

OCEAN BEACH CLUB



SUSTAINABILITY REPORT 2022

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1. Introduction

Ocean Beach Club strives to achieve a 'low environmental impact' from its operations and is fully aware of its environmental responsibilities. Our Hotel has embarked upon an environmental journey for the continuous improvement and full compliance with the environmental laws and regulations.

We ensure environment initiatives affect the guest experience in a positive way and we support initiatives in our local community, communicating and celebrating our achievements.

2. Presentation of the Hotel Facilities

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

- 118 Apartments
- Basement with (storerooms, 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 heated 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 are set with an implementation action plan and are monitored through our environmental initiatives. Appropriate measures are taken based on this programme and necessary actions are taken when and where deemed necessary.

This report is analysing our sustainability performance over the last 3 years.

3. Environmental Aspects and consumption

3.1 Energy Conservation

The electricity is currently 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 freezers and office equipment.

As per our company vision to have zero carbon emissions we have taken the necessary steps and by the first of September we will be supplying our power through “Bioland Promithia Ltd” who generate electricity through Solar Photovoltaic Parks thus providing us with 100% Green Energy.

	2019-20	2020-21	2021-22	2022-23 Target
Electricity (kWh)	419,296	842,239	1,724,232	1,652,385
Electricity (kWh/guest night)	27.26	31.85	9.60	7.67

Table 1 Electricity Consumptions per year and per guest night

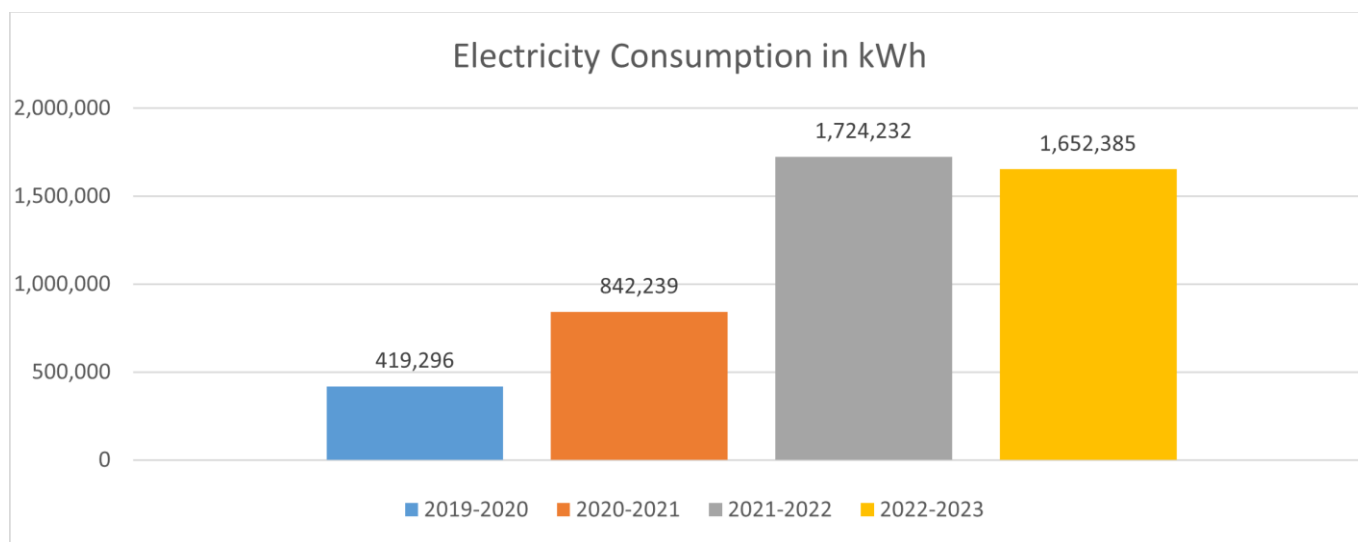


Chart 1 Total Electricity Consumption per year

There is a substantial increase in the consumption of electricity in 2021-2022 compared to the two previous years mainly due to the pandemic. However, the consumption per guest night is much lower as per chart below and comparable to the consumption prior to the pandemic.

We anticipate that for 2022-2023 we will maintain similar consumption as year 2021-2022.

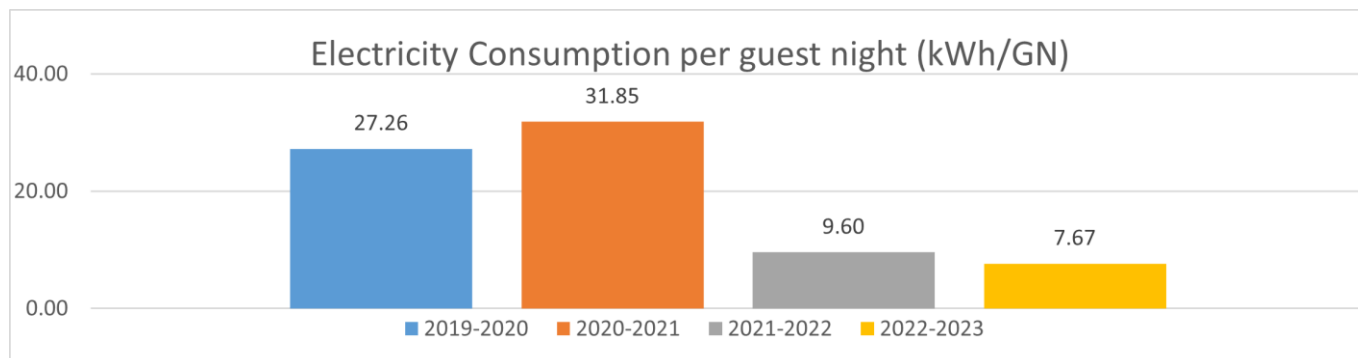


Chart 2 Electricity Consumption per guest night per year

3.2 Energy Assessment

The Hotel maintains several meters in key locations to monitor the electricity consumption per service as shown in the below table. This allows better understanding of the power consumption and helps with targeted measures for electricity reduction in the coming year.

