



CONSTANTINOU BROS
HOTELS
PAFOS CYPRUS

Sustainability Policy

Policy | October 2025

CONSTANTINOU BROS
ATHENA BEACH HOTEL
PAFOS CYPRUS
★ ★ ★ ★

Tel: +357 2688 4300, Fax: +357 2696 5400
<http://www.athena-cbh.com>
E-mail: reservations@athena-cbh.com

CONSTANTINOU BROS
ATHENA ROYAL BEACH HOTEL
PAFOS CYPRUS
★ ★ ★ ★

Tel: +357 2688 4600, Fax: +357 2688 4601
<http://www.athenaroyal-cbh.com>
E-mail: reservations@athenaroyal-cbh.com

CONSTANTINOU BROS
PIONEER BEACH HOTEL
PAFOS CYPRUS
★ ★ ★ ★

Tel: +357 2696 4500, Fax: +357 2696 4370
<http://www.pioneer-cbh.com>
E-mail: reservations@pioneer-cbh.com

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ASIMINA SUITES HOTEL
PAFOS CYPRUS
★ ★ ★ ★

Tel: +357 2696 4333, Fax: +357 2696 4870
<http://www.asimina-cbh.com>
E-mail: reservations@asimina-cbh.com



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Scope:

Constantinou Bros Hotels is dedicated to environmental responsibility and sustainability across all operations. We recognize the importance of safeguarding the environment for present and future generations. Together with our employees, customers, associates, brands, partners, suppliers, and other business collaborators, we affirm our commitment to the following principles:

Management:

Compliance: We commit to adhering to all pertinent national and international environmental laws, regulations, and standards, along with any additional requirements relevant to our hotel operations.

Environmental Impact Reduction: We aim to minimize the environmental impact of our operations through proactive pollution prevention measures.

Audits: We commit to conducting thorough annual audits of our environmental practices and legal compliance, carried out by both internal and external proficient auditors. Our portfolio holds Travelife (GRI) certification, underscoring our dedication to sustainability and accountability.

Continuous Improvement & performance review: We are committed to consistently improving our environmental performance through the adoption of best practices and innovative solutions.

Accountability: Each team member is accountable for advancing our environmental objectives and adopting sustainable practices.

Regular Review and Improvement: We routinely assess our environmental policies and practices to pinpoint areas for enhancement and ensure they align with our sustainability objectives, maintaining their relevance and effectiveness.

Communication: By fostering transparent and responsible communication, we strive to inspire positive change and contribute to a more sustainable future for generations ahead.

Environmental Intentions

Waste Management: We strive to maintain records to effectively control and minimize waste generation, encourage recycling, and manage disposal responsibly to reduce our environmental footprint.

Energy & Emissions: We are dedicated to conserving energy through efficient practices and sustainable technologies, aiming to track emissions and achieve our set energy and emissions reduction targets.

Water Conservation: Our commitment to water conservation motivates us to implement efficient practices. We closely monitor daily water consumption, set key performance indicators (KPIs) to reduce usage, and prioritize the adoption of sustainable technologies.

Development: Our policy focuses on updating and operating our hotels in a way that prioritizes sustainability at every stage.

Social and Community

Environmental Awareness: We are dedicated to raising awareness and deepening understanding of environmental issues among our employees, guests, and stakeholders.

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Sustainable Procurement: We focus on sourcing eco-friendly products and services, with a strong preference for local suppliers and sustainable options. By ensuring product quality and considering commercial feasibility, we aim to procure and promote locally sourced goods. This strategy not only reduces CO2 emissions from transportation but also boosts the local economy. Whenever feasible, we adhere to suppliers' credit terms or negotiate mutually beneficial agreements.

Community Engagement: We actively partner with local communities to lead environmental initiatives, support conservation efforts, and promote environmental stewardship.

Employment: Constantinou Bros Hotels values the significance of hiring local residents, who contribute greatly to the economic prosperity of the community. We recognize that much of their income remains within the local economy, promoting growth for other businesses. Additionally, we cherish the loyalty and dedication of community members who choose to stay and work in their hometowns. We also engage actively with university students, inspiring and guiding them to pursue careers that align with sustainability principles.

Animal welfare: We place a strong emphasis on animal welfare both within and beyond our premises. Additionally, we actively support local animal shelters in their efforts to care for stray animals.

Biodiversity: We are dedicated to responsibly manage the natural habitats of the destination where we operate. This commitment involves carefully evaluating and mitigating risks to both marine and terrestrial biodiversity at our hotels.

Promotion of Responsible Tourism in the Area: Constantinou Bros Hotels actively supports the local community, aiming to enhance economic and social benefits for both residents and businesses. Additionally, we collaborate with local companies to offer excursions upon request and contribute to expanding community green spaces through volunteer activities involving our employees and customers.

Donations and Charity: Constantinou Bros Hotels maintains a policy of donating items, such as furniture or linens, that are no longer suitable for hotel use to local organizations in need, including schools, hospitals, and community groups. Additionally, we diligently assess ways to support the local community through cash donations, providing meeting space at no cost, and offering advertising space to local businesses.

Children Employment and Exploitation: We strictly prohibit the employment of children under any circumstances. If we become aware of any irregular activity related to the general or sexual exploitation of children, we are committed to reporting it to the relevant authorities immediately. The minimum age for employment is regulated by local legislation.

Code of Conducts & Ethics: We unwaveringly adhere to our code of conduct and ethical standards, which form the cornerstone of our business philosophy.

Through our management and initiatives, Constantinou Bros Hotels is dedicated to promoting environmental sustainability, reducing our footprint, and contributing to a healthier planet for all.

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Executive President
Mr Andreas Constantinou

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