

# RESPONSIBLE TOURISM POLICY

NIKOI  
PRIVATE ISLAND





## CONTENTS

INTRODUCTION	3
CONSERVATION	6
COMMUNITY	12
CULTURE	17
COMMERCE	20
RECOGNITION	22
ACHIEVEMENTS	24
GOALS	29

*This policy paper was updated in October 2024 and is reviewed and updated annually.*

# INTRODUCTION

Nikoi Island is a 15ha island in the South China Sea, just 8km off the east coast of Bintan, Indonesia and 90km from Singapore. Two thirds of the island is covered in virgin rainforest and the coral reef surrounding the island is rich in marine life.

The owners acquired a leasehold title to the island in 2004. Whilst there were no inhabitants on the island when it was acquired, there were signs that at some stage it had been inhabited and farmed for coconuts. The island is owned by 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. After obtaining the necessary government approvals, building began in earnest in 2005. The first 6 houses were opened on the northern beach in May 2007, followed by 9 more on the southern beach in May 2009 and 3 additional ones in 2020. Encouraged by the success of Nikoi, the owners opened an adults-only sister property, called Cempedak Island, in 2017.

In 2009, the owners of Nikoi established a registered charity in Singapore and Indonesia called The Island Foundation (TIF). Their primary focus is improving learning opportunities in small island and coastal communities. Since its conception, 13 learning centres have been established on Bintan and the surrounding islands, over 3,100 students have participated in TIF's learning program and more than 1,500 teachers have been trained through TIF.

In 2022, the Governor of the Riau province formally gazetted an area of 138,500 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 is now being secured from the government to see this area better managed.

In the context of the UN 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

Nikoi 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 three foundations, to the minimal use of energy and the recycling of water and waste; Nikoi 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 Nikoi in a sustainable and responsible manner. Nikoi is a proud and very active member of [The Long Run](#) and has adopted their objective of striving to achieve an optimal balance of Conservation, Community, Culture and Commerce (the “4Cs”). The team at Nikoi also actively promote the concept to other resorts in Asia encouraging them to join the organisation. In May 2022, The Long Run awarded Nikoi Island with Global Ecosphere Retreats® (GER®) membership, the highest level of certification by The Long Run which is said to represent “a centre of excellence in sustainable business practices”.









## CONSERVATION

Nikoi is committed to conservation, not only by protecting the environment but also by restoring areas that have been damaged. Educating both guests and the local community plays a key role in these efforts. Guests can take part in guided nature walks, documentary nights, and sustainability tours. Conservation is also integrated into the curriculum at the learning centres run by The Island Foundation.



### BEACH CLEANS

Staff clean the 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, through this partnership, over 350 tonnes of plastic was collected from Bintan's shores. When borders were closed for 2 years during the pandemic, furloughed staff from Nikoi and Cempedak who participated in the program were able to supplement their incomes. This initiative was so successful that it led to a permanent program being developed in Bintan by 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 villagers entering the environment. Whilst Nikoi has minimal plastic in its operations, any plastic waste that is generated is offsetted through the purchase of plastic credits from SCS.

### BIODIVERSITY SURVEYS

Regular surveys of the local flora and fauna are conducted by visiting naturalists and marine biologists. These surveys have led to the discovery of eight potential new fish species. Additionally, several rare marine animals, previously unknown to inhabit the area, have been recorded, including some that have never been photographed in the wild before.

## MARINE CONSERVATION AND MPAs

The goal for marine conservation 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. Nikoi, together with external donors has funded a detailed survey of the MPA that was led by Dr Mark Erdmann and Dr Gerry Allen, two leading ichthyologists who have authored the definitive reference books on the subject for the Indo pacific. This effort 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.

In 2024, a marine biologist was employed to conduct research surveys which will help understand the impact of the MPA, as well as provide guests with educational experiences. The team on Nikoi also supports the work of the local fisheries department, as well as 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.

