

Sustainability Report

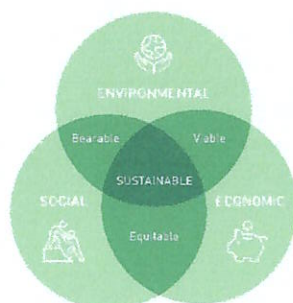
Paralos Lifestyle Beach is located in Ammoudara, Heraklion — one of the most popular seaside areas of Crete, renowned for its long sandy beach, which has been awarded the **Blue Flag** in recognition of its cleanliness, safety, and environmental sensitivity.

Built right on the seafront, our hotel offers an ideal hospitality setting with **148 rooms and 311 beds**, rated **4 stars**, combining comfort with genuine Cretan hospitality. It is a place where tranquility, care, and aesthetics coexist harmoniously, offering guests a truly relaxing holiday experience.

Our operations are founded on the principles of **sustainability and responsible entrepreneurship**. We are committed to managing our activities with respect for the **environment**, our **employees**, and the **local community**, minimizing our impacts and maximizing our positive contribution.

This **Sustainability Report** reflects our actions, performance, and goals within the framework of our corporate sustainability policy, in alignment with the principles and commitments outlined in our **Corporate Policies** and the **Travelife certification standard**.

Environment



- ☐ The hotel **fully complies with all applicable environmental legislation and regulatory requirements**.
- ☐ It implements an **Environmental Management System** in accordance with international standards **ISO 14001:2015** and **ISO 50001**, ensuring the rational management of energy, natural resources, and waste.
- ☐ It establishes **annual, measurable environmental objectives and performance indicators (KPIs)** for energy, water, waste, and greenhouse gas emissions, systematically monitoring and evaluating progress.
- ☐ **It measures and monitors its Carbon Footprint** on an annual basis, analyzing CO₂ emissions resulting from energy consumption, transportation, waste, and water use. The hotel



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implements targeted actions to reduce emissions **through energy upgrades, renewable energy use, and operational optimization.**

- It respects **natural resources (energy and water)** and applies **conservation programs** aimed at their sustainable use, while encouraging guests to actively participate in these efforts.
- It applies a **comprehensive recycling system** throughout the hotel, with clear signage and designated bins, enhancing **environmental awareness among guests and staff.**
- **It maintains and periodically reviews** the environmental conditions and requirements outlined in its approved **Environmental Impact Assessment (EIA)**, striving for the **continuous reduction of its ecological footprint.**



Employees

- The hotel **fully complies with all legal requirements** related to **employees' rights and human rights protection legislation.**
- **It promotes equality and diversity**, treating all employees with **respect and fairness**, regardless of **age, gender, nationality, religion, race, disability, or sexual orientation.**



- The hotel **provides equal opportunities** for all employees regarding **professional development, education, and career advancement** within the organization.



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Κωδικός Π-03
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Local Community



COMMUNITY

The hotel **actively promotes employment from the local community**, aiming each year to **increase the percentage of local staff**. Currently, **95% of employees come from the wider area of Gazi and the Region of Crete**, contributing directly to **local employment and the regional economy**.



The hotel **prioritizes suppliers and partners operating** within the local market, thereby contributing to the sustainability of local businesses and helping to reduce the environmental footprint associated with transportation and logistics.

