

Sustainability Report 2021 - 2023

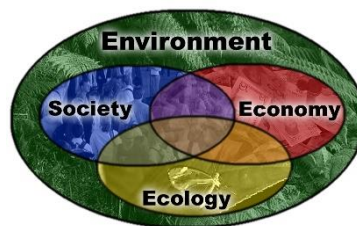


PARALOS LIFESTYLE BEACH

Our hotel **Paralos Lifestyle Beach**, located in Ammoudara Heraklion, an area where it has developed touristic adue to its huge sandy beach, is awarded with the blue flag as it meets all the necessary criteria. Built in front of a sandy beach of unique beauty, a hospitality paradise with 148 rooms and 296 beds, 4**** opens up to those who are ready to enjoy a truly relaxing holiday in a carefree environment.

It is a commitment for our hotel to ensure sustainability by considering our impact on the environment, our employees and the local community. Keeping in mind all the commitments of our organization outlined in the Corporate Policies, we have initially captured our activities in this Sustainability Report.

Environment

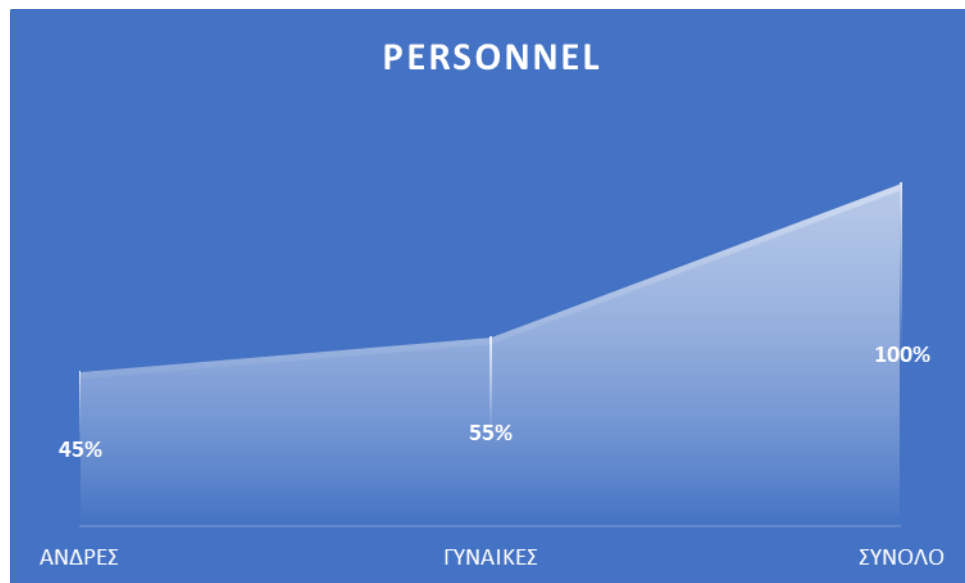


- Complies with the legal requirements of environmental legislation.
- Implement an Environmental Management System in accordance with the requirements of ISO 14001: 2015.
- Sets annual measurable environmental targets and limits to measure progress and keeps records of performance.
- Respects natural resources (energy and water) in the hotel by following specific actions and encourages customers to do the same.
- Implements a recycling system in all areas of the hotel and encourages customers to participate themselves by recycling their garbage in special bins placed in different parts of the hotel.
- It complies with the terms and conditions set out in the environmental conditions study and aims to reduce its environmental impact.
- It contributes to the reduction of air pollutants through proper maintenance and monthly monitoring of the operation of the boilers.

Employees



- Complies with legislative requirements for workers and human rights legislation.
- We treat our employees equally, regardless of their age, any disabilities, nationality, gender, race, religion, sexual preference and our employees are:



- We give everyone equal rights and opportunities for career progression and development.
- We train our employees every year so that they are aware of the processes they are involved in.
- We pay all our employees a salary that **exceeds** the Collective Labour Agreements
- All employees abide by their eight-hour working policy, their allotted time off and are paid extra when and if they work overtime.
- We are committed to investigating any employee complaint of mistreatment or unfair treatment on the part of the company.

Local Community - Social Inclusion



- We try to recruit more and more employees from the local community every year and we have managed to have 92% of our staff from the local community.



- We prefer suppliers who are from the local community.



- We are contributing with resources - food to the social welfare grocery store of Gazi..
- We carry out environmental activities: Beach cleaning and tree planting, replacement of plastic straws.



Food distribution policy

- Food management at Paralos Lifestyle Beach ensures that surpluses are minimized and that raw materials are not being wasted.
- Food that has been cooked and not consumed at the buffet is provided to restaurant employees, following strict preservation procedures.
- In addition, employees are trained in the use of local products and ingredients, in order to protect local biodiversity and contribute to the minimization of waste.