	2019-20		2020-21		2021-22		2022-23 Target	
	KWH	%	KWH	%	KWH	%	KWH	%
Rooms	113,332	27.0%	126,091	15.0%	197,357	11.4%	207,225	12.5%
Plant Rooms	176,067	42.0%	458,839	54.5%	735,398	42.7%	698,628	42.0%
F&B	85,651	20.4%	163,464	19.4%	397,461	23.1%	377,588	22.7%
Pool	44,246	10.6%	93,845	11.1%	394,016	22.9%	379,366	22.8%
TOTAL	427,861	100%	842,239	100%	1,555,282	100%	1662807	100%

Table 2 Energy consumption per area

3.3 Oil Consumption

	2019-20	2020-21	2021-22	2022-23 Targets
Oil (Its)	15,224	15,369	55,601	52,223
Oil in Litres per bed night (Its/BN)	0.99	0.58	0.31	0.24

Table 3 Oil Consumption

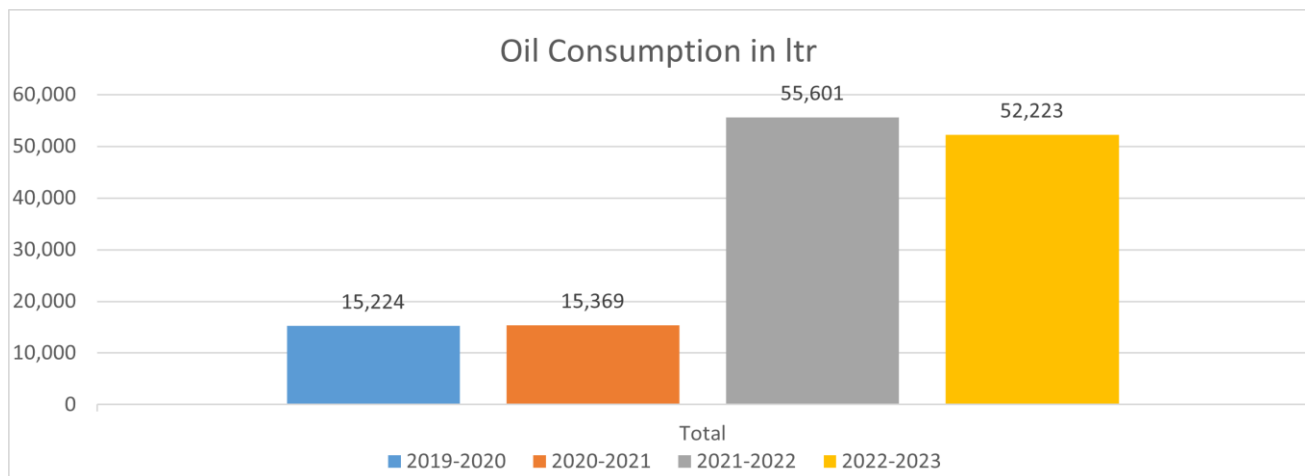


Chart 3 Oil Consumption in ltr

Oil consumption during the current year seems high at first glance but having in mind the pandemic during the years 2019 up to 2021, the consumption per guest night tells the true story. Goals for the current year have met their targets and new targets for a full year have been set.

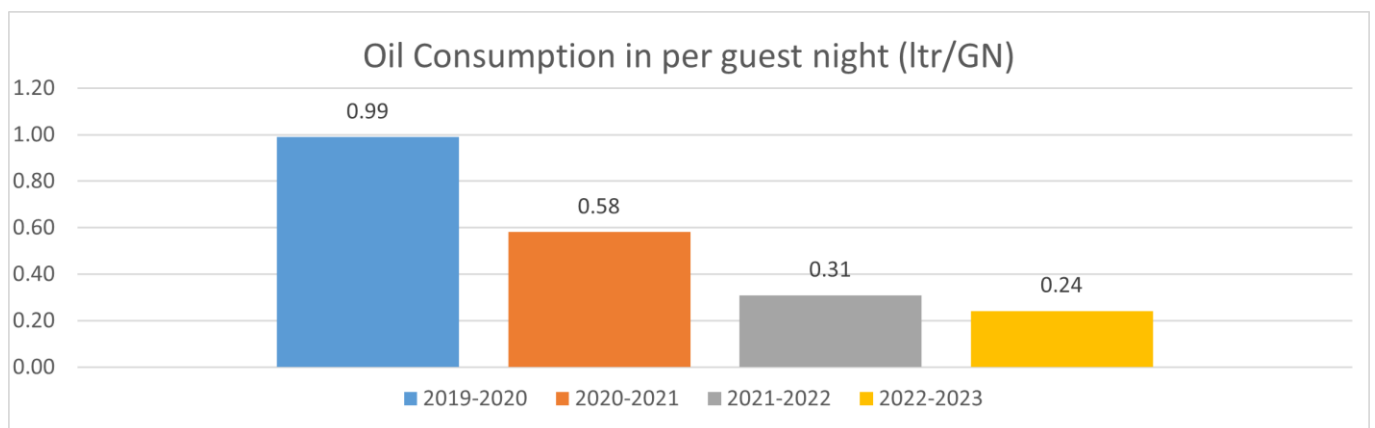


Chart 4 Oil Consumption per guest night per year

3.4 Gas Consumption

	2019-20	2020-21	2021-22	2022-23
Gas (lts)	10,088	18,840	48,401	46,904
Gas in Litres per bed night (lts/BN)	0.66	0.71	0.27	0.22

