

QUALITY, SAFETY, HEALTH, AND ENVIRONMENT MANAGEMENT POLICY (GB-POL-01 En)

The Vision

Our vision is to be recognized as the hotel with the best implementation of the golden rule "Treat others as you would like to be treated."

The Mission

Our mission is to exceed the expectations of customers and the company, with a commitment to customer service, staff involvement, and corporate results.

Our Objectives

1. Providing hotel services with a focus on consistency, professionalism, efficiency, quality, and friendliness to fully satisfy the requirements and needs of our customers.
2. Compliance with laws, regulations, and other agreed requirements governing the operation and licensing of the hotel.
3. Compliance with the key commitments related to the operational framework of the hotel.
4. Analysis and evaluation of the risks and opportunities within the hotel's operational framework, food safety, workplace safety, and environmental impact. Ongoing efforts to eliminate these risks and reduce exposure.
5. Achieving and improving operational and financial goals, profitability, and productivity of the hotel.
6. Implementing and continuously improving an operational system with pillars including quality management (ISO 9001:2015), environmental management and sustainability (ISO 14001:2015, Travelife), food safety (ISO 22000:2018), and occupational health and safety (ISO 45001:2018).
7. Preparation and provision of food and beverages free from hazards, and the continuous adherence to high food safety standards.
8. Providing safe and healthy conditions for staff, customers, and other third parties. Implementing measures to prevent injuries and illnesses.
9. Developing a sense of responsibility towards the environment, sustainability, and achieving low levels of environmental impact. Protecting the environment by preventing pollution, saving energy, water, and materials, reducing emissions, and minimizing solid waste production.
10. Applying methods of effective internal and external communication, teamwork, and consultation with our staff. Involving staff in the management of the operational system and their representatives in safety, health, and environmental areas.
11. Ensuring the professional competence, knowledge, and skills of our staff in providing hotel services, customer service, food safety, workplace safety, and environmental protection.
12. Recognizing the contributions of our staff.

Our Commitment

The management and staff of Golden Bay Beach Hotel are fully committed to the implementation and maintenance of the policy.



Golden Bay Beach Hotel

Larnaka, 5 March 2026

SUSTAINABLE DEVELOPMENT POLICY (GB-POL-02 En)

Our Objectives

The Golden Bay Beach Hotel, as part of its corporate social responsibility, implements a sustainable strategy that supports its employees, the local community, the world around it, and its organizations in various ways. The hotel's goal is to comply with labour legislation, protect the environment, promote local culture, support local events, and assist individuals in need.

The hotel has set the following objectives:

1. It operates within the framework of the law and meets all obligations to local authorities, communities, and other organized entities in the area.
2. It develops two-way communication with stakeholders such as tourism bodies, communities, trade unions, and non-governmental organizations.
3. It respects and consults with the local community on issues that may affect safety, health, and well-being.
4. It supports and promotes Cypriot culture, history, customs, and traditions.
5. It protects individuals within the local community, especially children, from any form of discrimination.
6. It supports local organizations, their work, participates in their activities, and offers any possible assistance.
7. It supports and promotes Cypriot products and services, and wherever possible, purchases local products.
8. It organizes charitable, cultural, and educational activities with the participation of staff and guests.
9. It offers equal opportunities for professional development, education, and advancement to all employees.

Our Commitment

The management and staff of Golden Bay Beach Hotel are fully committed to the implementation and maintenance of the policy.



Golden Bay Beach Hotel

Larnaka, 5 March 2026

HUMAN RESOURCES POLICY STATEMENT (GB-POL-03 En)

The Vision

To create a culture of continuous improvement in the management of human resources in our hotel.

The Mission

To be a fair employer, in full compliance with national labor laws, ensuring equal treatment of all employees regardless of gender, age, nationality, religion, sexual orientation, or disability. Our goal is to foster a work environment characterized by safety, respect, and trust.

Our Objectives

1. Respect for employee rights. We ensure fundamental rights, such as freedom to join trade unions, the ability to initiate or terminate employment voluntarily and without restrictions.
2. Protection of employee well-being, safety, health, and security. Special attention is given to young workers and pregnant women, in line with relevant legislation.
3. Protection of personal data. Measures are in place to safeguard employee personal data in compliance with the GDPR regulation. Personal documents are not retained.
4. Adherence to working hours and schedules. Work hours and employee schedules are managed in accordance with national legislation and tourism industry standards.
5. Provision of individual employment contracts detailing terms and conditions, along with a personal copy of the contract.
6. All employees are clearly and regularly informed of the hotel's policies, especially about the disciplinary procedure.
7. All efforts are made to recruit and employ local individuals.
8. Skill development through offering single-enterprise and multi-enterprise training programs focusing on areas such as employment rights, equal opportunities, quality, health and safety, environmental protection, sustainability, and other related topics.
9. We encourage active participation in training and development initiatives to enhance employee skills and career progression.
10. Decisions regarding wages, benefits, career advancement, and terms of employment are based solely on an employee's experience, skills, and professional conduct. No guarantees or payments are accepted or required as a condition of suitability or selection.

