



Viceroy Bali

SUSTAINABILITY REPORT 2025

Responsible Luxury • Environmental Stewardship • Community Impact



EXECUTIVE SUMMARY

2025 marks a significant milestone in the sustainability journey of Viceroy Bali. Our Environmental, Social, and Governance (ESG) framework continues to integrate operational excellence with the principles of responsible luxury. Through structured risk assessments, clearly defined departmental action plans, and measurable KPIs, we ensure continuous improvement across all sustainability pillars.

Key Achievements 2025

- Strengthened monthly monitoring of energy and water consumption
- Implemented preventive maintenance and efficiency optimization programs
- Expanded waste segregation and on-site composting initiatives
- Formalized sustainability risk register with clear ownership
- Enhanced employee training and strengthened local sourcing practices



ENERGY MANAGEMENT

Energy consumption at Viceroy Bali is closely monitored on a monthly basis, aligned with occupancy trends. Preventive maintenance and energy-efficiency initiatives ensure optimal equipment performance while minimizing environmental impact.

Our transition toward full LED usage and ongoing efficiency upgrades reflects our commitment to reducing carbon footprint.





ENERGY MANAGEMENT

Indicator	Unit	2025	Target 2026	Remarks
Total electricity usage	KWH	1,691,460	↓3%	monthly monitored & according to occupancy rate
Energy per occupied room	KWH/room	382.479	↓3%	consumption can rise and fall depending on occupancy in each villa
LED usage covered	%	95%	100%	Phase replacement



WATER MANAGEMENT

Water stewardship remains a priority, particularly within the environmentally sensitive region of Bali. Monitoring systems, irrigation optimization, and leak detection protocols are actively implemented.

Guest engagement initiatives, including linen reuse programs and water-saving devices, further support conservation efforts.





WATER MANAGEMENT

Indicator	Unit	2025	Target 2026	Remarks
Total water consumption	m ³	15051	↓ 5%	Meter reading & following guest occupancy at the villa and guest visits to the restaurant
Water per guest night	L	250	↓ 3%	Linen reuse SOP, Gardening SOP, signage
Rooms with water-saving devices	%	60%	100%	Gradual installation



WASTE MANAGEMENT

Our waste management strategy emphasizes reduction, segregation, and circularity. Organic waste is processed through composting systems and repurposed for landscaping, while non-organic and residual waste are managed through licensed vendors.

Kitchen operations actively monitor food waste, with surplus redirected responsibly.





WASTE MANAGEMENT

Indicator	Unit	2025	Target 2026	Remarks	Photo
Total waste generated Nov-Dec 2025	Kg	6918	↓ 5%	It seems we are producing 113Kg per day, we hope this could rducing minimum 5% for nex year. We keep	
Organic waste	Kg	725	maximize composting in the hotel, currently we have 2 concreet	Used for garden and the rest to landfill	
Non Organic waste	Kg	370	↓ 5%	pick up by vendor to landfill	
Residu Waste	Kg	1168	↓ 5%	pick up by vendor to landfill	
Wet Organic waste	Kg	4655	↓ 5%	Chef to make sure control food waste, meantime the waste pick up by vendor for piggy food	

BIODIVERSITY



We are committed to preserving and enhancing local biodiversity by prioritizing native plant species and maintaining a strict no-land-clearing policy.

Beyond the property, Viceroy Bali supports environmental conservation initiatives, including mangrove planting programs in coastal areas.



BIODIVERSITY



Program	Description	Status 2025	Evidence
Native plant usage	Local plant species in landscaping	Completed	Plant list available
Mangrove plant Conservation	Support mangrove plantation in Jimbaran with Bendega on 10 Feb 2026	Completed	MOU has been signed both parties
Chemical reduction	Minimize use of chemical, mixed with water if needed	Implemented	Document No: VB/SOP-SUS/023
Green area protection	No land clearing policy	Implemented	Document No: VB/POL-SUS/011



EMPLOYEES

Our people are at the core of our sustainability journey. With 97% local employment, we actively contribute to community development. Training programs, safety initiatives, and performance frameworks ensure continuous professional growth and engagement.





EMPLOYEES

Indicator	Unit	2025	Target 2026	Remarks
Total employees	Person	207	maximize existing staff, so as not to be overloaded and incur high costs	increase training staff to increase resources and maximum work motivation
Local employees	Person	97%	≥ 80%	Community support
Sustainability training Session/year	per year	2x	≥ 2	Attendance list

COMMUNITY ENGAGEMENT



We actively engage with local communities through cultural support, local sourcing, and regular participation in village activities.

Partnerships with local SMEs and cultural groups strengthen our social impact and preserve Balinese heritage.



COMMUNITY ENGAGEMENT



Activity	Beneficiary	Frequency	Evidence
Local supplier usage	Local SMEs	Implemented	Supplier list, Policy and SOP
Village participation	Nearby village	Monthly clening and cultural support	Photos / MoM
Cultural support	Cultural groups	Implemented	Perform regularly



GUEST ENGAGEMENT

Guests are invited to participate in our sustainability journey through awareness initiatives, including in-room information, linen reuse programs, and locally inspired dining experiences.