Table 4 Gas Consumption

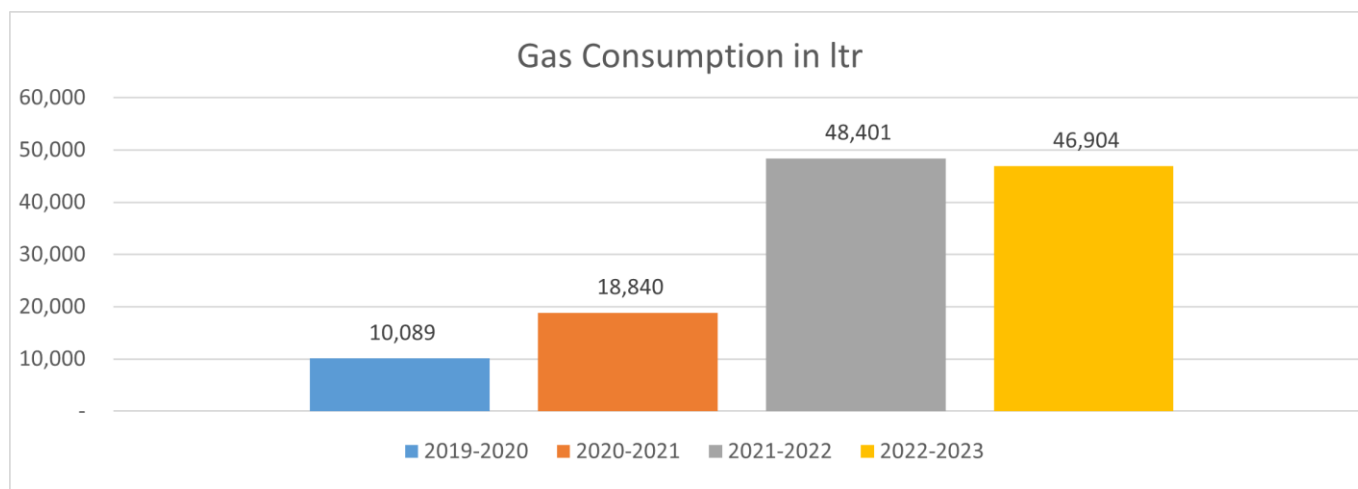


Chart 5 Gas Consumption in ltr

Gas as per oil shows increased consumption but for the same reason (pandemic) usage per guest night shows that values are less than shown. Below table of consumption per guest night shows the normalized values. Goals for the current year have met their targets and new targets for a full year have been set.

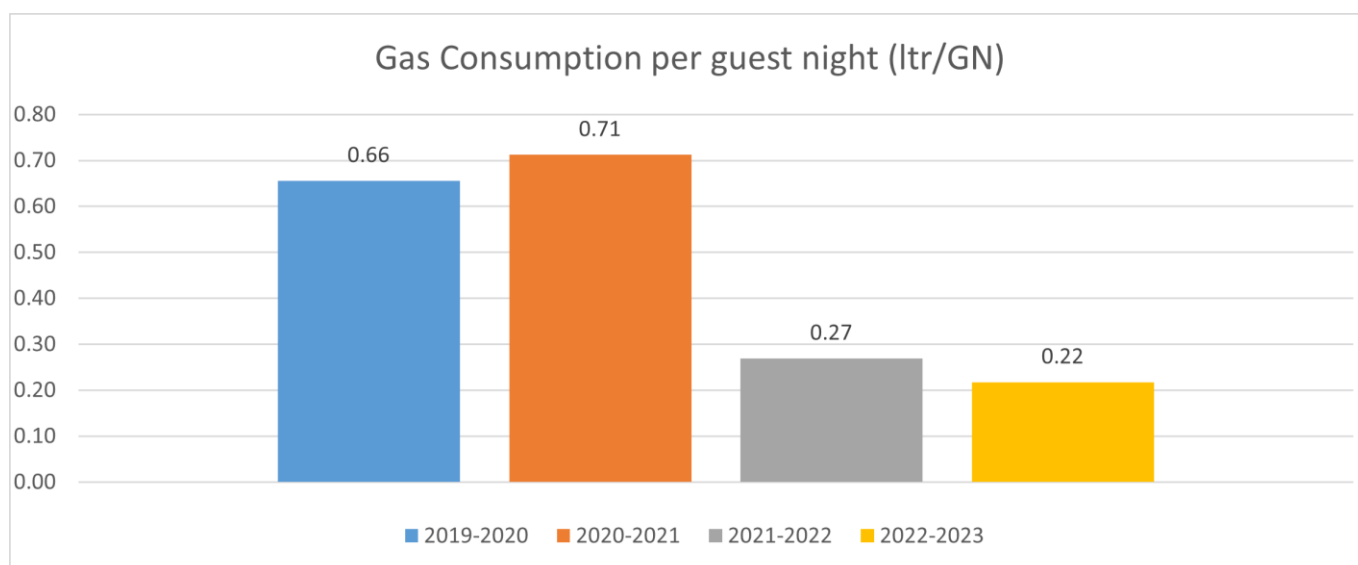


Chart 6 Gas consumption per guest night (ltr/GN)

