

ROYAL  
APOLLONIA

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# ROYAL APOLLONIA SUSTAINABILITY REPORT

**REPORTING PERIOD: 2024**

Prepared by: Maria Theodoridou

Reviewed by: Dr. Harry K. Georgiou





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# LOUIS HOTELS & RESORTS OVERVIEW

The Louis Group is one of the leading travel, cruising and hotel groups in the Mediterranean with over 80 years of experience. As a member of the Louis Group, Louis Hotels, with over 77 years in the hospitality industry has a leading position in the hotel sector in both Cyprus and Greece with 6 hotels in Corfu, Mykonos, Crete and Rhodes and 20 hotels & villas in Paphos, Protaras, Limassol, Polis Chrysochous and Nicosia.

Our brand values are synonymous with offering:

- VALUE FOR MONEY HOLIDAYS
- WARM HOSPITALITY AND A LOCAL EXPERIENCE
- FRIENDLY SERVICE BY MULTILINGUAL STAFF.
- CONSTANT INNOVATION
- RESPECT FOR THE ENVIRONMENT
- RESPECT FOR OUR GUESTS





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# THE ROYAL APOLLONIA, Limassol, Cyprus

At The Royal Apollonia we are all aware of the significant environmental issues that have arisen globally the last few decades and it is of major importance to us to offer our guests a memorable experience by integrating sustainable practices and principals.





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Situated in the prominent area of Limassol, known as the most cosmopolitan town of the island, It is a short drive from the city center and within walking distance from the tourist area where bars, restaurant are found in abundance. Our vision is to combine luxury first-class hospitality with amazing views and ambiance of a seafront hotel.



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# A culture committed to ensure that our operations will have a positive impact to the environment and the community



**PRODUCT**  
delivering solutions  
for a better tomorrow  
delivering solutions  
bPPODUCT

**PROCESS**  
minimizing our  
environmental impact  
minimizing our  
bPOCESS

**PEOPLE**  
benefiting our teams  
and communities  
benefiting our teams  
bPEOPLE

**It is well understood to the Management of Royal Apollonia Limassol the necessity to implement a sustainable action plan that commits:**

- **to create happy faces in a happy place,**
- **to minimize the environmental impact from its activities by reducing our greenhouse gas emissions and protecting and supporting biodiversity**
- **to adapt to the socio – economic fast changes and contribute to the local community,**
- **to create a fair and pleasant work environment where everyone should be treated fairly and with respect ensuring human rights of staff and guests are protected**
- **safeguard the welfare of children and young people**

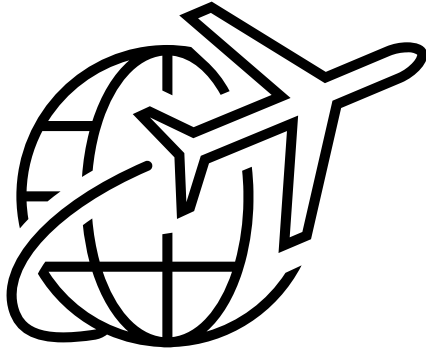
**For the above purposes Royal Apollonia is member of Cyprus Sustainable Tourism Initiative and implements the Travelife Sustainable system.**





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# TRAVELLING RESPONSIBLY

- We all travel for different reasons and many of us would agree that one of the best things about travel is having new and unique experiences. Because people, culture, history, wildlife and scenery play such important roles in our travel experiences, protecting and supporting these things should be at the heart of every tourism and travel organization, and every traveler.

- Travelife certification helps accommodation providers put sustainability at the heart of their business. In order for our system to be truly effective and impactful we invite our guests to take some simple actions too. Please read the Responsible Guest Guide, accessible via the QR code to find out how you can help to improve the impact of your travel. You can also access the information via the link

**<https://staybetterplaces.com/responsible-travel/>**

## RESPONSIBLE GUEST GUIDE

Simple actions you can take to  
support the people and places you visit



## RESPONSIBLE HOSPITALITY GUIDE

Simple actions hospitality staff can take to  
support people and the environment





# OUR SUSTAINABILITY ENVIRONMENTAL PROGRAMME

- ✓ A designated Green Team appointed to implement our sustainability policies and standards
- ✓ Policy documents publicly available for all to see online and on-site
- ✓ Annually recording and monitoring our progress against set timeframes







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# ENVIRONMENTAL & SOCIAL ISSUES

WATER is sourced from the  
Limassol Municipality and S.A.L.A



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All staff are frequently trained to ensure the minimum use of water and to report any leakages while carrying out their daily chores

Water saving system for garden irrigation is implemented with timers

Water flow restrictors installed on all taps in guest rooms and public areas

Daily Maintenance checks are carried out, followed up and rectified immediately on faults and leaks

Information is provided in guest rooms and Front Desk info screen website sustainability report QR code for and staff areas for water saving measures

Information cards are provided in all guest rooms for reusing towels and bed linen

## WATER SAVING INITIATIVES





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# WATER QUALITY

## High water quality is ensured by the following actions:

1. Microbiological and chemical pool water analysis is carried out on a monthly basis
2. pH and other parameters are being checked daily in all swimming pools and are regulated by the automatic dosing system
3. Microbiological analysis of potable water
4. Legionella analysis is carried out twice a year (spring and autumn)

## Irrigation:

Our gardens are irrigated with water provided from Limassol's Sewage Board with timers in place

## To ensure sea water quality:

The hotel beach front is cleaned daily, and a beach clean up is frequently organized by the green team





# ENERGY SOURCES

## ELECTRICITY

- ✓ Electricity Authority of Cyprus supplies our electricity
- ✓ Our Maintenance Department monitors the electricity consumption daily
- ✓ Electricity is used for refrigerators, pumps, lights and all other equipment

## FUEL - LPG

- ✓ EKO is our FUEL & LPG supplier
- ✓ Our Maintenance Department monitors the Fuel & LPG consumption daily
- ✓ LPG and diesel consumptions are measured and documented
- ✓ Fuel (diesel) is used for production of hot water
- ✓ LPG is used for our heating and by our Kitchen Department