Nikoi'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 natural predators. This effort has resulted in thousands of hatchlings making it safely to the sea. So successful have the conservation efforts been that the critically endangered short clawed sea otters have return to Nikoi to nest in recent years. There is now believed to be a family of at least nine otters permanently residing on the island.



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 AND WATER REDUCTION

As a concept, Nikoi has demonstrated that luxury does not need to be a room full of electronic gadgetry and fancy fittings. Instead, simplicity, privacy, space, unique experiences and personal service can be more valued. Nikoi's commitment to minimising energy consumption is unsurpassed in the region.

The whole island runs on an average energy consumption of 13 kW (398.2 kWh/day). Given that this is used to power a fully self-sufficient island, and approximately 1/3 of the energy is required for the production of water - something that most hotels would not have to take into account - this is far below industry standards.

In 2013 a 27 kWp solar PV array and battery bank was installed on the island. The PV system was upgraded to 53 kWp in 2019 allowing for an average of 43% of the island's energy usage to come from renewable sources. During the pandemic, when there were no guests staying, renewable energy went to nearly 100% with the generators only run to keep them maintained. During normal operations, the generator is run at its optimum efficiency with the excess energy being stored in the battery bank or used to run a small desalination unit that helps take pressure off the water sources.

Water consumption levels are similarly impressive with an average of 260l of water being used per guest night. Many hotels use between 300–800 liters of water per guest night, depending on their sustainability measures.



