SUSTAINABILITY REPORT

2023
01. Message from our Leaders

02. Sustainability Development Policy

03. Corporate values

04. Completed projects

05. The environment

06. The people

07. The Local area

08. Awards & recognition

09. Objectives
I am one of the lucky ones who took part as a small child in the harvesting of my grandfather’s vineyards, rode a bicycle to school every day, learned how to do crochet from used thread by my grandmother and later on as a hotelier talked to hotel visitors about our incredible Heritage and spoke to our staff on how to save water and energy. I was being sustainable all this time, without even knowing what “sustainable” really was.

For me, it is an honour to be part of the generation that grew up being naturally sustainable and has the opportunity to pass this on to the next generation.

Sustainability is not a matter of one’s effort, it is a team work which will help the world heal, our planet to regenerate and ultimately our children and children’s children to grow up in a safe and clean environment, just like I did.

I invite everyone to embrace and follow a sustainable way of living. Start with your home. It is the first step. Then it will become a custom and a way of living no matter where you are. In the end it will be worthwhile.
As a family run hotel we recognize the importance to the success of our business in bringing a positive benefit to the society in which we operate through high quality service, environmental protection, community involvement and good employment practices. We have also developed individual Environmental, Health and safety, Quality policies in order to comply with the local and International Standard requirements. Our Employees, Social and Suppliers policies are in line with Travel Life requirements helping us maintain good relations throughout.

We are committed to comply with all applicable environmental laws, statutes and regulations and take a proactive approach to future requirements and obligations.

We are committed to reduce the environmental impact of our activities while maintaining the quality of service expected by our guests.

We are committed to monitor performance and aim for continued improvement by reducing, re-using, and recycling in areas such as energy consumption, reduction of waste materials and water consumption.

We are committed to set sound environmental and social objectives and targets, and integrate a process of review and reporting.

To set objectives and targets in order to manage the important environmental impacts.
To communicate to our employees, customers and suppliers our policies and achievements in improving our environmental performance and our engagement to the sustainable management and business.
To encourage engagement of our business with local communities.
To have available all necessary resources to achieve these objectives using the best available practices.
To educate our employees to become more environmentally aware.
To incorporate sustainability into everyday business practice.
These goals are just the beginning of an ongoing journey towards sustainability.

We are proud to have achieved the Gold Travel Life Award and hope to maintain it for many years to come.
We take all of this on, while maintaining the exceptional guest experiences we so proudly deliver and monitor through review sites and our own questionnaires.

On behalf of the Sustainability Team,

Evelyn Kleanthous Komodromou
Executive Director.
ΠΟΛΙΤΙΚΗ ΕΤΑΙΡΙΚΗΣ ΚΟΙΝΩΝΙΚΗΣ ΕΥΘΥΝΗΣ

01

ΌΡΑΜΑ
Το ξενοδοχείο Anemí δεσμεύεται να βελτιώνει συνεχώς τις υπηρεσίες του, να ικανοποιεί τις τρέχουσες νομικές απαιτήσεις και να επιτυχάνει τα μέγιστα ποιοτικά επίπεδα που απαιτούνται από τους πελάτες, να συμβάλλει στην κοινότητα την οποία δραστηριοποιείται αναπτύσσοντας βιώσιμο τουρισμό.

02

ΠΟΛΙΤΙΚΗ
Ως οικογενειακό ξενοδοχείο αναγνωρίζουμε τη σημασία που έχει για την επιτυχία της επιχείρησής μας η προσφορά θετικού οφέλους στην κοινωνία στην οποία δραστηριοποιούμαστε μέσω υψηλής ποιότητας υπηρεσιών, προστασίας του περιβάλλοντος, συμμετοχής της κοινότητας και καλών πρακτικών απασχόλησης.

