

ANEMI HOTEL & SUITES
Annual Internal Sustainability Report 2025
Prepared by ALINA TAR, Assistant General Manager on 15/04/2026

Introduction

This Sustainability Assessment Report for Anemi Hotel & Suites covers the data **Progress** analysis registered during the period 2023 - 2025, and the future **Targets** established for period 2026 - 2028. The purpose of this report is to review and communicate our environmental performance, highlight key achievements, and identify opportunities for further improvement across the hotel's operations for the following stated period.

The report has been compiled by Alina Tar, Assistant General Manager, and reflects the ongoing commitment of our team to responsible tourism, environmental protection, and social responsibility. It includes a summary of our annual performance in key focus areas such as energy, water, waste, and greenhouse gas emissions.

The assessment includes all the initiatives, goals, actions we have in place as well as other ideas/initiatives that we will be working on, to reduce/improve our impact.

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Through this full report, we aim to ensure transparency, maintain alignment with international sustainability standards, and support continuous improvement in our environmental and social performance.

CHAPTER 1 - SUSTAINABILITY PROGRAM



1.1 Energy consumption

Performance 2023 -2025

Energy consumption	Pax	Total kWh	Average kWh per guest night	Total kg CO ₂ e	Average kg CO ₂ e per guest night
01.01.2023 – 31.12.2023	74329	1,371,755.79 kWh	18.43 kWh	620,635.83 kg CO ₂ e	8.3427 kg CO ₂ e
01.01.2024 – 31.12.2024	75640	1,453,959.36 kWh	19.22 kWh	694,683.58 kg CO ₂ e	9.1840 kg CO ₂ e
01.01.2025 – 31.12.2025	84602	1,679,214.10 kWh	19.85 kWh	247,234.07 kg CO ₂ e	8.9023 kg CO ₂ e

Key achievements 2023 -2025

- Sustained Guest Volume: Guest nights increased year-over-year from 74,329 in 2023 to 84,602 in 2025, indicating stable or improved occupancy.
- Consistent Energy Efficiency: Despite the slight increase in average kWh per guest night (from 18.44 in 2023 to 19.22 in 2024), energy consumption remains within a reasonable range, suggesting operational consistency.
- Data Monitoring and Transparency: The availability of comprehensive data for multiple years shows a strong commitment to tracking and reporting environmental performance.
- CO₂ Emissions Control: The average CO₂e per guest night 2025 8.9023 kg) shows a slight improvement over the 2024 full-year figure (9.1840 kg), indicating early signs of better emissions management.

Overall measures and actions taken

- An Energy Management System is installed in all guest rooms to control lights, electrical appliances and air-conditioning.
- To have renewable sources of energy captured on site and used such as: a photovoltaic system for swimming pool pumps and solar panels for heating the water.
- To train employees on the importance of energy saving and ways to achieve this
- Monitoring energy consumption on daily/monthly basis.
- Effective energy LED lighting installed in 100% of areas.
- Both building blocks are thermo insulated.
- Have a policy of purchasing low energy equipment for electrical devices i.e.: fridges, cookers, washing machines.
- In periods of low occupancy some areas of the hotel are on emergency lighting
- Lights in certain areas are equipped with sensors.
- Breaker contacts have been installed on balcony doors to control air conditioning and heating use.
- Installation of KNX energy automation program in the new building block, to reduce and monitor the energy consumption.
- Preventive maintenance is carried out on all machineries to reduce the energy loss through faulty equipment.

Initiatives for further improvements

New Methods inserted in our operational practices to reduce the energy consumption:

- Computer Power Management: Use sleep mode and automatic shutdown for office equipment. Deadline 28.02.2026 to be fully implemented by all staff.
- Staff Awareness Training: Encourage energy-saving behavior (turning off lights, equipment, etc.). Deadline 28.02.2026 for staff training and repetitive every 4 months by Head of departments
- Program air conditioning in public areas (like the gym or lobby) based on peak hours. Deadline 28.02.2026

Planned investments 2026-2027:

- New black out curtains to be replaced for 37 apartments & studio rooms. Deadline April 2027.

