

Rhodes Bay Sustainability Report and Policies

2020-2021

OUR POLICIES

Since **Sustainability** improves the quality of our lives, protects our ecosystem and preserves natural resources, **Rhodes Bay Hotel** has been striving to build engagement into practices and processes with the view to make our company more efficient and ensure its longevity.

Our approaches are associated with protecting the environment, the human capital as well as returning to the local community.

The **Policy** and our **Commitments** framework consists of rendering sustainable accommodation, taking responsibility for the impact of our operations on the environment, our employees' engagement and social sustainability. They are as follows:

Environment

- Complying with legal requirements of environmental legislation and regulations
- Defining environmental objectives and measuring progress
- Efficient use of energy resources
- Waste management with emphasis on reuse and recycling
- Minimizing pollution by reducing the use of harmful substances
- Raising awareness among the company's Employees, our Guests , Suppliers and the local community about our environmental commitments and sustainability

Employees

- Complying with legal requirements and regulations on employment and human rights
- Creating and Maintaining a workplace Free from Harassment and Discrimination of sex, religion, age, culture, nationality, sexual orientation and disability
- Encouraging and training our employees to develop their skills
- Educating and Training our employees on sustainability policies to understand and participate actively in achieving our objectives

Local community

- Employing people from the local community wherever possible
- Consulting and exchanging information with the community on issues of their interest
- Purchasing goods and services from local suppliers, wherever possible
- Supporting local businesses and activities through promotion, donations, etc.
- Protecting children from all forms of abuse and exploitation, ensuring our employees are trained so they know what to do if they suspect a child is at risk, inside or outside our facilities.

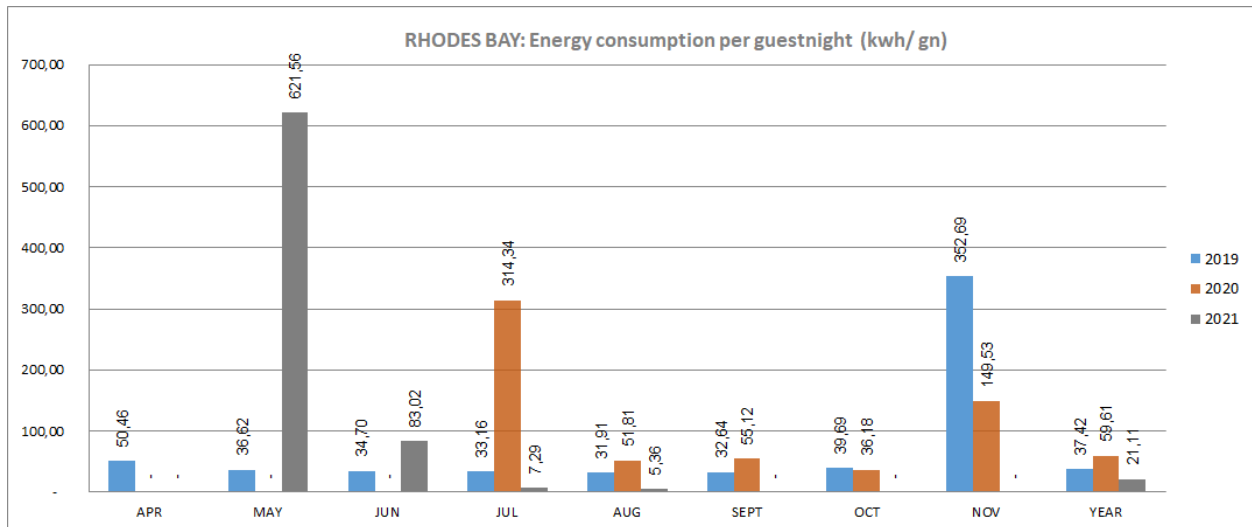
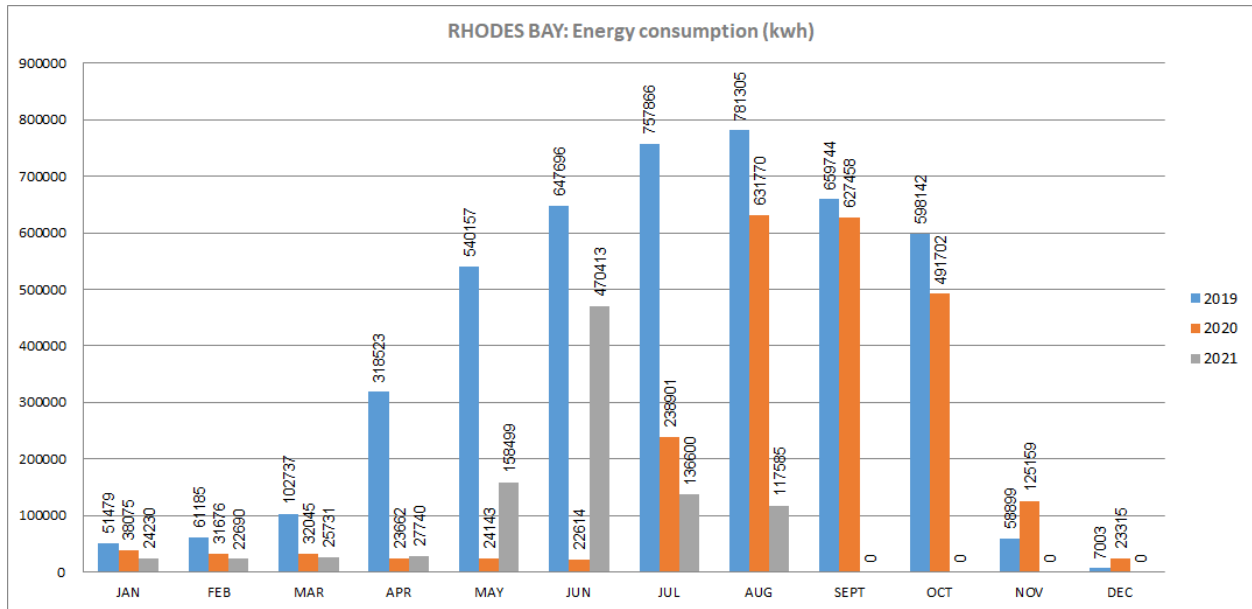
SUSTAINABILITY RESULTS, ACTIONS AND TARGETS