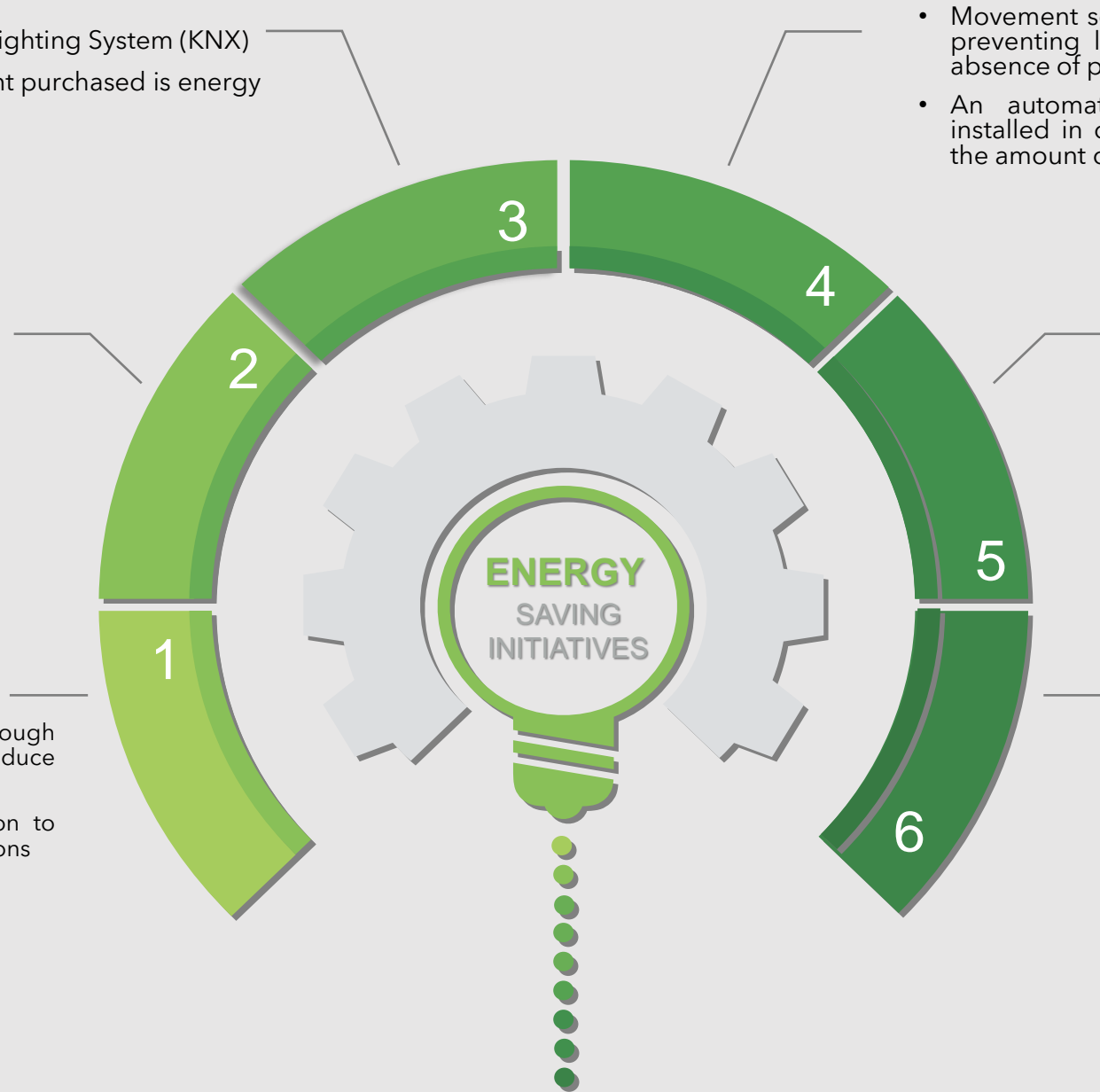
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- Use of Electrical Lighting System (KNX)
- All new equipment purchased is energy efficient

- All light bulbs have been replaced with low energy bulbs and LED lighting which reduces electricity consumption (Lighting Control/Dimmer)

- Use of inverted pumps
- Energy Efficient Chiller
- Implementing preventive maintenance through the annual maintenance program to reduce energy loss in all machinery
- Daily recording of gas diesel consumption to identify wastages, and extensive consumptions



- Movement sensors placed where possible preventing lights from staying on in the absence of people
- An automatic timer switch has been installed in our outdoor areas to monitor the amount of hours required

- Guest rooms are supplied with automatic mechanism (key card) switching off lights when leaving the room. Heating & AC do not function if balcony doors are open. Monitoring and adjusting temperatures of AC/Heating in public areas

- Continuous staff training on how to reduce the consumption of gas and diesel through the right use of equipment

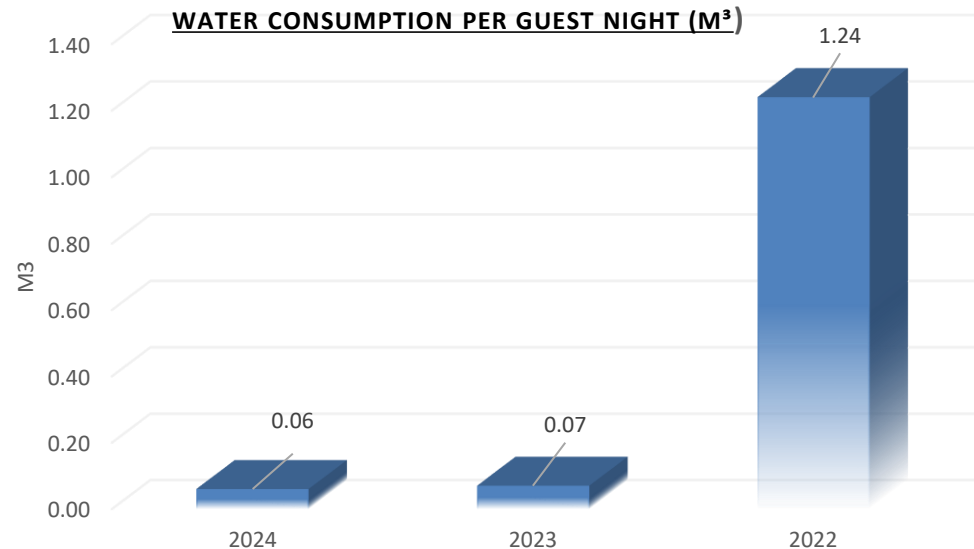


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# WATER CONSUMPTION COMPARISON

Water Consumption	2024	2023	2022	% change 2024 vs 2023	% change 2024 vs 2022
Mains Water (m <sup>3</sup> )	33,128.00	24,835.00	30,968.00	33.39	6.97
Ave. consumption per guest night (m <sup>3</sup> )	0.06	0.07	1.24	-14.29	-95.16
Mains Water (kg CO <sub>2</sub> e)	4,936.07	3,700.41	4,614.23	33.39	6.97
Total Water Emissions (kg CO <sub>2</sub> e)	4,936.07	3,700.41	4,614.23	33.39	6.97







