



Naidiri Primary School

Journey To Tomorrow

Summary of Q1 2023 activities
InterContinental Fiji Golf Resort & Spa

JANUARY – MARCH 2023

A Message From Our Area General Manager - South Pacific



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.

Please note: Certain images in this Report may not be authorised for use other than intended for the specified audience of this report.

I am excited to share news about our ongoing [Journey to Tomorrow](#) initiatives, which includes environmental sustainability, employee wellbeing, diversity, equity and inclusion. These efforts demonstrate IHG's deep commitment to driving social impact in the areas where we operate, including our resort.

In January 2023, InterContinental Fiji Golf Resort & Spa (ICF) set up a Sustainability Committee which includes volunteer colleagues across all departments of the resort. The mission of the committee is to continuously improve the lives of people who live in the local community around Natadola Bay. The committee's objectives include implementing environmental sustainability initiatives at the resort, improving the lives of those living in Sanasana Village and the surrounding community, collecting donations for the Community Care Fund, and investing the funds into projects that target four key pillars:

- Education
- Wellbeing
- Environmental sustainability
- Infrastructure

The Sustainability Committee meets once a month to track progress on initiatives and ensure staff members and guests are given the opportunity to participate. We are proud to report that we have made progress in reducing our environmental footprint, and we remain committed to driving further improvements in this area. All donations collected and spent will be reviewed through our annual audit process for the resort.

Meanwhile, our Diversity, Equity & Inclusion (DE&I) committee has been championing diversity and inclusion within our organisation. We recognise that a diverse and inclusive workplace is not only the right thing to do, but it also creates a positive and productive work environment. We have made strides in recruiting and promoting diverse talent and creating an inclusive culture where everyone can thrive. Some activations in Q1 2023 include commemorating religious events at work, International Women's Day and many more are planned throughout the year.

We would like to express our gratitude to our colleagues, guests, owners, and all others who have supported us and played a crucial role in maintaining our sustainability and social impact initiatives. Although we are a global company, we recognise the importance of each of our 564 colleagues who execute our culture of providing True Hospitality for Good.

At InterContinental Fiji Golf Resort & Spa, we remain dedicated to upholding our values of sustainability, diversity, equity, and inclusion. We are committed to creating a brighter future for our team members, guests, and the planet.

Thank you for your continued support.

Lachlan Walker

Area General Manager – South Pacific

January Townhall

JANUARY 2023

During our January colleague Town Hall, we celebrated and acknowledged the diversity of our colleagues' religious beliefs. To foster a welcoming and inclusive environment, the Resort invited leaders from different faith-based organizations to engage in a communal prayer session to start the year.

The session was led by a Pundit, Talatala, and Molbi, representing the Hindu, Christian, and Muslim faiths respectively. This event promoted understanding and respect for each other's beliefs, emphasizing our commitment to diversity and inclusion.

Our company values the differences that make each of us unique, and we will continue to support and celebrate our colleagues' diverse beliefs. We look forward to creating more opportunities to appreciate the diversity of our colleagues.



Launch of Community Care Fund

FEBRUARY 2023

InterContinental Fiji Golf Resort & Spa has reactivated our 'Community Care Fund' program after COVID-19, where guests staying at the Resort can opt-in to donate FJ\$2.00 per room per night. All the funds collected through this initiative go towards investment into the education, well-being, environmental sustainability, and infrastructure of the local community.

In previous years, InterContinental Fiji Golf Resort & Spa team members have invested Community Care Funds and volunteered to help improve Malomalo Primary School by painting buildings, repairing broken chairs and desks, replacing rusty window frames and installing a new roof. In September 2011, electricity and water were also connected to the school and more notably the construction and opening of a brand-new kindergarten at the school. The Fiji Water Foundation and donations from past resort guests jointly funded the FJ\$70,000 kindergarten project. Designed and built to Australian standards with a 'jungle theme', the preschool inspires the children's imagination outside of their typical environment.

Read more: <https://www.fiji.intercontinental.com/intercontinental-fiji-golf-resort-spa-reactivates-community-care-fund>



Diversity Equity & Inclusion Initiative – Fiji Girls Surf Clinic

FEBRUARY 2023

InterContinental Fiji Golf Resort & Spa partnered with the Fiji Surfing Association and hosted a "Fiji Girls Surf Clinic" at the resort which focused on female empowerment, learning to surf, ocean stewardship and environmental awareness.

Fiji Surfing Association President, Hannah Bennett, has been running the clinic since 2017 with the hopes of giving more young girls in Fiji the opportunity to try surfing.

All the attendees participated in a beach cleanup of Natadola beach, protecting the ocean from single use plastic waste and rubbish in nearby areas.