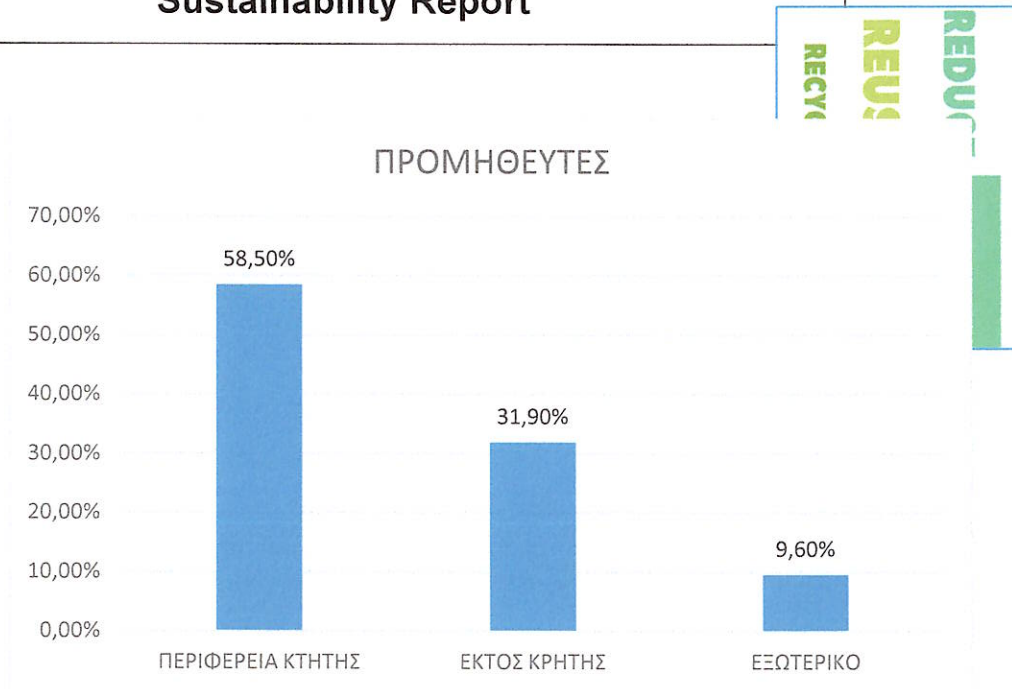


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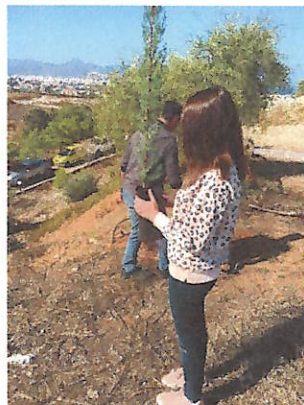
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The hotel **supports local social structures**, such as the **Social Grocery of Gazi**, by offering **food and essential goods** to families in need.

It also implements a range of **environmental and social initiatives**, including:

- **Beach and public area clean-up activities.**
- **Tree planting and greening initiatives.**
- **Replacement of plastic straws and other single-use items with biodegradable and environmentally friendly alternatives.**





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Performance and Targets

Our organization has established and monitors a series of business objectives related to sustainable development, structured across different operational levels.

Through the gradual achievement of these goals, we aim to contribute to balanced growth and the fair management of resources.

By first documenting the current operational baseline, we were able to define objective and measurable targets, ensuring that our sustainability strategy is both realistic and results-oriented.

Στόχος	Υφιστάμενη κατάσταση
Περιβάλλον	
Increase the recycling rate of materials (paper, glass, etc.) by 5%.	Through continuous staff training, we aim to raise awareness and achieve our sustainability goals. For the current season, we have successfully accomplished the following:



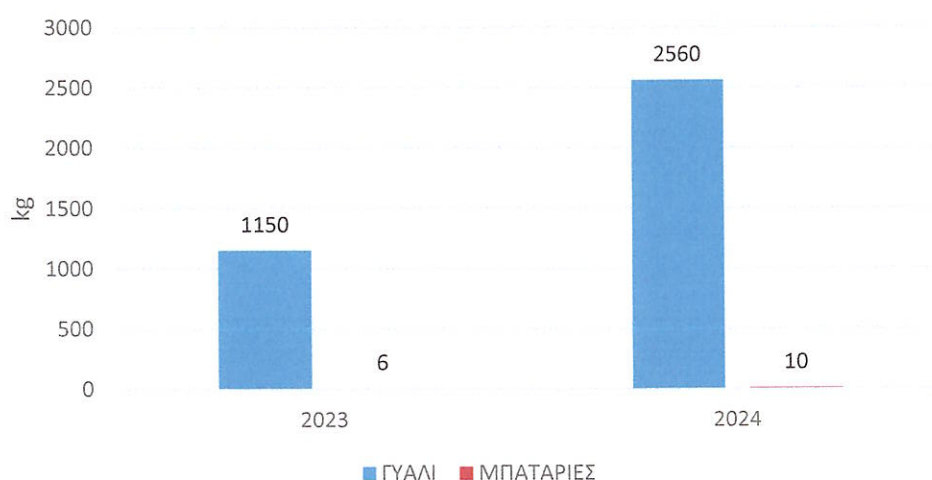
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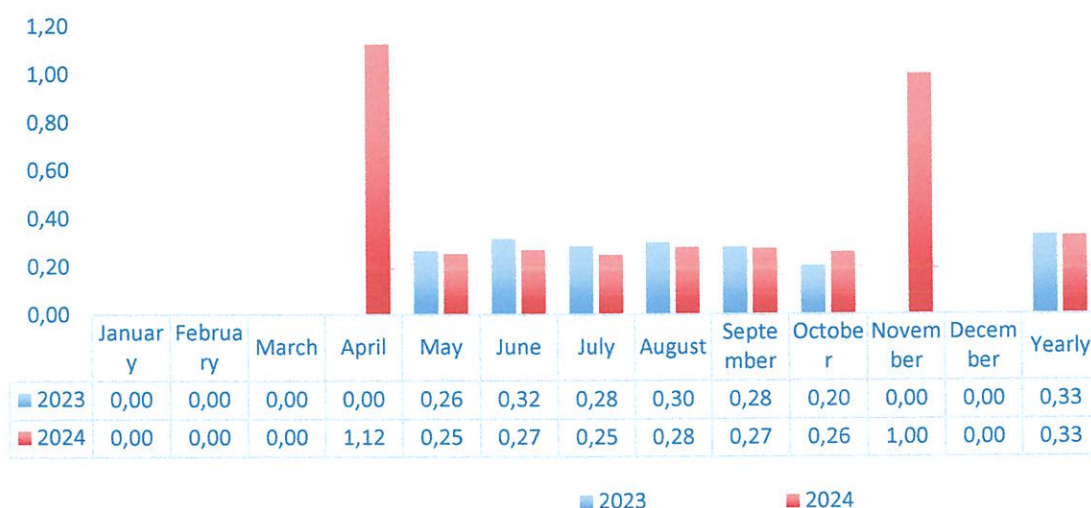
ΑΝΑΚΥΚΛΩΣΗ



