

Sustainability Report 2025



Welcome to our 2025 Sustainable Hotel Report

This annual sustainability report presents Pavlo Napa Beach Hotel’s environmental and social performance for the year 2025.

It summarizes how we managed energy, water, waste, emissions, purchasing, employee welfare and community impact, and it evaluates how well we met the goals we set for the year.

The aim is to be transparent with our guests, partners, employees, and the wider community, and to show clear progress toward stronger environmental performance, responsible business practices.

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Key Information

Hotel Classification: 4 star

Number of rooms: 141

Address: Nissi Avenue 71, Ayia Napa, 5341, Famagusta, Cyprus

Telephone: +357 23722400

E-mail: info@pavlonapa.com.cy

Website: <http://www.hotelpavlonapa.com/>

To support transparency, this sustainability report is available to all our stakeholders, including employees, guests, the public, suppliers, and subcontractors. You can access a copy on our website, at the hotel, or by requesting it via email or telephone.

Our commitments

At Pavlo Napa Beach Hotel, 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. We therefore strive to:

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 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.

Your Support



We recognise that achieving our sustainability goals is not something we can do alone, and we invite all our stakeholders - employees, guests, suppliers, subcontractors, local partners and the wider community - to actively support our commitments.

You can help by reducing energy and water use in your daily activities, minimising waste and single-use plastics, respecting local culture and sourcing responsibly, and sharing feedback through our and communication channels.

By working together, we can keep improving our performance and create positive impact for our people, our guests and our destination.

An aerial photograph of a coastal resort, likely in Dubai, featuring a large turquoise lagoon, several swimming pools, and modern buildings. The image is overlaid with a semi-transparent blue filter. The text "Our approach to sustainability and responsible business" is centered in white.

Our approach to sustainability and responsible business



A Socio-logical approach... Embedded in our Culture

Our active involvement in the local communities around means being a valued, responsible community partner by ensuring that our business objectives enhance the quality of life in the community.

- ✓ We respect international human rights, prohibit exploitation and protect personal data.
- ✓ We create local value by hiring, buying, and partnering within our community while honoring culture and heritage.

The aim of our community investment is to support efforts which make a positive difference to the communities in which we operate and are aligned with our values.

Fostering genuine relations

With our Community

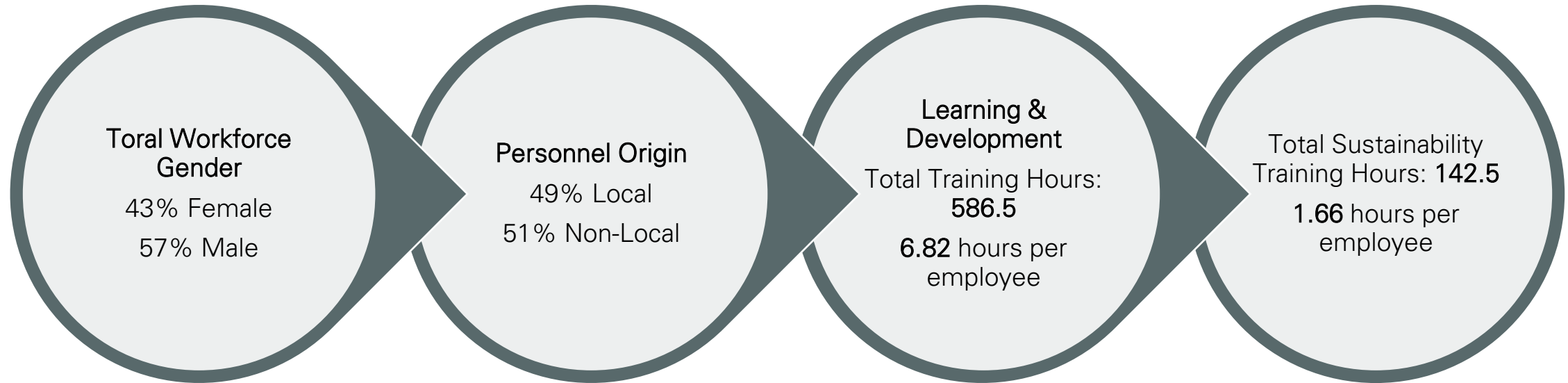
Community engagement and support is an essential part of being a sustainable business because it offers many benefits to Pavlo Napa, our employees, guests, and community. These include:

