

ENVIRONMENTAL POLICY

Recognising the impact of our activities on the natural environment, the Management of APOLLON TOURIST ENTERPRISES S.A. is committed to the continuous reduction of our environmental footprint and to the sustainable management of resources.

Article 1 — Core Commitments

- To maintaining active ISO 14001 certification and to continuously taking effective measures for the protection and sustainable management of the natural environment in which we operate.
- To giving priority to environmental impacts when making every business decision.
- To implementing a stable, effective and certified Management System based on the ISO 9001:2015 (Quality), ISO 14001:2015 (Environment) and ISO 22000:2018 (Food Safety) Standards, monitoring their revisions and planning the transition to the new editions in good time, within the prescribed transition periods.
- To preventing pollution, reducing greenhouse gas emissions and continuously improving our environmental performance.
- To complying with national and European environmental legislation.

Article 2 — Effective Energy Management

- A photovoltaic system has been in operation since September 2022, covering part of our electricity needs from renewable sources.
- We harness solar energy for hot water with solar collectors on every available surface.
- We are replacing old cooling-heating equipment with new-technology, high energy-efficiency units.
- We have replaced light fittings with low-consumption LED technology.
- We are replacing old electrical appliances (televisions, minibars) with high energy-class appliances.
- All rooms have an automatic key-card power cut-off system, and air conditioning switches off when the balcony door is open.
- We install automatic lighting switches (motion or timer) wherever possible (gardens, public toilets).

Article 3 — Reducing Water Consumption

- We set the consumption of taps, showers and toilet cisterns to the lowest possible level, using flow restrictors and aerators.
- We regularly check the network for leaks and repair them immediately.
- We give priority to endemic species with low water requirements and are gradually reducing lawn areas.
- We install automatic water switches wherever possible (pool showers).
- Garden irrigation is carried out with automation and a drip network, at times of low evaporation.
- We run a linen and towel change programme at the guest's choice.

Article 4 — Waste Reduction, Separation and Recycling

- We continuously reduce the volume of packaging, preferring large and simpler packaging and refillable systems.
- We have eliminated single-use plastic items (cups, plates, straws, individually packaged amenities) in accordance with Law 4736/2020.
- We apply the requirements of Regulation (EU) 2025/40 on packaging and packaging waste (PPWR) and systematically review single-use items and our suppliers' packaging materials.
- We separate at source and recycle glass, plastic, metal, paper and used cooking oil in cooperation with licensed operators.

- We separate at source the organic waste from food and beverage departments and gardens and seek to recover it through composting or another approved bio-waste management solution.
- We collect and hand over all hazardous waste (lamps, batteries, oils, electrical and electronic equipment) to licensed operators.

Article 5 — Minimising the Impact on the Atmosphere and Climate

- We have discontinued the operation of all oil burners and use LPG and electricity.
- We are replacing obsolete refrigeration equipment with modern chillers and heat pumps using low global-warming-potential refrigerants, in compliance with Regulation (EU) 2024/573 on fluorinated gases.
- We calculate and submit an annual carbon footprint report for each facility, in accordance with Article 19 of the National Climate Law 4936/2022 and the ELOT EN ISO 14064-1:2018 standard, verified by an accredited body, within the prescribed deadline.
- We support eco-friendly mobility by recommending bicycles and public transport.

Article 6 — Biodiversity and Environmental Awareness

- We actively support environmental organisations and bodies protecting the island's biodiversity.
- We participate as a company, and encourage our employees to volunteer, in environmental improvement activities (reforestation, beach clean-ups).
- We share our Environmental Policy with all our partners and encourage them to adopt good environmental practices.
- We provide information material about the natural environment of Rhodes and encourage guests to explore it responsibly.
- We systematically encourage guests to take part in the hotel's environmental management programme by separating waste and saving energy and water.

Article 7 — Green Procurement

- We give priority to cooperation with local producers and suppliers, limiting transport and the related footprint.
- We procure materials with the lowest possible environmental burden (fresh rather than frozen, fresh rather than canned).
- Where possible, we choose products certified with an eco-label and/or from organic farming.
- We also evaluate our suppliers against environmental criteria.

Article 8 — Minimising Food Waste

- We participate in food waste reduction initiatives and raise awareness among staff and guests.
- We use a digital food waste recording system, with which staff log every discard at the moment it occurs, by department, item and cause.
- The data are analysed regularly and show us what is thrown away, from which point and in what quantity, so that corrective actions target the real cause.
- On this basis we adjust portions, orders, buffet planning and the recipe book, and set annual targets for reducing waste per overnight stay, which we review in the Management Review.

Article 9 — Monitoring and Continuous Improvement

- We record the consumption of energy, water, chemicals, linen and waste per overnight stay and use them as environmental performance indicators.
- We set annual measurable reduction targets and review them in the Management Review.
- All employees and managers have taken on specific duties for environmental protection, and are trained and encouraged.

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APOLLON TOURIST ENTERPRISES S.A. · VAT No. 094044487 · G.E.MI. 71288920000 · Apollo Beach
& Apollo Blue, Faliraki, Rhodes

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- We carry out regular checks and inspections and take effective corrective actions.
- Our managers and external specialist partners keep us informed of all new environmental legislation, which we take into account and implement.

Social matters — human rights, employees, local community, protection of minors — are governed by QS-P-00-10 Corporate Social Responsibility Policy. This Policy is communicated to all staff and is available to interested parties.

FOR THE COMPANY

VASILEIOS MINAIDIS
Managing Director