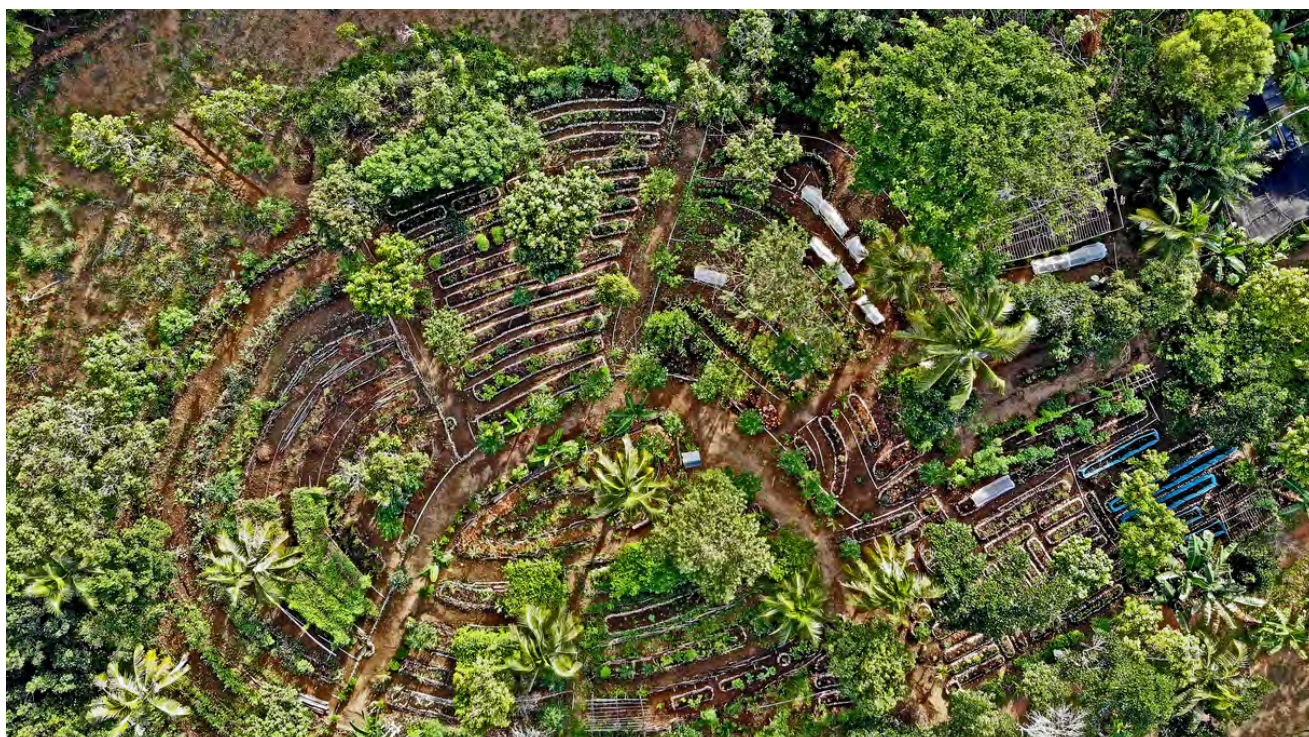
## ZERO WASTE

Nikoi Island is committed to being a "zero-waste" destination, with less than 10% of its waste going to landfill. Since opening in 2007, the island has banned single-use plastic bottles and avoids processed foods by making its own bread, muesli, jams, and more. Suppliers are encouraged to use reusable containers, and recyclable materials like steel and aluminum are sent back to Bintan, where local collectors handle them. Any money from recycling goes to the staff as an incentive for sorting waste.

Nikoi Island sorts waste into 17 streams to minimize landfill. Food waste is composted using Black Soldier Fly larvae, while paper is reused in composting and permaculture gardens. A glass pulverizer processes bottles into sand for cement, as there is no glass recycling on Bintan. Sewerage is treated via aerobic and anaerobic systems. Recycled materials are used for goods sold on the island, like flip-flops from car tires and bags from rice sacks, and old linen is upcycled into hand towels and coasters. Nikoi also uses "Precious Plastic" machines to turn plastic waste into merchandise and art.

Recently, Nikoi's engineering team has introduced 3D printing technology to create replacement parts for equipment, particularly those that are difficult to source or come with unnecessary packaging and waste. Examples include parts for fans, safes and toilets. Laser engraving technology is also used to enhance upcycled items (such as driftwood and spare materials) with intricate designs, reducing the need for external resources, whilst still providing a high quality product for guests.

Nikoi has established a kitchen garden on the island, as well as a 7ha farm on Bintan. Both have been developed using permaculture principles and only use natural and organic fertilisers and pesticides. The aim is to provide fresher and better quality organic produce to the kitchen and to improve the team's knowledge of their supply chain. The farm produces enough eggs, chicken, 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 Nikoi more sustainable and a 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, the team have developed some great initiatives that have saved the company money, reduced the impact on the environment and made it a better place to work and learnt to be more sustainable in their own homes.









## COMMUNITY

Nikoi 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, middlemen are avoided and locals are actively supported in establishing businesses that supply fresh, sustainable and organic produce, as well as other services. 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, Nikoi has helped to improve their return significantly and, in turn had a much larger positive impact on the local community than other resorts. Nikoi 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.







## STAFFING

All of the staff working for Nikoi are Indonesian including the GM. The only full time expatriate staff members that are employed are the Guest Relations Manager and Projects Manager. Many of the staff started working for Nikoi during the construction phase and have gone on to learn new skills that have allowed them to work in different roles, including front of house. In 2024, Nikoi celebrated 17 years of operation, with 51 staff members (40% of the team) employed for over a decade.

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 Nikoi has tremendous staff loyalty and a very high staff retention (annual staff turnover averages at about 10% ).

## DIVERSITY AND INCLUSION

Nikoi Island is committed to fostering a diverse and inclusive work environment. Gender equality is a core value, with employees being recognized for their contributions regardless of gender, and there is a firm commitment to providing equal opportunities for all staff. This is especially important given the barriers to career development women in remote hospitality positions often face. In addition to women holding key management roles and being promoted based on performance, a women's group was established in late 2024. This group meets regularly in a safe space to address workplace issues, support career growth, inspire future female leaders, and promote gender equality by ensuring female voices are heard and valued.

The Nikoi team also includes members from various backgrounds across Indonesia, including a connection to the indigenous local Orang Laut community.