Stabilization of water consumption at 0.40 m³ per guest night.

By recording and monitoring our consumption data, we have obtained the following results:

WATER CONSUMPTION PER GUEST



Our goal is to reduce water consumption through the implementation of the following measures:

Regular leak inspections and maintenance checks.

Guest awareness campaigns through informational materials placed in rooms.



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Recording and monitoring of water consumption data.

Staff training and awareness on best practices for responsible water use.

Installation of water-saving devices on taps and toilet flush systems.

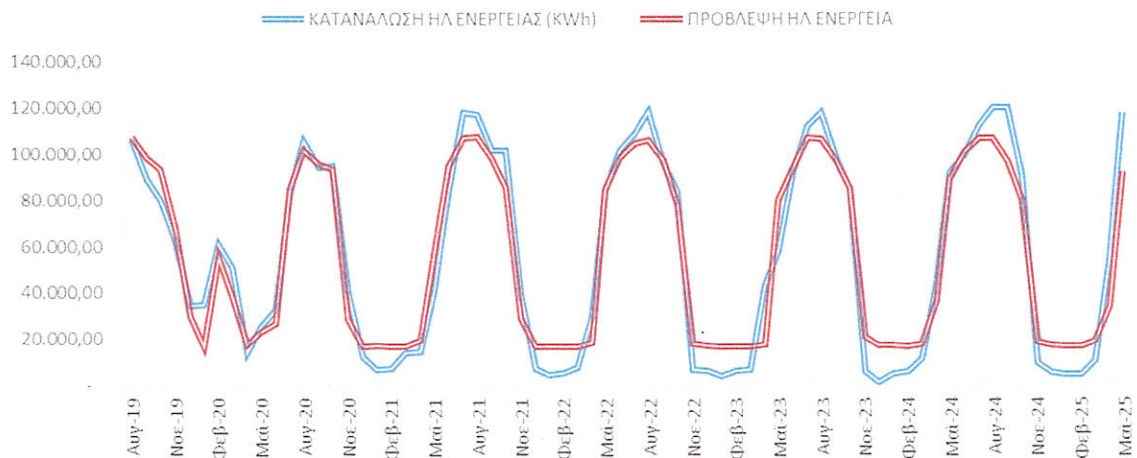
In 2024, we successfully achieved our water reduction target, recording an additional 15% decrease below the initial goal.