Έχουμε επίσης αναπτύξει ατομικές πολιτικές περιβάλλοντος, υγείας, ασφάλειας και ποιότητας για να συμμορφωθούμε με τις τοπικές και τις διεθνείς προδιαγραφές. Οι πολιτικές των υπαλλήλων, των κοινωνικών εταίρων και των προμηθευτών μας είναι σύμφωνες με τις απαιτήσεις της Ταξιδιωτικής Ζωής που μας βοηθούν να διατηρούμε καλές σχέσεις με όλους τους εταίρους μας.

03

ΑΡΧΕΣ
Δεσμευόμαστε να συμμορφωνόμαστε με όλους τους ισχύοντες περιβαλλοντικούς νόμους, καταστατικά και κανονισμούς και να υιοθετούμε μια προαιρετική προσέγγιση στις μελλοντικές απαιτήσεις και υποχρεώσεις.

Δεσμευόμαστε να μειώσουμε τις περιβαλλοντικές επιπτώσεις των δραστηριοτήτων μας διατηρώντας ταυτόχρονα την ποιότητα των υπηρεσιών που αναμένουν οι πελάτες μας.

Δεσμευόμαστε να παρακολουθούμε τις επιδόσεις και να επιδιώκουμε τη συνεχή βελτίωση με τη μείωση της επαναχρησιμοποίηση και την ακατάλληλη ενέργεια, η μείωση των απορριμμάτων και η κατανάλωση νερού.

Δεσμευόμαστε να θέσουμε υγείες περιβαλλοντικούς και κοινωνικούς στόχους και να ενσωματώσουμε μια διαδικασία αναθεώρησης και υποβολής εκθέσεων.

04

ΠΡΟΘΕΣΕΙΣ
Καθορισμός στόχων για τη διαχείριση των σημαντικών περιβαλλοντικών επιπτώσεων

Να επικοινωνούμε με τους υπαλλήλους, τους πελάτες και τους προμηθευτές μας με τις πολιτικές και τα επιτεύγματα μας για τη βελτίωση των περιβαλλοντικών μας επιδόσεων και τη δέσμευσή μας στην αειφόρω διαχείριση και τις επιχειρήσεις.

Να ενθαρρύνουμε την εμπλοκή των επιχειρήσεων μας με τις τοπικές κοινότητες

Να διαθέσουμε όλους τους απαραίτητους πόρους για την επίτευξη αυτών των στόχων χρησιμοποιώντας τις βέλτιστες διαθέσιμες πρακτικές.

Να εκπαιδεύουμε τους υπαλλήλους μας ώστε να γίνουν πιο φιλικοί προς το περιβάλλον.

Η ενσωμάτωση της βιώσιμης στην καθημερινή επιχειρηματική πρακτική.

Αυτοί οι στόχοι είναι μόνο η αρχή ενός συνεχούς ταξιδίου προς την αειφορία. Είμαστε υπερήφανοι που έχουμε επιτύχει το βραβείο Gold Travel Life και ελπίζουμε να το διατηρήσουμε για πολλά χρόνια.

Δεσμευόμαστε για τα πιο πάνω, διατηρώντας παράλληλα τις εξαιρετικές εμπειρίες του επισκέπτη που παρακολουθούμε μέσω τρόπων αναθεώρησης και των δικών μας ερωτηματολογιών.

On behalf of the Sustainability Team,

Evelyn Kleanthous Komodoromou
Executive Director.
CORPORATE VALUES

WE ARE ONE TEAM

The Anemi Hotel & Suites is a family run establishment with a total number of 70 staff members. Since the Hotel started its operations, the staff have changed according to the needs and circumstances, although we are proud to say that we have staff members working with us for the last 23 years.

ZEMFIRA KESSOVA

Zemfira is part of the Housekeeping team nearly from the beginning of the Hotel's operations. For over 23 years she is making sure that the room cleanliness is at the highest standards. Not a secret to share that so many repeat guests ask to have Zemfira as their maid!

RINGKON BHOWMIK

Ringkon joined the Anemi team in 2006 as a waiter. His passion for job, food & beverage knowledge, long term commitment and understanding of the operations, advanced him to the Food & Beverage Service Manager.