Ideas to reduce and improve our impact

- Set default room temperature to energy-efficient settings (e.g., 24°C in summer). Deadline 30.06.2026

Targets set for 2026 -2028

- **Reduce Average Energy Use Per Guest** to 19.25 kWh (by -3% from current period 19.82 kWh). Deadline 30.06.2026

1.2 Water consumption

Performance 2023 -2025

Water consumption	Pax	Total m3	Average m3 per guest night	Total kg CO ₂ e	Average kg CO ₂ e per guest night
01.01.2023-31.12.2023	74392	16.348 m3	0.22 m3	39,725.64 kg CO ₂ e	0.53 kg CO ₂ e
01.01.2024-31.12.2024	75640	17.109 m3	0.23 m3	41,574.87 kg CO ₂ e	0.55 kg CO ₂ e
01.01.2025-31.12.2025	84602	15.959 m3	0.19 m3	38.780,37 kg CO ₂ e	0.46 kg CO ₂ e

Key achievements 2023 -2025

- Reduced Water Use Per Guest: Average water consumption per guest night remained low and relatively stable over the years (0.22 m³ in 2023, 0.23 m³ in 2024), and significant lower for 2025 showing consistent operational efficiency.
- Decreasing Water Use in 2025: The average m³ per guest night in early 2025 decreased to 0.19, an improvement from 2024's 0.23, reflecting successful efforts to reduce water consumption.
- Controlled CO₂e Emissions: The CO₂ emissions associated with water use remained relatively low and improved in 2025 (0.46 kg CO₂e per guest night), indicating effective environmental management.
- Progressive Monitoring: Daily tracking of water consumption and related emissions suggests good internal environmental management systems and commitment to transparency.

Overall measures and actions taken

- Ensure all staff are trained in water saving procedures and policies related to this.
- Have installed environmentally friendly flow restrictors, aerators on shower heads and taps.
- Have a set procedure in towel and bed linen changed twice a week.
- The waste water discharged from the hotel follows the public sewage treatment lagoon system which meets the national regulatory standards.
- Monitor water consumption daily / monthly and take action when required

- Ensure better water quality of drinking water by installing a reverse Osmosis regulator and also for protecting all machinery from scale
- Installed recently new high tech softener regulators for the treatment of hard water
- Monthly Laboratory checks are carried out to monitor water quality
- Preventive maintenance is carried out on all machineries to reduce the water loss through faulty equipment.

Initiatives for further improvements

New Methods inserted in our operational practices to reduce the water consumption:

- Continue water-saving education programs for staff to promote awareness and reduce unnecessary usage. Deadline 31.03.2026 for staff training and repetitive every 4 months by Head of departments.
- Continue water-saving education programs for Guests to promote awareness and reduce unnecessary usage. New promotional digital adds in-room, to be uploaded. Deadline 31.03.2026
- Continue consumption monitoring programs by Maintenance with daily data collection and monthly consolidated reports.

Planned investments 2026-2027:

- Renovation of 28 Apartments bathrooms – bathtubs to be replaced walk-in Showers. New sanitary equipment and plumbing fixtures. Deadline 30.04.2027
- Renovation of 9 Studio rooms bathrooms – new sanitary equipment and new plumbing fixtures. Deadline 30.04.2027

Ideas to reduce and improve our impact

- Develop a “Leak Patrol” Team – Engage housekeeping or maintenance to log and report drips, running toilets, or damp walls daily using the HMPRO system. Deadline 28.02.2026.

Targets set for 2026 -2027

- **Keep Average Energy Use Per Guest** under 20 kWh until 30.06.2027.

1.3 Waste management

Performance 2023 -2025

Solid waste disposal	Pax	Total kg	Average kg per guest night	Total kg CO ₂ e	Average kg CO ₂ e per guest night
01.01.2023-31.12.2023	74392	Landfill	Landfill	Landfill	Landfill
		19,804.4 kg	0.2662kg	19,804.40kg CO ₂ e	0.02662kg CO ₂ e
		Incineration	Incineration	Incineration	Incineration
		565.84kg	0.0076kg	396.09kg CO ₂ e	0.0263kg CO ₂ e
		Recycling	Recycling	Recycling	Recycling
		7,073kg	0.0951kg	-2121.90kg CO ₂ e	-1.2706kg CO ₂ e
		Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic
		848.76kg	0.0114kg	42.44kg CO ₂ e	0.0076kg CO ₂ e
01.01.2024-31.12.2024		Total	Total	Total	Total
		28,292kg	0.3803kg	18,121.03kg CO ₂ e	0.2436kg CO ₂ e
		Landfill	Landfill	Landfill	Landfill
		20,092.10kg	0.2656kg	20092.10kg CO ₂ e	0.2656kg CO ₂ e
		Incineration	Incineration	Incineration	Incineration
		574.06kg	0.0360kg	401.84kg CO ₂ e	0.0053kg CO ₂ e
		Recycling	Recycling	Recycling	Recycling
		7,175.75kg	0.0949kg	-2152.73kg CO ₂ e	-0.0285kg CO ₂ e
		Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic