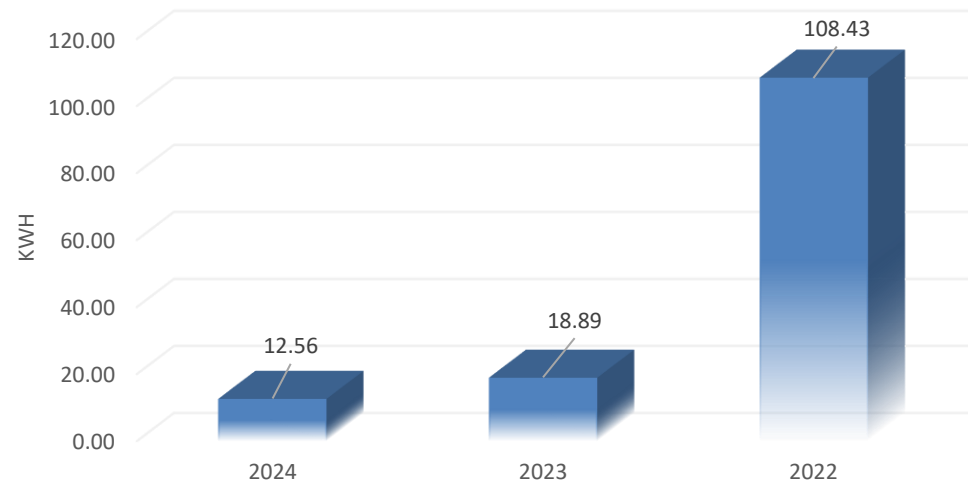
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# ENERGY CONSUMPTION COMPARISON

Energy consumption	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
Mains electricity and Gas (kWh)	2,074,685.00	2,174,752.00	2,127,962.00	-4.60	-2.50
Mains Electricity (kg CO <sub>2</sub> e)	1,298,752.81	1,361,394.75	1,461,909.89	-4.60	-11.16
Fuels measured by liquid (kWh)	1,539,128.29	1,392,271.18	1,716,653.66	10.55	-10.34
Fuels measured by liquid (kg CO <sub>2</sub> e)	381,545.73	343,552.81	427,195.43	11.06	-10.69
Total Kilowatt Hours (kWh)	<b>3,613,813.29</b>	<b>3,567,023.19</b>	<b>3,844,615.66</b>	1.31	-6.00
Ave kWh Per Guest Night	12.56	18.89	108.43	-33.51	-88.42
Total Energy Emissions (kg CO <sub>2</sub> e)	1,680,298.54	1,704,947.56	1,889,105.32	-1.45	-11.05

**ENERGY CONSUMPTION PER GUEST NIGHT ( KWH)**





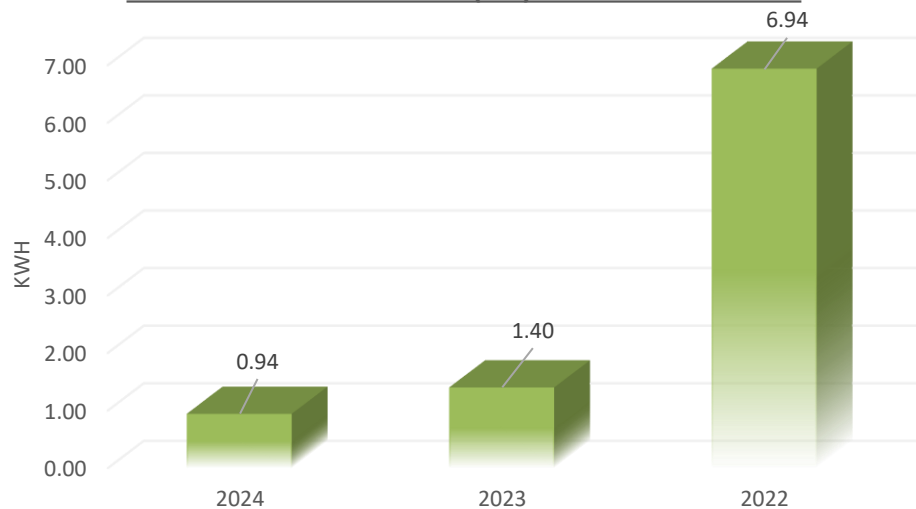
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# WASTE PRODUCTION COMPARISON

WASTE	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
Total solid waste (kg)	270,857.00	264,228.00	245,957.00	2.51	10.12
Average solid waste (kg) per guest night	0.94	1.40	6.94	-32.73	-79.83
Landfill (Kg CO <sub>2</sub> e)	80,347.82	78,206.42	88,615.05	2.74	-9.33
Recycled Waste Emissions (kg CO <sub>2</sub> e)	3,038.33	2,969.92	2,227.29	2.30	36.41
Total Solid Waste emissions (Kg CO <sub>2</sub> e)	83,386.16	81,176.33	90,842.34	2.72	-8.21

**AVERAGE SOLID WASTE (KG) PER GUEST NIGHT**





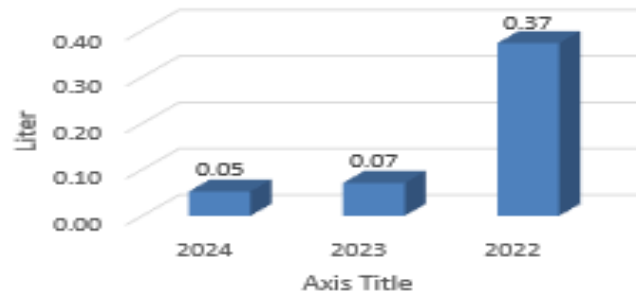
# PROCUREMENT COMPARISON

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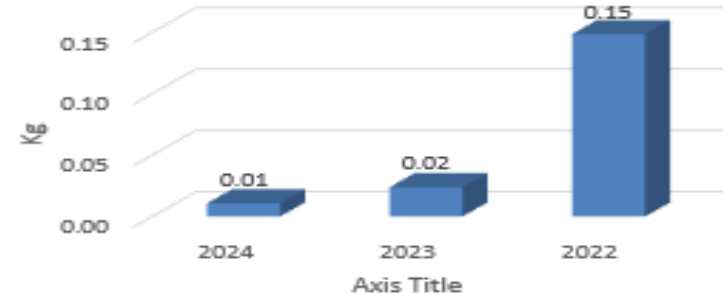
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Procurement	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year
Environmentally hazardous substances (l)	15,134.15	13,420.88	13,238.80	12.77	14.32
Environmentally hazardous substances (kg)	3,082.45	4,503.10	5,266.45	-31.55	-41.47
Environmentally hazardous substances (l) per guest night	0.05	0.07	0.37	-26.00	-85.92
Environmentally hazardous substances (kg) per guest night	0.01	0.02	0.15	-55.08	-92.79
Single Use Plastics (No. of items)	799,982.00	809,431.00	837,595.00	-1.17	-4.49
Single Use Plastics (No. of items) per guest night	2.78	4.29	23.62	-35.14	-88.23
Total Meat (kg)	26,417.28	26,397.27	25,319.21	0.08	4.34
Total Dairy (l)	19,994.98	18,675.70	17,745.12	7.06	12.68
Total Dairy (kg)	17,242.94	15,490.40	20,053.91	11.31	-14.02
Total Fish (kg)	13,790.00	13,964.54	12,021.55	-1.25	14.71