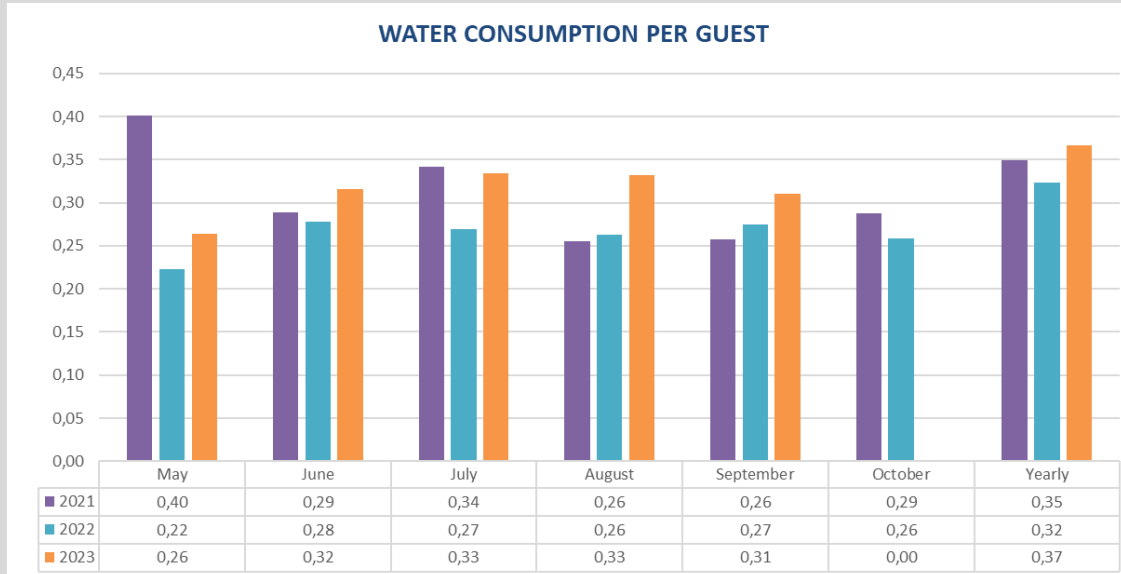


Achievements – Objectives

Our hotel has set and monitors several business objectives related to sustainable development and distinguished at various levels. Through their gradual achievement, it will contribute to balanced development and fair management of resources. By starting to take stock of the current situation we have been able to set objective and measurable objectives.

Environment - Energy - Human Resources

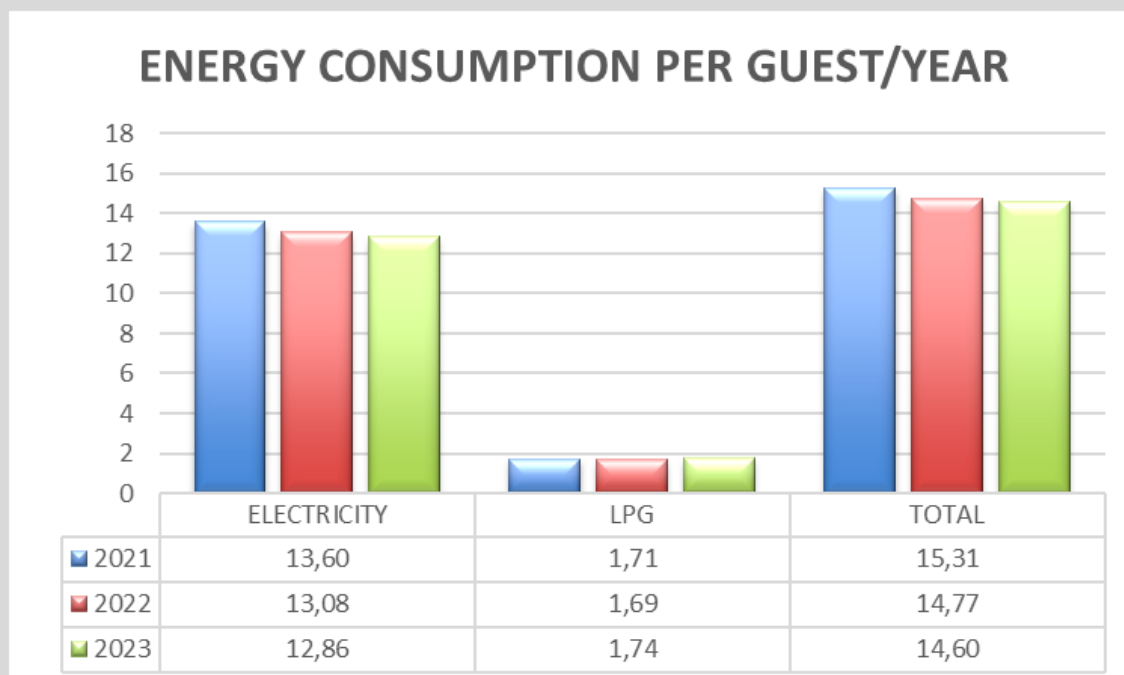
Through the continuous training of our personnel, we will be able to raise their awareness and achieve our goal.

