

Report

# Sustainability



2022

## Sustainability Commitment



The Management and the staff of the hotel are committed to operate in an environmentally responsible and socially conscious manner, having established a series of practices and initiatives aimed at reducing the hotel's environmental footprint, conserving natural resources, supporting the local community and providing a positive guest experience.



# Key components

## **Environmental Conservation:**

- **Energy Efficiency:** Implementing energy-efficient technologies and practices to reduce electricity and heating/cooling consumption.
- **Water Conservation:** Implementing water-saving fixtures, landscaping, and wastewater treatment systems.
- **Waste Reduction:** Reducing, recycling, and properly disposing of waste materials to minimize environmental impact.

## **Sustainable Sourcing:**

- **Locally Sourced Products:** Purchasing food and products from local suppliers to support the local economy and reduce transportation-related emissions.
- **Sustainable Food and Beverage:** Offering organic, locally sourced, or sustainably produced menu options.
- **Eco-friendly Amenities:** Providing guests with eco-friendly amenities, such as toiletries and cleaning products.

## **Community Engagement:**

- **Supporting Local Communities:** Engaging in community initiatives, such as job creation, cultural preservation, and philanthropic efforts.
- **Social Responsibility:** Promoting fair labor practices, diversity and inclusion, and employee well-being.

## **Green Building Design:**

- **Sustainable Architecture:** Constructing or renovating the hotel using eco-friendly building materials and designs.
- **Renewable Energy:** Incorporating renewable energy sources, such as solar panels.

## **Conservation Education:**

- **Guest Education:** Providing information to guests about sustainability efforts, encouraging responsible behaviors during their stay.
- **Staff Training:** Training employees on sustainable practices and customer service.

## **Continuous Improvement:**

- **Setting sustainability goals and regularly monitoring progress.**
- **Adapting and evolving practices to align with best industry practices and emerging sustainability trends.**

## The Resort

Astir Odysseus Resort & Spa operates since 2009 and is a multi award hotel that invest and focuses in innovation that adds dynamic and quality to destinations in Kos.

Astir Odysseus Resort & Spa is a couple & family friendly hotel which was built in 2009 in an area of 20 hectares, on the beach at the north part of Kos island and was expanded in 2015.