		861.09kg	0.0114kg	43.05kg CO ₂ e	0.0006kg CO ₂ e
		Total	Total	Total	Total
		28,703kg	0.3795kg	18,384.27kg CO₂e	0.2430kg CO₂e
Solid waste disposal	Pax	Total kg	Average kg per guest night	Total kg CO₂e	Average kg CO₂e per guest night
01.01.2025-31.12.2025		Landfill	Landfill	Landfill	Landfill
		20,771.80kg	0.2455kg	20,711.80kg CO ₂ e	0.2549kg CO ₂ e
		Incineration	Incineration	Incineration	Incineration
		593.48kg	0.0070kg	415.44kg CO ₂ e	0.0051kg CO ₂ e
		Recycling	Recycling	Recycling	Recycling
		7,418.50kg	0.0877kg	-2225.55kg CO ₂ e	-0.0273kg CO ₂ e
		Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic	Compost/Anaerobic
		890.22kg	0.0105kg	44.51kg CO ₂ e	0.0009kg CO ₂ e
		Total	Total	Total	Total
		29,674kg	0.3507kg	19,006.20kg CO₂e	0.2247kg CO₂e

Key achievements 2023 -2025

- Consistent Waste generation per Guest: Despite slight fluctuations, the average solid waste per guest night stayed under 0.40 kg, reflecting effective control over total waste output relative to guest volume.
- Improved Recycling Efforts: From 2023 to 2025, recycling rates increased as a proportion of total waste, and consistently delivered significant CO₂e savings:
 - 2023: -2,121.90 kg CO₂e
 - 2024: -2,152.73 kg CO₂e
 - 2025: -2,225.55 kg CO₂e

This indicates strong recycling practices and positive environmental impact.

- Low Incineration Volumes: Incineration remained a very small share of total waste (under 2%), helping reduce associated emissions.
- Composting/Anaerobic Digestion Introduced and Maintained: Organic waste diversion into composting or anaerobic digestion was consistently present and helped prevent landfill emissions—this is a forward-thinking and sustainable step.

Overall measures and actions taken

- Separating our waste plastic, glass, paper, returning batteries and cartridges back to suppliers.
- Avoid using single-use packaging in favor of reusable containers e.g.: jam, and cereals.
- Maximize the way of communications through electronics systems, in order to save paper.
- Minimize waste by buying in bulk
- Under due process is the implementation of refillable bulk dispensers in all rooms which will save a great amount of plastic and paper.
- Maintain, fix and repair appliances, equipment's and furniture so they last longer and are efficient
- Reuse storage containers, old rags
- Refill storage containers whenever possible
- Donate old furniture, but reusable in good condition to charity
- Buy products with recycled content and work with licensed waste contractors
- Donate food waste to local farmers, animal shelter
- Giving packages back to suppliers eg. Batteries, cartridge
- Staff trained continuously on importance of recycling

Initiatives for further improvements

New Methods inserted in our operational practices to improve waste management:

- **Staff Training on Waste Segregation:** Continuous education programs for staff to ensure proper separation of recyclables, organic waste, and general waste. First training by 30.11.2025; refreshers every 4 months – by head of Department.
- **Guest Awareness Campaigns:** In-room signage, digital screens, and welcome messages encouraging guests to participate in recycling and linen reuse initiatives. Implementation deadline: 31.03.2026.
- **Waste Tracking System:** Daily tracking of waste by type and area to identify inefficiencies and set reduction goals. Initiated Q1 2026.

Planned investments 2026-2027:

- **Waste Room Redesign:** Improved signage, layout, and storage to enhance cleanliness and functionality. Completion by end of 2027.

Ideas to reduce and improve our impact

- Switch to Digital Receipts & Paperless Processes at our restaurants and events.

Targets set for 2026 -2028

- **Maintain general waste** production under 0.40kg per guest night. Deadline 30.06.2027.
- **Reduce the Landfill volume** to 10% by 30.10.2027, by converting the difference into Recycling and Composting measures.

2. PUBLIC COMMITMENTS



2.1. Greenhouse emissions

Performance 2023 -2025

Total emissions	Pax	Total kg CO ₂ e	Average kg CO ₂ e per guest night
01.01.2023-31.12.2023	74392	660,361.47kg CO ₂ e	8.8767kg CO ₂ e
01.01.2024-31.12.2024	75640	694,683.58kg CO ₂ e	9.1840kg CO ₂ e
01.01.2025-31.12.2025	84602	752,350.68kg CO ₂ e	8.89kg CO ₂ e

Key achievements 2023 -2025

- **Consistent Guest Volume with Managed Emissions:** Despite an increase in guests (from 74,392 in 2023 to 84,602 in 2025), total emissions did not rise disproportionately, indicating that carbon intensity per guest has been relatively stable.
- **Emissions Intensity Improvement in 2026:** The average CO₂e per guest night decreased from 9.1840kg CO₂e in 2024 to 8.89kg CO₂e for 2025—due to operational adjustments or efficiency measures.
- **Transparent Year-over-Year Tracking:** Clear reporting across years reflects a solid environmental data management system and commitment to transparency and continuous improvement.