GUEST ENGAGEMENT

Initiative	Description	Implemented (Yes/No)	Evidence
Towel & linen reuse	Guest opt-in program	Yes	In-room signage / Doc No:VB/SOP-SUS/026
Sustainability info	Guest awareness	Yes	QR /Letter in room Directory and Signage
Local menu options	Seasonal sourcing	Yes	Menu list available

GOVERNANCE & COMPLIANCE

We maintain full compliance with Indonesian regulations and conduct both internal and external audits to ensure operational integrity.

Our governance framework integrates risk management, compliance monitoring, and continuous improvement initiatives.



GOVERNANCE & COMPLIANCE



Area	Requirement	Status	Evidence
Environmental permits	Local regulation	Compliant	Permit copy / Document No: 660/703/DLH.1/2025
Labor compliance	Annual audit	Compliant	<ul style="list-style-type: none"> - HR records, SOP Hiring process, - Minimum Wage and Wage Scale Structure
External audit	Indonesian law	Conducted by Disnaker / Labor Department	Audit Results: <ul style="list-style-type: none"> - Recommendations for the Establishment of a Bipartite LKS and PPKS Task Force
Internal Audit	Indonesian law	Conducted by Internal Ahli K3 Umum	Audit Results: Recommendations: Enroll employees in certification as: <ul style="list-style-type: none"> - Firefighters - Electrical Engineers - First Aid Officers



ACTION PLAN

Action	Responsible	Timeline	KPI (Key Performance Indicator)	Status
Reduce energy usage	Engineering	2026	-5% kWh	Implemented
Improve waste segregation	HK	Q2 2026	≥ 40% compost	Implemented
Staff sustainability training	HR	Q1-Q4 2026	100% staff	Implemented, 40% progress



ENVIRONMENTAL STEWARDSHIP

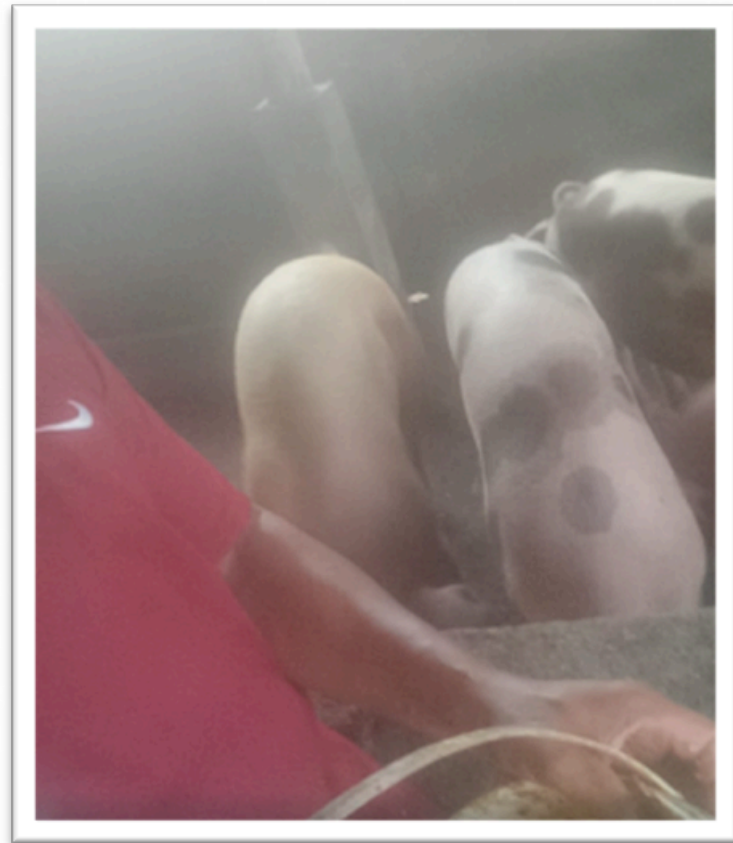
Our environmental strategy focuses on:

- Energy efficiency
- Water conservation
- Waste circularity

These initiatives are embedded into daily operations to ensure long-term sustainability.



ENVIRONMENTAL STEWARDSHIP



ENVIRONMENTAL STEWARDSHIP





SOCIAL RESPONSIBILITY

We foster a supportive and inclusive workplace while contributing positively to surrounding communities. Employee development and community engagement remain key pillars of our ESG strategy.



GOVERNANCE & RISK MANAGEMENT



Our Sustainability Risk Assessment framework identifies and evaluates risks based on impact and likelihood, with clearly defined mitigation measures and responsible departments.





GOVERNANCE & RISK MANAGEMENT



GOVERNANCE & RISK MANAGEMENT





2025 KPI DASHBOARD

Metric	2025 Status	Monitoring Frequency
Energy Consumption	Monthly Tracking Active	Monthly
Water Usage	Leak Monitoring Active	Monthly
Waste Diversion	Segregation & Composting Active	Monthly Audit
Employee Training	Structured Calendar Active	Quarterly



SDG ALIGNMENT

SDG 6 – Clean Water & Sanitation	SDG 7 – Affordable & Clean Energy	SDG 8 – Decent Work & Economic Growth
SDG 12 – Responsible Consumption & Production	SDG 13 – Climate Action	



LOOKING AHEAD TO 2030

Viceroy Bali remains committed to:

- Renewable energy exploration
- Advanced water reuse systems
- Circular waste solutions
- Enhanced ESG transparency

Our roadmap prioritizes measurable impact while maintaining the essence of sustainable luxury hospitality.