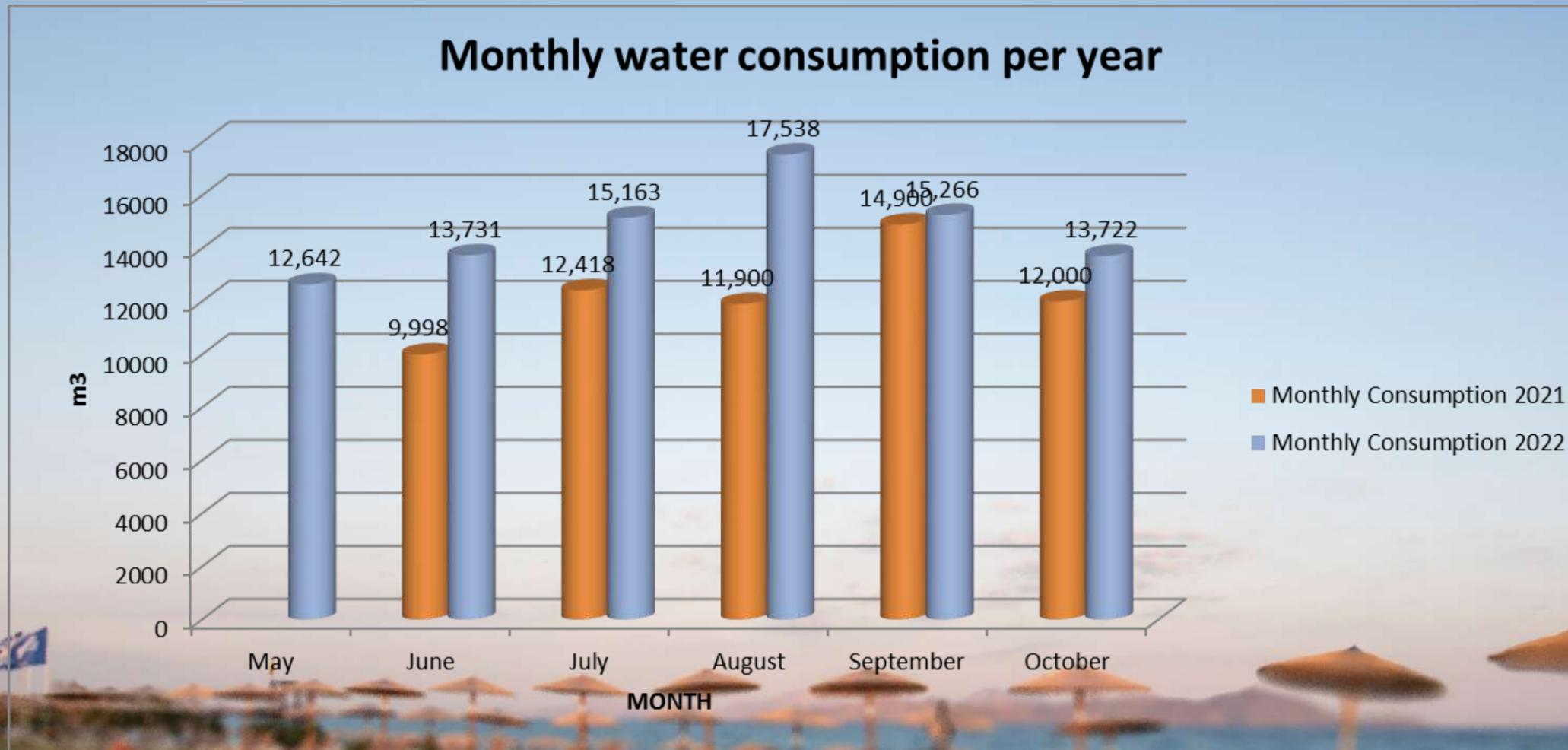
In total the hotel has 337 rooms devised in 35 blocks, surrounded by well-kept gardens with emphasis to Greek flora and more than 16.771 trees, bushes, herbs & flowers, combined with the exotic palm trees around the swimming pools.

The hotel employs 220-250 workers annually.