3.5 Total Energy

	2019-20	2020-21	2021-22	2022-23 Target
Energy	650,634	1,133,370	2,646,004	2,527,758
Energy in Kwh per bed night	42.30	42.87	14.73	11.74

Table 5 Total Energy Consumption

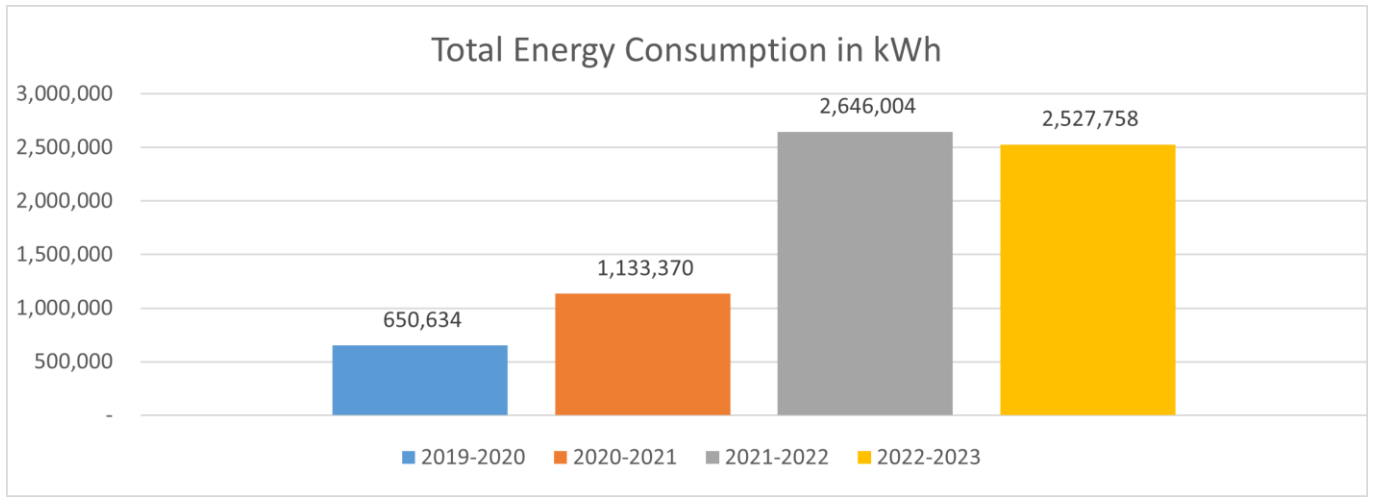


Chart 7 Total Energy Consumption in kWh

There is a substantial increase in the total energy consumption in 2021-2022 compared to the two previous years mainly due to the pandemic. However, the consumption per guest night is considered very good (14.73 kWh/guest night) and comparable to the consumption prior to the pandemic.

We anticipate that for 2022-2023 we will maintain the consumption as earlier years figures.

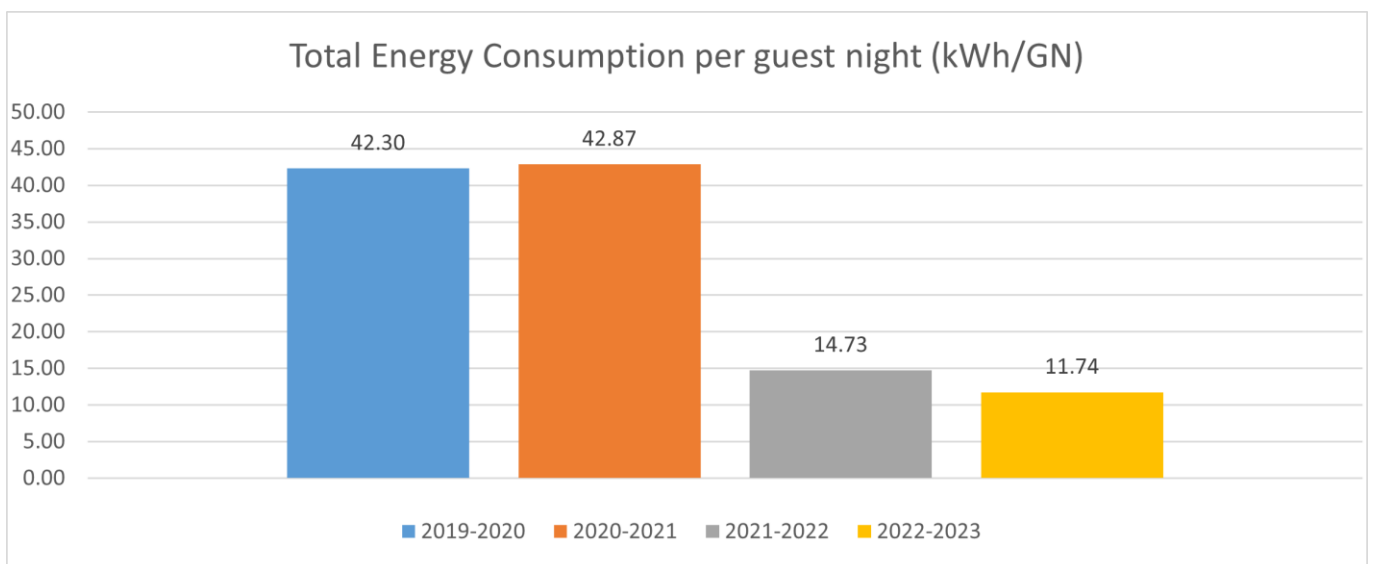


Chart 8 Total Energy Consumption per Guest Night in kWh/GN

3.6 Water Consumption

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.

