

1. Paralos Irini Mare

1.1. Working for a better future

Guided by the principles of sustainability and responsible entrepreneurship, our hotel is committed to four key pillars that define its operation and development:

- **Reducing greenhouse gas emissions**

We implement responsible consumption practices and, where possible, invest in energy-saving technologies and utilize renewable sources with the aim of steadily reducing our energy footprint.

- **Protecting biodiversity**

We recognize the unique natural heritage of our region and strive to preserve it through practices such as responsible water management, reducing the use of single-use plastics, and collaborating with local organizations to protect the natural environment.

- **Respect and protection of human rights**

Our operations are governed by principles of equality, transparency, and fairness. We promote a non-discriminatory work environment that respects the diversity and needs of each employee, while strengthening the local community through equal employment opportunities.

- **Supporting vulnerable social groups with an emphasis on children**

We consider it our duty to protect and support the most vulnerable. For this reason, every year we seek out actions that promote the well-being of children and other socially vulnerable groups, through collaborations with organizations, educational programs, and social responsibility initiatives.

We implement targeted actions to fulfill these commitments and objectives.

Beyond our commitment to our guests, we also recognize our obligations to those who work directly and indirectly to support our business. Our employees, the local community, our partners, and our suppliers are key to our success, and we are committed to sharing it with them. Every day, we cultivate a culture that combines environmental responsibility with social contribution, contributing significantly to the sustainable development of our region.

At **Paralos Irini Mare**, we have taken initiatives across our entire operation to help us achieve our sustainability goals. We encourage our guests, staff, and guests to support us by following the instructions and signs they will find throughout the hotel regarding water and energy conservation, as well as waste separation and minimization.

For every step we take, we disseminate our actions and achievements to all stakeholders, knowing that without their cooperation, any action will have minimal impact.

Help us achieve our sustainability goals!



2. Politics

The Hotel and its Management, taking into account geopolitical crises, developed a Sustainability Policy, which sets out the commitment of the organisation as a whole to serving its customers through a framework of sustainable development. Along with this, additional policies have been formulated to better describe the organization's goals and commitments. Overall, all Hotel operations are governed by the following policies:

- Quality Policy
- Food Safety Policy
- Sustainability Policy
- Environmental protection Policy
- No Food Waste Policy
- Sustainable procurement policy
- Human resources policy
- Health and safety policy
- Policy to prevent violence and harassment
- Child and youth protection policy
- Policy on complaints and grievances management
- Community Policy

Our Policies are posted on the Hotel's website, were reviewed in 2025 with the drafting of this report and were found to meet our current requirements.

3. Environmental performance

3.1 Reduction in energy and fuel consumption

The hotel has analyzed its main sources of energy consumption and has developed measures to reduce it.

Over 95% of the light bulbs used to light the hotel are LED bulbs. Lighting management systems have been installed in certain areas, such as the dimmer system in the restaurant and reception area. Most rooms have a system to turn the air conditioning on and off when the guest opens the exterior doors. In addition, geothermal energy is used in three of the buildings to cool or heat the rooms. The goal is for 100% of our rooms to have these air conditioning systems and for other lighting, motion, and other automation systems to be installed.

All critical equipment was properly maintained before the start of the season and its performance is monitored throughout the season.

We have developed awareness materials for our employees and visitors to help reduce energy consumption.

The table below shows the average energy consumption in kWh per overnight stay and the average carbon dioxide emissions per overnight stay for 2025.

Energy consumption	Average kWh per night	Average kg CO ₂ e per overnight stay
9th/2024 έως 9th/2025	16,2 kWh	4,24 kg CO ₂ e

With the above actions, the Hotel aims to reduce energy consumption per night and CO₂ emissions per night by 1% by 2026.

For your part, you can help by setting your air conditioning thermostat to reasonable levels and ensuring that cooling units are turned off whenever doors or windows are open. In addition, please turn off lights and appliances when not in use.

3.2. Water consumption

To protect water resources, some of the sinks and showers have been set to low flow. Efforts are being made to reduce water flow in all sinks and showers. Another goal is to gradually replace all flush toilets with dual-button flush toilets.

All critical equipment was serviced prior to the start of the season and its performance is monitored throughout the season. This is done through daily measurements and monthly recordings, along with lab analyses to check how well the water quality treatment is working.

Watering is carried out according to a schedule drawn up by the maintenance manager, who is responsible for the overall supervision of the gardens. Watering is avoided during hours of high evaporation (12:00 to 17:00).

Please follow our linen management policy. Information material can be found in the "pyramid" inside your room. Sheets and towels are washed by an external partner who has the appropriate equipment and expertise to ensure the best possible energy and water consumption. Please only give the necessary linens for washing.

Information material is available for our employees and visitors so that they too can contribute to reducing water consumption. Help us achieve our sustainability goals! Take shorter showers. Showering consumes between 6 and 45 liters per minute. Turn off the tap when brushing your teeth. This can save 6 liters of water per minute.

With the above actions, the Hotel aims to reduce water consumption and its contribution to CO₂ emissions per overnight stay by 1% by 2026.



The table below shows the average energy consumption in kWh per overnight stay and the average carbon dioxide emissions in kg CO₂ per overnight stay for 2025.

The table below shows the average water consumption in cubic meters per night and the average carbon dioxide emissions per night for 2025.