ENERGY MANAGEMENT

Our commitment to save energy includes protecting the environment and lowering costs. To minimize the energy consumption, we have already taken the following measures and made improvement in the following :

- We have installed LED lighting
- We have optimized machinery and equipment in good working condition
- We use timers and sensors in order to monitor energy consumption
- We use high efficiency machinery and A/C Units for cooling
- We set objectives for limiting consumption with specific targets

Our targets for 2021 had been to understand our consumptions during post Covid period and for 2022, our upcoming target is to remain **3%** below the previous pre-Covid period .

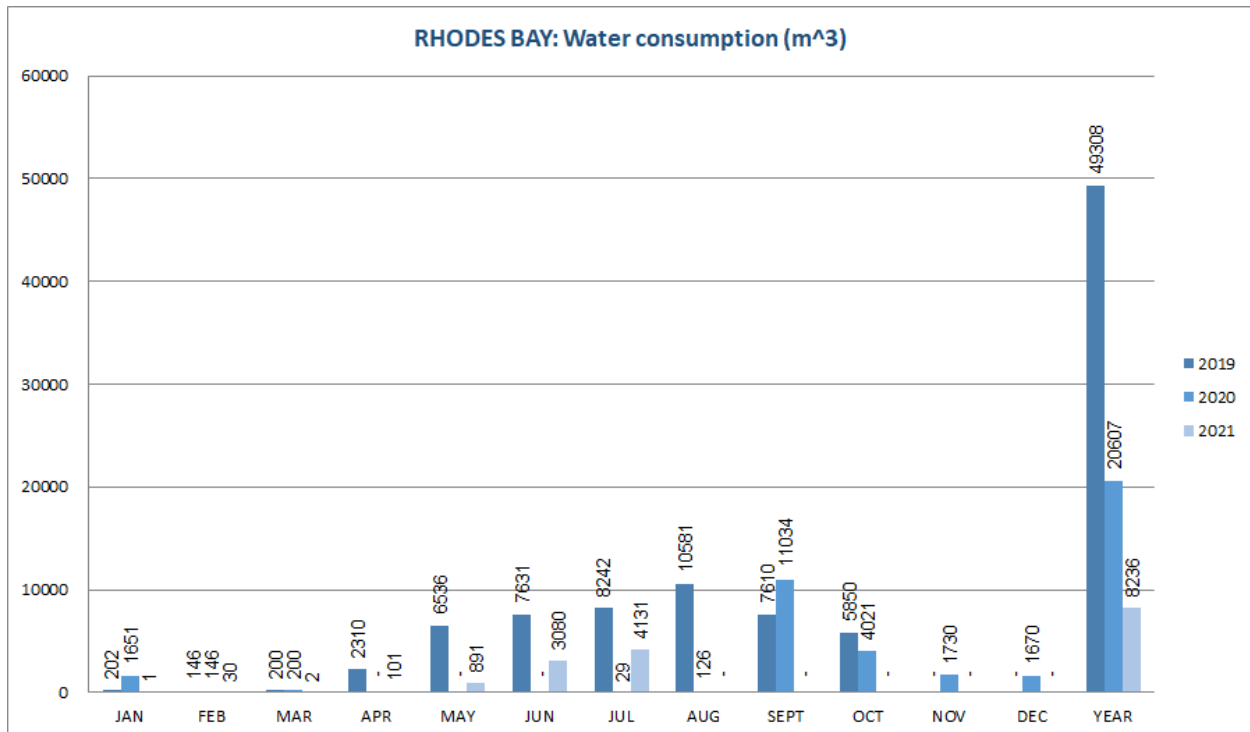


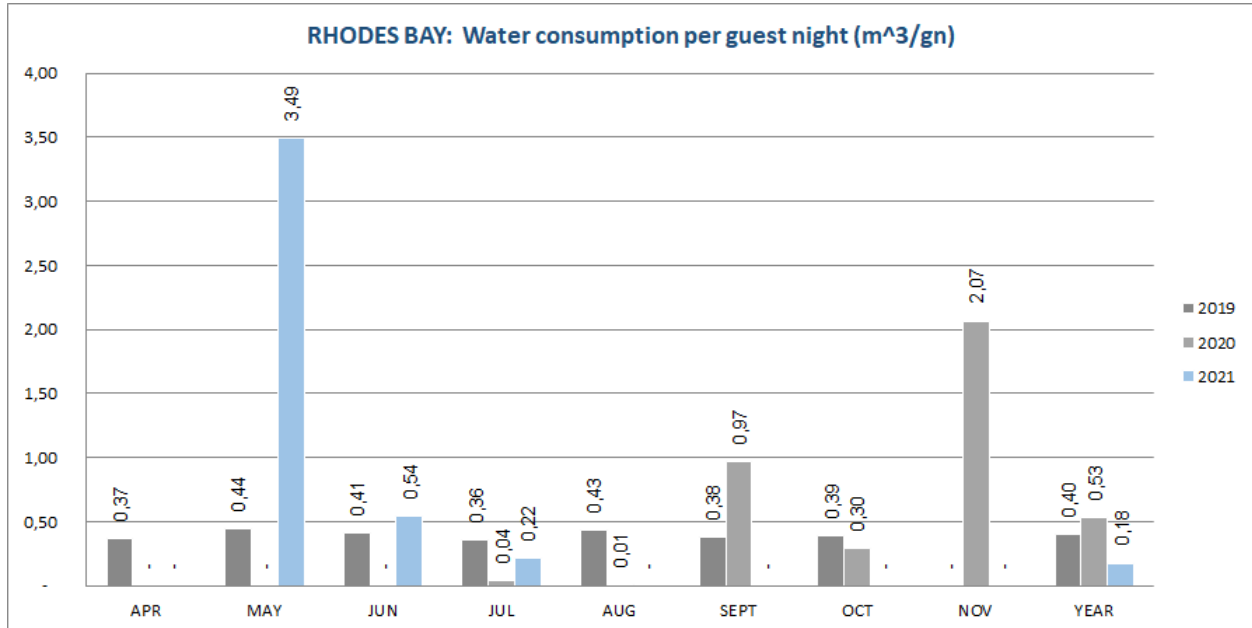
WATER MANAGEMENT

It is well perceived that water is a precious resource. Having this in consideration, we are doing our best to reduce water consumption in our operations, to use it wisely and safely by developing a water saving culture and implementing the following actions:

- We check for leaks on a daily basis
- We have installed water reduction devices in all taps in line with the Travelife Standards
- We have designed our garden irrigation system with automated systems
- We have trained our employees about water conservation
- We have a towel and linen policy in place

Our targets for 2021 had been to understand our post-Covid period consumptions and for 2022 we are targeting to remain 5% below the previous pre-Covid period .





WASTE MANAGEMENT

All the waste generated is managed responsibly. Recycling is managed by authorized companies and our organic waste by the municipality.

We recycle the following items:

- Paper
- Plastic items
- Glass
- Cooking oils
- Batteries
- Electric appliances
- Toner cartridges

We are targeting in improving recycling rates and start managing food waste.

LOCAL COMMUNITY

We support local communities in many different ways.

- We offer employment opportunities, and we support local employees
- We prefer to buy food supplies from the local market
- We cooperate with local service providers
- We support local traditions and local festivals
- We urge our guests to explore and discover Rhodes respecting the local culture and customs, the Natural Habitat, Wildlife and Fauna

COMMUNITY ACTIONS

The table that follows enlists all the actions and activities we launched and completed during our 2019-2021 Certification, as well as the actions planned for the following year 2022.