	2019-20	2020-21	2021-22	2022-23 Target
Fresh water m3	2,769	6,062	23,315	22,761
Total water consumption/guest night (ltr/GN)	180.04	229.27	129.75	105.67

Table 6 Water Consumption

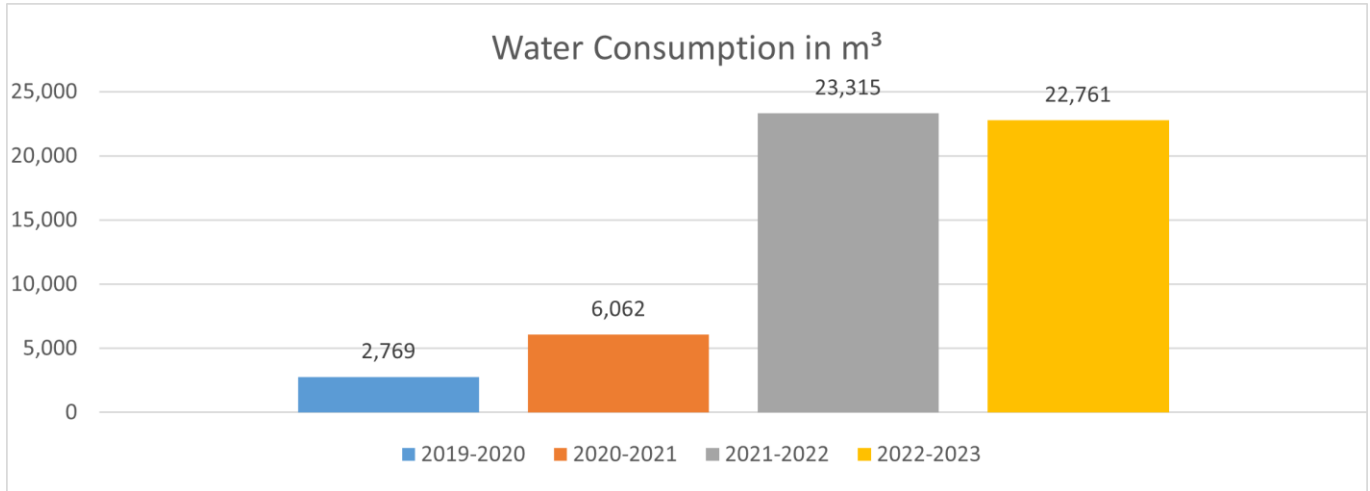


Chart 9 Water Consumption in m³

There is a substantial increase in the consumption of water in 2021-2022 compared to the two previous years mainly due to the pandemic. However, the consumption per guest night is much lower (103,05 Lt/guest night) and comparable to the consumption prior to the pandemic.

We anticipate that for 2022-2023 we will maintain the consumption as prior pandemic figures.

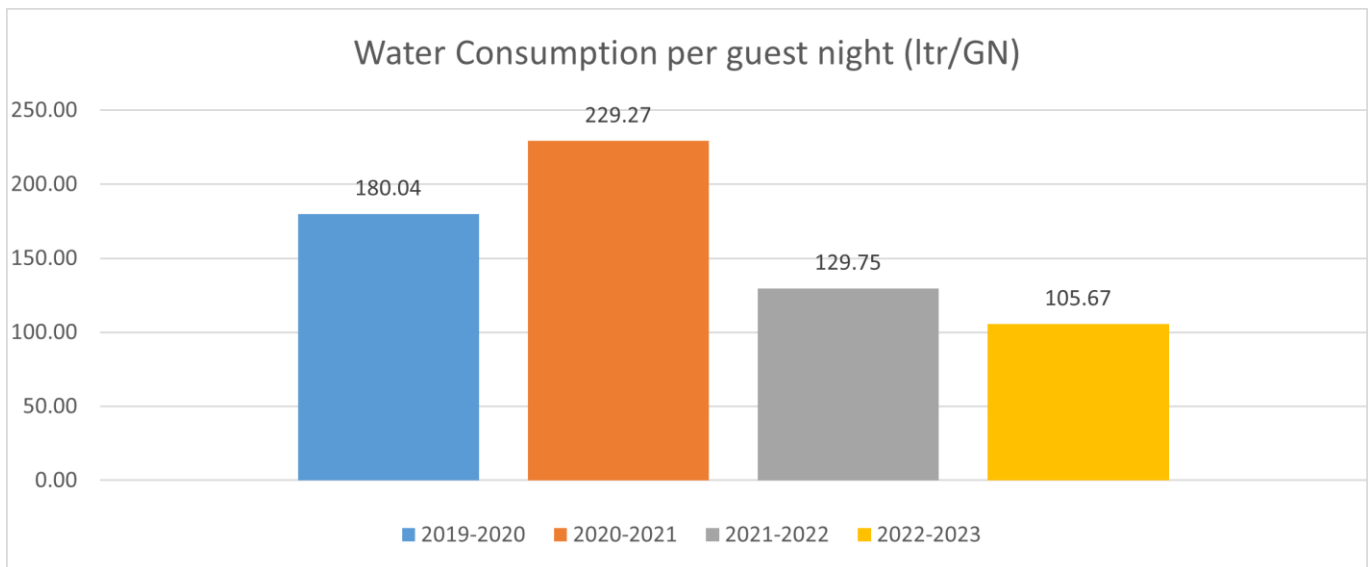


Chart 10 Water Consumption per guest night in ltr/GN

3.7 Water Assessment

The Hotel maintains several meters in key locations to monitor the water consumption per service as shown in the below table. This allows better understanding of the water consumption and helps with targeted measures for water reduction in the coming year.