# Awards & Certifications



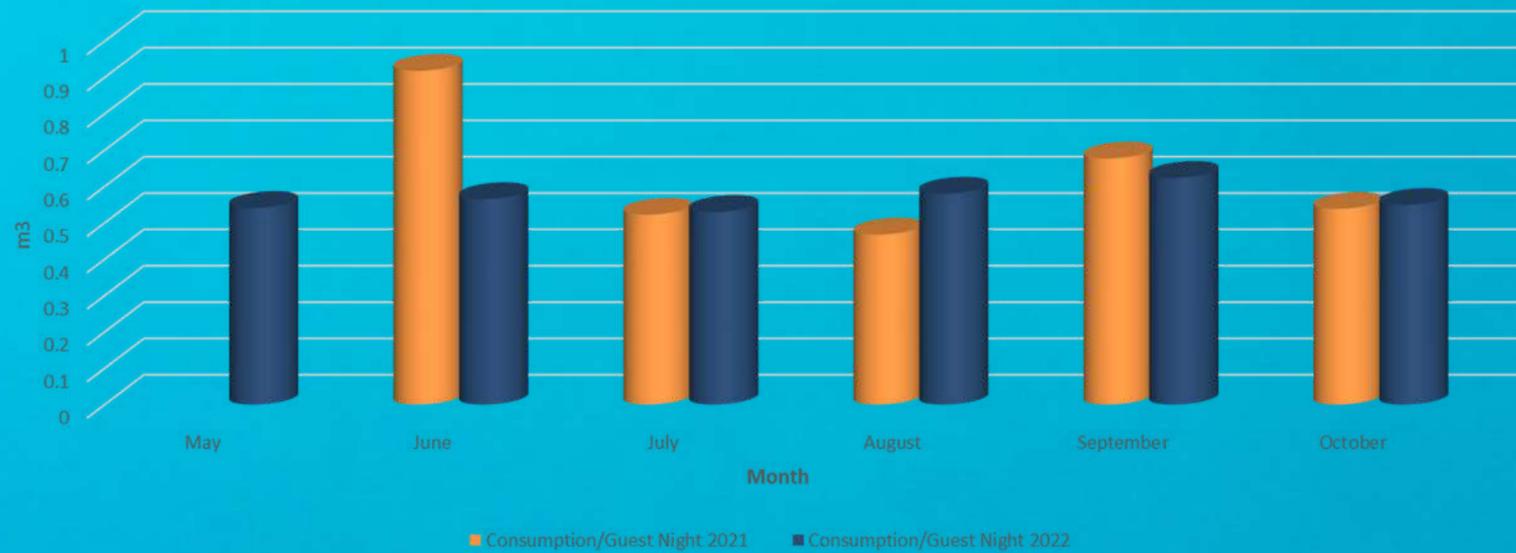
# WATER



An increase in total water consumption in the year 2022 by 43.9% compared to the year 2021 can be seen. However, this is normal as overnight stays are increased in the year 2022 by 38.7% and the hotel operates only 5 months in 2021 due to Covid pandemic.

