



SUSTAINABILITY REPORT

2024 - 2026



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COMPANY OVERVIEW

Established in 1989, Constantinou Bros Hotels is committed to crafting unforgettable experiences for every guest. Our legacy of excellence is built on warm hospitality, exceptional cuisine, and a team renowned for its genuine smiles and attentive service. Beyond our passion for guest satisfaction, we are deeply devoted to sustainable practices that protect the environment and support local producers.

Our four distinguished hotels are celebrated for their prime locations and thoughtfully tailored offerings. Whether guests seek relaxation, adventure, or a touch of luxury, each property is designed to meet the diverse needs of travelers from all walks of life.

Constantinou Bros Hotels is a well-established hospitality group with a reputation for delivering exceptional guest experiences and fostering meaningful relationships with communities and partners.

We focus on:

- ▣ Customer Focus – Placing guests at the heart of everything we do
- ▣ Personalised Service – Tailoring every stay to individual needs and preferences
- ▣ Attention to Detail – Ensuring every aspect of the experience is thoughtfully curated
- ▣ Value for Money – Offering high-quality services at competitive prices
- ▣ Sustainability – Committing to responsible practices that protect the environment and support local communities

With decades of experience and a commitment to excellence, we aim to deliver the highest level of satisfaction while minimizing our impact on society and the environment.

Our approach is built on trust, long-term relationships, and collaboration—with guests, partners, and the wider community. In today’s dynamic landscape, we remain focused on balancing economic, social, and environmental priorities to create lasting value for all.

ABOUT HOTEL

Constantinou Bros Athena Royal Beach Hotel – Where Seaside Luxury Meets Adults-Only Hospitality

Constantinou Bros Athena Royal Beach Hotel is an elegant beachfront hotel located in Kato Paphos, Cyprus, set within beautifully maintained gardens overlooking the Mediterranean Sea. Combining a prime seaside location with extensive facilities and attentive service, it offers an ideal setting for adults seeking relaxation and memorable holiday experiences.

Situated directly on the beach, the hotel is within walking distance of Paphos Harbour, the seafront promenade, archaeological sites, shops, and restaurants. It is approximately 15 km from Paphos International Airport and 140 km from Larnaca International Airport, with a bus stop conveniently located outside the hotel.

Guests can enjoy a variety of culinary experiences across the hotel's restaurants, offering international and Mediterranean flavours, buffet and à la carte dining, and seasonal themed evenings. The hotel also features several bars, providing welcoming settings for relaxing with a refreshing drink.

Athena Royal Beach Hotel offers a range of leisure and wellness facilities, including outdoor swimming pools, tennis, bowls and other recreational activities. Adults can also unwind at the hotel's wellness facilities, including the Elixir Spa, gym and a selection of relaxing treatments.

As part of the Constantinou Bros Hotels collection, Athena Royal Beach Hotel combines quality hospitality, excellent dining, and a diverse range of activities, creating a welcoming destination for an unforgettable adult holiday experience in Cyprus.

OUR COMMITMENT

At Constantinou Bros Athena Royal Beach Hotel, our key objectives for success are:
Constantinou Bros Athena Royal Beach Hotel is deeply committed to environmental responsibility and sustainability across all facets of its operations. We recognize the vital importance of safeguarding the environment to ensure the wellbeing of both present and future generations. Together with our employees, guests, associates, brand partners, suppliers, and business collaborators, we proudly uphold high standards of excellence, ethical conduct, and social responsibility.

Our collective commitment includes:

-  Reducing greenhouse gas emissions and energy consumption.
-  Using water responsibly and reducing unnecessary consumption.
-  Reducing waste, promoting recycling, and limiting single-use plastics.
-  Promoting sustainable food choices and reducing high-emission food products.
-  Protecting biodiversity and respecting the natural environment.
-  Respecting human rights, promoting fair working conditions, equality, inclusion, and employee wellbeing.
-  Supporting local communities, local businesses, culture, and Cyprus’ heritage.
-  Promoting responsible procurement and sustainable practices throughout our supply chain.

We have established measurable sustainability goals covering greenhouse gas emissions, biodiversity, energy and water consumption, waste and sustainable food choices. Progress is monitored and reviewed annually, while proposed targets and future actions are reviewed and approved by hotel management.