	2019-20		2020-21		2021-22		2022-23 Target	
	M ³	%	M ³	%	M ³	%	M ³	%
Rooms	2,269	82%	4,898	81%	17,670	76%	17400	76%
Pools	500	18%	1,164	19%	5,645	24%	5,361	24%
TOTAL	2,769	100%	6,062	100%	23,315	100%	22,761	100%

Table 7 Water Consumption per Area

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

3.8 Chemicals Consumption

The Hotel uses chemicals for cleaning purposes, maintenance, chemical spraying in the gardens and the swimming pools. Every effort is made to buy bulk quantities and to return the plastic containers to the suppliers.

The consumption of chemicals follows:

	2019-20	2020-21	2021-22	2022-23 Target
Chemicals	1,882	3,777	4,899.70	4,654.72
Chemicals used per bed night /gr	0.12	0.14	0.09	0.09

Table 8 Chemical Consumptions in Its

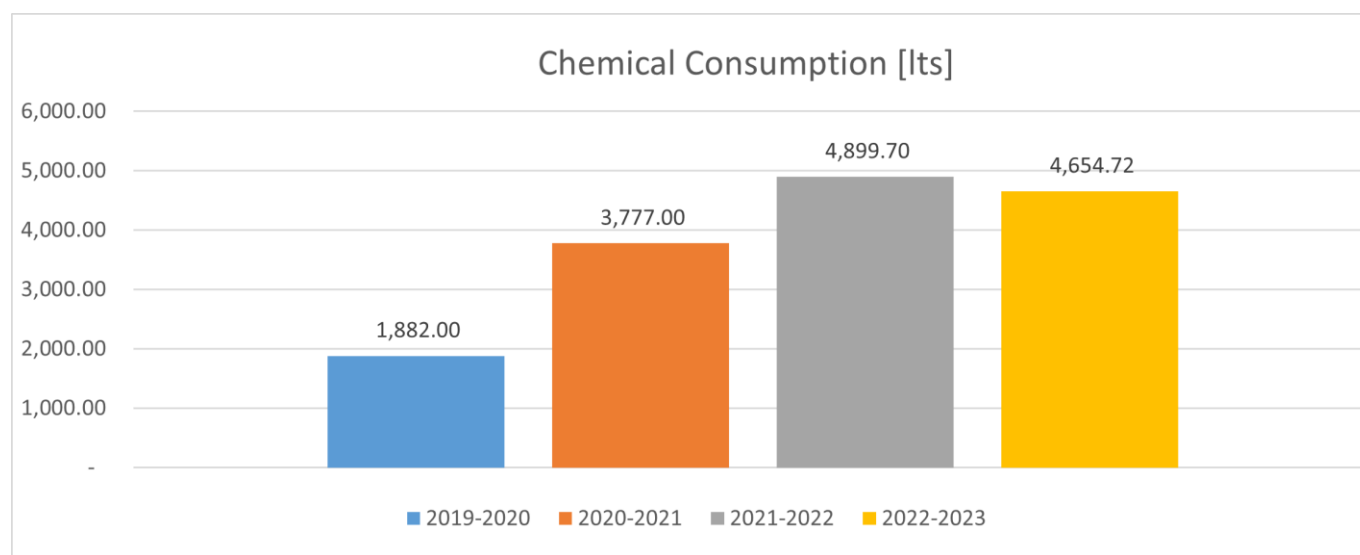


Chart 11 Chemical Consumption ins Lts

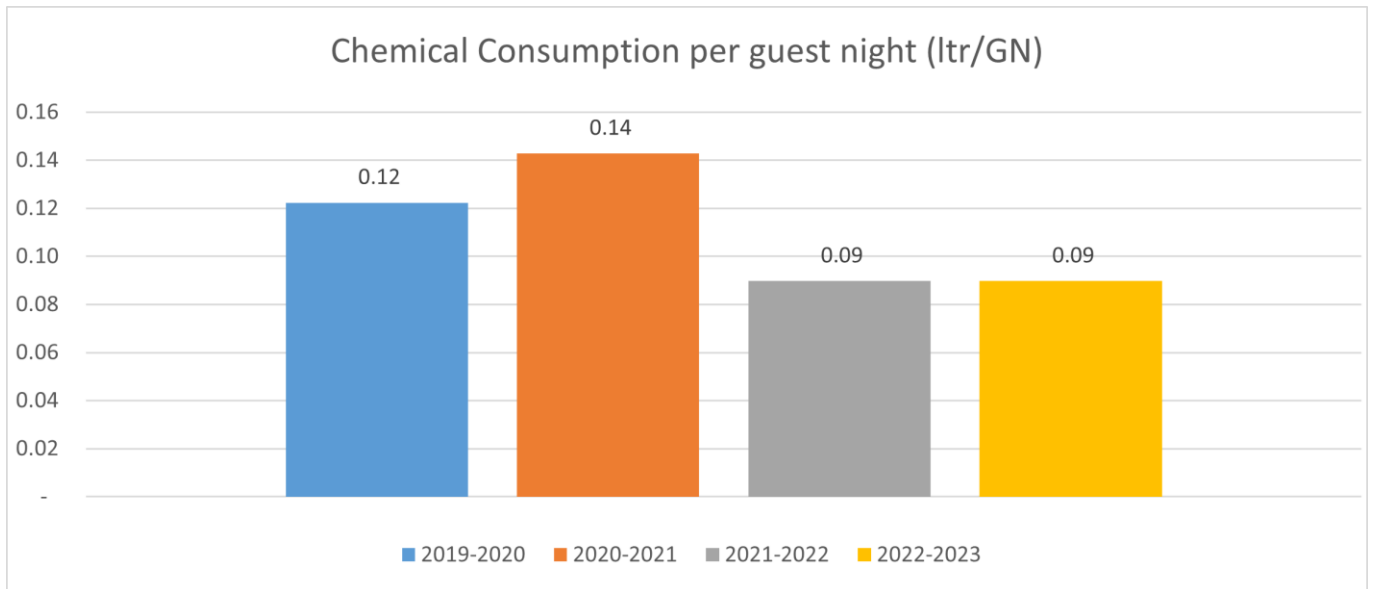


Chart 12 Chemical Consumption per guest night in ltr/GN

Pool Chemicals

	2019-20	2020-21	2021-22	2022-23 Targets
Water M ³	527	1,164	4,640	4,409
Chemicals kgr	773	795	2,604	2,512
Kg/m ³	1.47	0.68	0.56	0.57

Table 9 Pool Chemicals

Pool chemical usage has reduced from prior pandemic years and by continuous monitoring of pools further reductions are forecasted.

