

ANNUAL SUSTAINABILITY REPORT

"AKTI PALACE RESORT & SPA"



A few words about us...

The hotel "AKTI PALACE RESORT & SPA" opened its doors in 2012, and since then based on cooperation, trust and respect for people, society and the environment, we generously offer the best possible hospitality to our customers.

OUR PEOPLE...

During the total duration of the summer season for 2024, our hotel employed 75 people. Of these, 49 were men (65.3%) and 26 were women (34.7%), while in the administrative team we employ 2 men and 3 women. In addition, we support the multi-ethnic and multicultural work environment, as our employees come from various backgrounds and ethnicities, as 22 people (29.3%) are from other ethnicities, while the remaining 53 (70.7%) are from Greece.

In addition, we support our local community without favoring them over the rest, employing both people who originate and live in Kos as well as from other parts of Greece and the world. 23 (30.7%) of our employees come from Kos, while the remaining 52 (69.3%) are from other places.

- Our goal for 2025 is to employ more workers, to remain fair to the distribution of roles between men and women, Greeks and foreigners, locals and non-locals.
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OUR COMMUNITY...

- Hotel AKTI purchases its goods and services from both local and non-local suppliers. The total number of suppliers is 151, of which 77 (50.99%) are local, while the remaining 74 (49.01%) are based in other parts of Greece.
 - We promote local culture by providing our guests with information about local attractions, cultural and natural heritage.
 - Our hotel and its people show their social side as they actively participate in campaigns to raise awareness of key social issues and promote local businesses.
- Our goal for 2025 is to increase the percentage of local suppliers and participation in the social issues of society.
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WASTE MANAGEMENT

- We recycle: glass, paper, plastic, aluminum, tins, ink cartridges, lamps and used cooking oil.
 - In 2023 we also recycled: electrical equipment, batteries, replaced plastic cups with paper and plastic straws with paper.
 - We use biodegradable toilet and kitchen paper
 - We return various types of plastic containers to be reused.
 - We have placed 5 recycling bins around the hotel, with separate departments for plastic and paper.
 - We have 1 recycling bin for glass as well as 4 recycling bins for paper, plastic, aluminum and tin.
 - Our target for 2025 is to install more recycling bins in the hotel area as well as to replace plastic bags with environmentally friendly bags
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CHEMICALS

- Withing the year 2023, our hotel used a total of 1.600lt and 5.833kg of chemicals substances (pool, osmosis, bar-restaurant and cleaning chemicals)
 - Out target for the year 2024 is to reduce the usage of chemical substances by 4%
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WATER

- Water consumption for the year 2023 was 470lt per guest-night.
 - Water conservation posters are placed on staff notice boards in each department as well as in customer common areas.
 - Cards of our policy for changing towel and sheets are in customer rooms.
 - Garden watering is taking place after sunset to avoid wasting water.
 - Our target for the year 2024 is to reduce water consumption by 3%
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ENERGY