ALINA TAR

Alina is valued member of the Anemi team since 2007. She first started as Receptionist and quickly advanced to the Front Office Manager position. Alina is currently the Assistant General Manager, due to her great results, professionalism and dedication, but most of all due to her passion for Hospitality!

Mr. Angelos, the man who greeds all our late arrival guests! If you have enough time to listen to his amazing stories, you will enrich your holiday a lot more that you have anticipated. His punctuality is well know, his drive for knowledge is unlimited and his father figure for the rest of the team is priceless.

ANGELOS CHRISTODOULOU
Consumer satisfaction has been considered one of the most important hospitality for Anemi Hotel & Suites and the success of it has been proved by the high number of return guests, direct bookings and high review scores. We proud ourselves to welcome repeat guests since 1990 when the hotel was open.

The Customer’s satisfaction is also revealed through the review scores received on the Travel site platforms, Tour operators CQS scores and awards received, also though our internal customers questionnaires reviews and reports.

We monitor regularly the Customer satisfaction on social media, constantly aiming to improve our services by asking our guests opinion and suggestions.

Thorsten Quakernack recommended Nema_Pafos. 8 August 2022
Nema is a stunning place with fantastic food. I love the relaxed and calm atmosphere. We did try several dishes and all have been excellent. I totally love the Tuna Tostadas we did order a second plate as they are just very yummy. We had a great evening out and the staff is very knowledgeable and friendly. Great new restaurant for Paphos. Love it!

Zara wrote a review Jun 2023 Dubai, United Arab Emirates 8 contributions
Best Spa in Phaphos
I had a great experience at Anemi hotel. The facilities are very new and the hotel staff was very supportive when we needed assistance. Also the Aegeo Spa was the highlight of my stay with the friendly staff Andria and Ivi with recommending me their signature Cretan massage and the therapist Jekaterina for releasing my tension in my body. Definitely coming back next time when in Paphos.

KirstyAkira wrote a review Jun 2023
Best Hotel ever!
The hotel looks amazing, staff are so friendly and helpful and will give you loads of recommendation and advice. The facilities are great, especially the spa- had an amazing treatment, and the spa manager was really helpful. The receptionist are really nice. Hotel room perfect and cleaned daily. Breakfast also good and a lot of variety! A roof top bar just opened with amazing drinks and beautiful views!

10/10 Inese, lv
Staff 10 Cleanliness 10 Location 10 Facilities 10 Comfort 10 Value for money 10
It was great!
Located in close distance from the sea, popular pubs and restaurants, as well as the Paphos port. It was clean and modern, all newly renovated. We did enjoy our premium room with sea view. All lights and AC controlled by touch screen panels, very modern. Breakfast was good and the cocktails at the roof top bar were great. Also the sunset was amazing to see from there, would definitley recommend!

10/10 Excellent
Alexandra (Traveled with group / May 30, 2023)
Excellent stay!
Excellent hotel. Really enjoyed our stay. The staff were very welcoming and friendly. Very clean and in great condition. They were helpful whenever we had questions. Overall an excellent hotel for those seeking a bit of luxury and a quiet, relaxing stay.
One of the biggest challenges of our Hotel is to remain Authentic but also modern and in line with the 21st-century changes that shape constantly the way we live, travel, work & socialize! The Hotel’s products embrace authenticity from the moment of creation to the moment it is delivered to our guests. Local crafters have been commissioned to design art crafts, that are now available in all our rooms, such as pottery crafts, embroidery, art pieces, oil paintings, and much more. The materials used for the construction of the new wing, the local plants surrounding the entire Hotel, the olive tree orchard, the Mediterranean-awarded restaurant serving a fusion of the classics and the current food trends or the names chosen for each new introduced space, here at the Anemi, all have a common ground in embracing the authenticity of the Hotel. The new image of the Hotel presents a mixture of elegant architectural forms that aims to create mainly an atmosphere, to set a tone of relaxation, to set the mood for a place that you already envision just by combining authentic colours and textures.
The new Anemi Hospitality challenge was all about the authentic experience and the emotions and less about the actual fact sheet of the room amenities. Each step made, each decision taken into reshaping the Anemi identity was duplicated by the need of keeping the authenticity of the place, while still converting it into a modern hotel with a visual identity, branding and communication material.

