



InterContinental Fiji Golf Resort & Spa

Journey To Tomorrow

Summary of Q3 2025 Activities
InterContinental Fiji Golf Resort & Spa

A Message From Our General Manager



About this Quarterly Journey to Tomorrow report

At InterContinental Fiji Golf Resort & Spa, our colleagues do great work to protect our environment and improve our community every day. Feedback from our guests is that they want to know more about these initiatives, therefore our Sustainability Committee will prepare a quarterly report that lists all the activities and initiatives that take place.

This report features information and data from our social and sustainability activities, which are led by our dedicated Sustainability Committee and Diversity, Equity & Inclusivity (DE&I) Committee unless otherwise specified. All financial figures are presented in F.J. dollars. Please note that the information provided in this report is not a guarantee or promise of future results, business activities, or performance.

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As we reflect on Quarter 3, 2025, I am proud to highlight the continued dedication, innovation, and community engagement demonstrated across our FNPF-owned IHG properties in Fiji, InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, Holiday Inn Suva, and Natadola Bay Championship Golf Course. This quarter has been marked by initiatives that reinforce our commitment to the IHG Journey to Tomorrow framework, spanning our pillars of people, planet, and communities.

Our focus on developing local talent remains strong. Senior leaders successfully completed the global IHG RISE program, accelerating female representation in senior operational roles. Through our ongoing partnership with Leadership Fiji, we also supported emerging leaders across the cluster, strengthening our internal talent pipeline and nurturing the next generation of hospitality professionals. Further, participation in the University of the South Pacific Open Day allowed us to inspire students and address the post-COVID decline in interest in hospitality careers, showcasing the diverse opportunities available within IHG.

The quarter also celebrated colleague engagement and well-being. Our annual Family Fun Day brought together over 600 family members for a day of connection and shared experiences, reinforcing the importance of workplace culture and community spirit. Housekeeping Week recognised the dedication of our frontline teams, combining fun activities, team-building, and well-deserved recognition. We also proudly supported World Heart Day, lighting up all three hotels in vibrant red as a powerful symbol of solidarity for cardiovascular health.

Our commitment to giving back continued to flourish. Through Giving for Good Month, the Cup of Kindness initiative, school visits, and targeted charitable contributions locally and across the region, we were able to raise significant funds, support critical community causes, and empower future generations. Initiatives such as the charity golf day, food pack distributions, and contributions to healthcare and educational institutions demonstrate the meaningful impact that collective action can achieve.

Sustainability efforts also remained a key focus. The Litter for a Latte program continued to engage colleagues and guests in coastal and marine clean-ups, with 127.32 kg of litter removed this quarter. At the resort farm, our established crops delivered a rich harvest of passion fruit, bongo chillies, rockmelon, and coriander, contributing to our farm-to-table culinary offerings. Plans for the expansion of the herb garden and introduction of a hydroponic system are progressing, ensuring continued innovation in sustainable sourcing and environmental stewardship.

Collectively, these initiatives exemplify our unwavering commitment to building a thriving workplace, supporting local communities, and championing sustainable practices. I am proud of the dedication and passion demonstrated by our colleagues, guests, and partners, which continues to strengthen our reputation as a responsible and forward-thinking hospitality leader in Fiji and the region.

Lachlan Walker

A handwritten signature in blue ink, appearing to read 'Lachlan Walker', positioned below the printed name.

Regional General Manager Fiji & Pacific

Developing Local Talent

JULY

In line with IHG Hotels & Resorts' Journey to Tomorrow commitments, FNPF-owned IHG Hotels, including InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, and Holiday Inn Suva, have continued to strengthen local leadership capabilities through structured development initiatives.

A key achievement in 2024 was the selection of four senior female leaders into the global IHG RISE program, the company's flagship pathway for accelerating women into senior hotel leadership roles. In July, all four successfully completed the program: three Fiji-based leaders, Elizabeth Taubaleitoga, Kirti Chand, and Alini Muai, graduated locally, while Nancy Chute completed the program with her new team in Papua New Guinea, where she now serves as Hotel Manager. Their advancement reflects measurable progress toward IHG's goal of increasing female representation in senior operational roles across the region.

The hotels also maintained their long-standing partnership with Leadership Fiji, a nationally recognised program that develops emerging leaders. Three colleagues were selected for the program this year: Krishnil Prasad - Cluster Marketing Manager; Rajnesh Prasad - Manager Finance & Business Support at Holiday Inn Suva; and Andrew Krishna - Front Office Manager at the Grand Pacific Hotel. Their involvement supports IHG's objective of building a strong internal talent pipeline and equipping high-potential employees with broader leadership perspectives.