Objective:
Maintain energy
consumption levels
at:

Electricity: 13.9 kWh
per guest

LPG (Liquefied
Petroleum Gas): 1.6
kWh per guest

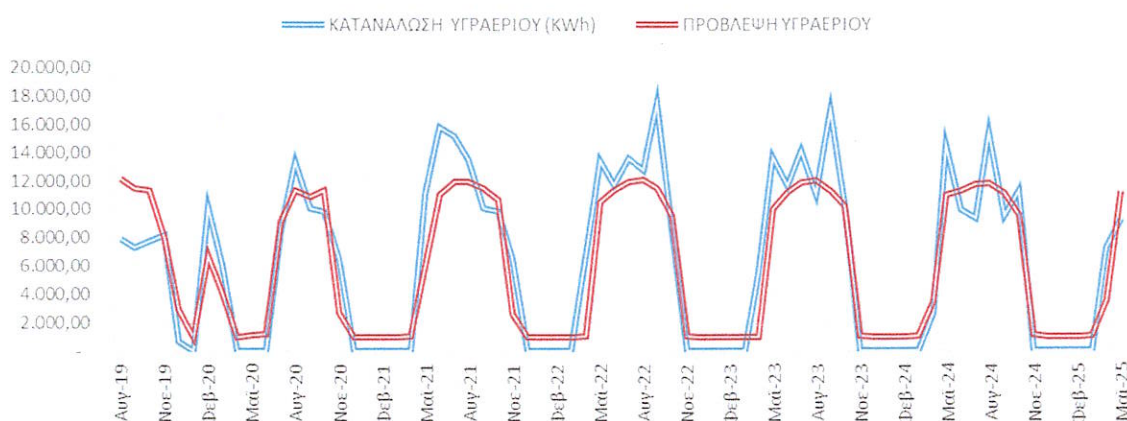
ΗΛΕΚΤΡΙΚΗ ΕΝΕΡΓΕΙΑ



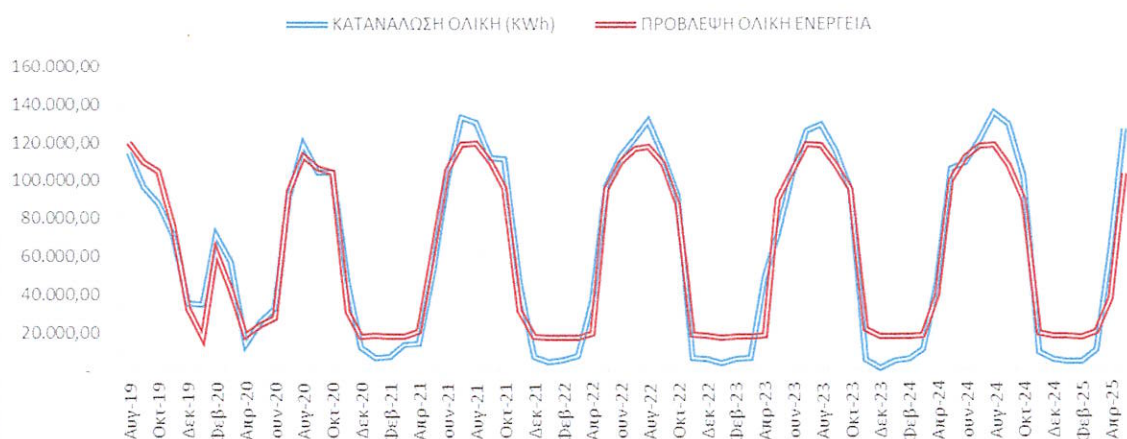


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ΥΓΡΑΕΡΙΟ



ΣΥΝΟΛΙΚΗ ΕΝΕΡΓΕΙΑ



During the **2024 season**, *Paralos Lifestyle Beach* continued the **systematic monitoring and evaluation of its energy consumption** as part of the implementation of its **Environmental Management System (ISO 14001:2015 & ISO 50001)**.

For this year, the following **energy targets** had been set:

- **Electricity:** 12.9 kWh per guest night
- **LPG (Liquefied Petroleum Gas):** 1.6 kWh per guest night

The **actual consumption recorded** for the 2024 season was:

- **Electricity:** 13.9 kWh per guest night
- **LPG:** 1.41 kWh per guest night

Analysis of results:

