

ENVIRONMENTAL POLICY

ZEUS HOTELS PAKALIAS BROS SA – hotel management, in accordance with the purpose and the operational framework of the Organization, as well as the environmental conditions in which it operates, is committed to the continuous improvement of the Environmental Management System in accordance with the compliance obligations, following the principles and requirements of the **ISO 14001:2015** and **TRAVELIFE** standards.

Following a path of sustainable development, it seeks the prudent and rational use of natural resources while minimizing the negative impact of the hotels' activities on the environment.

Our employees act in the context of environmental protection through their commitment to continuously improving the Environmental Management System. For this reason, the hotels invite their clients to support their efforts to reduce the environmental impact of their operations.

In the context of continuous improvement of the System, the Management sets environmental objectives, which are reviewed annually in terms of their degree of implementation, approves new or modifies older, depending on the hotels' performance and the new conditions in their area of action.

Through our Hotels' Environmental Policy, we are committed to:

- the systematic monitoring of System's effectiveness and suitability
- the systematic monitoring and observance of the environmental compliance obligations related to the environmental aspects of our hotels
- systematically identifying, evaluating and controlling the environmental impacts of all hotel activities, including our external providers, our customers and stakeholders
- the protection of the natural environment from harmful changes and degradation caused by the operations and services of our hotels
- the environmental protection including pollution prevention, sustainable use of resources, mitigation and adaptation to climate change and the protection of biodiversity and ecosystems
- the minimization and rational management of their waste and the increase of the materials to be recycled compared to those available for disposal

- ensuring the necessary resources for the efficient operation of the system and its continuous improvement, in order to improve our environmental performance
- the continuous training and education of staff and their encouragement to active participation, on an individual and team level, in the field of operation, in order to fulfill environmental objectives, to avoid environmental pollution, to preserve natural resources and to ensure the improvement of the Environmental Management System
- Promoting an open dialogue and informing interested parties in a spirit of sincere and mutual respect
- The reasoned search for causes of problems and weaknesses, so as to identify and implement the necessary corrective actions in order to avoid their recurrence.

To achieve our goals, we aim to continue reducing our energy consumption by:

- using light bulbs with low energy consumption or led lights in all public areas, accommodations
- ensuring that all rooms are equipped with motion detectors and breakers on balcony doors that shut off the power of A/Cs in the rooms in order to save energy
- ensuring that all rooms are equipped with electronic key cards that shut off the power supply when the guest removes the key before leaving the room
- using solar panels and bio-energy burners for hot water use

To continue reducing our water consumption by:

- changing the linen and towels every second day
- dual flush toilets in guest bathrooms and public toilets

To continue reducing the waste we send to landfill by:

- separating our waste streams including glass, paper, cans, batteries, organic wastes, cooking oils etc. and recycling these materials

To continue reducing the use of potentially harmful chemicals in our day-to-day operations by:

- using, when it is possible, biodegradable and friendly environmentally cleaning materials

ZEUS HOTELS PAPA KALIATIS BROS SA, in collaboration with its executives, ensures that the documented Information on Environmental Management System is communicated and fully understood by all its human resources, implemented and maintained at all levels of the organizational structure and in all its functions.

In addition, it asks external providers, customers and every other interested party to embrace its principles, guiding them to operate in accordance with them.

Finally, this policy is available for information to staff, customers, suppliers, and to any interested party.

1/4/2016

**On behalf of the Company,
Eleftherios Papakaliatis
Managing Director**