

POLICY OF SUSTAINABLE MANAGEMENT

Recognizing the effects of our activities on the natural environment, the Management of Hotel Businesses **APOLLO.E.COMMITS:**

- In the continuous taking of effective measures, in order to protect and sustainably manage the natural environment in which it operates.
- In the priority consideration of the Environmental effects of each Business decision
- Comply with ISO 22000:2005, ISO 9001:2015, ISO 14001:2015

Within the framework of the Company's Sustainable Management Policy:

1. WE MANAGE ENERGY EFFECTIVELY

- We take advantage of solar energy by installing collectors on every available surface.
- We replace old cooling-heating machines with new high energy efficiency technology
- We replace all light fixtures with new technology and low consumption LEDs
- We replace all old electrical appliances such as televisions and mini bars with new technology and low consumption (Energy Star)
- We have equipped all rooms with energy-saving automatic locks.
- We install automatic (motion-time) light switches where possible (gardens, shared toilets)

2. WE REDUCE WATER CONSUMPTION AS NECESSARY.

- We regulate consumption from taps, showers, cisterns to the minimum possible.
- We regularly check our network for leaks
- We prioritize the cultivation of endemic species in gardens with low water requirements.
- We install automatic water switches where possible (pool shower)
- We are modernizing the irrigation system of the gardens with the installation of automation and a drip hydraulic network.

3. WE REDUCE, SEPARATE, RECYCLE WASTE

- We are constantly reducing the volume of packaging from the supplied materials, preferring large and simpler packaging.
- We have excluded all disposable packaging and serving utensils (glasses, plates, amenities, aluminum cans of soft drinks, etc.)
- We separate at source and recycle in collaboration with our suppliers
 - i. Glass
 - ii. Plastic
 - iii. Metal
 - iv. Paper
- We have installed a modern composting machine and compost all organic waste from the food departments and gardens.
- We collect and dispose of all hazardous waste such as lamps, batteries, oils, etc. to licensed agencies.

4. WE MINIMIZE THE IMPACT ON THE ATMOSPHERE

- We replace all outdated refrigeration machines with modern chillers and heat pumps with ecological freon.
- We have shut down all Oil burners and use only gas and electricity

5. WE PROMOTE RESPONSIBLE TOURISM IN THE AREA

- We are working towards the creation of a network consisting of customers, suppliers, local society and organizations, with the aim of promoting Responsible Tourism
- We actively support environmental organizations and Biodiversity Protection Agencies of the island
- We are close to the local community, we listen to the issues that concern them and we try to help
- we participate as a Company and encourage our employees to participate voluntarily in collective efforts to upgrade the environment and the quality of life (reforestation, beach cleanups, etc.)
- We disseminate our Environmental Policy to all our partners and push towards the adoption of good Environmental practices on their part.
- We support Ecological movement, recommending bicycles and Public Transport.
- We have plenty of informational material available to our customers about History, culture, traditions and natural environment and we encourage them to get to know them.
- We systematically encourage our customers to participate in the hotel's Environmental Management program, separating waste, saving energy and water and participating in the clothing change program.

6. WE REDUCE AN ENVIRONMENTAL FOOTPRINT ECO-FRIENDLY SUPPLIES

- We work with Local producers and suppliers as a matter of priority
- We source ingredients with the lowest possible environmental burden (fresh instead of frozen, fresh instead of canned)
- We choose, wherever possible, Certified with Ecolabel and/or Organic farming.

7. MINIMIZE THE AMOUNT OF FOOD WE THROW AWAY

- We participate in the food waste initiative, educate and raise awareness among our staff and customers.
- We continuously measure food waste and take corrective actions to minimize it

8. WE ENSURE FOOD SAFETY AND QUALITY

- We maintain long-term cooperative relationships by evaluating the products and services they provide us with very strict criteria
- We follow a stable, efficient and certified management system based on ISO 9001:2015 Standards for the Quality of the products and services provided and ISO 22000:2005 for ensuring food safety

9. OUR EMPLOYEES ARE CAPITAL FOR OUR COMPANY

- We seek and cultivate stable relationships of trust and cooperation with our staff, which is why we prefer employees who are permanent residents of the island.
- We encourage initiative, we develop a family atmosphere, we aim for everyone to feel the Company as if it were their own.
- The terms of employment, the duties of their position as well as the Regulation that governs labor relations, are written and communicated to everyone.

10. WE ARE ACTIVE FOR THE UPGRADE OF THE LOCAL COMMUNITY

- We actively participate in Associations, Organizations, Chambers related to Tourism, both Locally and Nationally.
- We support initiatives, events, sports-cultural associations, Environmental Organizations, aiming to be a living cell of the Local society.

11. HEALTH AND SAFETY IN THE WORKPLACE IS A PRIORITY

- We are constantly working towards improving working conditions in the facilities, machinery and tools we provide.
- We have all the necessary Personal Protection Equipment for every job
- We have written work instructions and train employees to follow safety measures.
- We regularly inspect premises and facilities and take immediate Corrective Actions to reduce the likelihood of an accident occurring to both our staff and customers.

12. WE CONDEMN ALL FORMS OF CHILD EXPLOITATION

- The company does not hire minors for any reason and no job no matter how easy it is.
- We support without exception, existing laws that are intended to prevent and punish the crime of child sexual exploitation.
- We cooperate closely with the competent law enforcement authorities which and in any suspicious action concerning exploitation or sexual or physical as, in any case that comes to our attention n
- All Hotel employees have a duty to immediately report to the Hotel any suspicious incident that comes to their attention. and he in turn to his Director

13. WE RESPECT HUMAN RIGHTS

- We do not accept any behavior or treatment of employees or customers based on age, disability, race, ethnicity, gender, political beliefs, religion or sex. to distinguish or conceal distinction according to

14. WE COMPLY WITH UNREGULATED LEGISLATION

- We fully comply with National and European Legislation regarding Health and Safety, Food Hygiene, etc. of our activities, i.e. Environmental, Labor,
- Both our Executives and external specialized partners keep us in mind and implement. the new Legislation which we always receive

To achieve our Goals and commitments, we ensure that:

- all employees and Executives have undertaken specific tasks, are trained and e te to work continuously in this direction
- All our customers are aware of our Environmental Policy and actively participate in it
- Effective Corrective Actions are taken after regular checks and Inspections

thus achieving CONTINUOUS IMPROVEMENT.



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