CORPORATE IDENTITY/BRANDING CONCEPT KEY POINTS

Starting Thought

Anemi is the tool that handles the thread, and in extension, time. The thread has been referred to as a symbol of time, used often in Greek mythology. Moirés have been the deciders of the past, the present and the future, manipulating time and moments as they see right.

Concept
Anemi + Thread=Time

Elaborated Thought

Anemi as Timeline,
Blending reality with dream;
Fairy-tale of blended past, present and future

Anemi is the place where your thread is blended with other people’s threads, where your past your future and present are synthesised. They are combined and stitched and assembled in a way that create the ‘yfanto’ of your life, the place where you time is well spend, in tranquillity and placidity. You trust Anemi, with the time away from your natural surroundings, your home and shell where you rest.

_The thread as a symbol of time
_The line of the past, the present and the future
_‘Plexis’ of time and moments
Anemi Family Logotypes
Anemi sustainable steps

At the Anemi Hotel & Suites we operate high standards of performance and advocate environmentally and socially sustainable business practices. Our aim is to bring a positive benefit to the society in which we operate through high-quality service, environmental protection, community involvement, and employment.

Prayer Room, a small place where people of all believes can see Christian orthodox icons painted by a Member of the owners family.

Weaving the sun
Yiota Ioannidou,
Nema art work - 2023

CORPORATE VALUES
FOCUS

Last but not least, Anemi Hotel & Suites corporate value is about FOCUS! We continue to focus on both Present & Future, on guests' needs and expectations, on hospitality industry trends and services, and to offer a great product to our customers that has its place in the economy. The Anemi concept story, a family of interconnected logotypes and a visual communication strategy, wishes to reposition the Anemi Hotel and Suites in the map of the Boutique Hotel Resorts in Cyprus and to increases the Value Perception of the brand while setting higher standards of expectations to its guests.
NEW BLOCK - PREMIUM ROOMS

As per June 2022 we have are introducing our New Premium rooms. Luxury and minimal chic, earth toned designed rooms, premium amenities, pure natural light and the subtle touch of technology you need. Blending natural toned environment with comfort and the right amount of automation you need to calm and enjoy a relaxing time.

NEMA RESTAURANT

The Nema experience has a refined Mediterranean dining identity with a twist. A fusion of the classics and the current trends to create a new and exhilarating culinary experience.

ALTHAEA SPA

The Althaea Spa is a love letter to you, enticing the senses while soothing the mind. Awaken all of your senses and relax your body and mind.

SOMA GYM

Our gym has been changed into a full-fledged fitness studio that makes working out on vacation a delight.

SERENE COCKTAIL ROOFTOP LOUNGE

Serene Cocktail Lounge is a chillout sky lounge area in the rooftop, where you can enjoy a 360 uninterrupted view to the sea and the city.

ANEMI GALLERY

The hotel’s Gallery is a hotel facility that may be used for events, exhibitions, and displays. At Anemi, we wish to deliver a complete experience, restoring your mind, body, and spirit.
1. ENERGY MANAGEMENT & SUPPLY

MEASURES AND ACTIONS
- 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.
- Have 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.

### Electricity consumption KWH

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<thead>
<tr>
<th>YEAR</th>
<th>2019</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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<tbody>
<tr>
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<td>11.91</td>
<td>11.58</td>
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<tr>
<td>KWH pr</td>
<td>26.14</td>
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### LPGas consumption KWH

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<tbody>
<tr>
<td>KWH pp</td>
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<td>1.65</td>
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<td>1.89</td>
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<tr>
<td>KWH pr</td>
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### Diesel consumption KWH

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<td>6.82</td>
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### Energy consumption KWH per guest Night

