

# Sustainability Report 2025



# Welcome to our 2025 Sustainability Report

This annual Sustainability Report presents the sustainability performance of Golden Bay Beach Hotel Beach Hotel & Spa for 2025. It summarises our performance in energy, water, waste, emissions, procurement, employee wellbeing, and community engagement, while evaluating progress against our sustainability objectives.

The report aims to provide transparent information to our guests, employees, business partners, suppliers, and the wider community, demonstrating our commitment to responsible business practices and continuous improvement.

Following the escalation of conflicts in the Middle East and their impact on tourism in Cyprus, several sustainability targets and actions for 2026 were reviewed and adjusted to reflect current operating conditions. Despite these revisions, the hotel remains committed to the continuous improvement of its environmental, social, and economic performance.

**Hotel Classification:** 5 star, 193 Rooms

**Address:** Dhekelia Rd, Pyla, Larnaca District 6306

**Telephone:** +357 24645444

**E-mail:** [info@goldenbay.com.cy/](mailto:info@goldenbay.com.cy/)

**Website:** <https://goldenbay.com.cy/>

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.

## Hotel Certifications



# 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
- Minimizing waste and single-use plastics
- Respecting local culture
- Sourcing responsibly,
- 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.



# Sustainability Commitments and Principles



# Our Sustainability commitments and principles

At Golden Bay 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.

# Our Governance commitments and principles

We foster a fair, inclusive, and responsible workplace while supporting our community.

- 1. Community Engagement:** Act ethically and legally, support local initiatives and vulnerable individuals, promote local culture and procurement, maintains open dialogue with stakeholders
- 2. Employees:** Equal opportunities, non-discrimination, compliance with labour laws, professional development, safe and supportive working environment.
- 3. Human Rights:** Zero tolerance for child and human forced labour, exploitation or abuse; GDPR compliance; protection of children and vulnerable groups from discrimination, exploitation and harassment; mandatory reporting and training on safeguarding and managing the aforementioned principles.
- 4. Health & Safety:** Ongoing risk prevention, employee training, compliance with legal and partner standards, monitored through a structured H&S management system.
- 5. Disciplinary Policy:** Fair, consistent procedure to correct behaviour (counselling, warnings, suspension, termination), focus on improvement and accountability.
- 6. Grievance Mechanism:** Open communication, formal and anonymous complaint channels, fair investigation, confidentiality, protection against retaliation, right to appeal.

# Our Community commitments and principles

We are committed to support and engage with local people, businesses, economy community and protect local culture, traditions and history. Our guiding principles are:

- 1.Ensure that our hotel does not limit in any way access of local community to essential services, facilities and resources.
- 2.Respect and promote the culture, traditions and intellectual property of local people.
- 3.Consult with local community on issues that may affect their lives and wellbeing. Ensure that their views are considered in the hotel's decision making.
- 4.Support the local community through monetary or in-kind donations that improve the lives of local people in need, assist local not governmental organisations, protect the environment or preserve local culture and traditions. Encourage our guests to assist in this effort
- 5.Purchase goods and services from local suppliers.
- 6.Promote Famagusta area and Cyprus to guests and invite them to explore while in Cyprus its rich history, people, culture, traditions, monuments, food and wine.
- 7.Respect the protection of historical, archaeological, religious sites and items. Be against any illegal sale of historical and archaeological property. Set and communicate rules for respecting and protecting them.
- 8.Guide guests on the appropriate rules and behaviour at religious places, archaeological sites, forests, and environmentally protected areas.

# Our Environmental commitments and principles

We are committed to environmental protection and strives to reduce its operational impact on the environment. Our guiding principles are:

- 1.Ensure compliance with all applicable environmental laws and regulations.
- 2.Combat climate change by implementing actions that reduce our greenhouse gas emissions.
- 3.Reduce the natural resources used for hotel's operations
- 4.Reduce energy and water consumption.
- 5.Implement the 6 R's (Refuse, rethink, reduce, reuse, repurpose and recycle).
- 6.Reduce the waste to landfill and implement a hotel wide recycling program for all waste streams.
- 7.Use biodegradable material and natural alternatives
- 8.Reduce the use of harmful substances with emphasis at cleaning chemicals.
- 9.Minimize any harm our operations may cause to biodiversity by reducing pollution and promoting responsible behaviour among our employees and guests.
- 10.Provide training and coaching to our employees for environmental and sustainability matters.
- 11.Ensure sure that employees understand our objectives, targets and their role.
- 12.Invite guest to support our efforts to reduce our environmental impact.

