

The Power of Giving: Women at the Heart of The Lux Collective



(First Row L-R) SALT Shakers - Handmade soap business mother-daughter duo Nathalie Marot & Sarah Hoffmann; Janine Espitalier-Noel at her pottery studio; Seaweed mama in LUX Marijani. (Second Row L-R) LUX* Tea Horse Road Benzilan Restaurant Manager Lhamo; SALT of Palmar Chef de Partie Nitisha Thathiah; LUX* Grand Baie Spa Supervisor Jennifer Radegonde. (Third Row L-R) The Lux Collective Group Head of Learning & Talent Development Smita Modak; LUX* Belle Mare General Manager Sheila Malloo; LUX* Le Morne Resident Manager Isabel Lochun.*

Mauritius, 27 February 2026 – At [The Lux Collective](#), progress for women is not driven by policy or campaigns, but by a deeply embedded culture of care and generosity. This International Women’s Day, the Group spotlights its #GiveToGain stories, lived across its hotels, teams and communities, where women invest in one another through mentorship, skills-sharing and opportunity. From local artisans and frontline teams to senior leadership, this network creates momentum that builds over time, strengthening capability, opening doors and creating lasting pathways for women to advance together.

Giving Time, Knowledge and Skills

At [SALT of Palmar](#), The Lux Collective’s boutique, adult-only wellness-focused hotel in Mauritius, *Give to Gain* comes to life through the [Skill Swap](#); an experience centred on the exchange of time, talent and knowledge between guests and the neighbouring community. Women play a vital role in this culture of shared learning: [Janine Espitalier-Noel](#) welcomes guests into her pottery studio in Pamplemousses; Mrs Bulleeram teaches the art of traditional basket weaving in Brisée Verdrière; and [Nathalie Marot and Sarah Hoffmann](#), the mother-daughter duo behind Body Bar, have grown their passion into a thriving handmade natural cosmetics business supplying SALT with scrubs, hair masks and soaps. By offering visibility, fair income and long-lasting collaboration to female artisans and experts, Skill Swap enables them to share their craft, safeguard cultural knowledge and forge meaningful connections.

Giving Back to the Environment

At [LUX* Marijani](#) in Zanzibar, caring for the environment goes hand in hand with creating opportunity for women. Each morning, local women known as the ‘seaweed mamas’ tend their seaweed gardens in the shallow waters facing the resort, securing sustainable income, financial independence and livelihoods rooted in nature. Built in close collaboration with the surrounding community, the resort supports women-led ecosystems; from locally crafted interiors to endemic planting that preserves the natural landscape they depend on. With refillable water stations and sustainability-led guest touchpoints woven throughout the experience, LUX* Marijani proves how responsible tourism can directly support women, ensuring lasting benefit for both community and coastline.

Giving Opportunities and Career Progressions

Across The Lux Collective worldwide, women are progressing through the ranks within a culture that prioritises development, mentorship and internal mobility. **Lhamo**, Restaurant Manager at [LUX* Tea Horse Road Benzilan](#) in Yunnan, China, began as a villager and now shares her hometown with international visitors as a hospitality professional. **Sanam Khedoo**, progressed from valet to supervisor at [LUX* Belle Mare](#), while **Dilshad Rossaye** leads a team of 80 after growing through the housekeeping ranks at [Tamassa Bel Ombre](#). Across F&B, wellness and operations, career progression is equally visible. **Nitisha Thathiah** moved from pastry trainee to Chef de Partie at SALT of Palmar. At the ultra-luxury LUX* flagship resort [LUX* Grand Baie](#) in Mauritius, **Jennifer Radegonde** advanced from Spa Receptionist to Spa Supervisor and **Rooma Caulee**, formerly leading Sales & Marketing, is now Resident Manager.

Giving International Credentials and Significant Leadership Avenues

The Lux Collective Training Academy, led by Group Head of Learning & Talent Development **Smita Modak**, is accelerating careers with its groundbreaking work-based higher education programme. **The 18-month Certificate of Higher Education – Professional Practice (Leadership in Hospitality)**, developed with the **University of Wales**, combines hands-on learning with internationally recognised qualifications, enabling participants to further their careers while making immediate impact. Female leaders like **Sheila Malloo**, The Lux Collective's first female General Manager in Mauritius overseeing LUX* Belle Mare, had excelled through the programme, honing strategic and operational skills while inspiring others.

This year, the Group has also enrolled LUX* Le Morne's Resident Manager **Isabel Lochun** and People & Culture Manager **Jessica Sola** for **MBA qualifications** through the Recognition of Prior Learning Pathway with **world-acclaimed Vatel Hotel & Tourism Business School**. This programme formally validates the strategic, financial, human capital and ESG leadership competencies they have built over operational excellence, formalising years of executive expertise into a recognised MBA qualification.

By delivering internationally recognised qualifications and formal leadership pathways, these initiatives not only accelerate gender equality within the Group but set a new benchmark for accessible, practical higher learning in the ever-evolving hospitality industry.

These stories deeply reflect how *#GiveToGain* is embedded in The Lux Collective's organisational culture - from community livelihoods and environmental stewardship to internal progression and leadership development. By giving time, trust and opportunity, the Group continues to build pathways where women grow with confidence, support one another and create impact that extends well beyond the workplace.

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For photos, please click [here](#)

LUX*

tamassa

salt

socio

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About The Lux Collective

The Lux Collective ("TLC") is a Mauritian-born global luxury hotel operator and manages brands [LUX*](#), [SALT](#), [TAMASSA](#), [SOCIO](#) and Café LUX*. At the heart of its purpose, TLC makes each moment matter and cares about what matters. Putting people first is the core of TLC's culture as well as staying true to the values of being passionate, responsible and innovative in all that it does. By providing comfort through thoughtful and exquisite designs, TLC creates experiences that make each moment matter for all guests. It is committed to operating in a considered and respectful manner that is mindful of future generations.

Through its signature Groupwide sustainability project Tread Lightly, The Lux Collective promises an eco-conscious stay throughout its hotels. Its partnership with Altruistiq, a group of CO2 experts, focuses on the environmental footprint and ensures that emission sources are tracked using the highest international Science-Based standard.

Growing the global presence, TLC currently manages 18 operating resorts and hotels in Mauritius, Maldives, Ile de la Reunion, China and Tanzania, and with 16 more hotels in its development pipeline in Africa, Asia and the Middle East.

An affiliate member of IBL, a major economic player in the Indian Ocean and a public-listed leader of the "Top 100" Mauritian companies, IBL is active in key sectors of the Mauritian economy, with a global portfolio of approximately 300 subsidiaries and associated companies.

About LUX*

At [LUX*](#), time is luxury. LUX* helps people to celebrate life by delivering consistently on the promise of a different kind of luxury. In a world where a deeper sense of connection can be hard to reach, even on vacation, it enables guests to break from the ordinary. Staging exceptional experiences in different locales – whether on the Beach, in the City or in Nature, it transforms the everyday into the extraordinary through elevated service, contemporary spaces and crafted escapes to truly disconnect and relax - **with Life Extraordinary**.

Media Relations

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