- Better relationships with our neighbours and other members of our community.
- Employees can feel proud of the company they work for, and it can offer ways for them to help with our initiatives.
- Guests can feel better about staying with a hotel that cares about the people in the destination they are visiting.
- It provides beneficial stories to share on social media, marketing material and in the hotel's sustainability report.

Our hotel covers the following aspects of community engagement and support:

- Supporting the local economy, small businesses, and non-for-profit organisations.
- Promoting the history, culture, and sites of Cyprus
- Respecting and protecting local beliefs, traditions, and way of life.
- Supporting positive community initiatives.

Our People – Workforce statistics 2025



2025 Objectives:
Employee awareness and involvement
2.0 training hours / employee - **Achieved**
1 sust. training hours / employee - **Achieved**
>45% local workers - **Achieved**
>45% female employees - **Not Achieved**

2026 Objectives:
Employee awareness and involvement
2.5 training hours / employee
1 sustainability training hours / employee
>45% local workers
>45% female employees

Actions we are involved in

Supporting the Local Community

1. Buying products and services from locally owned and operated businesses, artisans and local micro producers.
2. Serving Cypriot produce and featuring traditional local food, theme dishes based on local cuisine, local and or organic products on our menus.
3. Cyprus Breakfast featuring more than 15 local products and dishes.
4. 38% are from local / regional suppliers while 60% of our suppliers / producers based in Cyprus

2025 Objective:

Local suppliers >35% - **Achieved**.
Cyprus-based suppliers >55% - **Achieved**.
2 new local and / or vegan dishes – **Achieved**
>13 local products and dishes in Cyprus
Breakfast corner - **Achieved**

2026 Objective:

Local suppliers >35%
2 new vegetarian or vegan dishes
>13 local products and dishes in Cyprus
Breakfast corner

Actions that we are involved in

Community and Local Culture Preservation



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. Encouraging guests to visit local attractions and activities. Providing information about local customs and traditions, and how they can respect them. Providing information on Cyprus, its history and culture.
3. Protect endangered species and encourage our guests to take interests. Support animal shelters through in-kind donation.
4. Invite guest and local people to support our efforts to reduce our environmental impact and preserve our planet.
5. Participation in Earth Hour. Execution of annual beach cleanup with the participation of 10 staff members, 17 children from the Agia Napa Summer School and 8 divers. 15 kg of PMD, 5 kg of Glass and 15 kg of General waste were collected.



Our Journey to a Greener Future

Environmental Actions and Performance

Our Commitments

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. Actively work towards waste and resource minimization by continuously by expanding the separation of our waste streams, the reuse / recycling of these materials and exploration/ adoption of new approaches and methods.
3. Maximize / optimize the role of renewable energy
4. Gradually eliminate single use items, harmful substances and move to more sustainable (i.e. natural, reusable, recyclable or biodegradable) alternatives.
5. Protect endangered species and encourage our guests to take interests.
6. Invite guest to support our efforts to reduce our environmental impact.

Environmental Performance (2024-2025)



Energy consumption

Energy consumption was 14.83 kWh/g.n. in 2024 compared to 14.68 kWh/g.n. in 2025.



