

An aerial photograph of a tropical coastline. The top half of the image shows clear, turquoise water with some white foam from waves breaking. Below the water is a shoreline composed of numerous large, smooth, brown and grey rocks. In the foreground, there is a dense, lush green forest. A single palm tree is visible, its fronds extending over the forest. The overall scene is serene and natural.

RESPONSIBLE TOURISM POLICY

CEMPEDAK
PRIVATE ISLAND



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This policy paper was updated by Andrew Dixon in January 2023 and is reviewed and updated annually. A copy of this paper has been translated into bahasa for staff who are not fluent in English.

INTRODUCTION

Cempedak Island is a 17ha island in the South China Sea just 12km off the southeast coast of Bintan, Indonesia. Two thirds of the island is covered in virgin rainforest and the coral reef surrounding the island is rich in marine life.

Cempedak was a deserted island when the owners acquired the titles to the property. Very little is known as to whether the island was ever occupied. The current owners are a small group of friends who were disenchanted with the standard of holiday accommodation on offer within close range of Singapore. Cultural sensitivity, vernacular design, privacy and simple luxuries seemed unheard of.

For the owners, this is their second project after having developed nearby [Nikoi Island](#) which opened in 2007. Nikoi has won, or been selected as a finalist, in a long list of sustainable tourism awards. The success of Nikoi led the owners to develop Cempedak, a bamboo built property which caters exclusively for adults, unlike Nikoi's family-friendly approach.

Instead of advertising the approach has been to donate the funds of what might have otherwise

been spent on advertising to [The Island Foundation](#), a registered charity in Singapore and Indonesia that was established in 2009 by the owners of the properties.

TIF's primary focus is education for local communities. Since its conception, 12 learning centres have been established on Bintan and the surrounding islands, 3,168 students have participated in TIF's learning program and 1,526 teachers have been trained through TIF.

In 2022, the Governor of the Riau province formally gazetted an area of 138,000 ha along the East coast of Bintan as a Marine Protected Area. Both Nikoi and Cempedak are within the boundaries of this MPA. Detailed management plans have been prepared and funding now secured from the government to see this area better managed.

In the context of the UNs Sustainable Development Goals (SDGs) the development and operation of Cempedak and Nikoi has benefited 15 of the 17 goals.



PHILOSOPHY AND APPROACH TO RESPONSIBLE TOURISM

Cempedak Island is quite unique in many respects. The concept has challenged, at all levels, the preconceived norms of what guests and stakeholders expect from a hotel or resort. From an environmentally friendly design that avoids the use of air-conditioning, to the use of fixed menus in the restaurant, to the establishment of two foundations, to the minimal use of energy and the recycling of water and waste; Cempedak has pushed the boundaries beyond which no other hotel in the region has gone. In the process, the owners have shown that responsible tourism can not only be profitable for all stakeholders but also beneficial to the environment and without guests feeling that their comfort has been compromised.

THE LONG RUN

From the outset, the owners had a strong desire to build and operate Cempedak in a sustainable and responsible manner. The owners were keen to take what had been learnt on Nikoi and improve on it. As a member of [The Long Run](#), the objective has been to try and achieve an optimal balance of Conservation, Community, Culture and Commerce (the “4Cs”). This was adopted from the outset and has been a core component of the masterplan for the property.





CONSERVATION

Cempedak's commitment to conservation is to ensure that not only is the environment protected but where it has been damaged efforts are made to restore it. An important task in protecting the environment is to educate both Cempedak's guests and the local community. There are guided nature walks and sustainability tours available for any guests who are interested. Conservation is also a component of the curriculum that is taught in the learning centres run by the Island Foundation.



BEACH CLEANS

Staff clean our beaches daily for plastic and debris that washes ashore and for many years an annual beach clean up has been organised with the local communities. In 2019, staff began coastal clean ups in collaboration with [Seven Clean Seas](#) ("SCS") and over 350 tonnes of plastic has been collected as of December 2022. When borders were closed for 2 years during the pandemic, furloughed staff from Cempedak and Nikoi who participated in the program were able to supplement their incomes. This program was so successful that it led to a permanent program being developed in conjunction with SCS. A materials sorting facility has been established in the village of Kawal and full time staff now run the program. Data collected from audits carried out on every clean up has helped identify interventions that will help reduce plastic waste from local villages entering the environment.

BIODIVERSITY SURVEYS

Regular surveys of the flora and fauna have been undertaken and are updated by a consultant naturalist and marine biologist. These surveys have helped identify 8 possible new species of fish and a number of very rare marine animals that were not known to be resident in the area or in a couple of cases had never been photographed in the wild before.