Initiatives for further improvements

New Methods inserted in our operational practices to reduce the water consumption:

- Review emissions from direct fuel use and electricity—these are often the major contributors and typically offer the clearest path to reduction. Deadline 31.12.2026
- Strengthening collaboration with suppliers to reduce emissions from deliveries and packaging. Bulk purchasing to reduce the transportation. Deadline 31.12.2026
- Staff sustainability training to promote energy- and resource-conscious behavior at all levels. Deadline end of each yearly Quarter

Planned investments 2026-2027:

- Bathroom Renovation – 28 Apartments: Bathtubs replaced with walk-in showers; installation of low-flow fixtures to reduce water heating demand and associated emissions. Deadline: 30.04.2027
- Studio Bathroom Renovation – 9 Units: New sanitary equipment and plumbing fixtures for greater efficiency. Deadline: 30.04.2027
- Evaluation of Solar Panel Installation: Feasibility study to assess rooftop solar potential and reduce dependence on grid electricity. Study completion target: 30.09.2026

Ideas to reduce and improve our impact:

- Use Passive Design Strategies – for the planned renovation program, the following aspects will be requested to be taken into consideration from our architect team: Maximize natural ventilation, light, and insulation during refurbishments or upgrades to reduce heating/cooling demands. Deadline 30.04.2027
- Landscaping upgrades with +1% native coverage. Deadline 30.04.2027

Targets set for 2026 -2028

- **Maintain emission volume** for Average kg CO₂e per guest night under 10 kg CO₂e.

2.2. Biodiversity

Key achievements 2023 -2025

- In 2023, recycling accounted for approximately 25% of total waste (7,073 kg out of 28,292 kg). This strong performance continued in 2024 and early 2025, consistently exceeding the 10% target. Continued efforts in guest education and staff training have supported proper waste sorting and improved recycling outcomes.

Initiatives for further improvements

New Methods inserted in our operational practices to reduce the water consumption:

- Install Insect and Bird Habitats – Introduce bee hotels, birdhouses, and butterfly-friendly plants to support local fauna and pollination. Deadline 31.03.2027
- Guest education and staff training programs supported proper waste sorting, helping divert materials from landfill and indirectly contributing to healthier ecosystems by reducing pollution. Online material to be prepared by our social media crew and distributed to our staff and guests through the digital signage. Deadline 31.03.2026
- Initial steps were taken to integrate native plant species into landscaping design, promoting biodiversity and attracting local pollinators. Deadline 30.04.2027

Planned investments 2026-2027:

- Bathroom Renovation – 28 Apartments: Bathtubs replaced with walk-in showers; Walk-in showers and efficient fixtures reduce the volume of wastewater entering local treatment systems. This upgrades will generate less

wastewater helping to prevent overloading treatment plants, reduces the risk of untreated discharge, and protects aquatic life in downstream ecosystems. Deadline 30.04.2027

- Studio Bathroom Renovation – 9 Units: New sanitary equipment and plumbing fixtures for greater efficiency. Lower strain on local freshwater sources means more water remains available for natural ecosystems, especially during dry seasons. Deadline: 30.04.2027

Ideas to reduce and improve our impact:

- Biodiversity Education Materials: Provide info in-room signage and digital content, how guests can protect local ecosystems. Deadline 31.05.2027
- Avoid Invasive Species: Regularly audit landscaping to remove or replace plants that threaten native biodiversity – to be set twice per year with our external supplier. Deadline 28.02.2026

Targets 2026 -2028:

- Divert 10% of organic waste from landfill via composting & recycling. Deadline 30.06.2027

2.3 Animal welfare

Performance 2023 -2025

Between 2023 and 2025, Anemi Hotel & Suites strengthened its commitment to animal welfare by implementing responsible tourism practices and aligning with Travelife and international standards. While the hotel does not manage animal attractions directly, we took active steps to educate guests, evaluate third-party excursion partners, and support ethical wildlife tourism. The Hotel does not advertise or promote in any ways the Zoo excursions.

Overall measures and actions taken

- Use Certified Suppliers
- Ensure that meat, dairy, eggs, and other animal-based products used in kitchens
- come from certified humane, free-range, or organic farms, where available.
- Include more Plant-Based Menu Options
- Expand plant-based and vegetarian menu options to reduce dependency on animal agriculture, which supports both animal welfare and climate goals.
- Avoid any informational printouts which promote animal attractions parks (Zoo)

Animal welfare Policy

Anemi Hotel & Suites is committed to protecting wildlife and helping to reduce the environmental impact associated with human activities.

Specifically:

Based on the 2013 Wildlife Protection and Management Act compliance with the following is required:

Protection of biological diversity through the preservation of natural habitats, wild fauna and flora.

- Ensuring the conservation or restoration of natural habitats and species of community interest.
- Any form of intentional capture or killing of animal species in their natural environment is prohibited.
- The possession and transportation of skins derived from any species of wild animal is prohibited.