Water consumption

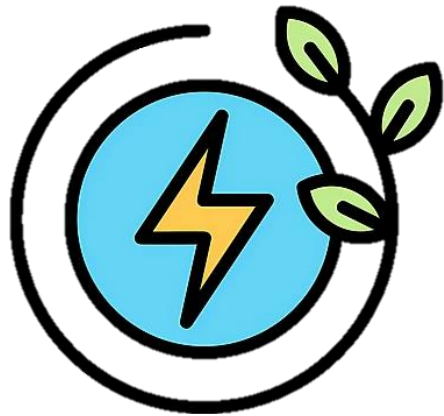
Water consumption was 221 L/g.n. in 2024 compared to 231 L/g.n. in 2025.



Greenhouse Gas Emissions (Scope 1 and 2)

The carbon emission was 7.2 kgCO₂/g.n. in 2024 compared to 6.73kgCO₂/g.n. in 2025.

Energy Consumption



	2024 (kwh/ g.n)	2025 (kwh/ g.n)
Consumption per guest night	14.83	14.68
2025 Target	Energy consumption below 15.00 kwh per guest night - Achieved	
2026 Target	Energy consumption below 15.00 kwh per guest night	

Water Consumption



	2024 (m ³ / g.n)	2025 (m ³ / g.n)
Consumption per guest night	0.221	0.231
2025 Target	Water consumption <230 liters per guest night – Not Achieved	
2026 Target	Water consumption <230 liters per guest night	

Notes: Exceptional heat drove pool evaporation well above normal. Guests showered more often and for longer due to heat.

Waste Performance and Reduction Measures



Year	General Waste (kg/ g.n)	Recycling (kg/ g.n)
2024	0.081	0.28
2025	0.096	0.28
2025 Target	Recycling >0.25 Kg per guest night - Achieved	
2026 Target	Recycling >0.26 Kg per guest night	

1. All departments participate at the Reduce, Reuse and Recycle program. Recycling points are available throughout the hotel. Recycling programme for PMD, glass, light bulbs, batteries, cartridges, electrical appliances and cooking oil
2. Avoid using single-use packaging in favor of reusable containers and packaging options. Selection of biodegradable, eco-friendly, single-use products where possible.
3. Adoption of zero-waste cooking methods.
4. Maintain, fix and repair appliances, equipment's and furniture so they last longer and are efficient Reuse of storage containers, old rags. Repurposing or redistributing old linens and equipmen

Chemical Use & Carbon Footprint



	2024 (ml/g.n.)	2025 (ml/g.n.)
Consumption per guest night	178	154
2025 Target	Use of Chemicals <170 ml per guest night. – Achieved	
2026 Target	Use of chemicals <170 ml per guest night.	

	2024 (kgCO2/g.n.)	2025 (kgCO2/g.n.)
Carbon Footprint per guest night	7.65	6.73
2025 Target	Reduce the hotel's CO2 emissions by 2% compared to 2023. – Achieved (-6.4%)	
2026 Target	Reduce the hotel's CO2 emissions by 2% compared to 2025.	



Opportunities for Improvement and Sustainable Growth



1. Introduce and implement control, monitoring and reduction measures for waste management.
2. Enrich our green and local purchase practices.
3. Further explore and protect the local biodiversity.
4. Participate at new sustainability programs and actions.
5. Reduce the number of hazardous substances used in our operation and identify more sustainable alternatives.
6. Introduce hotel employees, guests and local community to circular economy and sustainability
7. Further expand our CSR and community engagement efforts.

Our Action Plan for 2026

1. Effectively implement all applicable policies, procedures, practices and adhere to local legislation and Travelife standard. Retain Travelife certification
2. Get involved with the local community. Participate in charities, assist employees and local residents in need.
3. Provide a Cypriot culinary and culture experience. Provide a daily Cyprus Breakfast Corner and provide more than 13 local products and dishes.
4. Execute at least one environmental activity with the participation of the hotel employees and its guests.
5. Execute annual beach cleaning with guest, employee and student (from local school) involvement while addressing climate change and biodiversity preservation within the community.
6. Offer 2 new vegetarian and vegan options in the menus and buffet.