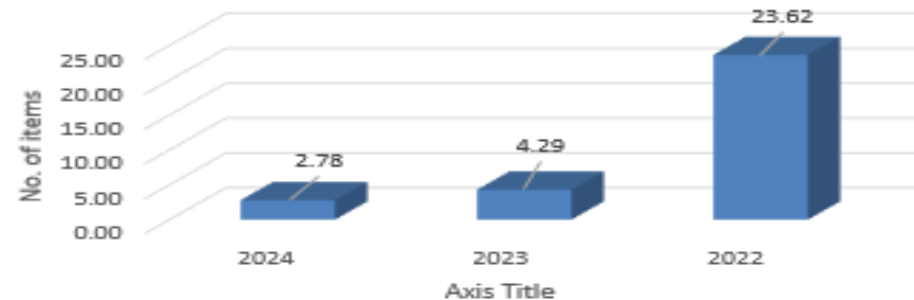
Env. hazardous substances (l) per guest night



Env. hazardous substances (Kg) per guest night



Single Use Plastics (No. of items) per guest night

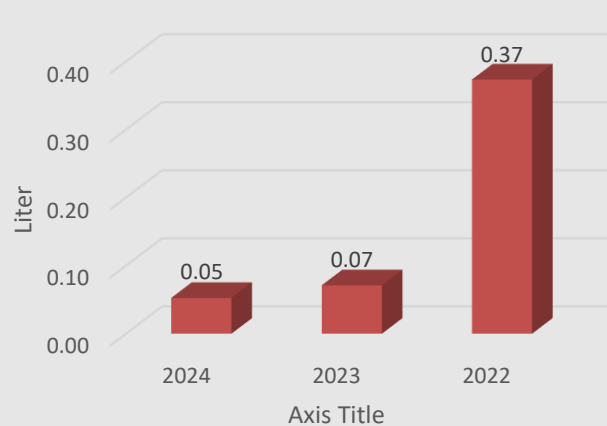




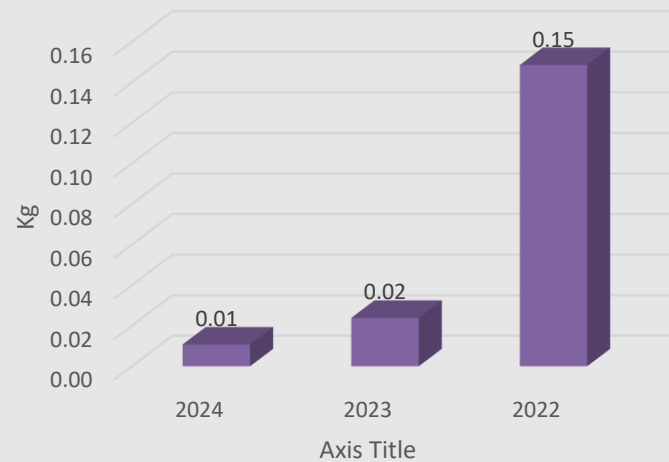
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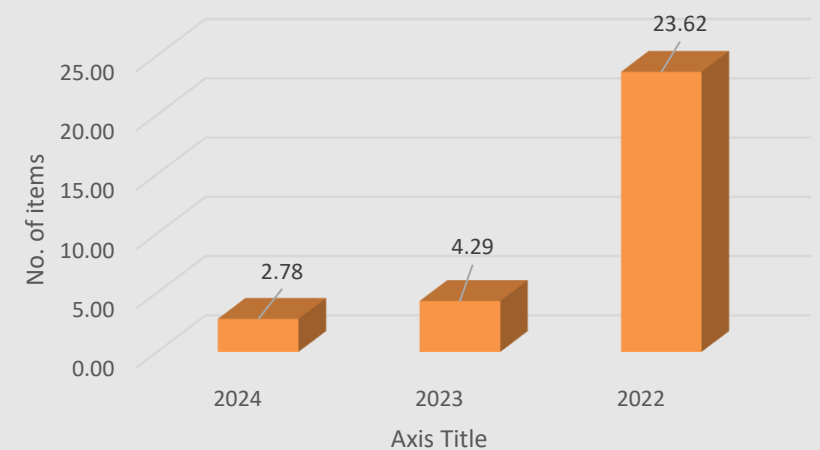
Env. hazardous substances (l) per guest night



Env. hazardous substances (Kg) per guest night



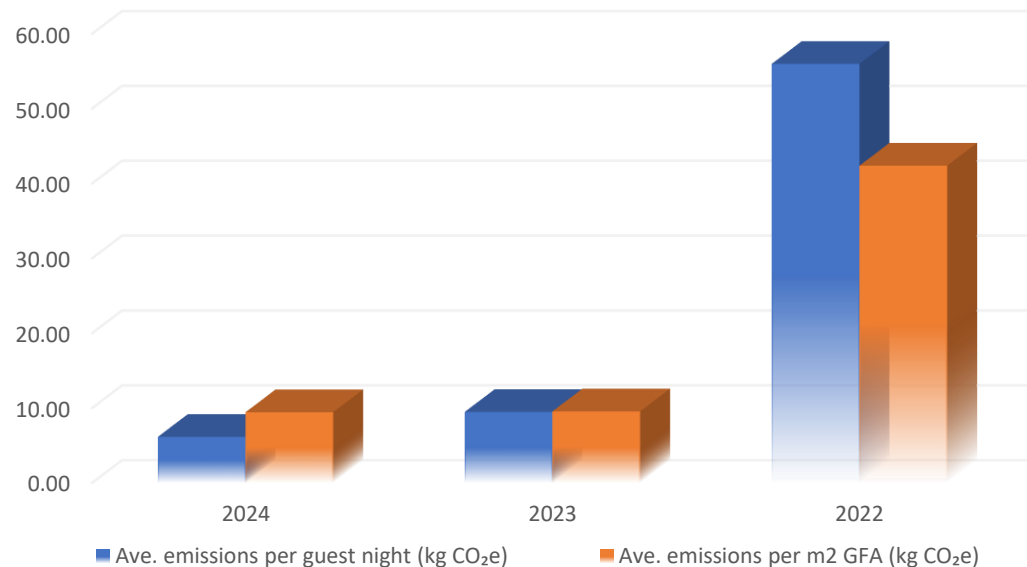
Single Use Plastics (No. of items) per guest night