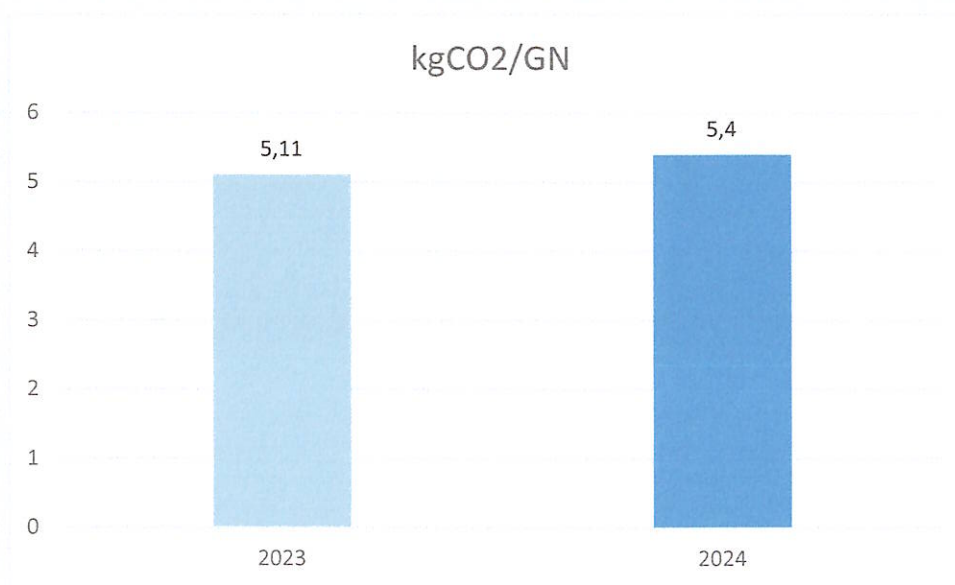
- Electricity consumption was **1.0 kWh/guest night higher than the target**, mainly due to:
 - **Increased summer temperatures**, which led to greater use of air conditioning units.



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- **Higher hotel occupancy rates** compared to the previous year.
- On the other hand, **LPG consumption improved**, reaching **1.41 kWh/guest night**, lower than the target of 1.6 kWh. This reduction was achieved through **more efficient boiler maintenance** and **enhanced staff awareness** regarding energy-saving practices.

Overall, the **energy performance of the hotel for 2024** is considered **satisfactory**, while highlighting the need for **further optimization of electricity management** in future seasons.



Similarly, the **hotel's carbon footprint increased by approximately 5%** compared to 2023, mainly due to the **rise in electricity consumption**.

This variation is attributed to a combination of **operational, environmental, and external factors** that influenced the hotel's overall energy performance:

1. **Higher temperatures and an extended tourist season**
 - During the summer of 2024, **Crete experienced higher average temperatures** than in 2023, leading to increased use of air conditioning units in guest rooms and public areas.
 - At the same time, the **tourist season was extended**, resulting in more days of full hotel operation and higher overall energy demand.
2. **Increased occupancy levels and consumption per guest**
 - The **hotel's occupancy rate rose significantly** compared to the previous year, which led to higher total electricity consumption, particularly in the **food & beverage** and **laundry departments**.
 - The use of shared facilities such as the **swimming pool, restaurants, and spa** also increased due to the higher number of guests.
3. **Increase in the CO₂ emission factor of the Greek electricity grid**
 - The **energy mix** in Greece in 2024 included a slightly higher share of **lignite and thermal power plants** compared to 2023, due to reduced renewable energy production.
 - As a result, even with stable or only slightly higher energy consumption, the **carbon footprint per kWh** increased.



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Despite this increase, the hotel has already implemented **measures to limit its carbon footprint** in the coming period, such as:

- The **gradual replacement of old, energy-intensive equipment** with new **A+++ energy class appliances**.

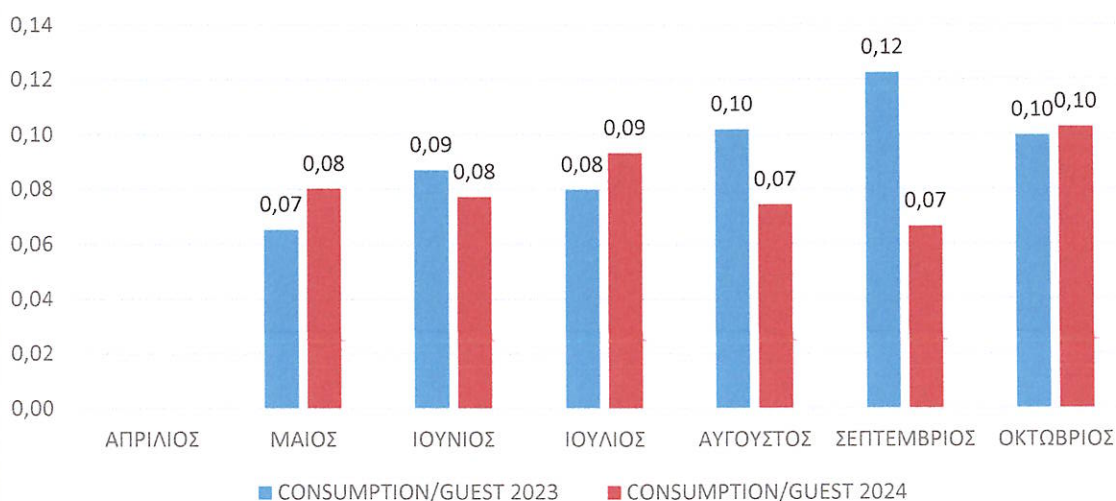
Maintain stable levels of water treatment chemical consumption.