Collectively, these initiatives demonstrate IHG's sustained investment in local talent and its commitment to developing future leaders across Fiji's hospitality sector. Through targeted leadership programs and strategic partnerships, the FNPF-owned hotels continue to create pathways for career progression, strengthen organisational capability, and contribute to long-term community and industry development within Fiji.



Commitment to Sustainable Sourcing - Resort Farm

JULY - SEPTEMBER

InterContinental Fiji Golf Resort & Spa's resort farm remains a cornerstone of the IHG Journey to Tomorrow framework, reflecting the resort's commitment to sustainable practices across people, planet, and communities.

In Quarter 3, the farm continued to yield a rich variety of fresh, seasonal produce for guests, highlighting the success of its established crops. Harvest figures this quarter include:

- Passionfruit: 121.65kg
- Bongo Chillies: 10.65kg
- Rockmelon: 20.3kg
- Coriander: 13.45kg

These harvests contribute directly to the resort's vibrant farm-to-table culinary offerings, giving guests fresh flavours sourced straight from the land.

Plans continue for the expansion of the herb garden and the upcoming hydroponic system, which will further enhance self-sufficiency, reduce food wastage, and strengthen sustainable sourcing practices. These developments ensure the resort not only delights guests with fresh, seasonal produce but also actively supports local ecosystems and long-term environmental sustainability.



Litter for a Latte Beach Cleanups

JULY - SEPTEMBER

Throughout Quarter 3, the Resort maintained strong engagement in coastal preservation through our ongoing Litter for a Latte weekly beach clean-ups, and dedicated dive clean-ups at Natadola Bay. Colleagues and guests continued to participate actively, reinforcing the shared responsibility we place on protecting our natural environment.

Across the quarter, a combined total of 127.32 kilograms of litter was collected through both land-based beach clean-ups and our underwater dive clean-ups. This consistent effort reflects meaningful progress in reducing waste along our coastline and supporting the health of our marine ecosystem.

These continued actions highlight our commitment to responsible tourism and reflect the principles of the IHG Journey to Tomorrow, ensuring that Natadola Bay remains a pristine and thriving environment for our community, guests, and future generations.



USP Open Day – Inspiring Future Hospitality Leaders

AUGUST

InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva and Holiday Inn Suva participated in the 2025 University of the South Pacific Open Day at both Laucala and Lautoka campuses. The participation formed part of IHG's broader strategy to inspire local talent and strengthen the pipeline of future hospitality professionals in Fiji.

The initiative specifically targeted high school students, addressing the ongoing post-COVID decline in interest in careers in hospitality. Through interactive engagement at the IHG booth, students were introduced to the diverse opportunities available within the sector and encouraged to consider rewarding career pathways with IHG.

To further engage attendees, the team hosted quizzes and activities with prizes, including:

- Complimentary stays at InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel, or Holiday Inn Suva
- Breakfast vouchers at Crowne Plaza Nadi or Holiday Inn Suva
- A Kanavata Dinner at Grand Pacific Hotel

The initiative not only showcased the career opportunities within IHG but also reinforced the company's commitment to local talent development, education, and workforce sustainability. By directly connecting with students, IHG continues to build awareness of hospitality as a viable and rewarding profession, while contributing to the long-term growth and capability of Fiji's tourism sector.



Annual Family Fun Day

AUGUST

On Friday, 29 August, InterContinental Fiji Golf Resort & Spa hosted its annual Family Fun Day, welcoming over 600 family members for a day of connection, engagement, and celebration. The event featured beachside games, bouncy castles, friendly competitions, and shared experiences, creating meaningful opportunities for colleagues and their families to connect outside of the workplace.

Launched in 2022, the Family Fun Day has quickly become a much-anticipated tradition, reflecting IHG's commitment to colleague wellbeing, engagement, and fostering a strong organisational culture. By providing opportunities for recreation, connection, and family involvement, the initiative supports the people pillar of IHG's Journey to Tomorrow, demonstrating how investment in employee engagement contributes to a positive, inclusive, and motivated workforce.

The event reinforced the importance of recognising and celebrating our colleagues, while also strengthening community spirit within the workplace. Family Fun Day continues to play a key role in nurturing a happy, engaged, and supported team, contributing to long-term organisational capability and a thriving workplace culture at Natadola Bay.



School Visits – InterContinental Fiji Golf Resort & Spa

At InterContinental Fiji Golf Resort & Spa, our commitment to supporting neighbouring communities continues to guide our outreach efforts, particularly in the areas of education and youth development.