# WATER

Monthly water consumption per year per guest night

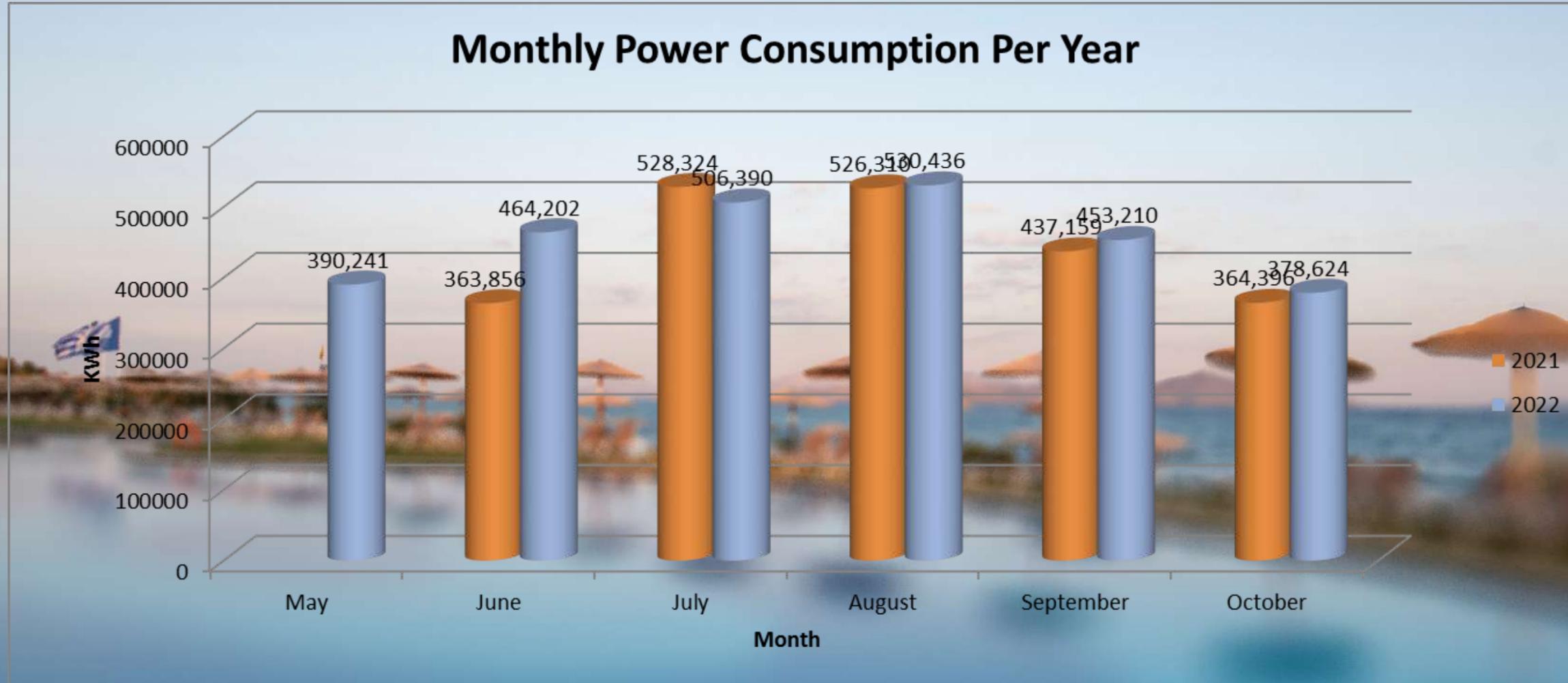


Despite the overall increase in water consumption for the year 2022, the consumption per night showed a decrease of 9.6%.

This proves that rational water management is effective.

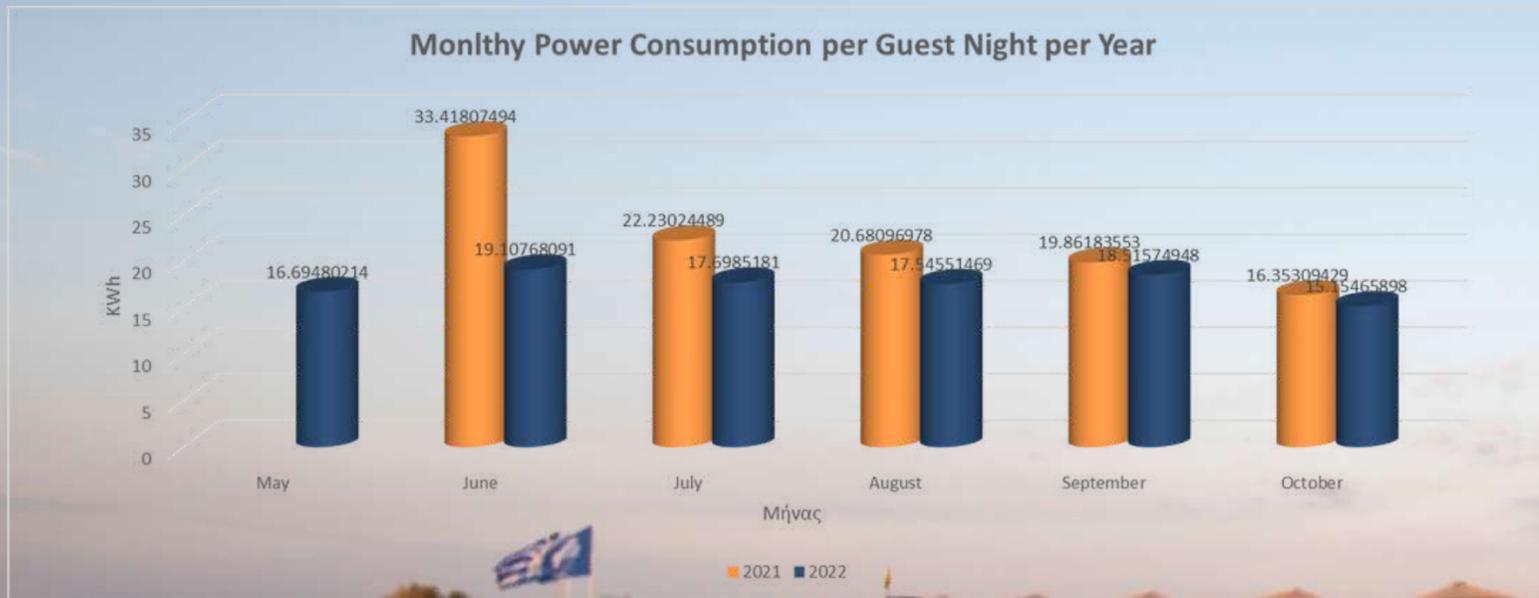
- Install low-flow showerheads, faucets, and toilets in guest rooms to reduce water usage without compromising guest comfort.
- Encouraging guests to reuse towels and linens to reduce laundry water usage.
- Use drip irrigation systems and smart controllers to water landscaping efficiently, adjusting schedules based on weather conditions. Choose drought-resistant and native plants for landscaping to reduce the need for irrigation.
- Regularly inspect and maintain plumbing systems to quickly identify and repair leaks. Implement a preventive maintenance program to ensure plumbing fixtures and systems are in good working condition.
- Train hotel staff to be conscious of water usage and involve them in water-saving initiatives.
- Install water meters to monitor usage throughout the hotel and identify areas of excessive consumption.
- Use water monitoring and management software to track water usage in real-time.
- Inform guests about the hotel's water conservation efforts and encourage them to participate by reducing water usage during their stay.

