

OUR ENVIRONMENTAL COMMITMENT

The term sustainability in our Resort is broadly used to indicate programmes, initiatives and actions aimed at the preservation of a particular resource; in reference to our four distinct areas: human, social, economic and environmental – known as the four pillars of Columbia Hotels and Resorts LTD's sustainability.

Our resort is committed to reducing the impact on the environment and supporting social issues and we have developed an Action Plan for Sustainable Development, which includes objectives and goals in relation to measuring performance improvement. We have an Environmental Committee that promotes the implementation of the sustainability plan and a system in place to measure and reduce water, energy, chemical consumption and staff awareness and involvement. Additionally, our internally elected Welfare Committee promotes the well-being of hotel employees by developing social relations between the members of the Fund, Unions, other hotel industry professionals, the public, as well as enhancing a sense of solidarity, spiritual cultivation and supporting Fund members and their families, and finally, by providing necessary financial grants to members of the Fund.

We possess various accredited standards recognitions – such as ISO 14001 for Environmental Management and ISO 9001 for Quality Management; we are members of CYMEPA (Cyprus Marine Environment Protection Association) and are a Green Key awarded resort. We conduct waste recycling programs, continually train our staff on sustainability, choose local (and organic) products and services whenever possible, our furniture and decor highlight local aesthetics, we use technical services from local businesses, inform our guests of our sustainability policy, actions and initiatives and we also inform and promote local archaeological, historical, and natural attractions to our guests.

All of this was recognized in late 2021 when we were named one of the pioneering hotels included in Small Luxury Hotels of the World's "Considerate Collection"; a new community of actively sustainable luxury hotels going the extra eco mile, proving that luxury is compatible with longevity.

As an entity keen on caring for the environment and helping in the local community, and believing it was our Resort's responsibility to play its part and take action to get the local feral cat population under control - and most importantly - healthy, the Columbia Cat Care Project (CCCP) was created in 2009. We are now a point of reference as pioneers for other hotels to follow suit and assist with this growing problem on the island.

In November 2022, the Columbia Hotel Academy will open its doors to local and international students wishing to pursue a career within the hospitality industry, receiving their qualifications from EHL – the recognized leaders in hospitality education. In a further effort to support the local community, and in keeping with the Columbia Group's sense of corporate responsibility, four scholarships will be given to financially challenged students.

Our management team committed itself long ago to ensuring that all the pillars of sustainability – namely environmental, traditional, community relations and human resources – were not only

erected, but ever-fortified in further monitoring our impact on the environment, including water, electricity, and oil consumption, whilst we also work hard to fully integrate Cyprus' culture into our daily fabric; from our Cypriot-inspired breakfasts, to making traditional koulourakia in our resident kids club.

Though we have implemented and integrated these vital systems, we believe that being sustainable is a life-long endeavour and every additional effort really makes a difference.

SUSTAINABILITY & ENVIRONMENTAL POLICY

Here at Columbia Hotels & Resorts, we are one of the few resorts in Cyprus with an absolute respect for sustainable development, the property follows an architectural line dedicated to an aesthetic approach that flatters rather than ruins the natural environment. Tourism and the environment are widely considered as two opposing worlds, but here we approach this relationship not as contradictory, but rather as a stable, constructive, and beneficial exchange.

The management and staff of Columbia Hotels and Resorts LTD, recognizes the importance of environmental protection, on both a micro and macro level, ensuring both short-term profits and the long-term sustainability of tourism development. Within this frame, we have designed and applied an Environmental Management System which is structured as per the criteria of the international standard ISO 14001: 2018. The applied Environmental Management System covers all the Resort's activities, focusing on accommodation and catering services. The Management of the Resort, is therefore dedicated to:

- **Comply with the procedures related to environmentally focussed activities**
- **Assess environmental aspects focusing on the reduction or eradication of environmental impacts**
- **Actively seek to protect the environment and prevent pollution**
- **Set goals, aiming on continuous improvement**

With the above commitments, the Resort aims to:

- Implement activities related to energy saving measures; reduction of water consumption, proper management and the reduction of waste and sewage
- Maintain air quality
- Protect the beach and sea water quality
- Cooperate with the local community to preserve the natural beauty of the area
- Cooperate with all local authorities
- Train and encourage hotel staff to participate in the Environmental Management System
- Keep suppliers / visitors informed about our internal environmental activities

The above objectives of our policy are implemented through the development of clear and measurable key performance indicators, including but not limited to regularly checking the environmental parameters and the results of the interventions, auditing the adequacy of the Environmental Management System and regularly reviewing the set objectives in the pursuit of constant improvement.