
SUSTAINABILITY

• VASIA HOTELS & RESORTS •

At Vasia Hotels & Resorts we take a holistic approach to sustainable development. We practice, and continue to develop effective sustainable initiatives in order to positively impact our environment, society, people and business, and protect our planet for future generations

We expose our guests to more sustainable ways of travel. We encourage them to explore our destination in its entirety; respect culture, local tradition, protect and reconnect with nature and give back to the local community. Thus, promoting an impactful travel footprint.



OUR BUSINESS

CORPORATE - Strategic Initiatives

We try to continuously develop new sustainability practices for a positive impact. We are focused on mitigating our carbon emissions across our operations and facilities, in order to minimize any potential negative environmental impacts – our footprint. We set targets with short, medium and long term ambitions.

Our sustainable business strategy includes:

- Vasia Green Team in place
- We re-shape our services and holiday - packages offerings, to align with our sustainable development goals. Target by 2025 aims to:
 - *All Inclusive* segment at maximum 20%
 - *Bed & Breakfast* and *Half Board* will share the outstanding 80%
- We are committed to radical amendment of our investment strategy by opting out from mass tourism and creating new concepts based on tailor-made service for the actual needs of our guests and not only, in compliance with the needs of the environment.
Mass tourism is an unsustainable form of travel, consuming huge amounts of resources while giving little back to the local community.

- We have and continue to invest in boutique hotel projects in order to support and ensure our sustainable business strategy
- We intent to establish renewable sources of energy (photovoltaic panels), aiming to cover our energy demands by at least 50% by 2025.

Green energy helps climate change mitigation by avoiding greenhouse gases and polluting emissions. Further, green energy builds resilience to volatile prices and lower energy costs.

- We are accredited with Travel Life; an internationally recognized sustainability certification program. At the same time, we explore other sustainable tourism programs
- We are developing an in-house monitoring process to ensure compliance and use of best-practices on the on-going sustainability process
- We cooperate with Kosmos Safety Consulting Ltd to ensure transparency and further monitoring
- We maintain a supplier selection process based on strict and demanding criteria, taking into account the fundamental principle of sustainability.

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OUR BUSINESS

Our growing list of business initiatives includes:

HOUSEKEEPING

- Bedding and towel laundry leads to significant energy and water consumption. We have reduced daily change of bedding and towels to 2 to 3 times a week or at the customer's request. This initiative lead to water and energy savings, as well as reduced chemical use.
- Environmental-friendly cleaning products, detergents and consumables (e.g. microfiber clothes)
- Efficient cleaning techniques, which reduce less than half the use of water and chemicals, in compare to inefficient techniques.

FOOD AND BEVERAGE

- Tailor-made menus to reduce waste
- Healthy menus available
- Support local - seasonal food producers when possible
- Reusable or recyclable food packaging

MOBILITY

- In-house electric buggies with drivers for guests and goods transfer within the hotels premises
- Electric Vehicles with drivers for all outdoor transfers



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OUR ENVIRONMENT

Over the last few years, we have developed numerous initiatives to protect the environment. Our growing list of initiatives includes:

ENERGY:

- In-room key card system automatically switches off electricity when guest room is vacated
- Individually controlled air-conditioning systems in all rooms with sensor detectors.
- Use of night ventilation techniques with ceiling fans (Vasia Boulevard Hotel).
- Optimization of our IT equipment with energy-saving PCs, cloud servers and environmentally responsible digital practices
- Establishment of motion sensors and timing devices in common areas and back of house.
- Replacement of all classic bulbs by LED. Control of public lighting with the use of switch timers.
- Charging station: Vasia Resort & Spa equipped its parking area with a universal charging station for electric vehicles.
- Installation of photovoltaic panels.
- Use of solar panels and water heating pumps for heated water.

WATER

- Encouragement of guests to have linen and towels service every second day
- Replacement of dual flush toilets across hotels
- Installation of automatic irrigation system using wastewater

WASTE

- Establishment of a recycling procedure in order to ensure that plastic, paper, cans, aluminum tins, coffee capsules, batteries and old appliances among other types of waste are correctly recycled at all resorts.
- Provision of separate recycling bins aiming to the correct management of waste.
- Cooking oil recycling
- Ink cartridges recycling
- Adequate training of all employees in food and waste management
- Participation in the WWF Hellas kitchen program, regarding food waste management.