# ENERGY



An increase in total energy consumption in the year 2022 by 22.7% compared to the year 2021 can be seen. However, this is normal as overnight stays are increased in the year 2022 by 38.7% and the hotel operates only 5 months in 2021 due to Covid pandemic.

# ENERGY

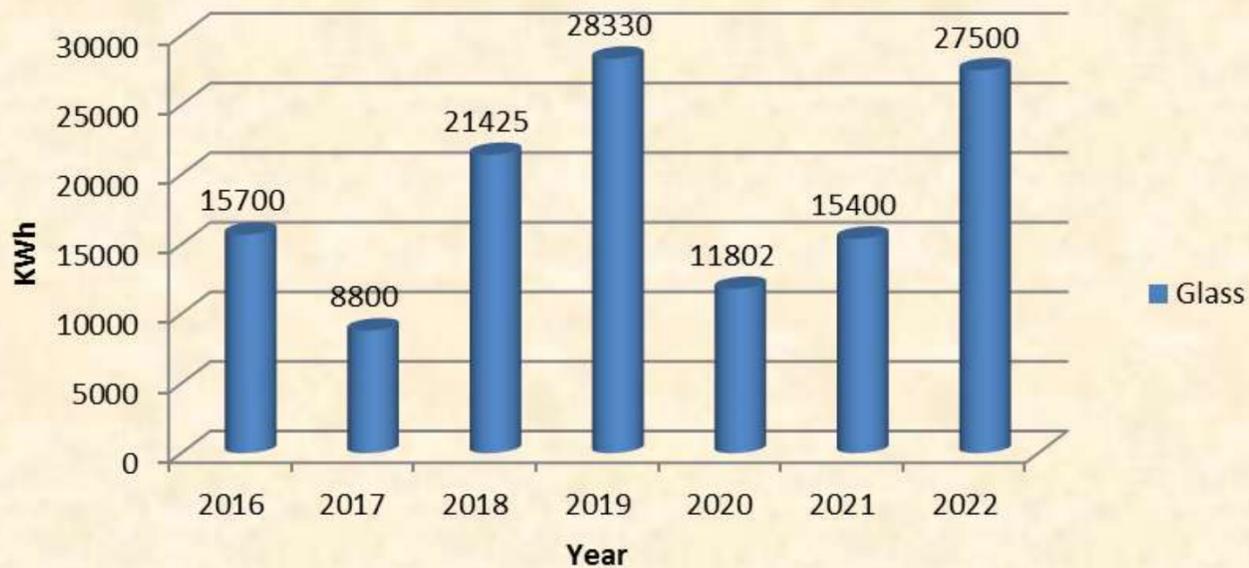


Despite the overall increase in energy consumption for the year 2022, the consumption per night showed a decrease of 9.3%.