#### THE ISLAND FOUNDATION

The most significant impact that Nikoi has had on the local community has been through the establishment of The Island Foundation (TIF). This is a pioneering organisation focused on transforming the education ecosystem in small island and coastal communities in Indonesia. Established to address the barriers to quality education in these underserved regions, TIF works with local communities to provide equitable learning opportunities that promote sustainability and critical life skills.

As of 2024, TIF operates 13 Learning Centres in Bintan and surrounding regions, which have served over 3,000 students, with 550 actively enrolled this year. The Learning for Sustainability Framework, the backbone of their educational programs, is designed to equip students with 21st-century skills, including communication, critical thinking, collaboration and creativity. The curriculum is delivered through participatory, outdoor, and content-based learning, encouraging students to connect with their environment while developing essential life skills. This innovative approach empowers students to take ownership of their communities and the natural world around them.







Beyond the classroom, TIF is committed to Teacher Training. Recognizing the challenges teachers face in remote, under-resourced areas, they provide multi-day workshops to build teaching competencies and promote student-centred learning. TIF has trained over 1,500 teachers, many of whom return to their schools to train colleagues, ensuring a multiplier effect. These programs also focus on inclusivity, addressing classroom inequities and promoting a learning environment where every student can thrive.

TIF's Community Engagement initiatives strengthen the broader learning ecosystem by involving parents, village leaders, and local government in the education process. Through community events, surveys, and environmental projects like mangrove planting and beach cleanups, TIF engages with over 3,000 community members, fostering a sense of collective responsibility for education and sustainability. This inclusive approach ensures that the impact of their work extends beyond students and teachers to create a culture of lifelong learning in the communities it serves.

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.

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, and renowned education professionals who have helped develop the curriculum, run teacher training workshops and provide invaluable guidance.

Whilst TIF has grown to be independently run and have various other supporters/ donors, the island stills play a large role in helping them achieve their goals through fundraising support, advocacy, sharing of resources etc. The Island Club is Nikoi's membership program whereby guests can receive perks on the island in return for donations to The Island Foundation.







## 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 relatively few culturally significant sites on the island and none on Nikoi itself. Nevertheless, Nikoi has worked with TIF and researchers through the Ubah Rumah program to help document and salvage what remains.

### UBAH RUMAH

Ubah Rumah is a purpose-built studio and residence for visiting artists and researchers on Nikoi. Inspired by the nomadic culture of the indigenous Orang Laut community, and the maritime history of the region, Ubah Rumah, meaning "Home of Change," aims to offer a unique residency program that blends creativity, sustainability, and community engagement.

Managed by renowned Singapore-based artists Alecia Yeo and Ernest Goh, the program encourages residents to explore how the world is changing and how acts of hospitality can aid adaptation. Since its commencement in November 2022, Ubah Rumah has hosted 19 artists and researchers across 13 residencies. These residents produce their own work, conduct workshops, engage with local communities, and contribute to an open-source digital archive documenting the region's culture and environment. The program supports diverse artistic mediums and research fields, aiming to raise local and international awareness of threatened communities and ecosystems.







### JONG AND KELOK RACES

Twice a year, Nikoi sponsors a local jong race (model sailing boats). 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's sister property, Cempedak, have jointly sponsored a race of manned traditional sailing boats (keloks) helping to revive interest in these sailing boats.

### CULTURAL PRESERVATION BY TIF

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









## COMMERCE

Nikoi 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 further build on their efforts in respect of Conservation, Culture and Community.

### 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. Nikoi has a preference for using local suppliers and service providers owned by local individuals.

### STAFF WELFARE

All of Nikoi'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. In one instance Nikoi covered the cost of a six month treatment for Leukaemia for one staff member's child in Singapore.