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<td>January</td>
<td>0.00</td>
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<td>February</td>
<td>26.11</td>
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<tr>
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<td>39.48</td>
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<tr>
<td>July</td>
<td>56.81</td>
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<td>August</td>
<td>58.38</td>
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<td>September</td>
<td>37.39</td>
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<td>October</td>
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<tr>
<td>November</td>
<td>23.92</td>
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<tr>
<td>December</td>
<td>23.17</td>
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<table>
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<tr>
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<td>August</td>
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<td>14.78</td>
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<tr>
<td>May</td>
<td>14.41</td>
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</table>
THE ENVIRONMENT

Conclusions

Energy consumption KwH per guest night 2019 (Baseline): 18.86
Energy consumption KwH per guest night 2021 : 18.26
Energy consumption KwH per guest night 2022 :16.02
Energy consumption KwH per guest night 2023 :16.78 (in progress)

2019 measures have been used as Baseline.
2020 monitoring was not performed in total due to the Covid 19 pandemic particularities, Monitoring of energy consumption due pandemic has been made sporadically .
2023 monitoring is in due progress.
We are estimating 2023 energy consumption reduction to reach 17.70 kWh per guest night due to the new fully operational facilities: Spa, New Restaurant, Inhouse laundry.

The Reduction curve is maintained through the measures noted further above. The Hotel has established a new Energy reduction Target to be achieved for the next 3 years period 2024 - 2025 - 2026 of 3%

Energy consumption per night in KWH

<table>
<thead>
<tr>
<th>YEAR</th>
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<th>2022</th>
<th>2023</th>
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<tbody>
<tr>
<td>KWH pp.</td>
<td>18.86</td>
<td>18.26</td>
<td>16.02</td>
<td>16.78</td>
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<tr>
<td>KHW pr</td>
<td>41.40</td>
<td>38.76</td>
<td>31.62</td>
<td>31.72</td>
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</table>
2. WATER MANAGEMENT

MEASURES AND ACTIONS
- 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 tabs.
- 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.

Water consumption M3

<table>
<thead>
<tr>
<th>YEAR</th>
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<tbody>
<tr>
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<td>0.30</td>
<td>0.31</td>
<td>0.36</td>
<td>0.21</td>
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<tr>
<td>M3 pr.</td>
<td>0.65</td>
<td>0.67</td>
<td>0.71</td>
<td>0.40</td>
</tr>
</tbody>
</table>

Conclusions

Water consumption M3 per guest night 2019 (Baseline) : 0.30
Water consumption M3 per guest night 2021 : 0.31
Water consumption M3 per guest night 2022 : 0.36
Water consumption M3 per guest night 2023 : 0.20 (in progress)

2019 measures have been used as Baseline.
2020 monitoring was not performed in total due to the Covid 19 pandemic particularities,
Monitoring of water consumption due pandemic has been made sporadically .
2023 monitoring is in due progress.
We are estimating 2023 water consumption will reach 0.39 M3 per guest night due to the new fully operational facilities: Spa, Indoor pool, Shower rooms, New Restaurant, Inhouse laundry.

The targeted Reduction 3% was not meet due to the above explanations.
The Hotel has established a new Energy reduction Target to be achieved for the next 3 years period 2024 - 2025 - 2026 of 2%
2. CHEMICALS MANAGEMENT

MEASURES AND ACTIONS

- Purchase cleaning material with low environmental impact, such as , sealants, primers and adhesives, room/kitchen cleaning products.
- Purchase of products that are either compacted or are concentrated and hence use less packaging per job. This measure has reduced the environmental impact of transportation.
- Product tests have been carried out prior to purchasing in order to ensure that the job will be done using the least amount of products, time and energy.
- Purchasing of environmental friendly cleaning products biodegradable (90%)
- Effective and continued education of staff on how to clean sustainably
- During the two years of the Covid -19 Pandemic, all chemicals were assessed regarding their environmental impact and were replaced by alternative products friendlier to the environment