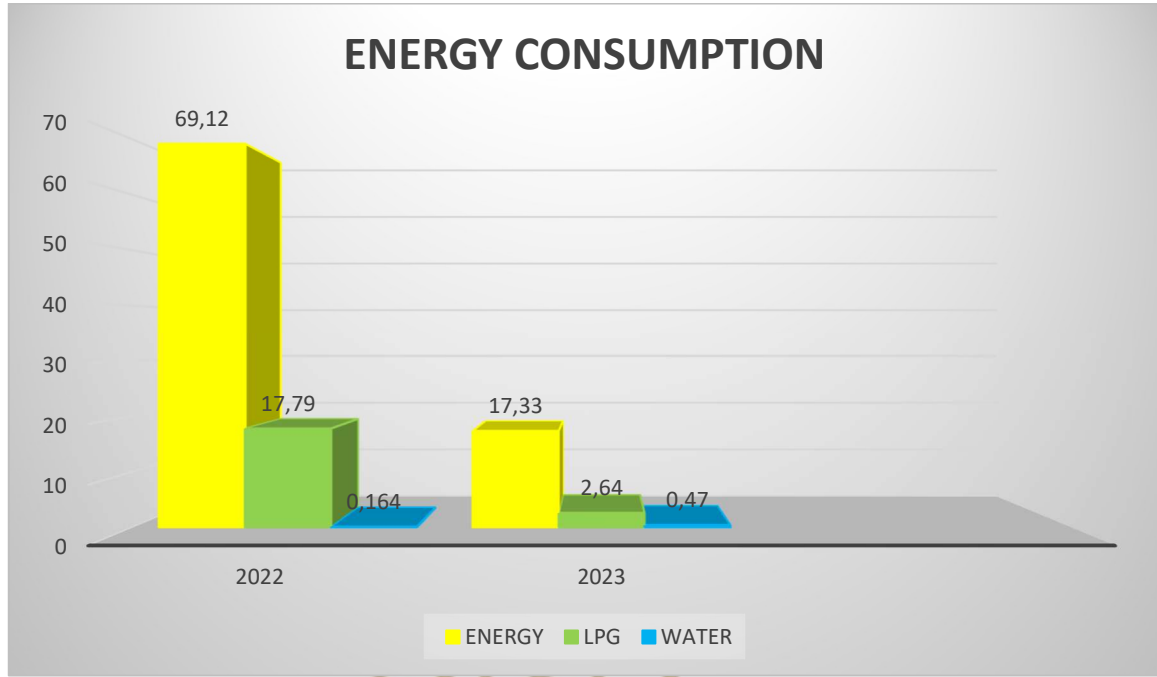
We strive to be friendly to the environment, so we invest in renewable energy sources, aiming to reduce our energy consumption and hence the carbon footprint we leave on the environment.

In particular:

- We have key cards to automatically turn off lights and A/C units when guests leave their room.
 - There are energy saving posters with specific instructions, on all staff notice boards in each department.
 - We use solar units and heat pumps to heat up water.
 - As a result, during the year 2023 our hotel had a consumption of 17.33 kWh per guest-night as opposed to 69.12 kWh in the same period for 2021, a reduction that reaches 75%. Of course, this cannot be representative example as in the year 2022 the hotel was reopening after the COVID pandemic where consumption was high and guest nights were very low.
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- Our target for 2024 is to reduce energy consumption by 5%.

FUEL CONSUMPTION

- LPG consumption for 2023 was 2.64kWh per guest-night, while for the year 2022 it was 17.79kWh per guest-night. Again, this is not a representative example as in the year 2022 the hotel was reopening after COVID pandemic and the consumption of LPG was increased whilst the number of guest-nights was decreased.
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- Our target for 2024 is to reduce LPG consumption by 5%.



MANAGEMENT OF HAZARDOUS SUBSTANCES

- Those of our staff that handle pool chemicals have received special training in the safe usage of those chemicals.
 - We have published specific guidance from Material Safety Data Sheets (MSDS) on how to safely store those chemicals.
 - We have arranged a special storage area for the chemicals to be stored under containment.
 - Hazardous waste such as ink cartridges, batteries, refrigerators, A/C units, televisions, hair dryers and light bulbs are recycled throughout the whole year.
- Our target for 2024 to continue our recycling policy of batteries, ink cartridges and all sorts of electronic equipment.

As a conclusion...

- A quick overview of the results of the last few years shows a large decrease in energy consumption from electricity and LPG, as result of the return to normality of everyday life after COVID pandemic; at the same time water consumption has increased, which can be justified from the increased number of guest-night and the prolonged operating season of the hotel.
- Our hotel operates in a responsible manner, actively working towards being environmentally friendly, replacing old equipment with new, more energy efficient and reducing the consumption of hazardous substances.
- We do not make any racial discrimination, as we employ employees from various social groups, with different backgrounds and nationalities. We support our local community strongly, actively and continuously through our actions, our philanthropy, our purchasing policy and by promoting our local heritage and our local attractions.



“At **Akti Palace Hotel**, we recognize that achieving meaningful sustainability outcomes requires a collaborative and inclusive approach. We invite all of our stakeholders, including our valued guests, dedicated staff, trusted suppliers, local authorities, and community partners—to actively engage with us in pursuing our sustainability objectives and upholding our ethical standards. Through partnership, constructive feedback, joint initiatives, and innovative solutions, your contribution remains integral to our ongoing progress and long-term impact.”