It is prohibited to import and trade the skin of certain baby seals and products derived from them.

- Capturing wildlife species and exhibiting them for entertainment purposes is prohibited.
- Visits to zoos
- Photographs

Conduct actions:

- Tourists are encouraged not to pay for wildlife photography.
- Tourists are encouraged to report any incident of animal abuse immediately.
- Tourists are encouraged not to litter or cut flowers during their excursions.

Informing visitors about how they can contribute with their actions to the end of actions related to the exploitation of animals.

- Donations to charitable institutions.

Targets set for 2026 -2027

- Ensure that all new maps we are providing at the Front Office for our guests are without promotional adverts of business which harm the animals. Deadline 30.11.2025- Completed.
- Donation of furniture and amenities scheduled after renovation. Deadline 31.12.2026

2.4 Protecting Humans rights

Performance 2023 -2025

Between 2023 and 2025, Anemi Hotel & Suites strengthened its commitment to human rights through fair employment practices, increased local hiring, gender equality, and supplier screening. This report outlines our human rights policy, actions taken during the period, and targets for future improvement.

Overall measures and actions taken

- Zero tolerance for discrimination, exploitation, or harassment.
- Equal opportunities for all staff regardless of gender, age, race, religion, or background.
- All staff are paid above minimum wage and receive social insurance and benefits.
- Staff contracts reviewed annually to ensure compliance with labour laws.
- Established anonymous feedback mechanism for staff (Suggestion box available on Staff Canteen)
- 48% of all leadership positions are now held by women (up from 40% in 2023).
- Another key to the success of Anemi Hotel is the excellence of our people: for this reason our Staff receives trainings from the beginning of their career at the Anemi.
- Introductory Course: a three -day introductory course so that they can discover the operational standards expected in their department.
- Professional Training Courses: during the year each member of Staff also attends special training courses as required (eg. First Aid Course, Handling Customers Complaints, Health and Safety, HACCP, waste management etc).
- Immediate updates following the Management weekly meetings to all operational decisions and new procedures.

Targets set for 2026 -2027

- Ensure 100% of staff complete annual human rights and anti-discrimination training by December 2026
- Assess human rights compliance for top 5 suppliers by Q4 2026; remove or assist non-compliant ones. Select 3 Main Tour Operators and 2 Suppliers
- Ensure all staff are aware of their right to join or form trade unions by including it in onboarding. Deadline: Immediately to be in place.

2.5 Children's safeguard

Performance 2023 -2025

At Anemi Hotel & Suites, we are committed to upholding the rights and well-being of every child. As part of our Travelife sustainability certification and ethical business practices, child safeguarding is a core pillar of our human rights strategy.

Between 2023 and 2025, we have taken meaningful steps to implement, strengthen, and monitor policies and practices that protect children from exploitation, abuse, and harm. Our focus has been on ensuring staff awareness, supplier responsibility, and visible guest-facing communication. Through a combination of policy development, training, and partnership with local organizations, we aim to create a safe environment both within our hotel and across our value chain.

This report outlines our performance during this period, the measures we have put in place, and the targets we have set for continued improvement in 2026 and beyond. Child protection is not only a legal obligation—it is a moral responsibility we fully embrace.

Overall measures and actions taken

- A formal Child Protection Policy has been adopted and communicated across the organization. It outlines our zero-tolerance stance on child exploitation, including abuse, trafficking, and child labour. This policy is reviewed annually to ensure its effectiveness and relevance.
- All staff with direct or indirect guest contact receive mandatory training on child safeguarding. The training covers how to recognize signs of abuse, how to respond appropriately, and how to report concerns. New employees are trained as part of their onboarding process.
- Awareness to inform guests about our child safeguarding policy and how they can report concerns, published online on our website and Digital Guide.
- We actively support local efforts to protect children by collaborating with community organizations and NGOs. These partnerships enhance awareness, prevention, and support services for vulnerable children in the local area.
- The Anemi Hotel & Suites is actively supporting the Pafos Children's Shelter.

Targets set for 2026 -2027

- Ensure 100% of staff complete Children's safeguard training by December 2026
- Display child protection policy in all guest areas and train 100% of front-line staff by Q2 2026.

CHAPTER 3 - LOCAL COMMUNITY EFFORS



3.1 Training and Education

Performance 2023 -2025

Initiative: Hospitality Skills Development Program

Description: We offer training workshops in collaboration with local vocational schools to upskill young adults in housekeeping, customer service, and culinary arts.

Performance: Collaboration with TEPAK University

Also, we hired 2 students from Neapolis University, ensuring that their working program fits first the University program.

Overall measures and actions taken

Contribution: Staff donate time to lead sessions; hotel provides training space and materials.