<table>
<thead>
<tr>
<th>Chemical consumption</th>
<th>Chemical consumption</th>
<th>Chemical consumption</th>
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</thead>
<tbody>
<tr>
<td><strong>MAINTENANCE KG/Year</strong></td>
<td><strong>HOUSEKEEPING KG/Year</strong></td>
<td><strong>KITCHEN KG/Year</strong></td>
</tr>
<tr>
<td>Garden chemicals</td>
<td>20kg</td>
<td>Kitchen liquid</td>
</tr>
<tr>
<td>Pool Sodium</td>
<td>80kg</td>
<td>Liquid soap</td>
</tr>
<tr>
<td>Flocculant</td>
<td>60kg</td>
<td>Liquid shampoo</td>
</tr>
<tr>
<td>Dry Acid</td>
<td>30kg</td>
<td>Acid descaler</td>
</tr>
<tr>
<td>Sulphuric Acid</td>
<td>30kg</td>
<td>Cleaning powder</td>
</tr>
<tr>
<td>Vacuum salt</td>
<td>850kg</td>
<td>Washing powder</td>
</tr>
<tr>
<td>Chlorine</td>
<td>72kg</td>
<td>Liquid softener</td>
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<tr>
<td>Paint&amp;Emulsions</td>
<td>25kg</td>
<td>Soft cream</td>
</tr>
<tr>
<td>Other chemicals</td>
<td>50kg</td>
<td>Amenities</td>
</tr>
<tr>
<td><strong>1217kg</strong></td>
<td><strong>3110kg</strong></td>
<td>Other chemicals</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>440kg</strong></td>
</tr>
</tbody>
</table>

Conclusions

2020-2021 monitoring was not performed in total due to the Covid 19 pandemic particularities, 2023 monitoring is in due progress.

Total of 4767 kg Chemicals consumption 2022
0.091 Kg Chemicals per Guest night

Target reduction for 2023 to 3% compared with 2022
4623kg - 0.088 Kg Chemicals per Guest night

Records of all chemical, including purpose of use, storage quantities, hazardous - non hazardous information are kept by the Committee secretary and Accounts department.

Another target set by the Hotel & Sustainability team was to have
- Zero (0) spillage incidents - target achieved throughout the period 2021 -2022 -2023 (same as on the pervious years).
- Zero (0) accidents involving employees and guests due to chemicals.
Stock control programming and monitoring

The Hotel has established a new Energy reduction Target to be achieved for the next 3 years period 2024 - 2025 - 2026 of 2% and to maintain the Zero level for spillages and accidents, care of chemicals.
3. WASTE MANAGEMENT

MEASURES & ACTIONS

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

Waste analysis

<table>
<thead>
<tr>
<th>YEAR</th>
<th>2019</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>KG pp</td>
<td>0.418</td>
<td>0.412</td>
<td>0.423</td>
<td>0.408</td>
</tr>
<tr>
<td>KG pr.</td>
<td>0.892</td>
<td>0.875</td>
<td>0.823</td>
<td>0.776</td>
</tr>
</tbody>
</table>

Conclusions

Following the above Methodology and Actions measures implemented by the Hotel, we have successfully succeeded to Recycle (approximative volume):

- Plastic: 2021 - 823.69 kg, 2022 - 1303.36 kg, 2023 - 585.39 kg
- Glass: 2021 - 1972.55 kg, 2022 - 4209.45 kg, 2023 - 1934.88 kg
- Paper: 2021 - 1358.36 kg, 2022 - 2869.36 kg, 2023 - 1216.27 kg
- Metal: 2021 - 937.11 kg, 2022 - 1987.11 kg, 2023 - 837.64 kg
- Solid waste: 2021 - 5321.49 kg, 2022 - 11912.94 kg, 2023 - 5436.96 kg

During the period 2021 - 2023 we have successfully collected
- 3260 Kg of used cooking oil - delivered to local company C.X. Eco Storm Ltd
- 12 Kg of empty toner cartridges - delivered to local company New CY Tech Ltd
- 8.50 Kg of batteries collected by Asis Ltd.