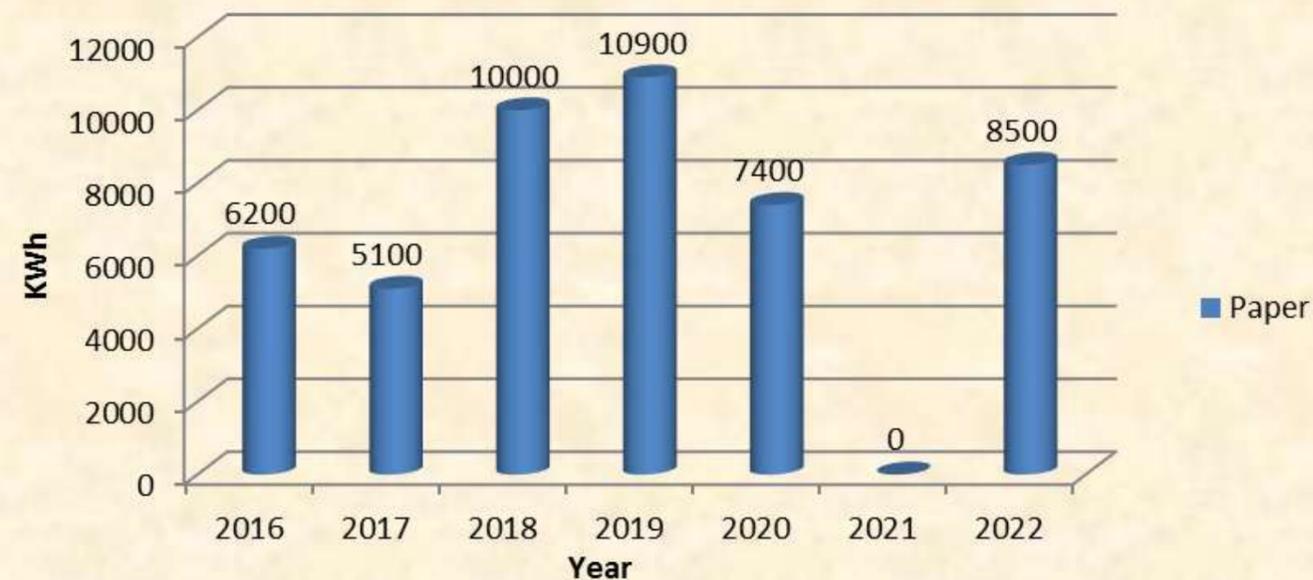
- Replace traditional incandescent and fluorescent lighting with LED bulbs. Install sensors and timers to control lighting in common areas.
- Maintain and regularly service heating, ventilation, and air conditioning (HVAC) systems to ensure optimal efficiency. Set temperature controls in guest rooms and common areas to reduce heating and cooling when not needed.
- Install energy-efficient windows and curtains or blinds that can reduce heat gain in the summer.
- Encourage guests to turn off lights, TVs, and appliances when not in use.
- Insulate hot water pipes and tanks to minimize heat loss. Consider tankless or solar water heaters for hot water production.
- Implement smart systems that can adjust lighting and temperature based on room occupancy and time of day.
- Use motion sensors and timers for common area lighting.
- Offer guests the option to control lighting, heating, and cooling systems in their rooms.
- Provide information and incentives for guests to save energy during their stay.
- Educate hotel staff about energy conservation practices and involve them in energy-saving initiatives. Promote a culture of energy efficiency among employees.

# WASTE & RECYCLING

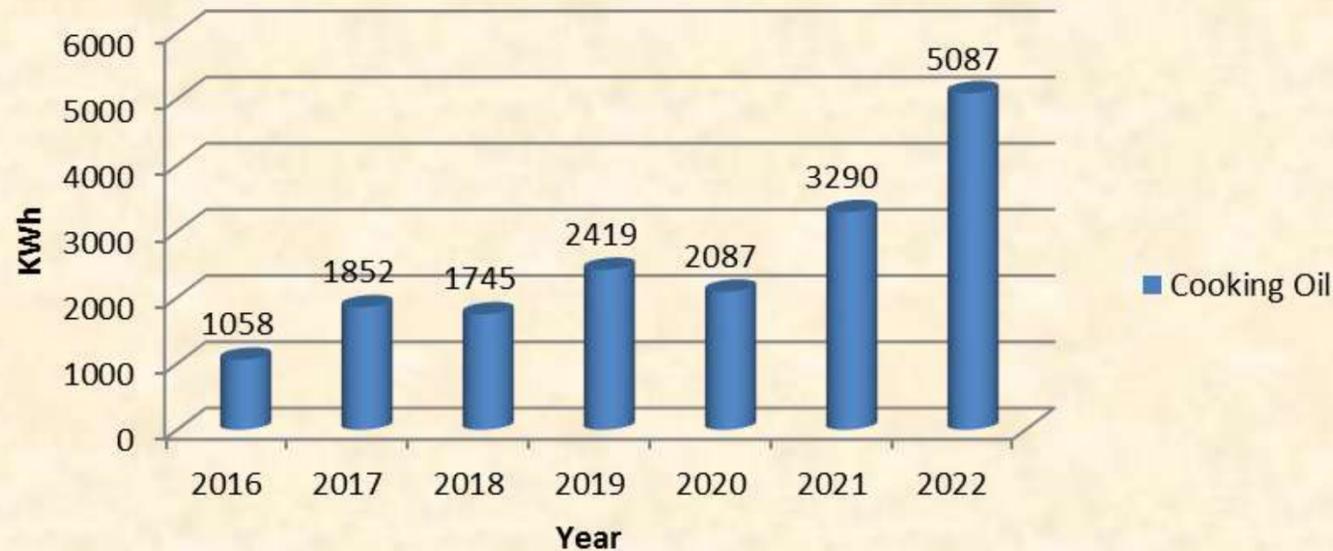
### Annual Glass Recycling Rate (Kg)