MARINE CONSERVATION AND MPAs

In 2011, a marine conservation officer was employed to help survey the reefs and marine habitat around Cempedak. The goal has been to establish a proper management plan for the Marine Protected Area (MPA) that was originally proposed by the Government in 2007. In 2018, a MOU was signed with Conservation International (CI) to help develop a management plan for the MPA. Cempedak together with external donors has funded a detailed survey of the MPA that was led by Dr Mark Erdmann from CI and Dr Gerry Allen. This effort has led to the establishment and financing of a new local marine conservation foundation called Yayasan Ecology. An expert on MPAs was engaged to help the local government develop a plan that will benefit all stakeholders. In 2019, a 3 year work plan was agreed with the Fisheries Ministry and other stakeholders to help implement a management plan for the MPA. With support from CI and Yayasan Ecology, local stakeholders were consulted, a management plan was prepared and the boundaries of the existing MPA were amended. In 2022, the revised area was formally gazetted by the local Governor. This was a first for the area and will provide a template for other proposed neighbouring MPAs.

The conservation team on Cempedak supports the work of the local fisheries department and the marine biology department at the local university through providing students with access to the island and equipment for research purposes. In addition, students and professors from the local university joined the survey work led by CI so they could learn from some of the leading marine biologists in the field.

Cempedak's staff regularly patrol the beaches to look for sea turtle nests. When a nest is found, the team fence the area to protect them from predators. This effort has resulted in thousands of hatchlings making it safely to the sea. So successful have our conservation efforts been that we have recently seen the critically endangered short clawed sea otters return to Cempedak to nest.



The area outlined in red marks the Bintan's MPA and covers an area of 12,100sq km, an area which is more than 16x the size of Singapore.



ENERGY REDUCTION

Cempedak's owners want to show that luxury does not need to be a room full of electronic gadgetry and fancy fittings. Instead, they believe that simplicity, privacy, space and honest and friendly service are the pinnacle of real luxury.

Total energy and water consumption levels are well beyond best practice. After the experience of operating Nikoi, the owners were sure to install the latest technology on Cempedak to reduce the impact on the environment.

A 53kWp solar PV array and battery bank allows the island's generator to be switched off for less than 10 hours a day.





ZERO WASTE

Cempedak goes to huge lengths to reduce, recycle, reuse or upcycle any waste and as a result is “zero-waste” (i.e. less than 10% of waste goes to landfill). No single use plastic bottles are shipped to the island (a policy that has been in place since opening). The Cempedak culinary team avoid buying processed food and makes their own juices, mixes, bread, muesli, jams, anchovies, ice cream, yoghurt, pasta, syrups and soda water. Suppliers are asked to use reusable containers for packaging. All recyclable waste (steel and aluminium) is returned to Bintan where it is sold/given to local collectors. To provide an incentive for staff to collect and sort the waste, any money collected from waste goes back to the staff.

Waste is sorted into 17 different waste streams. Food waste is composted using an integrated system of biopods containing Black Soldier Fly larvae. Paper waste is used for bedding in the composting system as well as on permaculture gardens on the island and mainland. A glass

pulveriser has been installed to process glass bottles. The glass sand that it produces is used in cement. There is no glass recycling program on Bintan. Sewerage waste is treated in aerobic and anaerobic septic systems. Many of the goods and souvenirs sold on the island are made from recycled products. This includes flip flops made from car tyres and bags made from recycled rice bags.

Cempedak has established a kitchen garden on the island, as well as a 7ha farm, which also supplied Nikoi, on Bintan. Both have been established using permaculture principles and only use natural and organic fertilisers and pesticides. The aim is to provide fresher and better quality organic produce to our kitchen and to improve our knowledge of our food chain. The farm produces enough eggs, chicken and quail eggs for the islands to be self-sufficient. In addition, a wide range of fruit and vegetables are grown organically with an emphasis on heirloom and local varieties.



GREEN LEADERS PROGRAM

Staff are encouraged to help develop ideas to make Cempedak a more sustainable and better place to work through a “Green Leaders” program. Staff from each department are invited to volunteer to participate in this program. Through this program, staff have learnt to be more sustainable in their own homes and developed some great initiatives that have saved the company money, reduced the impact on the environment and made it a better place to work.