### 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

[Expat Living Reader's Choice Awards \(Winner 2024\).](#)

[The Regenerative Travel Awards \(Finalist 2023 - Regenerative Travel Experience\).](#)

[WTM 2019 - World Responsible Tourism Awards \(Finalist\).](#)

[WTTC 2019 Tourism for Tomorrow Awards \(Finalist - Social Impact\).](#)

[HICAP Sustainable Hotel Awards \(Winner 2016 – Sustainable Communities\).](#)

[Wild Asia Responsible Tourism Awards \(Finalist 2009 and 2012, Winner 2015\).](#)

[Green Hotelier \(Winner 2015\).](#)

[Global Initiatives - Sustainable Business Award Indonesia 2015.](#)

[National Geographic World Legacy Awards, Earth Changes Finalist 2014](#)

[Conde Naste Gold Standard Award 2014](#)

[Travel + Leisure – Global Vision Award \(Sustainability\) Finalist 2013](#)

[Treehugger – Best Resort 2012](#)

## THE LONG RUN GER® MEMBER

As a member of The Long Run Nikoi has been subjected to a detailed review in 2015 and an external audit in 2018 and in 2022 was awarded GER® status. GER® status is recognized by the Global Sustainable Tourism Council. Only 11 hotels in the world have GER® status.





# KEY ACHIEVEMENTS

## THE ISLAND FOUNDATION

1. Established 13 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 3,100 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 Nikoi's naturalist to talk to the local children about the environment
18. Established a program for guests visiting Nikoi to donate books to the learning centres
19. Raised millions 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. Siting of all buildings and infrastructure to avoid cutting down trees and major earthworks
3. All natural materials and some recycled materials (i.e. driftwood), sand floors, sand paths
4. Furniture built on site using driftwood or recycled timber
5. Natural ventilation instead of air-conditioning
6. Local building materials were used almost exclusively
7. Local tradesman were used during the construction (training many in the process)
8. Two natural grass tennis courts have been built
9. Developed a natural paint for marking lines on the tennis courts



## SUPPLY CHAIN

1. Created Sustainable Purchasing Guidelines as a reference in supply chain management
2. Local produce is used almost exclusively and almost no processed food is purchased
3. Indonesian coffee used
4. Boats were constructed and are maintained by local shipyards
5. If available, second hand machinery has been used rather than new
6. No imported or local mineral waters are sold on the island
7. Carbonation of Nikoi's own water for soda and mineral water
8. Homemade syrups, kombucha and teapache made using locally grown ingredients
9. Drinking water is provided in reusable glass bottles
10. No printed brochures
11. Minimal use of plastic both in operations and in construction
12. Toiletries made from natural ingredients are supplied in reusable containers
13. Biodegradable takeaway packaging and bags used
14. Homemade muesli, juices, jams, bread, sambal, bar snacks, coconut milk, ice creams, yoghurt, cookies and pasta
15. Herbs, spices and some fruits are grown on the island
16. Established 7ha permaculture farm to grow eggs, fruit and vegetables
17. Minimal processed food used
18. Compliant with WWF sustainable seafood guide
19. Swimming pools use salt water chlorination
20. Linen has been replaced with organic cotton
21. All diesel engines use biodiesel 30 (a blend containing 30% plant based fuel) and low speed variable DC pumps.



# 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. Almost no painted surfaces
4. No fogging for mosquito or insects
5. Natural mosquito control using an automated ovitrap
6. Lemon grass planted around houses to repel mosquitoes
7. Sunscreen sold on island is reef friendly
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. Ensured an undisturbed intertidal zone
11. Two thirds of the island has been preserved as a sanctuary
12. Environmental impact survey undertaken prior to construction
13. Regular surveys of the island's flora and fauna (land and marine) by external consultants
14. Flora and fauna information guides in each guest room
15. Program to protect nesting turtles and monitor their nests.
16. Provided access to the island for researchers studying sea levels
17. Program to eradicate rats that were resident on the island when it was acquired
18. Zoning of Nikoi as a conservation area
19. No trees removed and many new trees planted
20. Working together with Conservation International, an international organisation to support local conservation efforts and the establishment of an MPA (Marine Protected Area)
21. Helped establish and fund a local conservation NGO (Yayasan Ecology) to develop and implement a management plan for the MPA.
22. Funded a comprehensive marine biodiversity survey of the area led by Dr Mark Erdmann
23. Dive surveys have confirmed 2 new fish species to man and 219 new species for the area
24. Six species of fish are awaiting confirmation that they are new discoveries
25. Established a monitoring program for the critically endangered Irrawaddy dolphins, Dugong, Whale Shark, Short Clawed Otter and several other rare and endangered species.



