

## **Ocean Beach Club**

**Neophytou Poulou 12**

**5340 Ayia Napa**

**Cyprus.oceanbeachclub.net**

Ocean Beach Club is located on Neophytou Poulou Avenue. The hotel was built in 2017. The building consists:

- 118 Apartments
- Basement with (store rooms, boiler room, electrical rooms , offices,.
- Ground floor with reception, bar restaurant and small Mini Market plus 20 apartments on the top
- Offices.
- 7 blocks of apartments
- Gardens with Palm trees
- 8 pools

Ocean Beach Club accommodates approximately 384 guests during the summer season with a team of 52 employees.

All guests come from Scandinavian countries with the majority from Sweden.

Employees are mainly locals, with a small number of Scandinavian staff to cover in the restaurants and Bar

Whilst we strive to enhance the quality of our guests stay we ensure our actions are undertaken with outmost respect to and minimal impact on the environment for the benefit of the local community in which we operate. We are committed to measuring and managing those impacts by:

- Having clear and comprehensive policy statement
- Implement sound environmental practises in our day to day operations
- Striving to reduce our use of energy and water, and re-use and recycle the resources consumed by our business wherever practical.
- Encouraging the development and integration of sustainable technologies, including renewable energy
- Monitoring and measuring our environmental performance on a monthly basis.
- Protecting the rare endemic plants and wildlife on our hotels ground
- Treating all employees equally and fairly over the course of their employment with the company. The hotel ensures that no discrimination on social ,political, sexual and religious grounds are to take place against any of the employees.
- Engaging our customers, employees ,suppliers and contractors in our effort to protect the environment
- Providing the necessary resources to meet our objectives and targets and om-going training for our staff on environmental, social and health & safety issues.
- Communicating our policies practises and programmes to all our staff ,guests, suppliers and the public.

The hotel's General Manager leads the sustainability team with all head of departments as members.

Our sustainability Management system is based on the Travelife requirements .

The environmental targets for 2017 have been set with an implementation action plan and are monitored through our environmental programme. Appropriate measures were taken based on this programme and necessary actions were taken when and were deemed necessary.

This report is analysing our sustainability performance for 2017

### **Energy Conservation.**

The electricity is supplied by the Electricity Authority of Cyprus. Is primarily used for lighting, cooling and running the hotel equipment such as pumping stations, kitchen equipment, fridges and freezes and office equipment

	2016-2017	2017-2018
Electricity (kWh)	791.811	181.088
Electricity (kWh/guest night)	30,6	22,6

**\*Target for 2018 27.6**

### **Water**

Water is supplied from the Municipality for use in the rooms, kitchen areas, hygiene areas ,swimming pools and other outlets of the hotel. Recycled water from the Municipality is used for the gardens.

	2016-2017	2017-2018
Fresh water m3	6784	2039
Total water consumption/guest night	262	254

**\*Target for 2018 255**

### **Water Assessment**

	2016-2017		2017-2018	
	M <sup>3</sup>	%	M <sup>3</sup>	%
Rooms	3799	55,99	1161	56,95
F&B	1653	24,36	497	24,37
Pools	1332	19,65	381	18,68
TOTAL	6784	100	2039	100

- The water flow in guests and public areas is not more than:
- Shower = 10l/min
- Basins = 5l/min
- Toilets = 6.5l per flush
- Urinals = 2l per flush

### **Energy Assessment**

	2016-2017		2017-2018	
	KWH	%	KWH	%
Rooms	450292	56,91	166771	
Plant Rooms	77332	9,71		
F&B	219650	27,76		
Pool	44537	5,62	14317	
Transportation				

TOTAL	791811		181088	
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- Due to construction of new 96 apartments

### Chemicals

	2016-2017	2017-2018
Chemicals	619	296
Chemicals used per bed night /gr	23,90	36,92

**\*Target for 2018 20.8**

### Pool Chemicals

	2016-2017	2017-2018
Water M <sup>3</sup>	1332	381
Chemicals kgr	402	209
Kg/m <sup>3</sup>	15,52	26,06

**\*Target for 2018 14.3**

### Waste

	2016-2017	2017-2018
Unsorted Waste	312,63	273,68
Unsorted Waste per bed night /kg	0,012	0,034
Sorted Waste	57763	8132
Sorted Waste per bed night/kg	2,23	1,014
Paper	1704	248
Paper per bed night/kg	6,58	3,09
Glass	990	175
Glass per bed night/kg	3,82	2,0
PMD	850	227
PMD per bed night/kg	3,28	2,8

### Oil

	2016-2017	2017-2018
Oil	10080	9232
Oil in Litres per bed night	0,39	1,15

**\*Target for 2018 .36**

### Gas

	2016-2017	2017-2018
Gas	18626	4917
Gas in Litres per bed night	0,72	0,61

**\*Target for 2018 .61**

### Total Energy

	2016-2017	2017-2018
Energy	150396	33159
Energy in Kwh per bed night	5,80	4,13
<b>*Target for 2018</b>	<b>3.80</b>	

### **Labour & Human Rights**

At Ocean Beach Club, we strive to provide a safe workplace where human rights are respected in accordance with the collective agreements with the unions and the applicable legislation.