COMMUNITY

Cempedak was built using local and salvaged materials, labour and services. The owners took this one step further and taught many of their contractors and staff new trades and techniques. This not only made operational sense but has also meant that, in the long run, there is a mutual respect with the local community, staff and tradesmen who all take pride in the project. A review of our community impact estimated that the business has a positive direct impact on the lives of 16,000 people in Bintan and surrounding islands.

LOCAL SUPPLIERS

Nearly 100% of the produce not grown on the farm is purchased from local markets or from small traders. Wherever possible we avoid middlemen and actively support locals in establishing businesses that supply fresh, sustainable and organic produce. Cempedak has helped to establish many local businesses. Notably a car rental business that the company helped support from the beginning has grown 12 fold. The supplier of the 'alang alang' for the grass roofs was provided with training on the techniques which resulted in a three fold increase in the price of their product, decreased the frequency that the roofs have to be replaced and transformed the product into one made entirely from natural materials. In helping these businesses set up and develop, Cempedak has helped to improve these businesses significantly and had a much larger positive impact on the local community than other resorts. Cempedak has actively helped a number of staff establish micro enterprises supplying the business with goods and services such as bamboo straws, bamboo luggage tags, fruit and vegetables, yoga and cooking classes.



LOCAL STAFF

All of the staff working for Cempedak are Indonesian including our GM. The only expatriate staff members that are employed are as Guest Relations Managers. Many of the staff started working for Cempedak during the construction phase, or on Nikoi previously, and have gone on to learn new skills that have allowed them to work in front of house roles. Staff work a 5 day week whereas the standard working week in Indonesia is 6 days. A savings and loans scheme was established that has seen average savings rates increase to 20% of their salary and at the same time helped staff lower their borrowing costs significantly. Both formal and informal training is offered, as well as helping find mentors for a number of staff. As a result of this, Cempedak has tremendous staff loyalty and a very high staff retention (annual staff turnover over the last three years has averaged less than 10%).

CLEAN UP EVENTS

Another contribution to the local community is the organisation of Coastal Clean Up events. This is organised together with the Ministry of Education and includes more than 120 children from 3 schools. The event is organised not only to educate and increase awareness regarding plastic and ocean pollution, but also to help revive the traditional culture by showcasing dance, music and the racing of jongs (model sailing boats). Other coastal clean ups have been organised in conjunction with groups such as Seven Clean Seas. Many of our staff have volunteered to help and organise these activities. During the pandemic when staff were furloughed Seven Clean Seas paid our staff a daily wage for these clean ups.



THE ISLAND FOUNDATION

The most significant impact that Cempedak has had on the local community has been through the establishment of The Island Foundation. The focus of the Foundation's effort has been to establish a network of learning centres so that the local children can be taught a curriculum that helps them to embrace their 4Cs (Confidence, Creativity, Collaboration, Critical Thinking). Education was identified by the village leaders as their most pressing need. In addition to education, TIF has helped to develop programs to teach adults English and IT, health, nutrition, football, sanitation and arts and crafts. As these programs have been developed TIF

has sought to hand them back to the villagers. Education remains the core focus of the efforts of the Foundation.

Over 3,000 children have been taught at the 12 learning centres that have been established to date. These children are gaining access to a whole new world of learning and education through the bilingual content based curriculum that has been developed by TIF together with some world leading educators. In addition to educating children, the Foundation also provides teacher training workshops for local school teachers. These workshops are recognized by the Ministry of Education and provide the teachers with credit points for their own education that in turn allows them to obtain higher salaries. The impact of the programs run by TIF reaches over 15,000 villagers.



All of the Foundation's programs are run along secular lines. One of the villages that TIF works very closely with are the indigenous Orang Suka Laut or sea nomads. TIF has been working with them to develop an arts and crafts business, improved education and, through Nikoi and Cempedak's contacts with the government, opened up a dialogue with the government for them to address the issues that face this marginalised community. They were introduced to the idea of jewellery and in turn to designers from Swarovski Jewellery who helped them improve their techniques. This culminated in the exhibition of a fishing net sown with Swarovski crystals that was displayed at the National Museum of Singapore in January 2015. It was auctioned off to raise money for a water treatment system that was installed for the village in 2016.



Creating the fishing net which was sown with Swarovski crystals and displayed at the National Museum of Singapore in January 2015.

TIF is registered as a charity in both Singapore and Indonesia which has made it more attractive to external donors and the day-to-day functioning of the Foundation more transparent. The majority of the board of directors of TIF are independent. In this way the Foundation is growing to be a bigger and stronger entity than it would be if the funding and management only came from Nikoi and Cempedak.