A

"No water, no life. No blue, no green."

CERTIFICATIONS & AWARDS

Quality, Safety & Sustainability Commitment

At Constantinou Bros Athena Royal Beach Hotel, our management and staff are committed to maintaining high standards of quality, safety, hygiene, and sustainability across all hotel operations.

We continuously strive to exceed guest expectations, carefully manage our environmental footprint, and actively contribute to the protection and preservation of the natural surroundings. Safeguarding the health and safety of our employees, guests, partners, and all individuals affected by our activities is a core priority.

We operate in full compliance with applicable legal requirements, uphold human rights, and aim to make a positive contribution to the local residential and business community. Achieving these goals requires the active engagement and ongoing training of all team members.

As a result of our commitment to excellence and sustainability, Constantinou Bros Athena Royal Beach Hotel has earned the following awards and certifications:

- BOOKING.COM Traveller Review Award 8.9/10 (2025), 9.0/10 (2026)
- Jet2holidays Quality Award Winner for Exceptional Accommodation (2024) & Quality Award Winner for Outstanding Service (2025)
- British Airways Holidays Excellence Award 4.6/5 (2024), 4.7/5 (2025)
- Agoda Customer Review Award with a score of 9.2/10 (2024)
- TUI Global Hotel Awards – Quality Hotels 2024 & TUI Quality Award (2025)
- TripAdvisor Travellers' Choice Award Winner 2024, 2025, 2026

HOSPITALITY WITH HEART

Our values Are the HEART of our company:

- ❑ **H** – Hospitality Treating everyone like family, with warmth and genuine care. Think cozy welcomes, heartfelt service, and smiles that say, “You belong here.”
- ❑ **E** – Engagement Delivering our purpose through meaningful connections and dedicated service. It’s about genuine moments, attentive listening, and going beyond expectations with purpose.
- ❑ **A** – Accountability Owning our impact and acting responsibly in all we do. We lead with integrity, take responsibility, and always step up to do what’s right.
- R** – Respect Considering the environment and others in every interaction. We honor nature, embrace diversity, and foster thoughtful, respectful connections.
- ❑ **T** – Teamwork Succeeding together through collaboration and shared goals. Together, we achieve more through unity, support, and the magic of working as one.



ENVIRONMENTAL

At Constantinou Bros Athena Royal Beach Hotel, our Sustainability Team is committed to providing an excellent guest experience while continuously reducing our environmental and social impact.