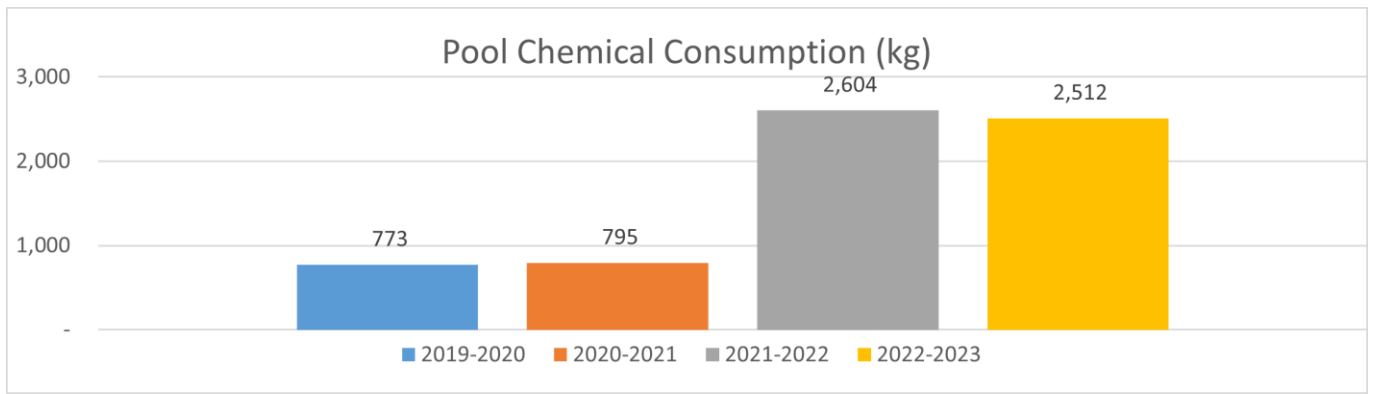


Chart 13 Pool Chemicals [kg]

4. Waste



Any liquid and solid waste resulting from the Hotel’s operations are separated and handled by approved licensed suppliers. All solid waste is separated and collected by Green Dot and other licensed recyclers. The recycling program has been fully implemented in co-operation of the Green Dot. We will continue to enhance our digital presence and communication in order to save paper and to meet our guest’s expectations.

The quantities collected in the recycle bins for the different categories follow (kilos)

	2019-20	2020-21	2021-22	2022-23 Targets
Unsorted Waste	480	10,890	70,400	59,840
Unsorted Waste per bed night /kg	0.03	0.41	0.50	0.45
Sorted Waste	21,063	92,400	10,575	8,989
Sorted Waste per bed night/kg	1.37	3.49	0.07	0.06
Paper	320	3,4040	3,456	2,938
Paper per bed night/kg	0.02	1.29	0.02	0.02
Glass	700	6,300	14,000	11,900
Glass per bed night/kg	0.05	0.24	0.1	0.1
PMD	513	2,889	2,538	2,157
PMD per bed night/kg	0.03	0.11	0.02	0.02

Table 10 Total Waste in kg

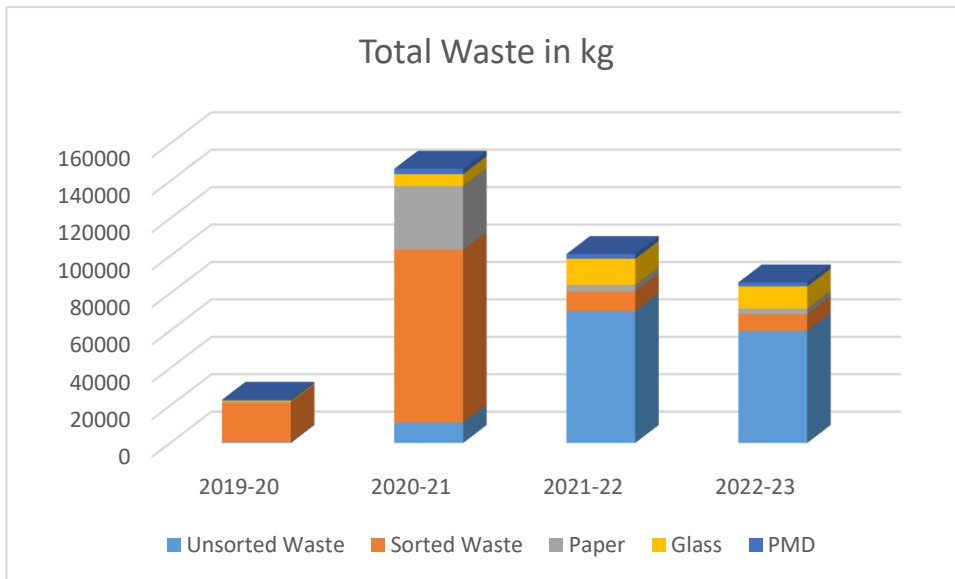


Chart 14 Total Waste [kg]