### Annual Paper Recycling Rate (Kg)



### Annual Cooking Oil Recycling Rate (L)



## WASTE & RECYCLING

Conduct regular waste audits to identify the types and quantities of waste generated within the hotel. This helps in creating a baseline for recycling efforts.

Place recycling bins for paper, cardboard, glass, plastic, and metal in common areas, and back-of-house areas. Clearly label and color-code recycling bins to make it easy for staff and guests to participate.

Train hotel staff to properly separate recyclables from non-recyclable waste. Establish a designated area for waste sorting and recycling before disposal.

Implement food waste reduction to divert organic waste from landfills. Donate excess edible food to local charities.

Properly dispose of old electronics and appliances through certified e-waste recycling programs.

Safely store, label, and dispose of hazardous materials such as batteries, fluorescent bulbs, and cleaning products following local regulations.

Purchase products made from recycled materials to support the recycling industry and close the recycling loop.

Provide information to guests about the hotel's recycling program and encourage them to participate.

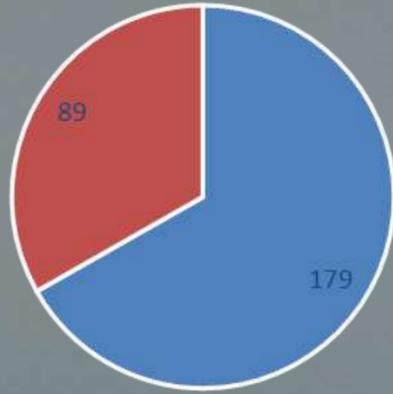
Educate and engage employees in the hotel's recycling program and promote a culture of sustainability among the workforce.

Minimize the use of single-use plastics and disposable items by opting for reusable or eco-friendly alternatives.

Explore creative ways to upcycle or repurpose materials or furniture within the hotel to reduce waste.

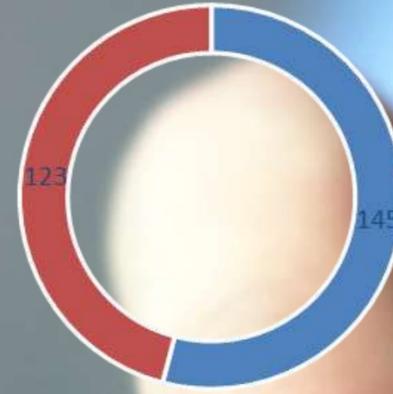
# HUMAN RESOURCES

### EMPLOYEES



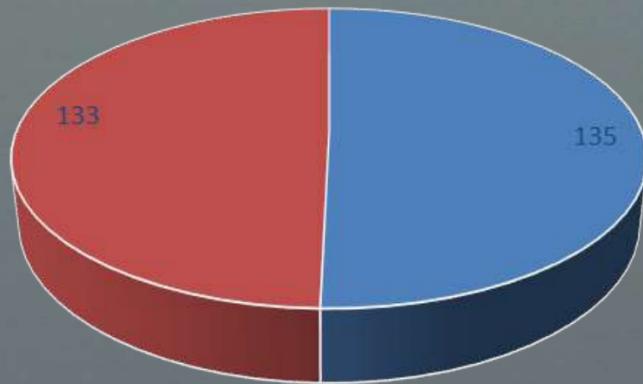
■ PERMANENT EMPLOYEES ■ PART TIME EMPLOYEES