# TOTAL EMISSIONS COMPARISON

Emissions (kg CO <sub>2</sub> e)	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
<b>Total Emissions (kg CO<sub>2</sub>e)</b>	1,768,620.76	1,789,824.31	1,984,561.89	<b>-1.18</b>	<b>-10.88</b>
<b>Actual Guest Nights</b>	287,803.00	188,864.00	35,457.00	<b>52.39</b>	<b>711.70</b>
<b>Ave. emissions per guest night (kg CO<sub>2</sub>e)</b>	6.15	9.48	55.97	<b>-35.13</b>	<b>-89.01</b>
<b>Ave. emissions per m2 GFA (kg CO<sub>2</sub>e)</b>	9.44	9.55	42.38	<b>-1.15</b>	<b>-77.73</b>
<b>Fuels measured by liquid (kg CO<sub>2</sub>e)</b>	381,545.71	343,552.80	427,195.43	<b>11.06</b>	<b>-10.69</b>
<b>Mains Electricity (kg CO<sub>2</sub>e)</b>	1,298,752.82	1,361,394.75	1,461,909.89	<b>-4.60</b>	<b>-11.16</b>
<b>Total Water Emissions (kg CO<sub>2</sub>e)</b>	4,936.07	3,700.41	4,614.23	<b>33.39</b>	<b>6.97</b>
<b>Total Solid Waste emissions (Kg CO<sub>2</sub>e)</b>	83,386.16	81,176.33	90,842.34	<b>2.72</b>	<b>-8.21</b>

## TOTAL EMISSIONS COMPARISON

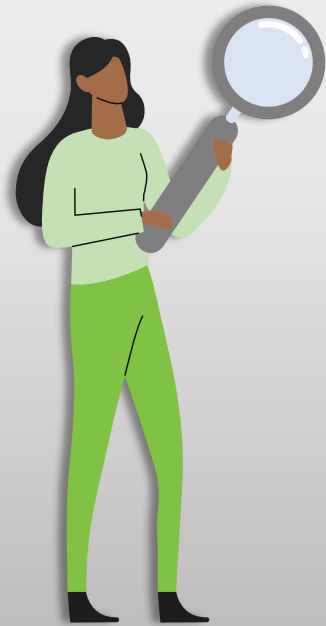




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# WASTE MANAGEMENT

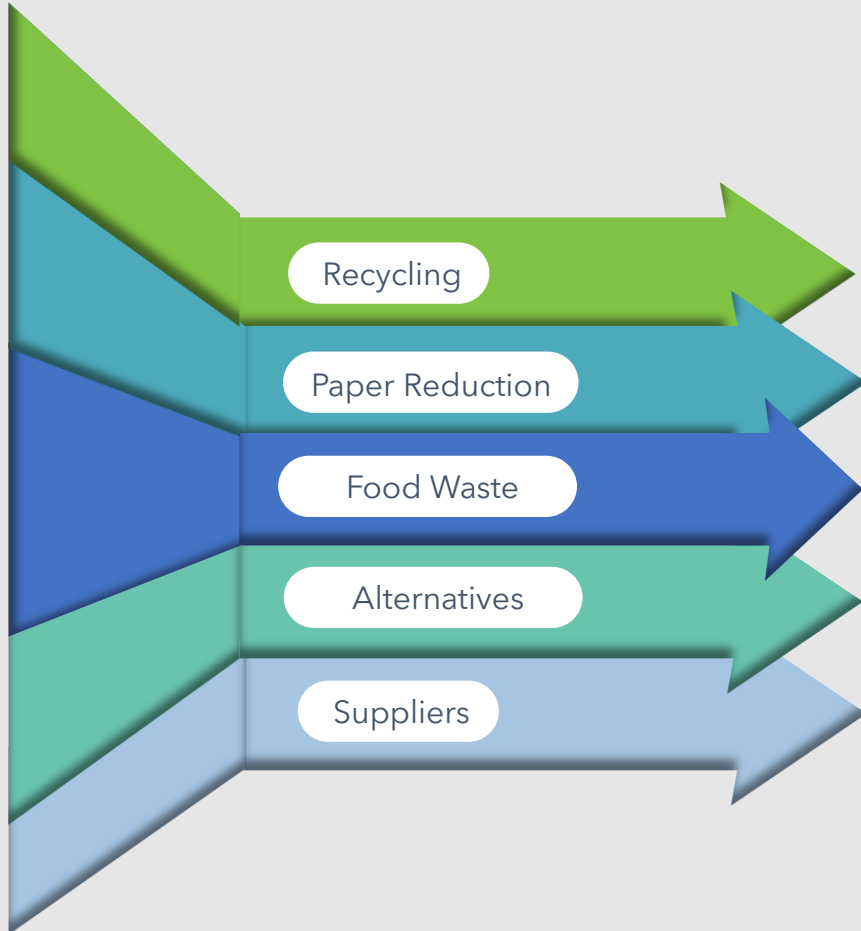


The hotel is connected to the public sewage system

Wastewater is sent to the public biological plant and Waste water by the government authorities for controlling the legal requirements for BOD and COD

Procedures are followed to reduce the BOD and COD of the wastewater by:

- Collecting cooking oil and disposing through an approved supplier
- Vinegar is used for cleaning kettles and cutlery



# REDUCING AND MINIMISING WASTE



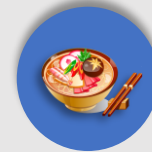
## Recycling

- Glass
- Paper
- Cardboard
- Plastic
- Batteries
- Metal
- Lamps
- Electric devices
- Used cooked oil



## Paper Reduction

- Limiting printing amounts
- Using double sided paper
- Avoiding printing in colour
- Extensive use of emails for messaging



## Food Waste

- Cook proportionally subject to Hotel's occupancy to avoid food waste
- Un-consumed food from our buffets are sent to staff restaurant



## SUP Alternatives

- Reusable polycarbonate cups, paper straws, paper bags and boxes for takeaway and wooden cutlery
- Reusable glass containers for salt and pepper



## Suppliers

- Making purchases through bulk wherever possible
- Evaluating and buying from suppliers who operate responsibly on reducing packaging



# CERTIFICATIONS & AWARDS



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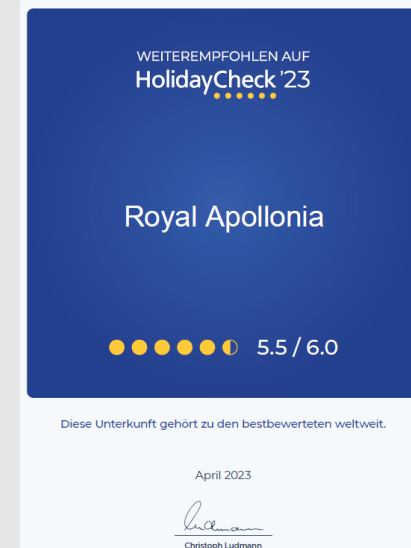
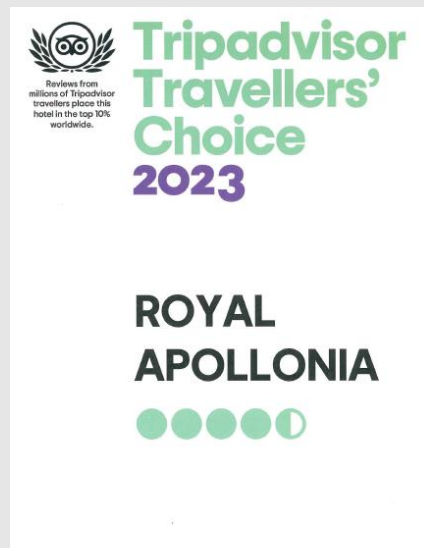
✓ TRAVELIFE CERTIFICATION 2024