2020 monitoring was not performed in total due to the Covid 19 pandemic particularities, Monitoring of Waste consumption due pandemic has been made sporadically. 2023 monitoring is in due progress.

The Hotel has established a new Waste reduction Target to be achieved for the next 3 years period 2024 - 2025 - 2026 of 2%
EMPLOYMENT ANALYSIS

The key success factor in hospitality is unquestionably the quality of the human resources, which allows us to go beyond Guests’ expectations every day and to create a unique and valuable offering. This is the reason why the growth of our Staff constitutes the core of Anemi’s values and strategy. The long term commitment established with our staff members is one of the proofs that the level of satisfaction regarding to the work environment, team, business strategy, quality and efficiency and company goals are mutually agreed and valued.

### Employment by Gender

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>15</td>
<td>22</td>
<td>30</td>
</tr>
<tr>
<td>Female</td>
<td>29</td>
<td>35</td>
<td>40</td>
</tr>
</tbody>
</table>

### Employment by Age category

<table>
<thead>
<tr>
<th>Age Category</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 - 30</td>
<td>12%</td>
<td>66%</td>
<td>22%</td>
</tr>
<tr>
<td>31 - 50</td>
<td>18%</td>
<td>20%</td>
<td>18%</td>
</tr>
<tr>
<td>+51</td>
<td>7%</td>
<td>4%</td>
<td>4%</td>
</tr>
</tbody>
</table>

### Employment by ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Local</th>
<th>European</th>
<th>Non European</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>38%</td>
<td>57%</td>
<td>5%</td>
</tr>
</tbody>
</table>

### Employment by length

<table>
<thead>
<tr>
<th>Length</th>
<th>Full time</th>
<th>Part time</th>
<th>Seasonal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>88%</td>
<td>7%</td>
<td>5%</td>
</tr>
</tbody>
</table>

### CONCLUSIONS

The Anemi Hotel & Suites is committed to employing Staff members who are residents in neighboring municipalities, depending on the professional skills required. The percentage of “local” Staff (from Pafos area) for year 2023 is of 38% from total employee number and shows a significant increase from the last report (25% in 2019). The commitment of Anemi Hotel & Suites towards the development of the local community is also seen in the decision of keeping the Hotel open all year round since 1990. A decision rewarded by the presence of a significant number of Guests throughout the winter period.

### Training Programs

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 Complains, Health and Safety, HACCP, waste management etc). Immediate updates following the Management weekly meetings to all operational decisions and new procedures.
PAFOS SMART CITY

Promotional banners and boards have been displayed in all public areas as well as shared via social media, for staff members, business partners and guests.

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

SWEDISH ASSOCIATION

The Anemi Hotel & Suites welcomes the Pafos Swedish Association on a weekly basis at the Hotel for various activities that help promoting our local culture & cuisine.

GOLF COMPETITIONS

Golf competitions organized by the Golf courses (internal and external) providing gift vouchers, free Accommodation and press material, with the purpose of promoting the Local golf courses.

GASTRONOMY TOURS

The Hotel is promoting via our official website local gastronomy and wine tours for our guests, offering the chance to our guests to learn & discover our local products.

PAFOS MARATHON

An event organized yearly since 1999. The Marathon course is a point-to-point course starting at 0830am along the coast at the magical and scenic Aphrodite’s rock - birthplace of the Greek Goddess of love and beauty - and perhaps best known symbol of the island.

BEACH CLEANING

Lighthouse beach – along with members of Anemi Staff and Children’s Shelter

The Hotel organize once per year along with the Pafos Blood donation centre a blood donation event, inviting the staff members, their families and friends, our partners and guests to join the efforts of the Authorities to secure a blood bank.

ART COMMUNITY

The Anemi Gallery is a great hotel facility that promotes our local artist work, either by exhibitions or displays. We offer the opportunity to explore interpretations with your friends and family, or simply enjoy the experience alone.

LOCAL SIGHTSEEING TOURS

The Anemi Hotel & Suites is recommending to our guests local companies with local guides to Discover the region.