### ETHNICITY



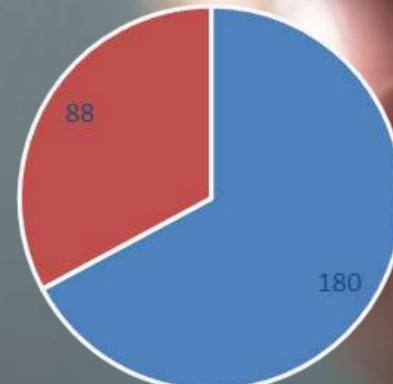
■ GREEK ■ FOREIGN

### GENDER



■ MALE ■ FEMALE

### EMPLOYEE LOCALITY



■ LOCALS ■ NON LOCALS

**HR**

# HUMAN RESOURCES

## Safe Working Conditions:

Provide a safe and healthy working environment by adhering to safety regulations and maintaining safety protocols.

Regularly inspect and maintain equipment and facilities to ensure employee safety.

## Fair Wages & Benefits :

Offer competitive and fair wages, taking into account industry standards and regional cost of living.

Provide benefits such as health insurance

## Work-Life Balance:

Implement reasonable working hours and schedules to promote a healthy work-life balance for employees.

Offer flexible scheduling options when possible.

## Professional Development:

Support staff members' career growth by providing training, workshops, and opportunities for skill development.

Encourage and facilitate employee participation in industry conferences and seminars.

## Employee Engagement:

Foster a positive work culture through regular communication, feedback channels, and opportunities for staff input.

Encourage teamwork, collaboration, and social activities among employees.



# HUMAN RESOURCES

## Diversity and Inclusion:

Promote a diverse and inclusive workplace where employees from different backgrounds and experiences are respected and valued.

## Employee Feedback and Surveys:

Conduct regular surveys and feedback sessions to understand staff concerns, suggestions, and areas for improvement.

## Conflict Resolution and Grievance Procedures:

Establish clear procedures for addressing and resolving conflicts or grievances in a fair and timely manner.

## Employee Housing:

Provide comfortable and affordable housing options for employees, especially for those who need to relocate for work.

## Childcare and Family Support:

Consider offering childcare services or assistance for employees with families, as well as support for maternity and paternity leave.

## Community Engagement:

Encourage and support employees' involvement in community service or volunteer opportunities.



## LOCAL COMMUNITY

- Furniture's donation to the installed Greek Army on the island and clothes and blankets to the penitentiary institution of Kos.
- Collection of plastic lids for recycling and purchase of wheelchair as donation to “Red Cross”
- Promote local & Greek products e.x “Oil Bar” , Olive Oil Tasting Classes
- Promote local cuisine & culture by organizing weekly “Theme Nights”.
- Promotion of Kos & Greek Nutrition, providing “Greek Breakfast” buffet , “Aegean” Corner during dinner & “Greek Theme Night “once per week.
- Promotion of Greek & local Traditional Music and Dancing through Greek Thematic Day with Greek buffet
- Promotion of local culture & ” wine tasting” by Island Tour
- Beach cleaning workshop in coordination with the local authorities and inspired clients to join volunteered the groups
- “Adoption” of a garden of a local kindergarden
- Welcoming School visits or Erasmus + to provide the environmental sensibility and to guide children in the property
- Bus Time schedules for promoting the local villages and towns.
- Using our Hotel App to promote local shops, restaurants or activities

## GOALS FOR 2023



Gradual replacement of cooling - heating equipment for better performance

Trying to maintain water and energy consumption at the same levels or even reduce them

Increase in recyclables

Installation of water meters in sections for better monitoring of consumption and hidden leaks

Upgrade BMS for better monitoring

Organizing more educational environmental activities for guests

Introduction sustainability rating field in internal questionnaires

LET'S STAY GREEN TOGETHER



Astir Odysseus • Kos

RESORT & SPA



Greece