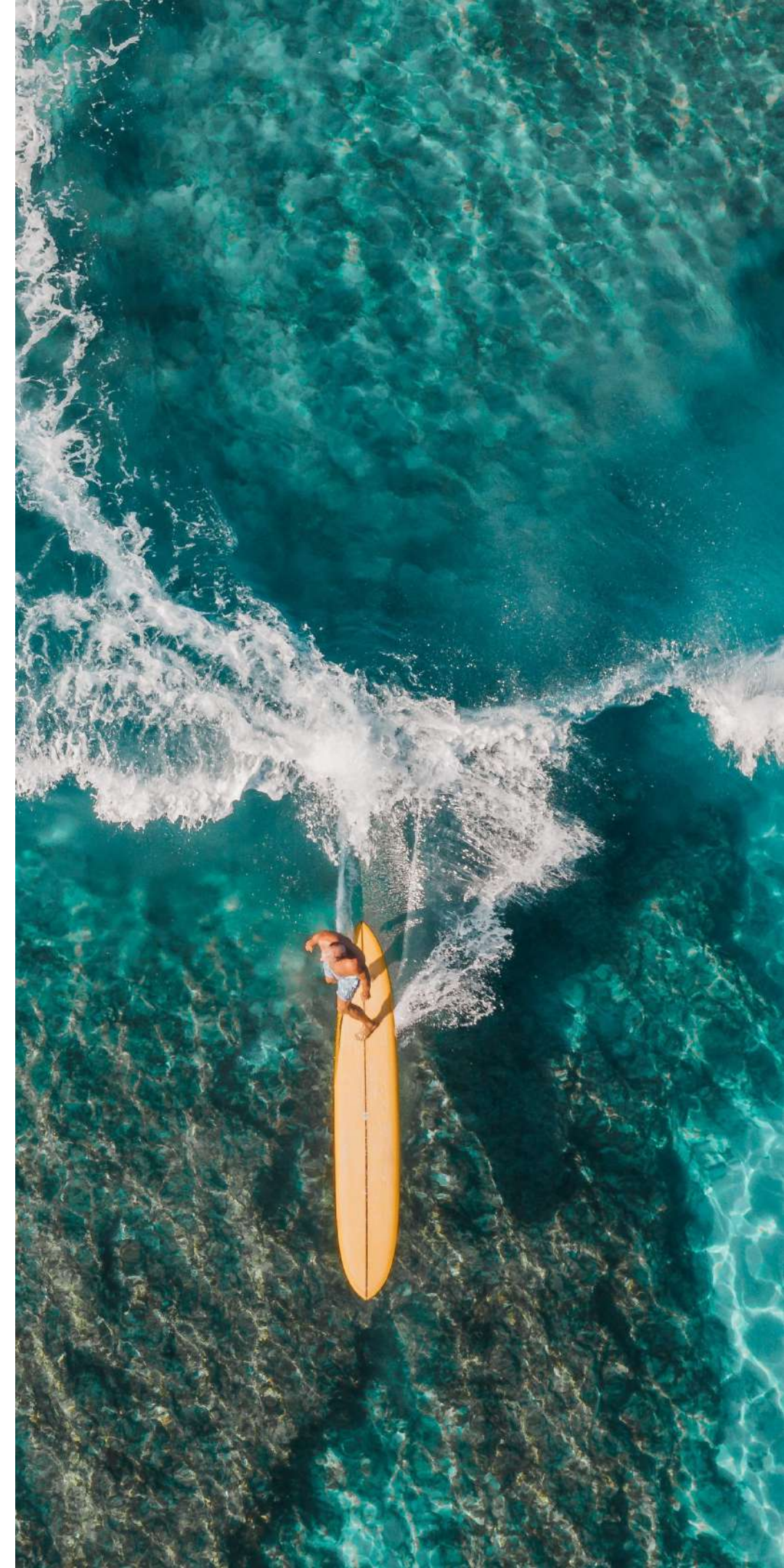
Our sustainability approach is guided by the effective implementation of Travelife sustainability standards and the Constantinou Bros Hotels corporate policies, supporting responsible practices across all areas of operation.

As part of Constantinou Bros Hotels, Athena Royal Beach Hotel has adopted a comprehensive set of corporate policies, including:

- ☐ Quality Management
- ☐ Sustainability
- ☐ Food Safety
- ☐ Health, Safety & Environment (HSE)
- ☐ Workplace Discrimination, Violence & Harassment

We regularly assess our environmental and social impacts and implement measures to reduce GHG emissions, energy and water consumption, waste and single-use plastics, while promoting sustainable food choices and protecting biodiversity. We also support local procurement and communities and promote responsible environmental practices among staff and guests. Our policies are reviewed regularly in line with environmental performance, Travelife assessments and improvement priorities.

You can view our policies by visiting: **www.cbh-cyprus.com**



□ OUR COMMITMENT TO TRUST, SUSTAINABILITY, AND PROGRESS

As a leading hotel group in Paphos, customer trust is our most valuable business asset and the foundation of our future growth. We are dedicated to attracting, retaining, and deepening relationships with our guests by prioritizing their trust in everything we do.

We recognize that the well-being of people, the strength of communities, and the pursuit of quality, safety, and sustainability are essential to our long-term success. These values guide our operations and shape our vision for responsible hospitality.

Sustainability is a growing priority for our guests, and we have seamlessly integrated it into our daily practices. Our goal is to continuously improve our environmental and sustainable performance, year after year, reflecting our commitment to sustainable development and our contribution to the progress of the society in which we live and operate.

Our hotels proudly hold the internationally recognized Travelife certification for environmental and sustainable practices. This achievement reflects our ongoing efforts to implement a robust sustainability management system and to lead by example in the hospitality industry.

We believe that meaningful change begins with collective action. Together, we can make a difference—step by step, toward a greener and more sustainable future.