| BEACH & SEA LIFE | |
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| BLUE FLAG RAISE | Raising the Blue Flag Photo shoot with staff and Guests |
| BLUE FLAG 2020 | International Programme Participation & Award |
| BLUE FLAG 2021 | International Programme Participation & Award |
| “MARINE LIFE RHODES” with Hydrobiological Research Center and the Aquarium of Rhodes | Presentation on the “Marine Life” and endangered species of Rhodes and the Dodecanese, Activities, Games, sea creature’s microscope examination, and Paintings Display with the participation of the hotel Guests in cooperation of the Hydrobiological Research Center and the Aquarium of Rhodes |
| BEACH CLEAN UP DAY | Organised a Clean-Up Day on the private Beach front with the help of the Scouts |

| ANIMALS WELFARE | |
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| ALKYONI the KINGFISHER RESCUE | <ul style="list-style-type: none"> • An Alkyoni bird injured on the hotel grounds was sent to ANIMA Wildlife Refuge and then to the Aegean Wildlife Hospital • Information on the life and history of the bird Alkyoni posted on the hotel social media |
| The AEGEAN WILDLIFE HOSPITAL & HORTOBAGY - BULGARIA DOCUMENTARY | <ul style="list-style-type: none"> • To raise awareness to guests on protecting the wildlife a “First Release” Documentary was shown on the Public Hotel TV about the course of actions Janos Deri / Hungarian Hortobagy and Marios Fournaris / Paros Island have been taking for 25 years, for healing injured birds only on the financial support of strangers, • The documentary was shown on the German TV afterwards • The hotel posted information and leaflets around the hotel grounds and Noticeboards |

| NATURE | |
|---------------------------|--|
| FOREST AMBASSADORS | <ul style="list-style-type: none"> • The Hotels participated in the “Forest Ambassadors” Programme launched by the local NGO “Gia ti Fisi” (For Nature), where we adopt planting and growing process of a series of trees in designated areas of the island which suffer serious destruction from past fires. The trees bare the hotel name for ever and tracking is through Google Maps • Our aim is to urge Hotel Guests to be aware and sensitive on the protection of the environment of the destination they spend holidays .To show interest in donating and adopting trees upon their reservation • Reforestation will eventually reduce CO2 emissions on the environment |

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| <p>RHODIAN ENVIRONMENTAL AWARENESS PARK FOR CHILDREN, TEENS & ADULTS PROJECT Kallithea - Rhodes</p> | <p>Voluntary Participation in the clean-up day and the creation of the Environmental Awareness Park Project in Kallithea launched by the NGO “Gia ti Fisi” (For Nature),</p> |
| <p>NATURAL RESERVE REFORESTATION PROJECT</p> | <p>Participation in 10-year Adoption and Planting 100 acres of burnt (since 2008) land Project along with 19 Rhodian Tourist enterprises and Hotel chains Each planted tree is identified and tracked through Google Maps</p> |

| CULTURE | |
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| <p>EUROPEAN CULTURAL HERITAGE DAYS Hellenic Ministry of Culture and Sports</p> | <p>Sponsored the event on “Characteristics and Preservation of Neoclassical Architectural Art”</p> |
| <p>OPEN DOORS 2019 by RICHES Rhodes International Cultural Heritage Association</p> | <p>Volunteers’ Active Participation in the organisation of the major cultural event in Rhodes on European Cultural Heritage Days, organised by RICHES , late September</p> |
| <p>GUESTS CULTURAL AWARENESS</p> | <p>Raise Guests’ Cultural awareness of Rhodes by posting on Hotel Noticeboards and Social Media as well as mentions on the Guests Reviews replies about festivals, events and landmarks and highlights of the island of Rhodes</p> |

| COMMUNITY & WELFARE | |
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| THE LUNCH OF SOLIDARITY | Lunch Boxes with food prepared at the hotel offered to the Holy Apostles Church Materially Poor Parishioners, under the supervision of the Holy Metropolis of Rhodes |
| USED FURNITURE | Part of the old Furniture from the rooms of Renovation Phase I were donated to the hotel employees, to Public Schools and Kindergarten, to Public Service Offices, to Church Cultural Centers, and to Materially Poor |
| FOOD, KITCHEN EQUIPMENT, APPLIANCES & SUPPLIES DONATION | Donation of end of season left dry Food, kitchen Appliances and Equipment to the Non-Profit Organisation “Welfare & Community Development of the Municipality of Rhodes” |
| “FLAME” “FLOGA.org.gr” DONATION | Donation instead of Funeral Wreath to support the Organisation of “Parents with Children with hematological neoplasm and malignant tumors” “Flame” |
| BLOOD DONATION | Volunteers from the hotel Employees Team donate Blood Bottles every year during the summer season in cooperation with the General Hospital of Rhodes |

| FUTURE ARRANGEMENTS | |
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| The Hellenic Ministry of Culture & Sports Cultural Heritage Days | Cooperation with the Ministry of Culture to host and co-organise events and activities, trips and presentations on the history and cultural heritage of Rhodes City and the whole island of Rhodes as well as the Dodecanese islands |
| BLUE FLAG 2022 | International Programme Participation Process |
| BIKE FRIENDLY HOTEL | Programme Participation Process |