Our Commitment

The management and staff of Golden Bay Beach Hotel are fully committed to the implementation and maintenance of the policy.



Golden Bay Beach Hotel

Larnaka, 5 March 2026

HUMAN RIGHTS POLICY STATEMENT (GB-POL-04 En)

The Vision

The creation of a culture of continuous improvement in equal treatment and respect for human rights at our hotel.

The Mission

To protect human rights and freedoms regardless of gender, age, disability, nationality, religion, beliefs, ideas, marital status, or sexual orientation.

Based on the Universal Declaration of Human Rights of the United Nations, we ensure the protection of the rights of employees, guests, local community members, suppliers, and subcontractors. Special attention is given to vulnerable individuals such as children, people living in poverty, the elderly, individuals with disabilities, and minorities.

Our Objectives

1. Promoting human rights as a value of the highest importance.
2. Promoting the rights of every individual to equal treatment and protection from abuse or exploitation.
3. Equal treatment among employees. The terms and conditions of employment are the same for everyone.
4. Equal treatment of our guests.
5. Collaboration with government authorities to report and handle any incidents where human rights are violated.
6. Training our employees on this specific policy and the methods for identifying and reporting incidents of abuse or exploitation.
7. Strict adherence to the workplace harassment code.

Our Commitment

The management and staff of Golden Bay Beach Hotel are fully committed to the implementation and maintenance of the policy.



CHILD RIGHTS POLICY STATEMENT (GB-POL-05 En)

The Vision

To create a culture of continuous improvement in the protection of children.

The Mission

To protect and respect children and individuals under the age of 18 from any form of abuse (physical, emotional, or sexual), neglect, or exploitation.

Based on the United Nations Declaration on the Rights of the Child, our hotel ensures that it protects the rights of children staying at the hotel or living in the local communities.

Our Objectives

1. To promote the well-being of children and young people as a value of utmost importance.
2. To promote the right of every individual under the age of 18 to be protected from abuse, neglect, exploitation, regardless of age, disability, gender, race, religious beliefs, or sexual orientation.
3. To cooperate with government agencies and child protection organizations to ensure the legality and effectiveness of our actions.
4. To train our employees on this policy and on how to identify and report cases of child abuse, neglect, or exploitation.
5. To share our concerns about vulnerable children or youth with local community organizations and authorities.

Our Commitment

The management and staff of Golden Bay Beach Hotel are fully committed to the implementation and maintenance of the policy.



Golden Bay Beach Hotel

Larnaka, 5 March 2026

COMMUNITY PARTNESHIP POLICY STATEMENT (GB-POL-06 En)

The Vision

The creation of a culture of continuous improvement in cooperation with the local community and the promotion of Cypriot tradition and products

The mission

To support and collaborate with local people, businesses, and the economy, and to protect the local culture, traditions, and history of Cyprus.

Our Objectives

1. Our hotel does not, in any way, restrict the local community's access to essential services, resources, and facilities.
2. Consultation with the local community on issues that may affect their lives and well-being. Ensuring that their views are taken into consideration when making decisions at the hotel.
3. Support for local organizations, their work, participation in activities they organize, and providing any possible assistance.
4. Organizing charitable, cultural, environmental, and educational activities with the participation and involvement of employees, the local community, and the hotel's guests.
5. Supporting and promoting Cypriot products and services, and purchasing local products with the ultimate goal of promoting and supporting local businesses.
6. When making decisions regarding new purchases, we seriously consider sustainability criteria and are very careful in selecting products that are local and seasonal.
7. We select, evaluate, and collaborate with suppliers who share the same values and ethical concerns as the hotel. At the same time, we recognize and eliminate any negative impacts that our business activities may have on the local community.
8. Promoting Cyprus to guests and encouraging them to explore its rich history, people, culture, traditions, and monuments.
9. Highlighting the rich Cypriot cuisine through activities such as the Cypriot breakfast and Cypriot nights.
10. Respecting the protection of historical, archaeological, and religious sites and objects. We are opposed to any illegal sale of historical and archaeological property. The hotel has established and communicated rules for their respect and protection.
11. Guiding guests regarding the rules and behaviors in religious and archaeological sites, forests, and protected areas.

Our Commitment

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