Target	Present situation																																
<p>Increase in recycling of materials (paper, glass, etc.) in percentage 5%</p>	<p>For the current season we have achieved the following:</p> <div><p>ΑΝΑΚΥΚΛΩΣΗ (Kg)</p><table><thead><tr><th>Material</th><th>2022 (Kg)</th><th>2023 (Kg)</th></tr></thead><tbody><tr><td>ΓΥΑΛΙ</td><td>1140</td><td>1150</td></tr><tr><td>ΜΠΑΤΑΡΙΕΣ</td><td>2</td><td>5</td></tr><tr><td>ΛΑΔΙΑ</td><td>900</td><td>1550</td></tr><tr><td>ΤΟΝΕΡ</td><td></td><td></td></tr><tr><td>ΧΑΡΤΙ</td><td></td><td></td></tr><tr><td>ΗΛ. ΣΥΣΚΕΥΕΣ/ΛΑΜΠΕΣ</td><td>15</td><td>140</td></tr><tr><td>ΣΥΝΟΛΟ</td><td>2057</td><td>2845</td></tr></tbody></table><p>ΥΛΙΚΟ ■ 2022 ■ 2023</p></div>	Material	2022 (Kg)	2023 (Kg)	ΓΥΑΛΙ	1140	1150	ΜΠΑΤΑΡΙΕΣ	2	5	ΛΑΔΙΑ	900	1550	ΤΟΝΕΡ			ΧΑΡΤΙ			ΗΛ. ΣΥΣΚΕΥΕΣ/ΛΑΜΠΕΣ	15	140	ΣΥΝΟΛΟ	2057	2845								
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<p>Stabilization of water consumption in the 0,40qm/ overnight.</p>	<p>By registering our consumptions we have:</p> <div><p>WATER CONSUMPTION PER GUEST</p><table><thead><tr><th></th><th>May</th><th>June</th><th>July</th><th>August</th><th>September</th><th>October</th><th>Yearly</th></tr></thead><tbody><tr><td>■ 2021</td><td>0,40</td><td>0,29</td><td>0,34</td><td>0,26</td><td>0,26</td><td>0,29</td><td>0,35</td></tr><tr><td>■ 2022</td><td>0,22</td><td>0,28</td><td>0,27</td><td>0,26</td><td>0,27</td><td>0,26</td><td>0,32</td></tr><tr><td>■ 2023</td><td>0,26</td><td>0,32</td><td>0,33</td><td>0,33</td><td>0,31</td><td>0,00</td><td>0,37</td></tr></tbody></table></div> <ul style="list-style-type: none">• Our goal is to reduce water consumption by applying:• Regular leakage checks• Awareness raising with informative leaflets in the rooms.• Recording and monitoring water consumption• Informing and training staff on good water use practices		May	June	July	August	September	October	Yearly	■ 2021	0,40	0,29	0,34	0,26	0,26	0,29	0,35	■ 2022	0,22	0,28	0,27	0,26	0,27	0,26	0,32	■ 2023	0,26	0,32	0,33	0,33	0,31	0,00	0,37
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- Installing economy mechanisms on taps and toilets