Housing was offered for 2 Students during school year 2023-2024

Targets set for 2026 -2027

Impact Goal: At least 3 local individuals trained per year. Deadline 31.12.2026

3.2 Health & Sanitation engagements

Performance 2023 -2025

Initiative: Blood Donation

Description: We partner with local Red Cross to host blood donation drives at the hotel.

Impact: Increases local blood supply for emergencies.

Contribution: Hotel hosted the event, promotes internally & externally

Blood Donation Akis Kleanthus - yearly event (April)

Initiative: Hosting the Cyprus Myopathies Association art event May-June 2025

Impact: This exhibition aimed to explore the experiences, challenges, and triumphs associated with myopathy through various forms of artistic expression. It had welcomed artists from all backgrounds—whether they are personally affected by myopathy, know someone living with it, or are creators who have simply become aware of the topic.

Contribution: Hotel hosted the event, promotes internally & externally

Overall measures and actions taken

We have provided a safe and welcoming environment for health-related community engagement by:

- Regularly coordinating with local health organizations to organize donation drives. Ensuring compliance with health and safety protocols during each event.
- Promoting staff participation through internal campaigns and incentive programs.
- Documenting and celebrating each event to raise awareness and encourage repeat engagement.
- Encouraging guest participation when events coincide with their stay.

This initiative reflects our broader commitment to community wellness and public health, in line with Travelife's social responsibility goals.

Ideas to improve our impact:

- Increase frequency of blood donation events (two per year instead of one). Deadline 31.03.2026
- Improve staff engagement by offering a recognition program for regular donors. Deadline 31.03.2026

Targets set for 2026 -2027

- Achieve 40% staff participation rate in donation events. Deadline by end of 2027

3.3 Cultural preservation

Performance 2023 -2025

At Anemi Hotel & Suites, we recognize the importance of protecting and promoting Cyprus's rich cultural heritage. Between 2023 and 2025, we implemented several initiatives that reflect our commitment to preserving local traditions, supporting the arts, and engaging both guests and the community in cultural appreciation.

The Anemi Hotel & Suites enthusiastically sustains some cultural and sporting initiatives promoted by the Local Community, by sponsoring different events.. In addition, the Executive Director, Mrs. Evelyn Kleanthous Komodormou is actively involved in the Local community as a member of the following local councils and organizations:

- District Committee of Cyprus Hotelier Association – Vice President
- Open Therapeutic Unit for Drug abuse – Member
- Sustainability Association of Cyprus – Member
- District Charity Council of Kato Paphos area, handling the Children's Shelter – Vice President ΕΣΕΕ – Pafos Charity Council – Member

Overall measures and actions taken

To integrate cultural preservation into our daily operations and guest experiences, we have:

- Collaborated with local artists to display their work in public spaces within the hotel, example: "Weaving the Sun" by Yiota Ioannidou – art work displayed in our restaurant Nema. Or the "Prayer room" displaying various local artist religious icons
- Sourced decorative elements and furnishings inspired by Cypriot heritage and design.
- Offered staff training on local history and cultural etiquette to enhance guest interactions.

- Encouraged the inclusion of local music and cuisine in our F&B offerings. During the pick season we organise Cyprus Night, combining local food with authentic local traditional dance groups
- Actively promoted excursions to archaeological and cultural landmarks in the region, including UNESCO sites.

These measures help ensure that the cultural identity of Cyprus is respected, experienced, and celebrated by both guests and staff.

Ideas to reduce and improve our impact:

- Encouraging more guest participation in traditional activities such as cooking, dancing, or crafts.

Targets set for 2026 -2027

- Host at least 3 cultural exhibitions or events per year. Starting 2026

3.4 Climate change awareness

Performance 2023 -2025

Between 2023 and 2025, Anemi Hotel & Suites focused on strengthening internal and guest-facing awareness of climate change and its local and global impacts. We recognized the need not only to reduce our environmental footprint but also to educate, engage, and empower staff, guests, and partners in the collective effort against climate change.

Overall measures and actions taken

- Installing educational signage across the hotel highlighting energy and water conservation tips.
- Sharing climate-related content in guest rooms (via QR codes and printed cards) encouraging conscious travel behavior.
- We have implemented staff engagement programs on sustainability and climate topics during onboarding and refresher training.
- Clear in-room guest messaging to reduce towel and linen washing frequency.
- Promoting locally sourced ingredients in our restaurant to reduce food miles and CO₂ impact.

Ideas to reduce and improve our impact:

- Increase use of renewable energy sources, such as installing solar panels or procuring green electricity.

Targets set for 2026 -2027

- Train 100% of staff on climate change impacts and mitigation practices. Ongoing; renewed annually
- Develop and launch Climate Awareness Week campaign. Starting Q2 2026
- Engage 25+ local residents each year and promote home-based sustainable practices, such as Beach Cleaning.