Water consumption	Average m3 per overnight stay	Average kg CO ₂ e per overnight stay
9th/2024 έως 9th/2025	0,42 m3	0,06 kg CO ₂ e

3.3.Reduction of waste and consumption of goods

The hotel separates waste into recyclable and mixed waste. In addition, organic waste is separated by hotel staff. Unfortunately, however, there is still no possibility of special management, so it is collected by the municipality and managed as mixed waste. For waste separation, there are bins with appropriate signage in staff work areas and common areas. There are also collection points for returnable packaging, battery recycling, electrical appliance recycling, light bulb recycling, and used oil recycling.

Always use the recycling bins for plastic containers, aluminum cans, paper, and glass. Do not throw recyclable waste in your room together with general waste; leave it for our staff to collect and dispose of properly. In addition, choose only what you will eat from our buffet and opt for more meat-free meals.

Our goal is to install an organic waste bin or composter at the hotel by 2027, which will significantly contribute to reducing landfill waste per overnight stay.

4. Sustainable Procurement

All purchases are made in accordance with our Sustainable Procurement Policy and by organizing our orders based on inventory counts and demand forecasts. Our suppliers have been informed of our Sustainability Policy and practices that are not acceptable to our partners. The existence of a Sustainability Policy is a criterion in the evaluation of suppliers, as defined in our Sustainable Procurement Policy.

77.5% of our suppliers are based in Crete. In 2025, the percentage of our suppliers that have developed certified sustainability-related actions is low. **We aim to increase this percentage by at least 2% by 2026 through informing and raising awareness among our suppliers or by selecting new partners.**

An important criterion for selecting amenities is the absence of ingredients that are harmful to marine life or contain microplastics. Our partners within the hotel who sell or use sunscreen or cosmetic products have also been informed so that they can carry out the necessary checks and take action on their part.

The percentage of paper and chemical products we buy with sustainability certification is relatively high (FSC, ECOLABEL, etc.), whereas the percentage of food and beverage products we buy with sustainability certification is low.

When it comes to food supplies, we monitor the markets for products associated with increased CO2 emissions. Respecting the right to choose, the Hotel offers a variety of food options for its guests and staff, including vegetarian and other dishes.

With regard to plastic supplies, the hotel strives to reduce the volume of plastic by choosing large product packaging, reusable options such as glasses, and products made from other more environmentally friendly materials. **Our goal is to reduce single-use plastic items and/or individually wrapped items by at least 2 items by October 2026.**

4.1. Management of hazardous chemicals.

Equipment containing substances related to fluorinated gases is managed by appropriately licensed external partners. All equipment, even that which is removed, is kept in controlled areas where it is locked away, and if it needs to be disposed of, this is done by an external contractor licensed for the project.

Furthermore, the use of chemicals for the management of green spaces is carried out exclusively by the maintenance manager in collaboration with an external agricultural consultant, who supplies the appropriate products and is responsible for providing information on their rational use.

Chemicals for water treatment are stored in a controlled access area in the maintenance rooms, as are all maintenance chemicals. Swimming pools are chlorinated by producing chlorine through electrolysis. Cleaning chemicals for housekeeping and food service areas are stored in locked areas and their distribution to departments is controlled by metering pumps.

Packaging from hazardous chemical preservatives is returned to suppliers for management, while cleaning chemicals are rinsed with water after emptying and sent for management and recycling.

All hotel staff who handle chemicals that are hazardous to themselves and the environment have received the necessary training.

You can contribute to our efforts by disposing of your batteries in the bin designated exclusively for battery recycling.

5. Local biodiversity

There are no wild animals at the hotel. You can feed stray cats at the specially designed "Cat Café"!



The hotel's flora includes many different species of trees, shrubs, and herbaceous plants that belong to the native flora of Greece, as well as some exotic species (cacti, succulents, etc.) that have low water requirements. These species are scattered throughout the outdoor areas.

Our goal is to plant at least three new species of plants that attract pollinators, such as bees, by the fourth quarter of 2026.

6. Staff

Our employees are our most valuable asset, and we are committed to fostering a culture of respect by continuously investing in the development of our team members. The hotel employs staff of both genders. Women make up 59% of the staff and men 41%. The majority of the staff are local residents. Fifteen percent of the staff comes from countries outside the EU. Stability in cooperation and staff development within the hotel is a constant goal.

Staff remuneration is determined solely by the position they hold, based on the collective labor agreement for the sector in Lasithi, and no other criteria.

7. Social responsibility

The company encourages the local community to participate in voluntary activities that it plans and seeks ways to contribute tangibly to local infrastructure related to entrepreneurship and culture. Local entrepreneurs are active within the company in an effort to strengthen the local market.

In this context, the company has made donations and carried out charitable activities in 2025, such as a donation to the Natural History Museum of Crete for an educational trip for local children.

The company's goal is to organize at least one environmental action per year and to support vulnerable social groups (people with financial difficulties, immigrants) in the region through donations.

To reduce any traffic congestion that may be caused in the area by our visitors, we encourage them to use alternative means of transport, such as buses and bicycles. In addition, we provide parking for our staff and visitors if they have a rental vehicle.

Our hotel invites guests, the community, and our staff to share their opinions and suggestions regarding our efforts to improve our carbon footprint and our environmental and social impact. You can share your comments and ideas with us by emailing the hotel.



Completed by: Antonis Milolidakis

Position: Management

Start of evaluation period: 1/2025

Interim evaluation period (month and year): 7/2025

End of evaluation period (month and year): 10/2025