



Sustainability Report 2024

Preparing for Travelife Certification

Introduction

At its heart, sustainability means meeting our present needs without compromising the ability of future generations to meet theirs. It is about responsible management of resources—be they natural, social, or economic—so that communities and ecosystems can thrive in the long term. As the world faces growing environmental and social challenges, adopting sustainable practices has become not just a choice but a necessity.

Below are three pressing global and social environmental problems and how sustainability efforts aim to address them:

- **Climate Change:** Rising global temperatures and extreme weather events threaten ecosystems, agriculture, and communities worldwide. By reducing greenhouse gas emissions, investing in renewable energy, and promoting energy efficiency, we can slow the pace of climate change and mitigate its impacts.
- **Plastic Pollution:** Single-use plastics are a major source of pollution in oceans and on land, harming wildlife and ecosystems. Sustainable solutions focus on reducing plastic consumption, improving waste management systems, and innovating biodegradable or reusable alternatives.
- **Biodiversity Loss:** Deforestation, habitat destruction, and pollution have led to a serious decline in plant and animal species. Sustainable practices seek to protect, restore, and conserve habitats while supporting responsible tourism that respects local ecosystems and wildlife.

For Golden Bay Beach Hotel, sustainability is a priority that shapes how we operate and serve our guests. We recognize that our hotel can play a leading role in promoting responsible travel, conserving resources, and supporting the local community. By embracing sustainable principles, we not only enhance our guest experience but also protect the treasured environment and culture of our island for generations to come.

Travelife Certification

We have chosen Travelife as our sustainability certification partner. Travelife is a leading training, management, and certification initiative for tourism companies committed to improving their social, environmental, and economic impacts. Their certification process helps hotels like ours set measurable goals, track progress, and demonstrate to guests and stakeholders that we are continually improving our sustainability performance.

Our Commitments

At Golden Bay Beach Hotel, our commitment to sustainability encompasses all aspects of our operations. We pledge to:

- **Reduce Greenhouse Gas Emissions.** Lowering energy use and switching to renewable or low-carbon energy sources. Reducing emissions from high-impact food items.
- **Protect and Support Biodiversity.** Minimizing pollution and responsibly managing waste.



- Safeguarding nature and wildlife in and around our property.
- Protect and Respect Human Rights. Fostering a workplace free from discrimination, exploitation, or harassment. Ensuring fair treatment and opportunities for all.
- Safeguarding Children. Training employees to recognize and prevent child exploitation or abuse. Committing to reporting any suspicious incidents to authorities immediately.

These commitments reflect our belief that every action—no matter how small—contributes to a healthier planet, a stronger community, and a better experience for our guests.

Our Objectives and Progress

Below are our sustainability objectives for 2025 alongside our 2024 results:

1. Energy Consumption

Objective (2025): <27 KWh per guest night

2024 Result: 29.09 KWh per guest night

Comment: We are pleased to see a downward trend. We are continuing to upgrade our energy systems and educate employees on energy-saving practices.

2. CO₂ Emissions from Energy Consumption

Objective (2025): <30 Kg CO₂ eq per guest night

2024 Result: 32.68 Kg CO₂ eq per guest night

Comment: We are actively exploring renewable energy sources and optimizing operations to lower our carbon footprint further.

3. Water Consumption

Objective (2025): <280 liters per guest night

2024 Result: 310 liters per guest night

Comment: Through installing low-flow fixtures and encouraging water conservation among guests and employees, we aim to meet this target in the coming year.

4. Chemical Usage

Objective (2025): <0.17 liters/guest night and <0.033 kg/guest night

2024 Result: 0.195 liters/guest night and 0.039 kg/guest night

Comment: We train employees in responsible chemical use to help reduce consumption and minimize environmental impact.

5. Waste to Landfill

Objective (2025): <1.7 kg per guest night

2024 Result: 1.85 kg per guest night



Comment: Our waste-management plan is being refined, including increased waste separation and composting initiatives to decrease landfill contributions.

6. Recycling

Objective (2025): >0.50 kg per guest night

2024 Result: 0.43 kg per guest night

Comment: We plan to expand our recycling facilities and awareness programs to exceed our 2025 goal.

7. Single-Use Plastics

Objective (2025): 10% reduction = 8.6 pieces per guest night

2024 Result: 9.6 pieces per guest night

Comment: We are close to our goal. Further reductions in single-use plastic items (such as straws, cutlery, and packaging) are on the horizon.

8. Employee Training (Total Hours)

Objective (2025): 18.0 training hours per employee

2024 Result: 17.3 training hours per employee

Comment: We strongly demonstrate our dedication to employee's development and continuous learning.

9. Employee Training (Sustainability Topics)

Objective (2025): 18.0 hours per employee; 70% of personnel covered

2024 Result: 17.3 hours per employee; 54% of personnel covered

Comment: We are working on improving coverage across all departments to reach at least 75% of our employees.

10. Female Employees

Objective (2025): Over 55% female employees

2024 Result: 54%

Comment: We are proud to maintain a balanced workforce and will continue creating inclusive opportunities for women in all roles.

11. Local Employees

Objective (2025): Over 75% local employees

2024 Result: 73%

Comment: Our deep connection to the local community remains strong, and we are committed to hiring and nurturing local workforce.

12. Local Suppliers

Objective (2025): Over 53%

2024 Result: 51%

Comment: We are near our goal and will continue collaborating with local producers and businesses to strengthen our supply chain.

13. Local Materials, Dishes, and Beverages

Objective (2025): At least three new items

Comment: We are developing menus and sourcing new local products to highlight Cypriot flavours and traditions.

14. Vegetarian and Vegan Dishes

Objective (2025): At least three new dishes

Comment: We are expanding our plant-based menu options to cater to diverse dietary needs and support lower-impact dining.

15. Activities with the Local Community

Objective (2025): Introduce two new activities (e.g., collaborations with local schools)

2024 Result: Three activities

Comment: We work closely with schools and community organizations, fostering educational and cultural exchanges.

16. Employee Support and Volunteerism

Objective (2025): Four activities

2024 Result: Two activities

Comment: We plan to launch additional initiatives to encourage team-building and social responsibility.

17. Guest Involvement

Objective (2025): Two activities

2024 Result: One activity

Comment: We aim to create more interactive experiences that allow guests to participate in meaningful sustainability actions.

18. Collaboration with Cops Cat

Comment: We continue to support and collaborate with this volunteer group to neuter stray cats around the island, helping to control populations humanely and protect local wildlife.

19. Planting Endemic Species

Objective (2025): Plant more than 300 endemic species



Comment: We have begun transforming our gardens to include more drought-tolerant plants, preserving Cyprus's natural heritage and attracting beneficial wildlife.

We at Golden Bay Beach Hotel believe that sustainability is not just a goal—it is a journey that enriches the experiences of our guests, supports our local community, and safeguards our environment for future generations. Your support and participation are vital in helping us achieve these goals.

Join us in our sustainability efforts. Whether by choosing eco-friendly options during your stay, participating in our community initiatives, or sharing your ideas and feedback, you become an essential part of our mission. Thank you for standing with us on this path toward a more sustainable, inclusive, and responsible future.

We look forward to welcoming you to Golden Bay Beach Hotel—together, let's make a positive difference.

Anthos Asmenis, Hotel Manager

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