In August 2025, the Meble family visited Malomalo Primary School and kindly donated a range of storybooks to the students. Their contribution provided engaging and age-appropriate reading materials, helping to strengthen literacy and inspire a love of storytelling among young learners.

Acts of generosity like this highlight the meaningful connections formed between our guests and the communities we serve. When visitors choose to give back, they create a lasting impact, opening doors to knowledge, confidence, and opportunity for Fiji’s future generation.

We extend our sincere appreciation to the Meble family for their kindness and for supporting our ongoing mission to empower local schools and young people through education-focused initiatives.

Interested in participating? Email Hr.Fiji@ihg.com



Giving for Good Month - September

SEPTEMBER

Communities across Fiji benefited significantly from Giving for Good Month 2025, IHG Hotels & Resorts' annual global initiative encouraging colleagues to volunteer, fundraise, and support causes that matter to their communities. FNPF-owned IHG Hotels, InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, Holiday Inn Suva, and Natadola Bay Championship Golf Course brought the initiative to life with a series of community-driven activities that united guests, colleagues, and partners.

Key highlights included the Giving for Good Charity Golf Day at Natadola Bay Championship Golf Course, which raised FJ\$40,000 for Sigatoka Hospital, while the Carpark Café at Grand Pacific Hotel Suva contributed FJ\$10,000 to the same cause. Cup of Kindness Coffee Days also generated FJ\$2,500 for each of the following non-profit organisations: Chevalier Hostel, St Christopher's Home, Sigatoka School for Special Education, and Moana Saint Clare Boys' Home.

In addition to fundraising, the hotels supported a range of hands-on community initiatives that brought together guests, colleagues, and partners. These included providing lunches and venue assistance for the 11th Annual Fiji Girls Surf Clinic at Natadola Bay, as well as participating in the Frank Hilton Organisation's Bara Battle (Wheelbarrow Race) to support children with disabilities. A further 450 food packs were distributed to those for whom the streets are home across Nadi Town and Suva City, providing comfort and sustenance to some of the city's most vulnerable residents.

Overall, these activities raised tens of thousands of dollars and delivered meaningful, measurable impact across multiple communities. By connecting world-class hotels, guests, and local organisations, Giving for Good Month 2025 demonstrated how collective generosity, from coffee donations to golf events, can create lasting positive change. FJ\$50,000 has been earmarked for improvements at Sigatoka Hospital, with repairs and upgrades to be delivered in consultation with hospital management.



Cup of Kindness Coffee Sales

AUGUST - SEPTEMBER

Throughout Quarter 3, 2025, InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, and Holiday Inn Suva continued to advance community support efforts through the Cup of Kindness initiative, reinforcing our commitment to meaningful social impact under IHG's Journey to Tomorrow framework.

On selected Fridays, all coffee sales from the three FNPf-owned IHG properties are donated in full to local non-profit organisations.

Quarter 3 Summary:

- **Total Funds Raised: FJ\$16,200**
- Non-Profit Organisations:
 - [Homes of Hope](#) – FJ\$6,200
 - [Chevalier Training Centre](#) – FJ\$2,500
 - [St Christopher's Home](#) – FJ\$2,500
 - [Sigatoka Special School](#) – FJ\$2,500
 - [Moana Boys Home](#) – FJ\$2,500

The Cup of Kindness initiative continues to be an integral component of our social impact efforts, reflecting the shared commitment of our colleagues and guests to uplift local communities.



Housekeeping Week

SEPTEMBER

Housekeeping Week 2025 was celebrated across FNPF-owned IHG Hotels in Fiji, including InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, and Holiday Inn Suva, highlighting the incredible teams that keep our hotels running smoothly behind the scenes. The week-long celebrations highlighted IHG's commitment to employee engagement, wellbeing, and recognition of our frontline colleagues.

At InterContinental Fiji Golf Resort & Spa, the housekeeping teams enjoyed a fun and engaging team-building session at the award-winning Natadola Golf Course, blending recreation with bonding and skill development. Across the Suva properties, colleagues participated in games, activities, and contests designed to celebrate their dedication and daily contributions to the guest experience.

Each hotel concluded the week with a special dinner, offering a meaningful opportunity for colleagues to come together, reflect on the week, and receive well-deserved recognition.

Through these celebrations, IHG Fiji reinforced a culture of appreciation and engagement, strengthening morale, team cohesion, and operational excellence across all properties.