# Engaging with People and the Local Community





## 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 relations with our Community

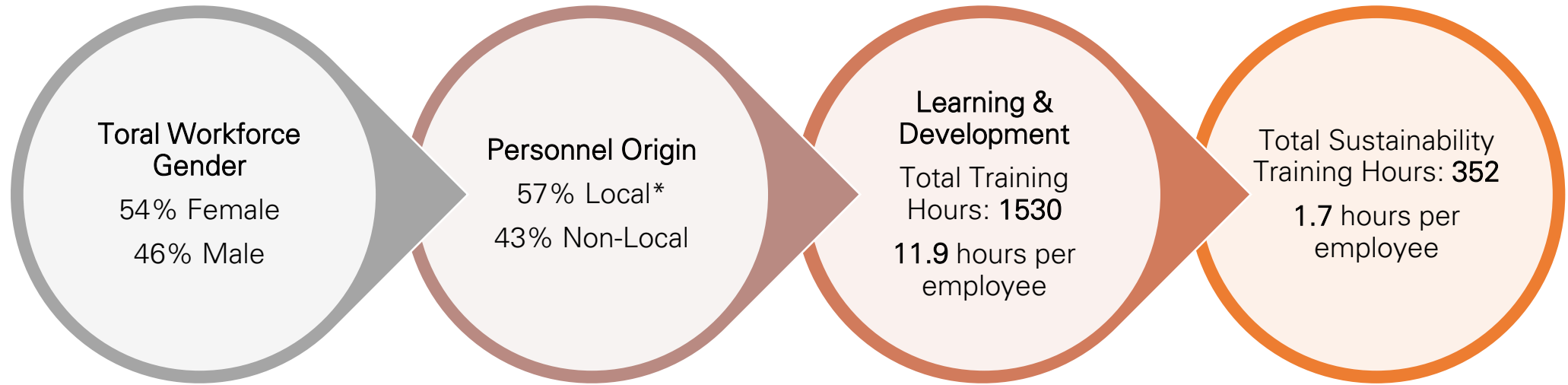
Community engagement and support is an essential part of being a sustainable business because it offers many benefits to Golden Bay, our employees, guests, and community. These include:

- Better relationships with our neighbours and other members of our community.
- Fostering pride and engagement among employees by giving them opportunities to contribute to meaningful initiatives
- Enhancing guest trust and loyalty, as visitors increasingly prefer hotels that care about the local community

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



\*The percentage of local personnel decreased during the reporting period due to a reduction in local workforce numbers and the simultaneous recruitment of additional employees from third countries to address operational needs.

**2025 Objectives:**  
Employee awareness and involvement  
18.0 training hours / employee – Not Achieved  
3.0 sustainability training hours / employee - Not Achieved  
>75% local workers - Not Achieved  
>55% female employees- Not Achieved

**2026 Objectives:**  
Employee awareness and involvement  
12.0 training hours / employee  
1.5 sustainability training hours / employee  
>55% local workers  
>50% 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 products in breakfast featuring more than 10 local products and dishes.
4. 51% are from local / regional suppliers while 56% of our suppliers / producers based in Cyprus

### 2025 Objective

Local suppliers >50%  
**Achieved**

### 2026 Objective:

Local suppliers >50%.  
Cyprus-based suppliers  
>55%.

# Community and Local Culture Preservation

## Supporting the Local 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. 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.
4. Invite guest and local people to support our efforts to reduce our environmental impact and preserve our planet.
5. Buying products and services from locally owned and operated businesses, artisans and local micro producers.
6. Serving Cypriot produce and featuring traditional local food, theme dishes based on local cuisine, local and or organic products on our menus.
7. Cyprus Breakfast featuring more than 15 local products and dishes.



# Impacts with a smile...



# Actions that we are involved in

## Community Engagement



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. Monetary donation and various in-kind donations to charity / NGO organisations
4. Protect endangered species and encourage our guests to take interests.
5. Invite guest and local people to support our efforts to reduce our environmental impact and preserve our planet.
6. Execution of annual beach cleanup.
7. Promotion of Cyprus Culture: Weekly Cyprus Theme Night, local music and folkloric dances; To Petrino Tavern (Local food and Cyprus meze); Cyprus corner (Breakfast Buffet).

# Contribution to the local society and culture for 2025



**18 CSR & Environmental Actions  
& Supported Causes**



**Donations: €5.000**



**Cyprus Nights: 50**



**Employee Social & Wellbeing  
events: 5**

## Some of the organisations / causes we supported



# Our Community Impact Progress

Objective 2025	Result	2026 Objective
Introduce new activities with the local community (i.e. collaborate with local schools). Two new activities with NGOs.	<b>Achieved</b> - 2 new activities introduced	Introduce new activities with the local community (i.e. collaborate with local schools). One new activity with NGOs.
Four activities to support / involve employees and promote volunteerism	<b>Achieved</b> - 14 activities	Four activities to support / involve employees and promote volunteerism
Two activities to involve hotel guests.	<b>Achieved</b> - 2 activities	Two activities to involve hotel guests.
Support and collaborate with Cops Cat, a small volunteer group to neuter Cyprus cats.	<b>Completed</b>	Further support and collaborate with Cops Cat, a small volunteer group to neuter Cyprus cats.
>3 new local material, dishes and beverages	<b>Achieved</b> - 3 new materials and dishes	>3 new local material, dishes and beverages
>3 new vegetarian and vegan dishes.	<b>Achieved</b> - 4 new dishes	>3 new vegetarian and vegan dishes.