5. 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	2019-20	2020-21	2021-21	2022-23 Target
Male	10	21	25	25
Female	8	26	41	40
Local	17	39	53	52
Other Nationalities	1	8	13	13

Table 11 Employees per year

Whilst we encourage non-discrimination, we employee a large number of local people to support local community where the hotel operates. Our target for 2022-2023 season is to employee 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

	2019-2020	2020-21	2021-22
Covid 19- Action Plans – Prevention practices	200		
Food Safety	Covid Restrictions	420	450
Room Safety			
First Aid		96	
Kick Off		185	760
Business Plan planning		24	
Introducing Environmental management & sustainable development		190	200
New Buffet Development Training		96	
Managing Housekeeping Operation		180	180
On the job training		3500	5000
Health and Safety at work		300	350
Correct use of dishwasher		20	20

Table 12 Staf Training

An effort is made to offer training to all our staff members but due to the Covid-19 and due to restrictions, the training was decreased due to the last years.

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 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 guest's request

6. Client Satisfaction

Question	Summer 2022 12/9	Summer 2021
Hotel - Check-In	97,1%	95,4%
Hotel - Comfort/Atmosphere	96,9%	92,7%
Hotel Overall	98,4%	97,0%
Hotel - Staff Overall	98,0%	95,4%
Hotel - Staff Reception	97,6%	99,1%
Hotel - Value for Money	90,9%	88,0%
Room - Housekeeping	94,7%	89,9%
Room - Housekeeping Staff	95,5%	90,8%
Room - Overall	97,8%	95,4%
Pool - Overall	94,1%	96,1%
Children - Child Friendliness Overall	98,4%	97,7%
S&F - Group Training	96,6%	69,2%
S&F - Gym	93,0%	90,9%
S&F - Spa	92,7%	58,3%
F&B - All Inclusive/Inclusive overall	95,6%	94,8%
F&B - Bars	89,7%	87,1%
F&B - Breakfast	94,7%	95,1%
F&B - Children - Ordinary Buffet	79,8%	73,7%
F&B - Children - Separate Buffet	73,6%	72,2%
F&B - Dinner	92,3%	88,5%
F&B - Lunch	93,5%	86,7%
F&B - Overall	91,6%	84,9%
F&B - Restaurant: BuffetRestaurant	93,3%	91,7%
S&E - Shows - Children	87,6%	82,4%

Table 13 Client Satisfaction

7. Sustainability Action List 2022 onwards

NLTG Target	Execution initiatives	Description	Target
Travelife Certificate	Renewal		S 2022
No Use of Palm Oil in F&B	To stop completely using Palm Oil in the F&B	Stop using Palm oil in our F&B departments completely	March 23
No Use of Palm Oil in Mini Market	Stop selling palm oil in MM	Stop selling Palm oil in our mini market completely	March 24
15% Reduction of waste in Restaurants & Bars		Implement measures to reduce waste by 15% in our restaurants and bars	November 23
10% Reduction of waste in Restaurants & Bars		Measures to further reduce waste by an additional 10% in our restaurants and bars	November 24
5% Reduction in Water consumption		Implement measures to reduce water consumption by 5% through the hotel	November 24
15% Local/or Ecological product		Purchase 15% of products locally or from ecological sources	March 24
10% Local/or Ecological product		Increase purchasing by an additional 10% of products locally or from ecological sources	March 25
0% Emission from electric consumption	Buy Green Energy	Purchase all electricity from green source supplier. i.e. generated by renewable sources	Sept 22
	Install Photovoltaic	Install photovoltaic system on all roof surfaces to generate electricity	March 25
	Insulation in all buildings	Fully renovate hotel and install insulation to all walls, roofs and glass surfaces	June 24
	Only electric use internal transportation vehicles	All vehicles inside the hotel premises to be powered by electricity.	S 2025

Table 14 Sustainability action list for 2022 onwards

7.1 Energy Targets for year 2022-2023

Energy	Reduction	kWh	kWh/GN
Electricity	5%	1,652,385 kWh	5.11 kWh/GN
Oil	2%	52,223 lts	0.6 ltr/GN
Gas	4%	46,904 lts	0.15 lts/GN
Total Energy	5%	2,527,758 kWh	8.29 kWh/GN
Water	4%	22,761 m ³	75.07 lts/GN
Chemicals	10%	3,436 ltr	11.94 ltr/GN
Pool Chemicals	5%	2,512 kg	0.56 kg/m ³
Waste	15%	85,824 kg	0.35 kg/GN

Table 15 Sustainability action list for 2022 onwards

7.2 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, consultants 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.

7.3 Our People

7.3.1 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.

7.3.2 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.

7.3.3 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.

7.3.4 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.

7.3.5 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

7.3.6 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.

7.3.7 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 dished for all guests.

The Hotel organise trip to Archaeological sides 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.