Charity & Community Support

In Quarter 3, InterContinental Fiji Golf Resort & Spa continued to demonstrate its commitment to purposeful community engagement through a series of impactful charitable partnerships and leadership involvement.

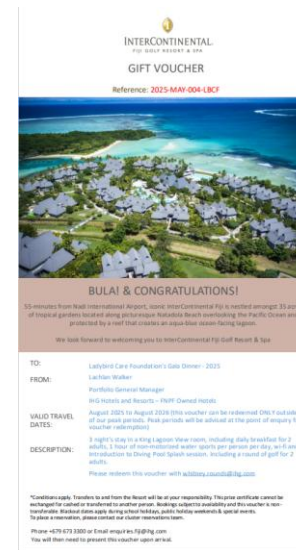
Locally, the resort supported the International School Nadi by donating a two-night stay in a Lagoon View Suite, including a round of golf for two. This contribution supported the school's community-focused fundraising initiatives and reinforced our ongoing connection with local educational organisations.

In addition, our Regional Director of Human Resources, Alvin Prasad, attended the national launch of Childhood Cancer Awareness Month on behalf of Lachlan Walker, Regional General Manager, Fiji & Pacific, joined by Walter Alexander, Director of Sales at the Grand Pacific Hotel. Their presence at the event alongside the then Deputy Prime Minister, Manoa Kamikamica, underscored our engagement in national conversations on child health advocacy and reinforced our leadership's commitment to supporting initiatives that address critical social issues impacting Fijian families.

Our community impact also extended beyond Fiji, through targeted support for charitable organisations across the region. For the Ladybird Care Foundation in Australia, an organisation offering peer mentoring for parents who have lost a child, we donated a major accommodation package for their annual gala fundraiser.

Similarly, we partnered with Breast Cancer Cure New Zealand through their flagship, Fashion for a Cure event in Christchurch. A three-night stay in a Lagoon View Room for two adults, inclusive of breakfast and a round of golf, was donated to support their high-profile auction. The event engaged influential leaders, designers, and philanthropists, providing valuable visibility for the resort through printed catalogues, digital bidding platforms, large-format gallery screens, and pre-event communications.

Collectively, these initiatives demonstrate InterContinental Fiji's continued commitment to giving with purpose, supporting causes that uplift children, families, and communities while strengthening our reputation as a responsible hospitality leader both locally and across the region.



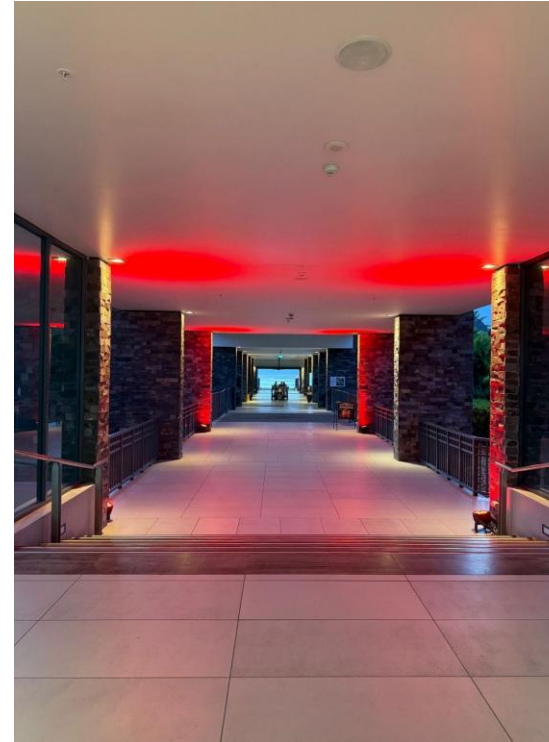
World Heart Day

SEPTEMBER

As part of our commitment to advancing community health and wellbeing, all three FNPF-owned IHG Hotels, InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, and Holiday Inn Suva, participated in World Heart Day through a powerful and highly visible display of support.

Throughout the month of September, each hotel was illuminated in vibrant red, symbolising awareness, solidarity, and a unified stand for cardiovascular health. The red display served as a striking visual reminder of the importance of heart health, especially as cardiovascular disease remains a growing concern in Fiji. By lighting up these iconic properties for the entire month, the hotels helped spark meaningful conversations among guests, colleagues, and the wider community, encouraging individuals to prioritise preventive care and healthier lifestyle choices.

This initiative also reinforced the hotels' role as active contributors to national health advocacy. Beyond providing hospitality experiences, the properties demonstrated their commitment to social responsibility by aligning with international awareness campaigns and using their public presence to support causes that impact families across the country.





Thank You