# Our Journey to a Greener Future

Environmental Actions and Performance

# Environmental Performance



## Energy consumption

25.03 kWh/g.n. in 2023  
29.09 kWh/g.n. in 2024  
30.31 kWh/g.n. in 2025



## Water consumption

292 L/g.n. in 2023  
310 L/g.n. in 2024  
307 L/g.n. in 2025



## Greenhouse Gas Emissions (Scope 1 and 2)

29.74 kgCO<sub>2</sub>/g.n. in 2023  
33.90 kgCO<sub>2</sub>/g.n. in 2024  
38.13 kgCO<sub>2</sub>/g.n. in 2025

# Environmental Performance



## Waste - Recycling

0.27 kg/g.n. in 2023  
0.40 kg/g.n. in 2024  
0.73 kg/g.n. in 2025

## Waste - Organic waste

1.93 kg/g.n. in 2023  
1.85 kg/g.n. in 2024  
1.99 kg/g.n. in 2025

## Chemicals Consumption

187 ml/g.n. & 25 gr/g.n. in 2023  
195 ml/g.n. & 39 gr/g.n. in 2024  
202 ml/g.n. & 39 gr/g.n. in 2025

# Our Environmental Objectives

Category	Objective 2025	Outcome	Category	2026 Objective
Energy	Energy consumption <27 Kwh per guest night.	<b>Not Achieved</b> - 30.31 Kwh / g.n,	Energy	Energy consumption <31 Kwh per guest night.
GHG	<30 Kg CO2 eq /gn from energy consumption.	<b>Not Achieved</b> - 35.54 KgCO2eq /g.n.	GHG	Reduce Scope 1 & 2 GHG emissions per guest night by 2% compared to 2025.
Water	Water consumption <280 Lt per guest night.	<b>Not Achieved</b> - 307 Lt / g.n,	Water	Water consumption <300 Lt per guest night.
GHG	<0.042 Kg CO2 eq /gn from water consumption.	<b>Not Achieved</b> - 0.046 KgCO2eq /g.n.	Resources	Chemicals <0.17 lt/guest night and <0.033 kg/ guest night.
Resources	Chemicals <0.17 lt/guest night and <0.033 kg/ guest night.	<b>Not Achieved</b> - 0.22 lt/g.n. & 0.0391lt/g.n.	Resources	Reduce the use of single use plastics to 8.5 pieces / guest night
Waste	Waste to landfill <1.7 Kg per guest night	<b>Not Achieved</b> - 1.99 kg / g.n,	Waste	Waste to landfill <1.7 Kg per guest night
Waste	Recycling >0.5 Kg per guest night	<b>Achieved</b> - 0.73 kg / g.n,	Waste	Recycling >0.5 Kg per guest night
Resources	Reduce the use of single use plastics by 10% (8.6 pieces / guest night)	<b>Not Achieved</b> - 8.7 pieces / g.n,	Biodiversity	Plant >300 endemic species and drought-tolerant plants by end of 2028.
Biodiversity	Plant >300 endemic species and drought-tolerant plants by end of 2028.	<b>Ongoing</b> – 40 species planted		

# Understanding Our Environmental Performance

1. The increase in water consumption was mainly driven by the increased heat which resulted in pool evaporation well above normal figures. Additionally, guests showered more often and for longer.
2. All departments participate at the Reduce, Reuse and Recycle program. Recycling points are available throughout the hotel. The hotel's recycling programme includes PMD, glass, light bulbs, batteries, cartridges, metal, wood, electrical appliances and cooking oil.
3. Furthermore, the hotel avoids using single-use packaging in favour of reusable containers and packaging options. Simultaneously, it opts to select biodegradable, eco friendly, single-use and sustainably certified products where possible.
4. The reduction in energy consumption was primarily driven by improved monitoring of the consumption and maintenance of equipment, staff awareness and training initiatives, and optimisation of operational practices. For 2026, the hotel will continue monitoring energy-intensive equipment and explore additional efficiency measures. Furthermore, it will enhance its efforts to maintain, fix and repair appliances, equipment's and furniture so they last longer and are efficient
5. The biodiversity objective aims to increase endemic, planting rate reached approximately 13.3% of the target. Progress was slower than anticipated due to seasonal planting limitations and prioritisation of maintenance works. Additional planting projects are scheduled for autumn 2026 and spring 2027 to achieve the target.

# Opportunities for Improvement and our Plan for 2026



1. Further enhance and implement control, monitoring and reduction measures for waste management.
2. Effectively implement all applicable policies, procedures, practices and adhere to local legislation and Travelife standard. Retain Travelife certification
3. Further explore and protect the local biodiversity.
4. Participate at new sustainability programs and actions.
5. Introduce hotel employees, guests and local community to circular economy and sustainability
6. Further expand our CSR and community engagement efforts.
7. Provide more than 20 Cypriot dishes on hotel menus, at least one daily at lunch. Certification with Cyprus Breakfast.
8. Execute at least two sustainability and environmental activities with the participation of the hotel employees and its guests.
9. Offer new local, vegetarian and vegan options in the menus and buffet.