

At Pavlo Napa Beach Hotel, in line with our standards we strive to provide a great hospitality experience to all our guests while implementing sustainability and responsible business practices and upholding legal, ethical, and social standards. Our aim is to integrate sustainability within our operations, striving for continuous improvement and positive impact on our environment and communities. Through this policy we outline our commitments and objectives:



## Sustainability

1. Operating a sustainable hotel and collaborating with our shareholders, employees, guests, suppliers, and other business and community partners
2. Implementing, maintaining, and improving a sustainability management system to improve the hotel's environmental and social performance.
3. Fully conform with all applicable international, national, and local legislation, ordinances, regulations, and other obligations.
4. Ensure that a sustainability committee is in place and the hotel communicates and reports its progress.
5. Plan and implement reliable and productive processes, services, initiatives and infrastructure to prevent and minimise the negative impact arising from our activities.
6. Adopt and apply sustainability principles to the greatest extent possible.
7. Our work will be ongoing as we continue to address climate change, scarcer natural resources, and the evolving needs of the planet and of the local community.



## Safeguarding and Respecting Children & People

1. Protecting and promoting human rights and freedoms in line with the United Nations Universal Declaration of Human Rights and the local legislation, irrespective of gender, age, disability, ethnicity, religion, beliefs, ideas, marital status or sexual orientation
2. Protecting and respecting children and people under the age of 18, from any abuse, neglect and opposing commercial, sexual or any other form of exploitation or harassment of any kind.
3. Promote the welfare of children, young persons and people as a value of great importance.
4. Promote the right of every person under the age of 18 to equal protection from abuse, neglect, exploitation, irrespective of age, disability, gender, nationality, religious belief, and sexuality.
5. Share our concerns about vulnerable children or young people with local community organisations and individuals.
6. Working against and refraining from any form of child labour while collaborating with local government agencies and child protection organisations to ensure the legality and effectiveness of our actions.
7. Providing development and career opportunities to our employees and encouraging their active participation in volunteering.
8. Developing skills, providing training, and coaching to new and existing employees for employment rights, equal opportunity, quality, health and safety, environmental, sustainability and other topics.
9. Share our concerns about vulnerable children or young people with local community organisations and individuals.



## Community

1. Supporting the local community through monetary or in-kind donations that improve the lives of local people in need, assist local non-governmental organisations, protect the environment, or preserve local culture and traditions.
2. Respecting and promoting the culture, traditions, and intellectual property of local people.
3. Purchase or give preference to products, services, local produce and ingredients that have are local, certified with a sustainability certification and/or recycled, in line with our sustainable procurement guidelines.
4. Encouraging our staff members to become volunteers and our guests to assist in this effort.
5. Consulting with the local community on issues that may affect their lives and wellbeing and by considering their views in the hotel's decision making.
6. Promoting and showcasing the Famagusta area and Cyprus to guests and invite them to explore Cyprus' rich history, culture, traditions, monuments and gastronomy.
7. Actively participating in sustainable tourism planning and management.



## Environmental Stewardship

1. Manage, measure and minimize the negative impact of our operations in relation to:
  - a. Energy, water and consumption and relevant risk issues
  - b. Carbon footprint and climate change mitigation
  - c. Environmental pollutants (air pollutants, fertilizers, pesticides)
  - d. Biodiversity and ecosystem protection (local and international)
  - e. Natural resources conservation
2. Register and monitor all relevant data to enable us to measure and manage our impact on the environment effectively.
3. Actively work towards waste and resource minimization by continuously by expanding the separation of our waste streams and the adoption of the 7R's (Reduce, Reuse, Recycle, Refuse, Repurpose, Repair and Rethink)
4. Pursue the adoption and use of renewable energy sources
5. Gradually eliminate single use items, harmful substances and move to more sustainable (i.e. natural, reusable, recyclable or biodegradable) alternatives.
6. Protect endangered species and encourage our guests to take interests.
7. Invite guest to support our efforts to reduce our environmental impact.

The management sets objectives, targets and actions to achieve and measure the performance of this policy and regularly reviews their progress. In addition, the hotel's management system is used for planning, implementing, measuring and controlling the guiding principles.

General Manager



Date: 26/05/2026