✓ EN ISO 9001:2015

✓ EN ISO 22000:2018

✓ EN ISO 45001:2018

✓ GREEN KEY 2025





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# SOCIAL RESPONSIBILITY & COMMUNITY





# 1) ENGAGEMENT: Supporting local and international organizations

## ENGAGEMENT

- Member of CSTI: Cyprus Sustainability Tourism Initiative:

Project 'Keep our Sand and Sea Plastic Free - Destination Zero Plastic in Cyprus'

- CSTI CYB: Cyprus Breakfast

The "Cyprus Breakfast, Kalimera" is a project supported by the Deputy Ministry of Tourism and the Travel Foundation of the UK

- Supporting ONE DREAM ONE WISH ASSOCIATION

The Cyprus Association 'One Dream One Wish' is dedicated to cancer afflicted children, with leukemia and other blood diseases

- Supporting MS and Iris Association

Cyprus Step by Step: Supporting Hiker Alexis Sofokleous with complimentary services

- Member of CYMEPA (Cyprus Marine Environment Protection Association)

- TUI Sustainability plan reduction of plastic - Travelife

- FUNDING PROJECT Reducing and Disposal of single - use plastics in the Tourism Industry in Cyprus, Greece, Malta





## 2) EMPLOYEES: Employee involvement and equality

### EMPLOYEES

YEAR	FEMALES	MALES	LOCALS
2024	43%	57%	39%
2023	48%	52%	40%
2022	50%	50%	43%

## 3) ATTAINMENT: Supporting local businesses

### ATTAINMENT

- 90% of local supplies
- 10% local supplies hotel operations
- Most of our suppliers are qualified with Quality and Environmental Certifications





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## SEMINARS / IN-HOUSE TRAININGS 2024

A/A	DPT	TRAINING	STAFF No	DURATION	TOTAL HRS
1	FRONT OFFICE	Environmental Issues	11	2 h	22
2	HOUSEKEEPING	Environmental Issues	24	2 h	48
3	RESTAURANTS/ BAR	Environmental Issues	31	2 h	62
5	MAINTENANCE	Environmental Issues	11	2 h	22
6	ADMIN	Environmental Issues	5	2 h	10
7	ACCOUNTS/STORES	Environmental Issues	8	2 h	16
8	KITCHEN	Environmental Issues	32	2 h	64



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## 4) COMMUNITY ACTIVITIES: Outdoor and Indoor hotel activities

### COMMUNITY ACTIVITIES

- Turtle Nesting and Protection
- Animal Welfare Support Various Shelters, stray cats & dogs





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## 4) COMMUNITY ACTIVITIES: Outdoor and Indoor hotel activities

### COMMUNITY ACTIVITIES

- Complimentary events for various local organizations
- Staff interacting trip in cultural places







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## COMMUNITY ACTIVITIES

- Employee interacting trip in Poland with the Welfare Fund 2019
- Member of Pasikaf - (Pancyprian Society for Cancer patients)
- Beach clean - up







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**Outcome of 2024 & Objectives for 2025**

**Target Analysis 2023-2024**



# ENVIRONMENTAL GOALS 2025

**The Royal Apollonia Limassol** has set the following reduction/savings targets for the year 2025 in comparison to 2024:

- **Reduction of water consumption by 2%**
- **Reduction of electricity consumption by 12%**
- **Reduction of fuel oil consumption by 0.5%**
- **Reduction of LPG consumption by 0.5%**
- **Reduction of total CO<sub>2</sub>e emissions (kg) by 15%**
- **Increase of recyclable solid waste quantities by 5%**

**It is everyone's responsibility to achieve and further improve the above targets!**

**We invite all our Stakeholders for their support to assist us to achieve our sustainability goals.**

SUSTAINABILITY GOALS			
Greenhouse gas emissions goal 1 - Electricity			Deadline
<ul style="list-style-type: none"> <li>Reduction of electricity consumption by 6%</li> <li>Reduction of fuel oil consumption by 0.5%</li> <li>Reduction of greenhouse gas emissions from energy by 5%.</li> </ul>			31st December 2025
Actions/Activities			
1.	Introducing more in-house seminars for the hotel employees <u>in regard to</u> environmental practices	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
2.	Continuous reminder and supervise the employees to minimize energy usage where possible by turning off appliances, lights etc. when not in use	<b>Deadline</b>	ONGOING
		<b>Coordinator</b>	Charis Georgiou, <u>HoD</u>
		<b>Title/designation</b>	General Manager, <u>HoD</u>
3.	Check that door sensors work accordingly to turn off air-conditioning and maintain correct air-conditioning temperatures	<b>Deadline</b>	ONGOING
		<b>Coordinator</b>	Alexandros Papanastasiou
		<b>Title/designation</b>	Chief Technician
4.	Consider more energy-efficient (A+) equipment purchasing every time something needs to be replaced	<b>Deadline</b>	ONGOING
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
5.	Supervise personnel to start equipment at the right time – not earlier	<b>Deadline</b>	ONGOING
		<b>Coordinator</b>	<u>HoD</u>
		<b>Title/designation</b>	<u>HoD</u>
6.	Purchase and Installation of Photovoltaics 129.54 <u>KWp</u> (254 panels) until 30/04/2025. Full operation of the photovoltaic system 01/06/2025	<b>Deadline</b>	31st May 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
7.	Purchase and Installation of an Energy Saving and Protection System (ESAVPRO) ESAVPRO SYSTEM can adjust and manipulate various electrical parameters to ensure optimal Power Quality, leading to enhanced energy efficiency	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
8.	Preparation of a study to save energy by purchasing and installing heat pumps to minimize or eliminate the use of fuel.	<b>Deadline</b>	31st December 2026
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
9.	Preparation of a study to save energy by purchasing, installing and/or replacing more efficient equipment to reduce energy consumption.	<b>Deadline</b>	31st December 2028
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager



Greenhouse gas emissions goal 2 – Fuel / LPG		Deadline	
To reduce our greenhouse gas emissions from LPG by 0.5%.		31st December 2025	
Actions/Activities			
1.	Turn on the equipment at the right time, not before the work has started	Deadline	31st December 2025
		Coordinator	<u>Polydoros Polydorou</u>
		Title/designation	Executive Chef
2.	Carry out inspections for the correct operation of gas leak sensors	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager
3.	Carry out frequent inspections for gas leakage from gas cylinders, pipes and equipment	Deadline	31st December 2025
		Coordinator	Alexandros Papanastasiou
		Title/designation	Chief Technician
4.	Secure all gas cylinders used for beer and soft drinks to prevent them from falling which may cause rapid release of compressed gas, damage to the tanks and manual handling injuries and waste of hazardous materials into the atmosphere.	Deadline	31st December 2025
		Coordinator	Alexandros Papanastasiou
		Title/designation	Chief Technician