PAPER:

- Use of QR codes and mobile apps for restaurant menus and digital directories
- Elimination of printouts

PLASTIC

- Recycling of all plastic water bottles and amenities
- Paper straws are used throughout across all our bars and restaurants
- Purchase of reusable bottles
- Elimination of products of single-use purchase

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OUR PEOPLE

We constantly aim to improve and develop our sustainability initiatives in order to support our employees welfare and career development.

Our goal is for all our people to be treated equally, fairly and ethically, whilst providing a safe, healthy environment to promote physical and emotional wellbeing.

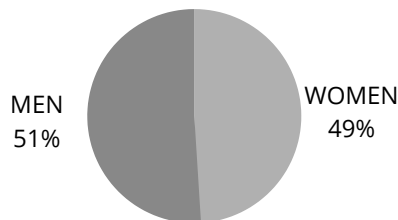


Employee Benefits - Wellbeing Initiatives

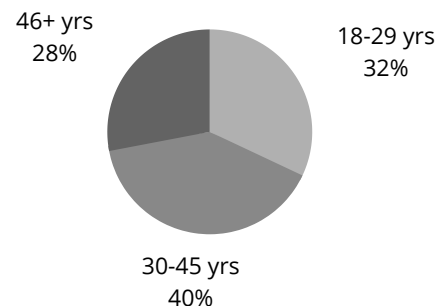
- Local employment support
- Student apprenticeship program
- Refugee employment support program
- Child labor prohibition (we accept no employees younger than the laws of our country allows)
- On the job training + training seminars
- Digital employee portal
- Benefits: free transportation, free meals, free accommodation
- Creation of Blood Bank implemented with the voluntary involvement of group's personnel, in order to meet the related potential needs at a wider level and also to support directly our employees and their families when and if necessary.

DIVERSITY AND INCLUSION RATINGS

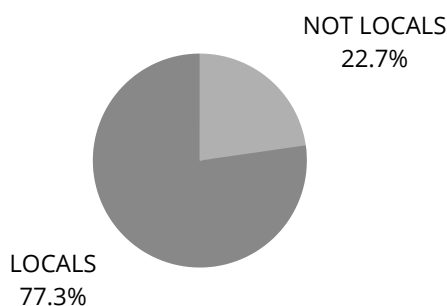
TOTAL WORKFORCE BY GENDER



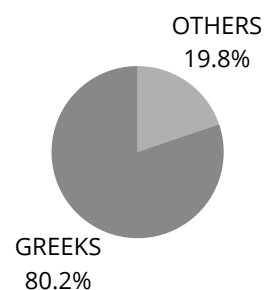
AGE DISTRIBUTION OF OUR WORKFORCE



PROPORTION OF LOCAL EMPLOYEES



PROPORTION OF DIFFERENT NATIONALITY



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OUR SOCIETY

We are constantly striving to nurture and support our communities as best we can.

Wherever possible we employ and empower members from local communities and offer opportunities for local artisans and performers within our hotels. We support local and seasonal food producers, source environmentally and culturally sustainable products and services.

We also promote local cultural awareness and encourage our guests to explore each of our destination in its entirety and give back to the local community.

Our sustainable initiatives to assist the local society include:

DONATIONS

We support a number of local charities, aiming to provide support for socially vulnerable groups, activities and projects. Some of the results of our contributions are:

- Financial support to *'The Smile of the Child'*, a Greek organization focused on children's welfare.
- Financial support to local sports groups, in order to contribute to youth development, empowerment, confidence, and social connection.
- All furniture, electrical equipment or linen which are replaced on every renovation are donated to the local hospital and church.
- Food donations to local organisations: *Paidopoli* in Neapoli, a childcare organization. *Stegi Agapis* in Neapoli, a community organization created by local church. Nursing home in Neapoli.

ACTIONS - VOLUNTEERISM

We organize cleanups with staff and guests volunteers, in order to eliminate wastage and pollution from natural settings and contribute towards the sustainability of the area.



EDUCATION

We are continually training our staff on human rights and child protection, so that they understand the role they play in delivering our objectives. Over the last few years, we have zero incidents reported.

LOCAL EXPERIENCES

Tourism has direct, indirect and induced impacts on a wide range of economic sectors on local economies.

At Vasia Hotels we encourage all our guests to explore each of our destination exactly as it is. We are cooperating with local businesses to offer authentic experiences, while also supporting the local areas.

Local experiences - activities offered: local walking tours, hikes and nature excursions, visits to cultural heritage sites and conservation areas, as well as on-site yoga and meditation programs.