InterContinental Fiji Golf Resort & Spa hosted the session, provided lunch and everyone took home gift bags donated by [Rise Beyond the Reef](#), a non-profit organization focused on female empowerment.



WOWS Kids Fiji Partnership

FEBRUARY 2023

IHG Hotels & Resorts in Fiji handed over a cheque of FJ\$3000 to WOW Kids Fiji at Holiday Inn Suva in February 2023.

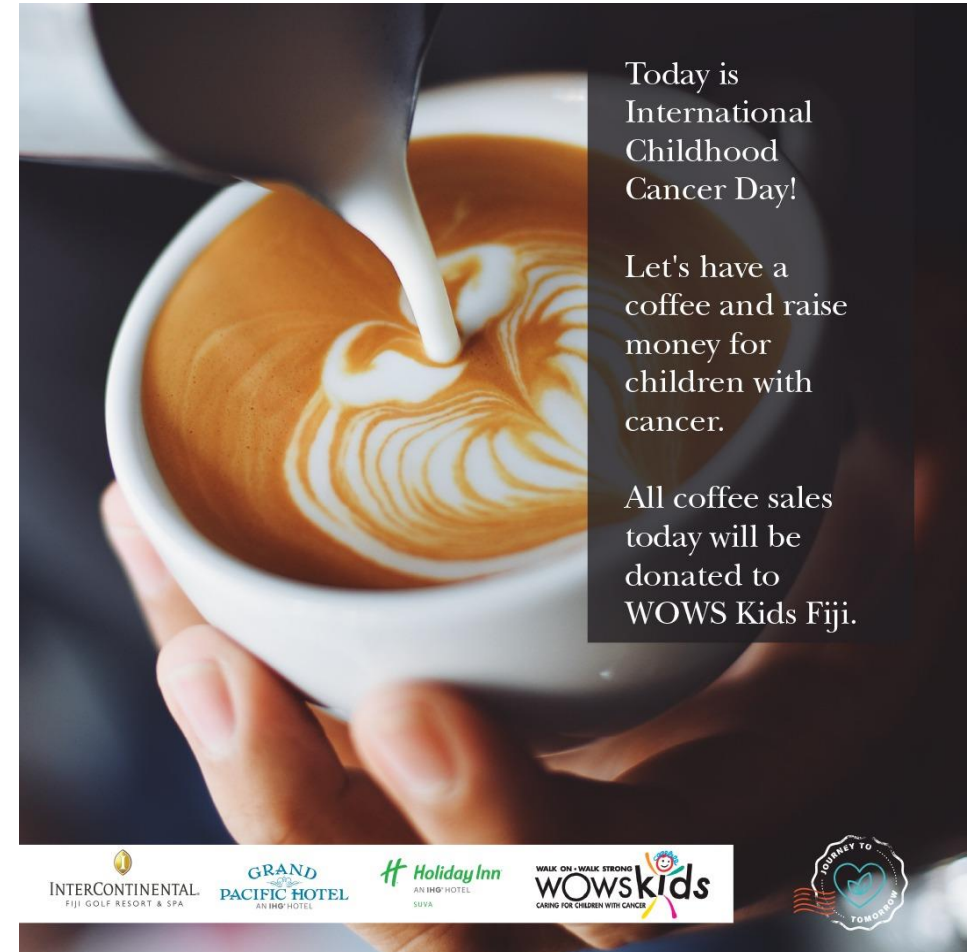
International Childhood Cancer Day is on the 15th of February 2023 and all three IHG Hotels in Fiji donated all coffee sales on the day to [WOW Kids Fiji](#). The contribution will support WOWS Kids Fiji in its ongoing efforts to provide support for children with cancer and their families in Fiji.

The donation is a part of IHG's ongoing Journey to Tomorrow initiatives, a series of ambitious new commitments to make a positive difference for our people, communities, and planet over the next decade.

Guided by IHG's purpose to provide True Hospitality for Good, the hotel chain is committed to working side by side with those who stay, work and partner with them to help shape the future of responsible travel while supporting people and making a positive difference in local communities.

Link to announcement:

[IHG Fiji Coffee Sales To Support WOWS Kids Fiji Cancer Initiatives \(intercontinental.com\)](https://www.intercontinental.com)



2023 Pride Celebration

FEBRUARY 2023

IHG Hotels & Resorts Fiji celebrated and supported the Sydney Mardi Gras, Sydney WorldPride Event and Auckland Pride Festival on the 28th February 2023.

With a deep commitment to promoting Diversity, Equity & Inclusion, we continue to champion for equality for LGBTQIA+ citizens, guests and colleagues with our commitment to creating a welcoming environment for all.

We are dedicated to improving gender balance, increasing representation of under-represented groups in leadership positions, promoting a culture of inclusion and prioritizing the wellbeing of employees and guests.