We are an equal opportunity employer and we support the protection of human rights, particularly those of our employees, the parties we do business with and the community where we operated.

At Ocean Beach club, we try to attract new talent and at the same time retain quality employees. The breakdown of our employees follows:

Employees	2016-2017	
Male	19	
Female	33	
Local	38 73%	
Other Nationalities	14 17%	

Whilst we encourage non-discrimination, we employ a large number of local people to support local community where the hotel operates. Our target for 2017 season is to employ at least 70 % local staff.

The greatest asset of Ocean Beach Club is our employees and we invest heavily in their continuous training and development and the upgrading of their skills. Please find below the number of course programs and the hours of training per year.

### **Staff Training**

	<b>2016-2017</b>
Food Safety	32 hours (8x4)
Allergy Training	32 hours (8x4)
Room Safety	44 hours (11x4)
First Aid	24 hours (3x8)
Kick Off	160 hours (40x4)
New Buffet Development Training	128 hours
Life guards training	36 hours (3x12)
On the job training	5280 hours (30x176)
<b>TOTAL HOURS</b>	<b>5736</b>
<b>TOTAL STAFF</b>	<b>45</b>
<b>AVERAGE /HOURS TRAINING</b>	<b>127.46</b>

An effort is made to offer training to all our staff members and to cover the training needs of all employees.

### **Staff Satisfaction**

<b>Every Voice</b>	<b>2016-2017</b>
Core Index	97%
Accommodation	90%
F&B	91%

Repair & Maintenance	99 %

### Examples of everyday actions

1. Recycling of
  - a. Paper, cardboard, glass, plastic, cooking oil, toner cartridges fluorescent tubes
2. Saving energy by
  - a. Monitoring gas, diesel and electricity consumption on daily/weekly/monthly basis
  - b. Use of low energy light bulbs in all areas, use of motion detectors at designated areas
  - c. Key fob control system in apartments to control lights, heating or air-conditioning when room is not in use.
  - d. Change towels and linen on guests request

### Sustainability Action List 2017

#### 1.Overview

Ocean Beach Club is committed to operating a sustainable and ethical business that customers can trust to deliver on its promises and protect their interests. For this reason, we only choose suppliers, consults business partners or persons of equal relationship (suppliers) that fully comply with industry best practises and relevant legislation.

This supplier code of Ethics and Conduct sets out the minimum standards of business behaviour expected of Suppliers, who must have processes in place to monitor and maintain these standards, including within their own supply chains. Sunwing has the right to audit Suppliers to ensure compliance with the code.

#### 2 .Our People

##### 2.1 Human Rights

Ocean Beach Club fully supports the protection of human rights around the world and will not do business with any individual company or organization that validates the standards and principles of basic human rights.

##### 2.2 Child Labour

Suppliers must comply with child protection laws, including United Nations Convention on the Rights of the Child and the international Labour Organization Convention Numbers 138 and 182. Suppliers must also comply with local laws regarding the minimum age of employees and all legal requirements for the work of authorised young workers ,particularly those relating to hours ,wages and safe working conditions.

##### 2.3 Child Protection from sexual abuse

We condemn all forms of sexual exploitation of children and suppliers must comply with all laws to prevent and punish these offences.

##### 2.4 Forced Labour

Ocean Beach Club does not use any work product or service that has been provided through force, threat or coercion. People must be free to end their employment in line with established laws, regulations, and rules.

##### 2.5 Wages and Benefits

Suppliers must pay all employees a fair wage in line with normal industry conditions or the applicable legal minimum wage and ensure that applicable legal restrictions on working hours are complied with

## 2.6 Fair Treatment and Equal Opportunity

Suppliers must ensure equality of opportunity in regards to employment and occupation. Fair treatment and equal opportunity must be without discrimination on the grounds of race, colour, sex, religion, political opinion national ancestry ,social origin or any other grounds for discrimination.

## 2.7 Community and Social Activities

The Hotel has been very active with many social and community activities offering donations and participating and supporting various local activities, promoting the local culture, customs and traditions.

The hotel offer has Cyprus Corner during breakfast, and during lunch we have 2 local dishes for all guests.

The Hotel organise trip to Archaeological sites to all foreign personnel.

The hotel continues its policy of buying goods made/grown locally to support local companies. The % of goods and services bought locally is 45% of the total purchases in 2017

**O.B.C.**  
OCEAN BEACH CLUB