BLOOD DONATIONS

The Anemi Gallery is a great hotel facility that promotes our local artist work, either by exhibitions or displays. We offer the opportunity to explore interpretations with your friends and family, or simply enjoy the experience alone.

LOCAL SIGHTSEEING TOURS

The Anemi Hotel & Suites is recommending to our guests local companies with local guides to Discover the region.
2022 - 2023

TRAVELER’S CHOICE by TRIPADVISOR
The official announcement on Social Media:

We are beyond excited to share that Anemi Hotel and Suites has been awarded 2023 Traveler’s Choice award by Tripadvisor for the second time in a row! Our deepest gratitude to our wonderful guests for choosing us and taking time to rate our commitment to quality! We can’t wait to welcome you in Cyprus for summer 2023! #travelerschoice2023 #paphos #hotel #summer 2023 #cyprus #hospitality #top10percent

CYPRUS TOURISM AWARDS 2022
The official announcement on Social Media:

We are thrilled to announce Anemi Hotel and Suites awarded not one, but two awards at the recent Cyprus Tourism Award 2022.
We have received a Silver award for Boutique hotel / resort and a Bronze award for Corporate identity/ Reputation Management/ Branding.
We would like to express our heartfelt gratitude to the judges BOUSSIAS Cyprus who voted for us, and for recognising our commitment to providing the highest quality of service and premium hospitality. It is an honour to be recognized among other reputable hotels in the industry.
We couldn’t have achieved this success without the hard work and dedication of our team, who work tirelessly every day to ensure that our guests have an unforgettable experience.
Thank you once again for your unwavering support and for making this incredible win possible.

AEGEO SPAS - ALTHAEA AWARDS 2022
The official announcement on Social Media:

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

TUI QUALITY HOTEL 2023
The official announcement on Social Media:

Very grateful and happy for this recognition by TUI in Global Hotel Awards 2023! Thank you to all of you for choosing Anemi throughout the years!
We much looking forward to welcoming you this summer in Pafos, Cyprus.

NEMA RESTAURANT WIZZ GUIDE "50 BEST RESTAURANTS" 2022
BEST CYPRUS FOOD AWARDS 2023

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

50 Best Restaurants 2022 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 2023 - from the prestigious Best Cyprus Food Awards, in recognition of the exhilarating culinary experience and services offered.
01. Reduce Energy consumption by 3% for the next 3 years 2024 - 2025 -2026

02. Reduce Water consumption by 2% for the next 3 years 2024 - 2025 -2026

03. Reduce Waste by 2% for the next 3 years 2024 - 2025 -2026

04. Changing the refillable amenities individual bottles to bulk dispensers in all rooms

05. Introduction of a Stock Control Department for better purchasing management.

06. Practice opportunities for Students during the summer period. Offer training for Students placements through schools (Erasmus project).

07. Increase the Housing lot for employees within the premises of the Hotel to reduce transportation cost & energy.

08. Support the Eco-Shabbat
   A single day or afternoon or at least an hour a week don’t buy anything, don’t use any machines, don’t switch electrical items. Every hour in a week cuts your carbon emissions by 0.6 percent annually. If you commit to four hours a week, that’s 2.4 percent, and for a whole day, each week’s impact will be 14.4 percent a year.

09. More green kitchen - promote local and organic products in addition to offering more vegetarian and vegan options.

10. Switch to a digitalized work when possible - Digitalized reports, Meeting minutes, in-house reports, QR's.

11. Decrease the brightness of the PC screen from 100% to 70% can save up to 20% of the monitor's energy. This is a simple green idea to implement in your sustainable strategy. Your employees can adjust the lighting settings or switch to dark mode. On top of that, dark mode options help minimize eye strain, which can appear when working online daily.

12. Consider a BYOD policy
   BYOD (Bring Your Own Device) concept helps organizations minimize their costs and impact on the planet. Using work Apps on the personal smart phones is the perfect example of the 3 Rs concept. - Housekeeping, Maintenance, HOD.
This report will be shared to our Staff members only electronically as a demonstration of our commitment to the environment.