Stabilization of total consumption below 16kwh/guest

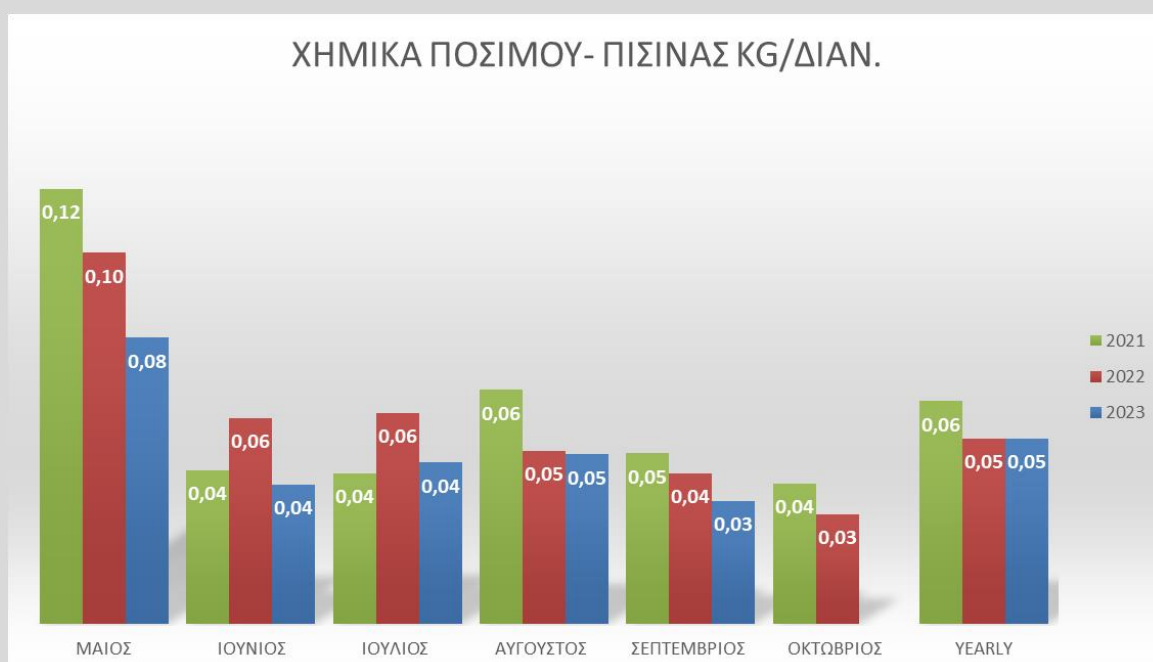
The allocation of energy into electric and gas is as follows:



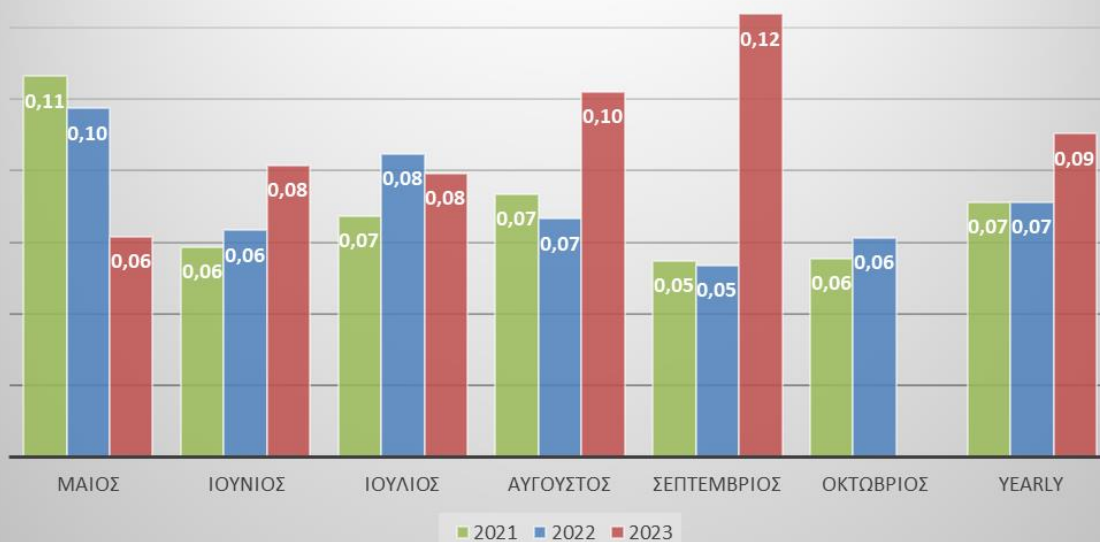
- For better energy management, the application of a solar field will be studied.

Keeping the consumption of water chemicals below 0.07 Kg/guest. In food (FnB) below 0.10 Lt/guest. In cleaning service below 0.05 Lt/guest.

The present situation is as follows:



ΧΗΜΙΚΑ F&B LT/ΔΙΑΝ



ΧΗΜΙΚΑ ΟΡΟΦΩΝ LT/ΔΙΑΝ



The consumption data we have compared are for the years 2021, 2022 and 2023.

Employees

Sustainability	Staff have a good level of understanding of their responsibilities in relation to sustainability management, as demonstrated by the records
Employment rights	Safeguarding rights in staff contracts in accordance with the law and the Collective Labor Agreements 2023
Salary	Salary greater than or equal to that provided for in the Collective Labor Agreements 2023
Working hours	No overtime and days off are respected.
Personnel training	Staff have followed the 2023 Be Safer and Ergoprolipsis training course and seminars on: Principles of HACCP implementation in the food departments of the hotel - Good Management Practices (GMPs) - Allergens, Precautionary measures to deal with Norovirus in the hotel according to FTO standards - Precautionary measures to deal with Legionella in the hotel, First Aid.

The policy will be reviewed annually for continued adequacy.