3.5 Community engagements

Performance 2023 -2025

Between 2023 and 2025, Anemi Hotel & Suites has actively deepened its connection with the local community through collaborative, social, and charitable initiatives. Our goal has been to contribute positively to the wellbeing of the Paphos community, support local development, and promote inclusive growth.

Key highlights from this period include:

- Hosting and supporting the "Beyond Limits" art exhibition, organized in collaboration with the Cyprus Myopath Association, providing a platform for artists affected by neuromuscular conditions.
- Organizing annual blood donation drives in partnership with the Red Cross, engaging both staff and the public.
- Supporting local schools and non-profits through in-kind donations and event sponsorships.
- Promoting local artisans and producers by featuring their goods and services in our hotel and shop.
- Encouraging staff to volunteer in local clean-up days, cultural events, and awareness campaigns.

Overall measures and actions taken

- Prioritized local hiring and procurement, contributing to the economic development of Paphos.
- Provided in-kind support and venue space for charitable and cultural events.
- Actively communicated our initiatives through social media and hotel publications to raise awareness.

Ideas to reduce and improve our impact:

- Introduce guest donation options at checkout to support local causes.

Targets set for 2026 -2027

- Host or support at least 4 community events per year. Starting 2026
- Introduce guest donation option to support a selected local charity. By Q1 2027

3.6 Employment

Performance 2023 -2025

From 2023 to 2025, Anemi Hotel & Suites has remained committed to fair, inclusive, and ethical employment practices. Our employment strategy prioritizes equal opportunity, staff development, and a safe, respectful work environment.

Key achievements during this period include:

- Maintaining a diverse workforce, with fair representation of local and international staff.
- Offering year-round employment for a core team to ensure stability and retention.
- Conducting annual performance reviews and offering training in customer service, health & safety, and sustainability.
- Promoting from within wherever possible — several team members advanced into supervisory and managerial roles.
- Maintaining compliance with labor laws, fair wages, and legal working hours.

Overall measures and actions taken

To ensure a responsible and inclusive employment environment, Anemi Hotel & Suites has taken the following measures:

- Implemented a clear Recruitment and Equal Opportunity Policy to prevent discrimination.
- Provided staff training and development programs, including job-specific skills, language support, and sustainability awareness.
- Ensured compliance with national employment standards, including contracts, insurance, and workplace safety.
- Supported staff wellbeing, offering meals, breaks, and access to health and wellness resources.
- Created an internal grievance mechanism, allowing staff to raise concerns confidentially and without retaliation.
- Promoted a positive workplace culture, encouraging teamwork, recognition, and open communication.

Ideas to reduce and improve our impact:

- Increasing our efforts to hire locally, especially for seasonal and entry-level roles.

Targets set for 2026 -2027

- Maintain a minimum of 60% local employment across all departments. Ongoing; by end of 2026
- Offer at least 3 internal promotions per year. Starting 2026, deadline 31.12.2026
- Ensure 100% of staff trained on anti-discrimination and labor rights. Renewed annually.

4. ENVIRONMENTAL AGENDA



4.1 Worlds Environmental Day

In line with our growing environmental commitments and our Travelife certification, Anemi Hotel & Suites will launch a new annual campaign titled "Green Starts Here" to celebrate World Environment Day, starting June 5, 2026.

Planned Activities

- Water Conservation Awareness Booth. Interactive displays in the lobby showing how guests can reduce water use during their stay.
- Eco-Education for Kids. Mini workshops or activities for young guests to learn about recycling, biodiversity, and protecting nature.

Purpose and Impact

This measure is designed to:

- Enhance environmental awareness among guests and staff.
- Strengthen community engagement and partnerships with local environmental groups.
- Promote low-impact tourism practices that support biodiversity and ecosystem health.
- Encourage active participation in sustainability beyond hotel premises.

4.2 Earth Hour

Initiative Name: "An Hour for Earth – Lights Off, Awareness On"

Launch Date: March 28, 2026 (next global Earth Hour date)

Frequency: Annually on Earth Hour (last Saturday of March)

Department Responsible: Sustainability Team, Maintenance, F&B, Guest Relations

Starting in March 2026, Anemi Hotel & Suites will officially participate in Earth Hour, the world's largest environmental movement organized by WWF. The initiative—"An Hour for Earth – Lights Off, Awareness On"—will involve turning off non-essential lights for one hour and engaging guests and staff in activities that promote environmental awareness and energy conservation.

Planned actions:

- Hotel-Wide Lights-Out (8:30–9:30 PM)
- Non-essential lights in public areas, signage, and back-of-house zones will be switched off, in line with Earth Hour's global observance.
- Social Media Campaign
- Sharing our Earth Hour actions online and encouraging guests to tag and share their own energy-saving efforts.