Greenhouse gas emissions goal 3 – Solid Waste		Deadline	
To reduce our greenhouse gas emissions from waste by 5%.		31st December 2026	
Actions/Activities			
1.	Staff training in collection, separation and recycling issues	Deadline	ONGOING
		Coordinator	Charis Georgiou
		Title/designation	General Manager
2.	Go digital – read, send and store digital documents. Only necessary documents to be printed and if needed to print back & front to save paper	Deadline	ONGOING
		Coordinator	Charis Georgiou
		Title/designation	General Manager
3.	Consultation with the Head Offices -Purchasing Department and our suppliers to purchase products in bulk instead of in small packages to reduce packaging waste	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager
4.	Better food and beverage planning in the buffet according to the occupancy of the hotel and cook in small portions in live cooking. Anything left over from the buffet is consumed by the staff reducing waste.	Deadline	31st December 2025
		Coordinator	<u>Polydoros Polydorou</u>
		Title/designation	Executive Chef
5.	Separation of the organic waste and either compost them or cooperation to collect them by an authorised collector organization	Deadline	31st December 2026
		Coordinator	Charis Georgiou
		Title/designation	General Manager
6.	Train the staff regarding circular economy and the concept of reduce-recover-reuse-recycle	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager



Single use Plastics goal 1		Deadline	
To reduce our single-use plastic purchase by 40%.		31st December 2026	
Actions/Activities			
1.	Carry out an audit of which departments are ordering single-use plastics and the reason for their use	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager
2.	Following the above audit, develop proposals including cost estimates for eliminating these items or replacing them with a better alternative.	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager
3.	Implement new single-use plastic purchasing policy containing all approved changes from the above proposal.	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager
4.	Elimination of single-use plastics in the bar such as: <ul style="list-style-type: none"> <li>All Bottled water 1,5 L and 0.5 L. to be replaced with refillable containers from water dispensers</li> <li>Cold beverage cups. Purchasing and usage of multiuse beverage cups (polycarbonate)</li> </ul>	Deadline	31st December 2026
		Coordinator	Charis Georgiou
		Title/designation	General Manager
5.	Elimination of single-use plastics on the buffet such as: <ul style="list-style-type: none"> <li>Single butter portions</li> <li>One use food container for desserts</li> </ul> All items must be replaced by refillable and reusable solutions	Deadline	31st December 2026
		Coordinator	Charis Georgiou
		Title/designation	General Manager



Biodiversity goals		Deadline	
		31st December 2025	
Actions/Activities			
1.	To join local conservation organizations to support projects that protect endangered species or rehabilitate natural areas.	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
2.	Preserve and enhance local ecosystems by maintaining natural habitats within hotel premises and surrounding areas such as Turtles	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
3.	Educate guests and staff about local biodiversity and the responsible actions they can take to protect it	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
4.	Reduce plastic waste to prevent marine pollution which poses a threat to wildlife such as fish, turtles and seabirds in Limassol	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager



Water goal		Deadline	
To reduce our mains water consumption by 2%		31st December 2025	
Actions/Activities			
1.	Install and control water flow restrictors in all sinks, showers etc	Deadline	31st December 2025
		Coordinator	Alexandros Papanastasiou
		Title/designation	Chief Technician
2.	On going check for leaks – visual check e.g., from maids in the rooms	Deadline	ONGOING
		Coordinator	Nicoletta Nicolaidou
		Title/designation	Housekeeper
3.	Inform customers on ways to save water	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager
4.	Retrain all housekeeping staff on the current towel reuse program and ensure this is included in inductions for all new and temporary personnel.	Deadline	31st December 2025
		Coordinator	Nicoletta Nicolaidou
		Title/designation	Housekeeper
5.	Planting domestic ornamental plants and trees that need little water.	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager
6.	Watering the gardens late at night so that the sun does not absorb the moisture therefore needing more water.	Deadline	31st December 2025
		Coordinator	Charis Georgiou
		Title/designation	General Manager
7.	Daily monitor and record of water meter to identify any leaks so that they are dealt with quickly to avoid wasted water.	Deadline	31st December 2025
		Coordinator	Alexandros Papanastasiou
		Title/designation	Chief Technician



Community support activity 1		Deadline	
Engage in more community activities		31st December 2025	
Actions/Activities			
1.	Participate in the World Cancer Day. Activities in our Hotel Premises	<b>Deadline</b>	04th February 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
2.	Activities to honor the "UN Zero Discrimination Day	<b>Deadline</b>	1st March 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
3.	Activities to honor the "International Women's Day".	<b>Deadline</b>	8th March 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
4.	Activities to honor the "World Health Day"	<b>Deadline</b>	7th April 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
5.	Activities to honor the "World Day for Safety and Health at Work".	<b>Deadline</b>	28th <del>April</del> 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
6.	Activities to honor the "International Workers' Day"	<b>Deadline</b>	1st May 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
7.	Activities to honor "The International Day of Families"	<b>Deadline</b>	15th May 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
8.	Activities to honor the "World Environment Day"	<b>Deadline</b>	05th June 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
9.	Activities to honor the "World Blood Donor Day"	<b>Deadline</b>	14th June 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
10.	Activities to honor the "Sustainable Gastronomy Day"	<b>Deadline</b>	18th June 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager



<b>Community support activity 1</b>		<b>Deadline</b>	
Engage in more community activities		31st December 2025	
<b>Actions/Activities</b>			
11.	Activities to honor the "World Drowning Prevention Day"	<b>Deadline</b>	25th July 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
12.	Activities to honor the "International Day of Charity"	<b>Deadline</b>	05th September 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
13.	Participate in the "World tourism Day"	<b>Deadline</b>	27th September 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
14.	Activities to honor the "World Children's Day"	<b>Deadline</b>	20th November 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
15.	Participate in tree planting activities	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
16.	Organise employee trips in local cultural places	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
17.	Implement Cyprus Themed dinners and Cyprus Local Breakfast	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
18.	Organization and/or participation in a blood donation event.	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
19.	Create an application to make all guests aware of local experiences and attractions	<b>Deadline</b>	31st December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager



OTHER ACTIVITIES, GOALS AND IMPROVEMENTS			
1.	Add the Responsible "Guest Guide" and "Responsible Hospitality" to all key cards so that the guests can read by scanning the QR code and explain on check in.	<b>Deadline</b>	31st October 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
2.	Place equipment for chemicals that mixes the right dosage of chemical with water to ensure that the chemicals are not stronger than they should be and to minimise waste of chemicals.	<b>Deadline</b>	31 <sup>st</sup> October 2026
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
3.	Provide adequate training for all staff in the use of cleaning chemicals and that the products are stored, labelled, used and disposed of in accordance with local standards and regulations	<b>Deadline</b>	31 <sup>st</sup> October 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
4.	Provide adequate health and safety training in the workspace for employees	<b>Deadline</b>	31 <sup>st</sup> October 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
5.	Provide first aid training and training for the use of defibrillators for selected employees	<b>Deadline</b>	31 <sup>st</sup> October 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
6.	Provide training for staff for the protection of children	<b>Deadline</b>	31 <sup>st</sup> October 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
7.	Be clear with our suppliers about what our aims are and our progress by sending them our sustainability report	<b>Deadline</b>	31 <sup>st</sup> December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
8.	Establish a progress report for all staff that can be completed anonymously or by name to assess the workers environment.	<b>Deadline</b>	31 <sup>st</sup> December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager
9.	Create an information guide for people with reduced mobility with regards to the hotel and our room accessibility and place on website	<b>Deadline</b>	31 <sup>st</sup> December 2025
		<b>Coordinator</b>	Charis Georgiou
		<b>Title/designation</b>	General Manager

# Appendix

**Table showing our Performance Report comparing our performance between the years 2024, 2023 and 2022, extracted from Travelife’s EPIT platform**

Section Name	Classification	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
Summary	Total energy (kWh)	3,613,813.29	3,567,023.19	3,844,615.66	1.31	-6.00
	Total water consumption (m <sup>3</sup> )	33,128.00	24,835.00	30,968.00	33.39	6.97
	Total solid waste (kg)	270,857.00	264,228.00	245,957.00	2.51	10.12
	Total Emissions (kg CO <sub>2</sub> e)	1,768,620.76	1,789,824.31	1,984,561.89	-1.18	-10.88
	Total Net Emissions (kg CO <sub>2</sub> e)	0.00	0.00	0.00	0.00	0.00
	Actual Guest Nights	287,803.00	188,864.00	35,457.00	52.39	711.70
	Ave. emissions per guest night (kg CO <sub>2</sub> e)	6.15	9.48	55.97	-35.13	-89.01
	Ave. emissions per m2 GFA (kg CO <sub>2</sub> e)	9.44	9.55	42.38	-1.15	-77.73
	Scope 1 emissions kg CO <sub>2</sub> e	381,545.71	343,552.80	427,195.43	11.06	-10.69
	Scope 2 emissions kg CO <sub>2</sub> e	1,298,752.82	1,361,394.75	1,461,909.89	-4.60	-11.16
	Scope 3 emissions kg CO <sub>2</sub> e	88,322.22	84,876.75	95,456.57	4.06	-7.47
	Environmentally hazardous substances (kg)	3,082.45	4,503.10	5,266.45	-31.55	-41.47
	Environmentally hazardous substances (l)	15,134.15	13,420.88	13,238.80	12.77	14.32
	High emission food purchased (kg)	57,450.22	55,852.21	57,394.68	2.86	0.10
	High emission food purchased (l)	19,994.98	18,675.70	17,745.12	7.06	12.68
	Single Use Plastics items purchased	799,982.00	809,431.00	837,595.00	-1.17	-4.49
Energy	Mains electricity and Gas (kWh)	2,074,685.00	2,174,752.00	2,127,962.00	-4.60	-2.50
	Mains Electricity (kg CO <sub>2</sub> e)	1,298,752.81	1,361,394.75	1,461,909.89	-4.60	-11.16
	Fuels measured by weight (kWh)	0.00	0.00	0.00	0.00	0.00
	Fuels measured by weight (kg CO <sub>2</sub> e)	0.00	0.00	0.00	0.00	0.00
	Fuels measured by liquid (kWh)	1,539,128.29	1,392,271.18	1,716,653.66	10.55	-10.34
	Fuels measured by liquid (kg CO <sub>2</sub> e)	381,545.73	343,552.81	427,195.43	11.06	-10.69
	Total Kilowatt Hours (kWh)	3,613,813.29	3,567,023.19	3,844,615.66	1.31	-6.00
	Ave kWh Per Guest Night	12.56	18.89	108.43	-33.51	-88.42
	Total Energy Emissions (kg CO <sub>2</sub> e)	1,680,298.54	1,704,947.56	1,889,105.32	-1.45	-11.05

## Appendix (continued)

Section Name	Classification	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
Water	Mains Water (m <sup>3</sup> )	33,128.00	24,835.00	30,968.00	33.39	6.97
	Ave. consumption per guest night (m <sup>3</sup> )	0.06	0.07	1.24	-14.29	-95.16
	Water sourced directly (m <sup>3</sup> )	0.00	0.00	0.00	0.00	0.00
	Mains Water (kg CO <sub>2</sub> e)	4,936.07	3,700.41	4,614.23	33.39	6.97
	Wastewater (m <sup>3</sup> )	0.00	0.00	0.00	0.00	0.00
	Wastewater (kg CO <sub>2</sub> e)	0.00	0.00	0.00	0.00	0.00
	Total Water Emissions (kg CO <sub>2</sub> e)	4,936.07	3,700.41	4,614.23	33.39	6.97
	Waste	Total solid waste (kg)	270,857.00	264,228.00	245,957.00	2.51
Composted (Kg CO <sub>2</sub> e)		0.00	0.00	0.00	0.00	0.00
Incinerated (Kg CO <sub>2</sub> e)		0.00	0.00	0.00	0.00	0.00
Landfill (Kg CO <sub>2</sub> e)		80,347.82	78,206.42	88,615.05	2.74	-9.33
Recycled Waste Emissions (kg CO <sub>2</sub> e)		3,038.33	2,969.92	2,227.29	2.30	36.41
Unknown disposal method (kg CO <sub>2</sub> e)		0.00	0.00	0.00	0.00	0.00
General construction waste (any disposal method) (Kg CO <sub>2</sub> e)		0.00	0.00	0.00	0.00	0.00
Total Solid Waste emissions (Kg CO <sub>2</sub> e)		83,386.16	81,176.33	90,842.34	2.72	-8.21
Procurement	Environmentally hazardous substances (l)	15,134.15	13,420.88	13,238.80	12.77	14.32
	Environmentally hazardous substances (kg)	3,082.45	4,503.10	5,266.45	-31.55	-41.47
	Single Use Plastics (No. of items)	799,982.00	809,431.00	837,595.00	-1.17	-4.49
	Total Meat (kg)	26,417.28	26,397.27	25,319.21	0.08	4.34
	Total Dairy (l)	19,994.98	18,675.70	17,745.12	7.06	12.68
	Total Dairy (kg)	17,242.94	15,490.40	20,053.91	11.31	-14.02
	Total Fish (kg)	13,790.00	13,964.54	12,021.55	-1.25	14.71





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# THANK YOU!

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**Date:** 03/03/2025

**Approved by:** Dr Harry K. Georgiou  
General Manager

**Signature:**



Dr. HARRY K. GEORGIU  
General Manager