As a result of this, the Foundation is now working with several institutions that support it through the provision of resources and donations (2 of which have committed S\$1mn to date). The Foundation has an excellent relationship with several schools in Singapore, notably United World College who have helped develop the curriculum, run teacher training workshops for local teachers and provide books and other teaching materials.



CULTURE

Bintan has always been relatively sparsely populated with a lot of migration into the area from a myriad of ethnic backgrounds, and therefore it lacked the strong cultural identity that you find in other parts of Indonesia. There are very few culturally significant sites on the island and none on Cempedak itself. Nevertheless, Nikoi and Cempedak have worked with TIF to help document and salvage what remains.

CULTURAL PRESERVATION THROUGH THE ISLAND FOUNDATION

The Foundation has helped document and promote local culture through several programs. Cultural exchange programs have been funded and a number of local cultural events sponsored. The arts and crafts program that the Foundation has helped set up has revitalised a number of dying art forms. In addition the Foundation has been helping the villagers document their history, stories and traditions. In the Orang Laut village in the North East of Bintan the Foundation has helped the village petition to save two old charcoal kilns.





JONG AND KELOK RACES

Twice a year, Nikoi and Cempedak sponsor a local jong race (model sailing boats, pictured to the left). These events have helped revive the racing of jongs on this coastline and created greater interest for the younger generation in this fascinating cultural tradition. Up to 250 competitors participate in these events helping bring together the community and take pride in their culture.

Nikoi and Cempedak have also jointly sponsored a race of manned traditional sailing boats (keloks, pictured above) helping to revive interest in these sailing boats.



COMMERCE

Cempedak operates on the overriding principle that a profitable business is the most sustainable one. A significant portion of the company's profits are reinvested each year to continue to grow the business and develop further opportunities. The company has several other projects in the pipeline as a result. Expansion of the business will allow the company to further build on their efforts in respect of Conservation, Culture and Community.

STAFF WELFARE

All of Cempedak's permanent staff earn above market rates, have employment contracts and are provided accommodation, uniforms, laundry, meals and medical cover free of charge. When medical treatment has not been available locally, staff and their family members have been sent to Singapore for treatment.

INVESTING IN A COMMUNITY

The company takes a long term and holistic approach to commerce and, by being seen as a valuable resource in terms of employment and business opportunities for the community, this will benefit all stakeholders in the long run. The most visible aspect of this has been the commitment to The Island Foundation. The company has helped a number of start up businesses develop or expand. Cempedak has a preference for using local suppliers and service providers owned by local individuals.

COVID-19 RESPONSE

During the Covid-19 pandemic, the business was closed for just over 2 years, but during this time all of the permanent staff were retained. Whilst they were on reduced salaries and shifts, they were able to compliment their salaries through the beach clean up programs, maintenance projects that were brought forward and several other initiatives.





RECOGNITION

RESPONSIBLE TOURISM AWARDS

[HICAP Sustainable Hotel Awards 2017 \(Winner of Sustainable Design category\)](#)

[National Geographic Traveller Big Sleep Awards 2017 \(Winner of Castaway category\)](#)

[Conde Nast Traveller The Hot List 2017](#)

THE LONG RUN FELLOW MEMBER

As a fellow member of The Long Run, Cempedak has been subjected to a screening on work towards the 4Cs, have signed The Long Run Pledge and have committed to a continuous journey of improvement with a goal of achieving Global Ecosphere Retreats® standard. The GER standard, which Nikoi, Cempedak's sister property, has achieved, is one of the most rigorous and globally recognised standards in the tourism industry.