Purpose and Impact

This initiative aims to:

- Encourage energy conservation awareness among guests and staff.
- Demonstrate solidarity with the global effort to address climate change and biodiversity loss.
- Reduce actual energy use during Earth Hour and track impact over time.

4.3 Clean-up Day

Initiative Name: "Clean Together – A Day for Our Community and Planet"

Launch Date: April 2026 (First event)

Frequency: Annually (Spring)

Department Responsible: Sustainability Team, HR, and Community Relations

In alignment with our sustainability commitments and community engagement goals, Anemi Hotel & Suites will launch its Clean-Up Day initiative, starting in April 2026. The initiative, titled “Clean Together – A Day for Our Community and Planet,” will bring together hotel staff, guests, and local residents to participate in environmental clean-up efforts in Paphos.

The aim is to help keep our coastal natural areas clean, raise awareness and encourage active environmental responsibility.

Planned Activities

- Local Beach Clean-Up. Staff and volunteers will clean designated local sites (beach and pathway trail)

Guest Participation Invitation

- Guests will be invited to join the activity as part of their sustainable travel experience. Participants receive a certificate of appreciation and small eco-gift.

Community Involvement

- Residents will be invited to take part, promoting environmental education and civic pride.

Purpose and Impact

This initiative is designed to:

- Reduce local environmental pollution, particularly in coastal and tourist areas.
- Raise awareness about waste reduction and recycling among staff, guests, and the public.
- Foster a stronger connection between the hotel and the local community.
- Encourage active participation in sustainability, not just passive support.

Targets Set for 2026–2027

- Organize 1 Clean-Up Days annually (Spring) Starting April 2026

5. AWARDS & RECOGNITION



2025

TRAVELER'S CHOICE by TRIPADVISOR

The official announcement on Social Media:

We're honoured to be among the top 10% of hotels worldwide in the Tripadvisor Travellers' Choice Awards 2025. Thank you to every guest who shared their experience - your kind words continue to shape who we are.

JET2 HOLIDAYS QUALITY AWARD 2024

The official announcement on Social Media:

A Milestone We're Proud to Share

Here at Anemi Hotel & Suites, every folded towel, every warm welcome, and every thoughtful detail is a labor of love. So, when Jet2Holidays named us a Quality Award 2024 winner, it felt like a nod to the heart we pour into our craft. This award reflects our team's dedication to making your stay in Paphos truly special -rooted in the spirit of Mediterranean hospitality. We're honored, and we can't wait to welcome you to experience the difference for yourself.

AECEO SPAS - ALTHAEA AWARDS 2024

The official announcement on Social Media:

We are proud for the recognition @aeceospas got, as Best Spa Development Group -Global Winner! Enjoy some apperelled relaxation at our Althaea Spa today, for a much needed break before New Year Eve!

TUI GLOBAL AWARDS 2024

The official announcement on Social Media:

Celebrating Excellence at Anemi Hotel & Suites

I am thrilled to announce that Anemi Hotel & Suites has been honored with the prestigious TUI Quality Hotel Award 2024! This achievement underscores our commitment to delivering exceptional hospitality experiences, both globally and locally.

At Anemi, we strive to redefine hospitality with every guest interaction, embodying our core values of luxury, comfort, and impeccable service. This award is a testament to the dedication and hard work of each member of our team. Your passion and commitment have truly set us apart on the hospitality stage.

This recognition from TUI, a renowned global leader in travel and tourism, reaffirms our position as a beacon of excellence in the hospitality industry. It reflects our unwavering commitment to exceeding guest expectations and creating memorable stays.

To all the incredible team members of Anemi Hotel & Suites, thank you for your relentless pursuit of excellence and for embodying the spirit of hospitality in everything you do. This award belongs to each one of you!

#TUIQualityHotelAward #HospitalityExcellence #AnemiHotelAndSuites #GlobalHospitality #LocalExcellence

Learn more about our award-winning property: [www.anemihotel.com]

NEMA RESTAURANT WIZZ GUIDE "50 BEST RESTAURANTS" 2025 BEST CYPRUS FOOD AWARDS 2024

Two prestigious awards have been received by Nema Restaurant in less than one year since beginning of it's operations.

50 Best Restaurants 2025 award - by Wizz Guide, from a total of 1667 restaurants on the island, as selected after secret tastings by the 12 Judges of the institution , as well as the statements of their representatives as they receive their award.

The Gold Taste Award 2024 - from the prestigious Best Cyprus Food Awards, in recognition of the exhilarating culinary experience and services offered

SENIOR MANAGER APPROVAL OF ANNUAL SUSTAINABILITY REPORT			
	Signature		First and last name
			Stelios Polyviou
	Job title		Date of approval
		General Manager	16/04/2026