVERY SHORES BORACAY				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	0	#	0	#

CLUB PARADISE PALAWAN				
Disclosure	2021		2022	
	Quantity	Units	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	0	#	0	#

Impact	Management Approach
The organization strictly ensures data security in its operation by observing compliance with the rules and guidelines set by National Privacy Commission. No data security breaches have been identified since the Organization's inception.	Data Privacy Officer thru Compliance Officer for Privacy in each resort implemented various programs to promote data security and prevent data leaks, thefts and losses such as Data Privacy Program, Grievance Handling P&P's and Data Privacy Briefing as part of new employee orientation to guide each employee in the collection, retention and use of sensitive information.
Identified Risks	Management Approach
With the advent of computers and technology, data theft through cyber attack or hacking is a threat that may lead to data breaches. Data theft through cyber hacking can occur in vulnerable IT security controls.	The management through its Information Technology department promotes data security by placing IT security features. Vulnerability Assessment and Penetration Testing is performed to determine the organizations vulnerability to cyber attack and identify any additional measures to enhance data security.
Identified Opportunities	Management Approach
Relying on technology in processing information across the organization can be a great tool in making processes more efficient but the organization should ensure data security in using more advanced technology.	The management shall perform a periodic evaluation of the information system's vulnerability to allow assessments on any changes in the use of technology. Currently, the Organization is evaluating potential systems to integrate operations and accounting systems to cater more efficient processes, eliminate risk of human errors and minimize maintenance costs.

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Hotels and Resorts	Locals have access to decent work provided by the organization which results to economic growth.	Locals may limit their career development to what is available in their community.	Management ensures that employees are provided with career opportunities where they can develop and maximize their potential.
EcoPure Bottled Drinking Water	Guest and employees have access to safe and clean water. The product also promotes responsible consumption and production by using recyclable glass bottles as containers.	Club Paradise Palawan uses diesel to provide energy in running the water refilling station which may leave higher carbon footprint.	Refilling schedules are being managed to lessen the carbon footprint in the use of diesel.
CP Taranuman Farm, DSB Taramnan Farm	Through organic farming, the organization contributes to the promotion of sustainable management of land.	The farm does not require chemically made pesticides to control pest in destroying the crops which may result to reduced production.	Organic fertilizers from solid wastes are used to achieve target production from the farm at a lower cost.
Bamboo Straws, Packaging, made of paper, Binalot, Food utensils made of starch, Take-out bags made of cassava starch	Life on land (Solid Waste Reduction)	Higher overhead cost for replacing plastic with reusable and biodegradable materials.	Product prices are adjusted to recover additional overhead cost.

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Local Merchandise (Accessories, Shirts)	Selling of local merchandise provides livelihood to the locals where the property is located. It also promotes the culture of the people in the community.	Higher overhead cost due to limited supplies of merchandise from the locals.	Product prices are adjusted to recover additional overhead cost.
Extracted Water from Desalination Plant	Extracting saltwater from the sea and processing through the desalination system provides alternative source of "fresh" water for housekeeping and guest needs.	Club Paradise used diesel to provide energy in running the desalination plant, thus, contributes to increased levels of greenhouse gases.	Running the desalination plant results to lower cost due to avoided costs of purchasing freshwater from the Coron town (fuel costs, boat rental and water cost). Moreover, diesel used in running the desalination plant offsets fuel in transporting water to the island and this will also provide more access to water by the local community.