KEY ACHIEVEMENTS

THE ISLAND FOUNDATION

1. Established 12 learning centres
2. Developed a Content Based Language Learning (CBLL) curriculum that helps children with their 4Cs (confidence, creativity, collaboration, critical thinking) and sets them on a path of learning for sustainability
3. Over 3,000 children educated and 1,500 teachers trained
4. All children are assessed for their knowledge
5. Running bilingual daily classes that are free to attend
6. Provided employment and training for the locals staffing the learning centres
7. Developed a strong link with UWCSEA with both teachers and students collaborating time and resources
8. Developed an impact assessment so the impact of the teaching can be assessed
9. Registered the Foundation as a charity in both Singapore and Indonesia
10. Hosted batik workshops for 40 locals by Singapore's leading batik artist Said Sakarsi
11. Hosted teacher training workshops in conjunction with UWCSEA, one of Singapore's leading international schools
12. Established a retail brand (Kura Kura) to sell local arts and crafts
13. Helped villagers develop artisanal products to be sold under the Kura Kura brand
14. Planted mangroves and mahogany trees
15. Arranged for school students from Singapore to teach at the learning centres
16. Organised for Singapore based musicians and creative arts groups to perform at local schools and the Foundation's learning centres
17. Organised for Cempedak's naturalist to talk to the local children about the environment
18. Established a program for guests visiting Cempedak to donate books to the learning centres
19. Raised hundreds of thousands of dollars from external donors to help fund the Foundation
20. In conjunction with the National University of Singapore, designed and installed a PV system to power laptops for the learning centres
21. Filmed and documented local cultural events
22. Helped locate patients for a Cleft Palate program run by Smile
23. Organised village leaders to visit the Population and Community Development Association programs in Cambodia and Thailand
24. Helped organise and sponsor annual jong (traditional model sailing boat) races
25. Worked closely with Orang Laut village in Berakit to protect 2 kilns to be used for alternative uses (the government was going to tear them down)
26. Trained villagers on mosquito control
27. In conjunction with Swarovski, helped the villages make a fishing net that was exhibited in the National Museum of Singapore. It was subsequently auctioned off to raise money to build a fresh water treatment system for the village that was built in 2015
28. Established a learning farm for growing organic products and to learn about composting
29. Established a weekly football program
30. Organised a medical screening for more than 100 villagers
31. "Plastic Ocean" movie screening in two learning centres attracting more than 200 viewers
32. Established a drinking water system and a bottling plant to be managed by Panglong villagers
33. Organised regular creative arts workshops for the children
34. Organised football training workshops for coaches in Singapore and Bintan

KEY ACHIEVEMENTS

CONSTRUCTION

1. A vernacular building design which has minimal visual impact
2. Sitting of all buildings and infrastructure to avoid cutting down trees and major earthworks
3. All natural materials and some recycled materials (i.e. driftwood), bamboo, alang alang, rubberwood, recycled teak furniture, sand floors, sand paths
4. Furniture built on site using driftwood, construction scraps and recycled timber
5. Local building materials were used almost exclusively
6. Local tradesman (training many in the process)
7. Boats were constructed and are maintained by local shipwrights
8. Almost no painted surfaces
9. Two natural grass tennis courts have been built
10. Developed a natural paint for marking lines on the tennis courts



SUPPLY CHAIN

1. Local produce is used almost exclusively and almost no processed food is purchased
2. Fairtrade Indonesian coffee used
3. No imported or local mineral waters are sold on the island
4. Carbonation of Cempedak's own water for soft drinks and mineral water
5. Homemade syrups for soft drinks (ginger, lemongrass, hibiscus, tonic water, nutmeg)
6. No drinks in plastic bottles are sold
7. Banning of plastic straws (handmade bamboo ones are used)
8. Drinking water is provided in reusable glass bottles
9. No printed brochures
10. Minimal use of plastic both in operations and in construction
11. Toiletries made from natural ingredients are supplied in reusable containers
12. Biodegradable takeaway packaging and bags used
13. Homemade muesli, juices, jams, bread, sambal, bar snacks, coconut milk, ice creams
14. Herbs, spices and some fruits are grown on the island
15. Minimal processed food used
16. Compliance with WWF sustainable seafood guide
17. Linen is 100% organic cotton
18. Mosquito netting was specifically designed and fabricated for Cempedak using organic cotton
19. Switched to a toilet paper made from bamboo fibre rather than wood pulp.
20. Created Sustainable Purchasing Guidelines as a reference in supply chain management

KEY ACHIEVEMENTS

CONSERVATION OF WILDLIFE AND ECOSYSTEMS

1. Minimal landscape lighting so as not to disorientate nightlife (particularly nesting turtles)
2. Planting of indigenous trees and shrubs
3. No fogging for mosquito or insects
4. Natural mosquito control using an automated ovitrap
5. Lemon grass planted around houses to repel mosquitoes
6. Sunscreen sold on island is reef friendly
7. Daily cleaning of beaches and removal of garbage
8. Petitioning of Singapore port authorities to stop dumping at sea
9. Established a coastal surveillance system to monitor and report on illegal dumping
10. Insured an undisturbed intertidal zone
11. More than two thirds of the island has been preserved as a sanctuary
12. Regular surveys of the island's flora and fauna (land and marine) by external consultants.
13. Camera traps to used to study flora and fauna
14. Flora and fauna information guides in each guest rooms
15. Program to protect nesting turtles and monitor their nests.
16. Program to eradicate rats that were resident on the island when it was acquired
17. Re-introduced native Cempedak trees to the island
18. Working together with international organization – Conservation International – to help in conservation and establish an MPA (Marine Protected Area)
19. Dive surveys have confirmed 2 new species to man and 219 new species for the area
20. Six species of fish are awaiting confirmation that they are new discoveries
21. Established monitoring program for the critically endangered Irrawaddy dolphins, Dugong, Whale Shark, Short Clawed Otter and several other rare and endangered species.
22. Helped fund a local conservation NGO to develop and implement a management plan for the MPA.
23. Funded a comprehensive dive survey of the area led by Dr Mark Earmann
24. Helped to fund a tree planting program on mine sites in the area that have not been restored.