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





## KEY ACHIEVEMENTS

### STAFFING

1. 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, spa, conservation, creative arts, tree felling, workplace harassment, sustainability)
2. External mentors have been introduced to staff in key roles
3. Guest chef visits and performing artists have helped train our staff.
4. Establishment of a staff savings and loan scheme. This is a separate entity managed by staff. Staff are now saving on average 20% of their salaries.
5. Introduction of a 5 day working week. The norm in Indonesia is a 6 day working week.
6. Established a Green Leaders program so that each department can introduce new initiatives and help implement these within their departments.
7. Established a Women's Group to address workplace issues, support career growth, inspire future female leaders, and promote gender equality.

### COMMUNITY OUTREACH

1. Established the Island Foundation to improve education standards and helped to establish sustainable community development programs
2. Performing artists visiting the resort also visit the local villages to provide them with performances.
3. Nikoi has donated numerous free stays to fundraisers held by charities in Singapore.
4. Established a program to allow families of staff to visit and stay on the island
5. Provided equipment, boats and staff in numerous emergency or recovery situations
6. Empowered local business by supporting the family members of staff to supply some of our needs such as bamboo straws, bamboo luggage tags and others
7. Organised twice yearly Coastal Clean Up event for three fishing villages by working together with Bintan Education Board and some elementary schools nearby
8. Helped establish Seven Clean Seas to tackle plastic marine pollution
9. CEO, Andrew Dixon, speaks about learnings in responsible tourism at regional and international hotel conferences regularly



# KEY ACHIEVEMENTS

## ENERGY AND WATER CONSUMPTION

1. Solar hot water systems installed throughout the property
2. Recycling of water for toilet flush and gardening
3. 53kWp solar PV array installed with accompanying battery bank installed (first installed in 2013 and upgraded in 2019)
4. Low voltage LED and CFL 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. Recycling of grey water for watering gardens and toilet flush.
8. Installation of a drinking water treatment plant using rain water. Includes soda making facility and remineralisation of the water.
9. Routine quality measurement of drinking water, ground water and wastewater
10. Installation of 1700m2 of catchment area for rainwater harvesting
11. Established a waste water garden system at Kawal as a secondary treatment for treating wastewater
12. Energy and water usage monitored closely to remain at below industry levels

## CULTURAL PRESERVATION

1. Established the Ubah Rumah artist in residency program to research and promote local culture and arts
2. Helped researchers with their WW2 research
3. Introduced cultural activities as part of the kids club program
4. Sponsored traditional model sailing boat (jong) races

## WASTE MANAGEMENT

1. Recycling of waste (aluminium, glass, paper, cardboard and kitchen waste)
2. Banning of single use plastic drinking water bottles
3. Implemented a fixed menu to reduce food waste
4. Daily cleaning of beaches and removal of garbage
5. Organised regular clean ups of neighbouring islands
6. 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.
7. Installed an aerobic wastewater treatment plant.
8. Installed glass bottle pulveriser so glass can be recycled
9. State of the art shower heads were installed reducing total water consumption by 20%
10. Established a closed-loop system to compost food waste by using Black Soldier Fly larvae
11. Zero waste (less than 10% of waste goes to landfill). Waste is separated into 17 different streams for recycling/upcycling.
12. Plastic positive (more plastic removed from the environment than used).
13. Old linen upcycled into hand towels and coasters



# 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 knowledge of food sources and continue to ensure that seafood in particular is from sustainable stocks and sources
- Establish a recycling/sorting centre on Bintan to further process waste from Nikoi and 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







NIKOI  
PRIVATE ISLAND