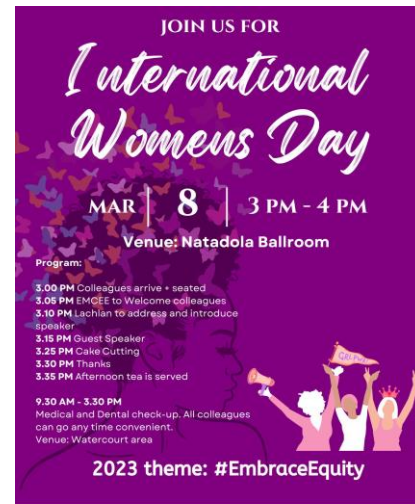
International Women's Day

MARCH 2023

The DE&I committee organised an International Women's Day event for all colleagues to acknowledge women's social, economic, cultural, and political achievements worldwide.

The event included a hosted afternoon high tea, a special recorded message from a prominent female leader in the community and a medical check arranged by the resort.

In addition, all InterContinental Fiji Golf Resort & Spa female colleagues received 2023 International Women's Day memorabilia.



Removal of single-use plastic bathroom amenities

MARCH 2023

In March 2023, InterContinental Fiji Golf Resort & Spa successfully phased out all single-use plastic bottles of bathroom amenities in our guest rooms and public areas, replacing them with bulk amenities. This initiative is expected to save up to 100,000 single-use plastic bottles from ending up in landfills each year.

Guests can still expect to access the same high-quality amenities they have come to enjoy at an InterContinental resort, including shampoo, conditioner, bath wash and body lotion, however they will now be provided in larger refillable containers. The amenities are supplied by the award-winning, locally owned and produced [Pure Fiji](#), which incorporates traditional Fijian blends and provide natural care for a discerning customer.



Plastic Free Day Competition

MARCH 2023

To celebrate National Plastic Free Day on Saturday 18th March 2023, the resort organized an interdepartmental competition whereby colleagues were encouraged to present their ideas on how we can all reduce plastic in our respective areas of work.

There were some amazing ideas ranging from plastic free administration offices, using old pillowcases to transport clean linen to rooms, digital food labels for food buffets as opposed to using laminated panels, cocktail stirrers made from sugarcane and so much more.

All ideas that were presented on the day were reviewed by the InterContinental Fiji Golf Resort & Spa Sustainability Committee with the goal to be implemented in the coming months.



Recycling Initiative

MARCH 2023

InterContinental Fiji Golf Resort & Spa has partnered with [Mission Pacific](#), a recycling program operated by Coca-Cola Europacific Partners Fiji, to minimize the environmental impact of our operations by ensuring responsible disposal of beverage packaging.

The Mission Pacific Program aims to promote sustainable practices and increase recycling rates in Fiji. InterContinental Fiji Golf Resort & Spa supports this initiative as a responsible tourism operator and is committed to educating our staff and rewarding sustainable behaviour through the program.

The resort receives a redemption fee for every PET bottle or aluminium can collected. Starting from 1 April 2023, all money raised from the recycling program will be paid into staff gratuities each month. This initiative aims to encourage colleagues to pick up rubbish around the resort and separate PET bottles and cans from general waste in all food & beverage venues.



TURN DRINK CANS & PET BOTTLES INTO CASH FOR YOU!

THE RESORT EARNS 2.5 CENTS PER CAN OR BOTTLE THAT GETS RECYCLED

COLLECT
Bottles and cans. 

RECYCLE
Separate into dedicated bins available at different venues around the Resort.

EARN
Money earned from recycling initiative will be distributed to staff tips every month.

To learn more, please contact your HR colleagues. 



Earth Hour

MARCH 2023

IHG Hotels and Resorts in Fiji celebrate Earth Hour in a grand way across its three Fiji properties, InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel and Holiday Inn Suva.

The InterContinental Fiji Golf Resort & Spa Management team conducted their daily briefing in the ocean to raise awareness about climate change and rising sea levels as part of Earth Hour. In addition to that; as part of the Resort's ongoing commitment to responsible tourism, the team organised a Green Day beach clean-up at Natadola Beach, removing waste and debris from the beach and surrounding areas, to protect the ocean and prevent dangers to the marine life.

Lights were also turned off and dimmed from 8:30pm – 9:30pm to observe Earth Hour. Candle lights were used in designated areas and there was also candlelight display in public areas.

We encouraged all our IHG One Rewards Members to sign up for the IHG Greener Stay initiative. The program encourages members to opt out of housekeeping services to reduce their environmental impact. As a reward, members receive 500 IHG One Reward points for every night they opted out of housekeeping services.

On the day, Kama Lounge & Bar introduced a zero-waste cocktail to create a delicious sustainable drink without creating food waste whatsoever.



Read more: <https://bit.ly/41mue3d>



Thank You