One of the possible new fish species identified by Dr MV Erdmann. Bathygobius sp.,
Credit: MV Erdmann

KEY ACHIEVEMENTS

STAFFING

1. Established a program to allow staff families to visit and stay on the island
2. English lessons and first aid training programs have been offered for all staff
3. Opportunities provided for all staff to learn new skill sets using external trainers (barista training, rock climbing, mixology, scuba, nature, sailing, windsurfing, tennis, cooking, first aid, life saving, wine training)
4. Establishment of a staff savings and loan scheme. This is a separate entity managed by staff.
5. The introduction of a 5 day working week. The norm in Indonesia is a 6 day working week.
6. Established a Green Leaders program for staff to contribute and implement sustainability initiatives.



COMMUNITY OUTREACH

1. Organised regular clean up of neighbouring islands
2. Established a micro enterprise for villagers to collect polystyrene foam on nearby beaches and recycle it for fill in bean bags. Bean bags made from recycled sails.
3. Provided equipment, boats and staff in numerous emergency or recovery situations
4. Empowered local business by supporting staff's family members to supply some of our needs such as the bamboo straw
5. Provided income for local villages through cultural trips
6. Provided maintenance for generators in a local village
7. Provided an English lessons for local village
8. Donated books and tennis balls to local schools nearby
9. Sponsored traditional sailing boat (kelok) race

KEY ACHIEVEMENTS

ENERGY AND WATER CONSUMPTION

1. Natural ventilation instead of air-conditioning
2. Solar hot water systems installed throughout the property
3. Recycling of water for toilet flush and gardening
4. Low voltage LED lighting used exclusively
5. No tvs, dvds, phones or mini-bar fridges helping to reduce overall consumption of manmade materials and overall energy consumption
6. Naturally dried laundry
7. Swimming pools all using salt water chlorinator and energy efficient variable speed pumps
8. Installed an aerobic waste water treatment plant and waste water gardens
9. State of the art shower heads were installed reducing total water
10. Water saving toilets used throughout.
11. Recycling of grey water for watering gardens and toilet flush.
12. Routine quality measurement of drinking water, ground water and waste-water
13. Installation of rainwater harvesting and 600m3 of water storage
14. All diesel engines running on biodiesel 30

WASTE MANAGEMENT

1. Recycling of waste (aluminum, glass, paper, cardboard and kitchen waste)
2. Single use plastic drinking water bottles are banned
3. Implemented a fixed menu to reduce food waste
4. Glass recycled using bottle pulveriser
5. Established a closed-loop system to compost food waste by using Black Soldier Fly larvae
6. Zero waste (less than 10% of waste goes to landfill). Waste is separated into 17 different streams for recycling/upcycling.
7. Plastic positive (more plastic removed from the environment than used).

ADDITIONAL POINTS

1. Detailed description on our environmental policy and CSR policies in the room guides
2. Provided guided nature walk program for the guests interested to know more about flora and fauna on the island
3. Complimentary sustainability tours are provided to guests
4. Hosted the first Asian gathering of Long Run members



FUTURE GOALS

SHORT TERM

- Expand permaculture gardens to increase vegetables and fruits grown on the island and on the farm
- Establish a formal training program for existing staff and external candidates
- Establish a plan to help improve areas where the reef has been damaged
- Continue to improve our knowledge of food sources and continue to ensure that seafood in particular is from sustainable stocks and sources
- Establish recycling/sorting centre on Bintan to further process waste from Cempedak and the local communities

LONG TERM

- Help to develop an effective management plan for the existing MPA
- Employ local fishermen to help protect no fishing zones
- Increase the use of renewable energy sources for power generation
- Reduce carbon emissions to zero
- Increase rainwater catchment and storage





CEMPEDAK
PRIVATE ISLAND