Achieve a 10% reduction in housekeeping chemical usage.

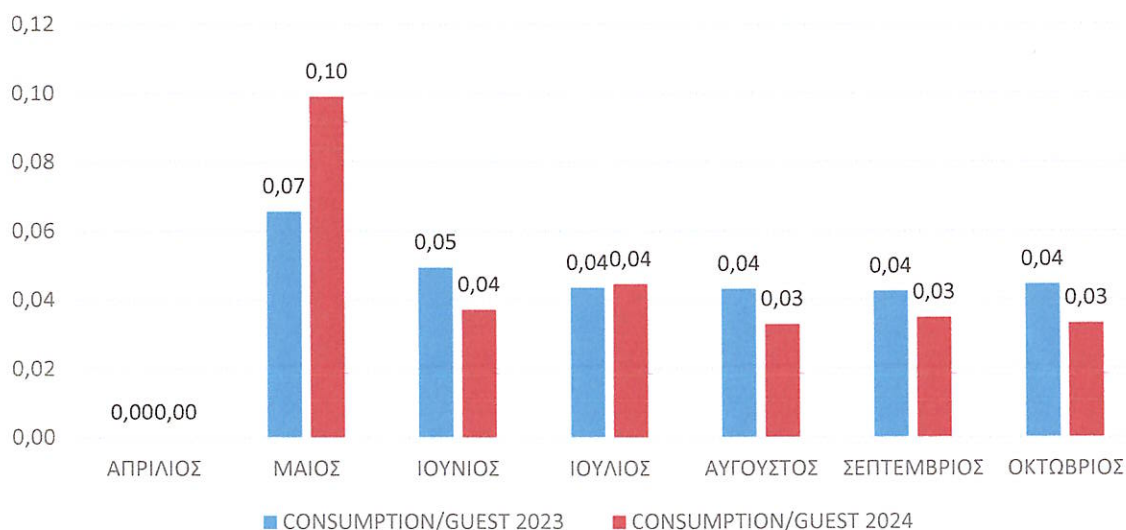
Achieve a 5% reduction in Food & Beverage chemical usage.

The current situation is as follows:

Χημικά F&B



Χημικά Housekeeping





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The consumption data compared refer to the years 2023 and 2024. We observe a 25% reduction in chemical use in both the Housekeeping and Food & Beverage departments. We believe that continued staff training and awareness will lead to the desired results and further improvements in the upcoming season.

Employees

Sustainability Awareness	The staff demonstrates a good level of understanding and responsibility regarding sustainability management, as evidenced by internal records and evaluations.
Labor Rights	All employee contracts are fully compliant with national labor legislation and the Collective Labor Agreement (CLA) 2024, ensuring the protection of workers' rights.
Salary	Salaries are equal to or higher than those stipulated in the Collective Labor Agreement 2024.
Working Hours	No overtime is performed, and all rest days are fully respected.
Staff Training	In 2024, all employees participated in a training program covering the following topics: • Food hygiene and safety standards • Proper use of cleaning chemicals • Waste separation and recycling practices • Environmental best practices • Occupational Health and Safety policies • Child protection policy • Human resources management policy • Preventive measures against Legionella

The policy will be reviewed annually to ensure its continued relevance and effectiveness.

Our hotel is committed to the continuous improvement of its sustainability practices. We kindly invite your contribution with suggestions to reduce our environmental footprint and enhance our responsible operations.



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Κωδικός Π-03
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Signature:

Paralos Lifestyle Beach
LIFESTYLE MONOPROSΩΠΗ Α.Ε.
ΠΙΣΤΙΚΗ ΕΜΠΟΡΙΚΗ ΚΑΤΑΣΚΕΥΑΣΤΙΚΗ ΕΤΑΙΡΕΙΑ
ΠΑΤΑΝΑΡΕΟΥ 110 - ΑΜΜΟΥΔΑΡΑ ΓΑΖΙΟΥ
Α.Ε. Δ.Ο.Υ.: ΗΡΑΚΛΕΙΟΥ

General Manager

KATERINA KAMPALEKI

Place:

ΑΜΜΟΥΔΑΡΑ

Date:

01/05/2025