SUSTAINABLE WASTE PRACTICES

Paper Reduction	Recycling	Alternatives to Single-Use Plastics	Suppliers
Reduction and reuse of paper consumption in offices is actively practiced to promote sustainability. One-sided printed paper is reused as scrap before being recycled. Email is extensively used for internal and external communication, minimizing paper usage. Group messaging and coordination are maintained efficiently across all Heads of Department (HoDs).	Other non-domestic waste is systematically separated for recycling. The categories include: • Plastic • PMD • Paper • Glass • Batteries • Bulbs • Used Oil – (cooking oil) • WEEE (Waste Electrical and Electronic Equipment) The hotel provides large, color-coded recycling bins, which are placed in each department to facilitate proper waste separation and recycling.	Reusable polycarbonate glasses have replaced disposable plastic cups. Paper straws, bags, plates, and cutlery are used instead of plastic alternatives. Butter is increasingly purchased in bulk to reduce reliance on single-use portions, though some individual servings are still in use during the transition. Refillable bath amenities in guest rooms are planned but not yet implemented. Small plastic water bottles are no longer used in bars—only large water containers are provided. Water dispensers are installed throughout the hotel, including kitchens and staff areas, to eliminate bottled water.	• We actively encourage suppliers to minimize packaging, especially for items such as fruits, vegetables, and other perishables. • The Purchasing Department evaluates suppliers based on their packaging practices, giving preference to those who use recyclable or minimal packaging. • Whenever possible, products are purchased in bulk to reduce packaging waste. This includes items such as chemicals, oil, water, spices, sugar, flour, salt, beer, feta cheese, olives, vinegar, sauces, and more.

SUSTAINABLE GROWTH & IMPROVEMENTS

CO2 emissions

Since 2024, CO₂ emissions have been monitored and reviewed on a monthly basis. Our data system includes records from previous years, allowing us to monitor emission trends and assess progress over time. Our approach focuses on **reducing energy consumption, water consumption and waste generation**, which contributes to the reduction of greenhouse gas emissions.

Performance is monitored using both total consumption and emissions per guest night, allowing more meaningful comparison between periods with different occupancy levels. The data for 2026 currently cover January to August and are therefore considered as a partial-year period.

Based on the available data, **total emissions were 26.73 kg CO₂e per guest night in 2024, 25.72 kg CO₂e per guest night in 2025 and 23.39 kg CO₂e per guest night for January–August 2026**. This represents an overall reduction in emissions per guest night compared with previous years.

The hotel is committed to continuous reduction of greenhouse gas emissions through annual improvement measures and monitoring of performance. Our targets are set at a 2% reduction by 2030 and a 5% reduction by 2050. The hotel is considering a number of proposed measures to reduce greenhouse gas emissions, including **improving energy efficiency, increasing sustainable and local procurement, reducing food waste and high-emission food products, and improving waste management and recycling**. These measures will be proposed to management for review and approval.

Energy consumption

At the end of each year, a full inspection of electrical equipment is carried out. In addition, a third-party specialist assesses the condition of the equipment and supports the development of a maintenance plan. This process helps identify equipment requiring maintenance or replacement and supports the efficient and reliable operation of the hotel's energy systems.

The hotel's total energy consumption includes energy from **electricity, LPG, fuel and charcoal**. Energy consumption is monitored regularly and assessed in relation to guest nights. Total energy consumption was **5,943,844.29 kWh in 2024, 5,845,361.39 kWh in 2025 and 3,865,769.73 kWh for January–August 2026**. Energy consumption per guest night was **59.59 kWh in 2024, 60.73 kWh in 2025 and 59.84 kWh for January–August 2026**. The 2026 result is broadly in line with previous years, with a slight improvement compared with 2025.

As part of the improvement planning process, the hotel is considering measures such as the **installation of solar thermal collectors, more efficient air-conditioning practices and the use of energy-efficient equipment**. These measures will be proposed to management for review and approval. The 2026 result will be reviewed again once full-year data are available.

WATER QUALITY AND ENVIROMNETAL

□ Water Management at the Hotel

□ Water is sourced from the Local Municipality.

□ We strictly adhere to all local legislation and regulatory standards.

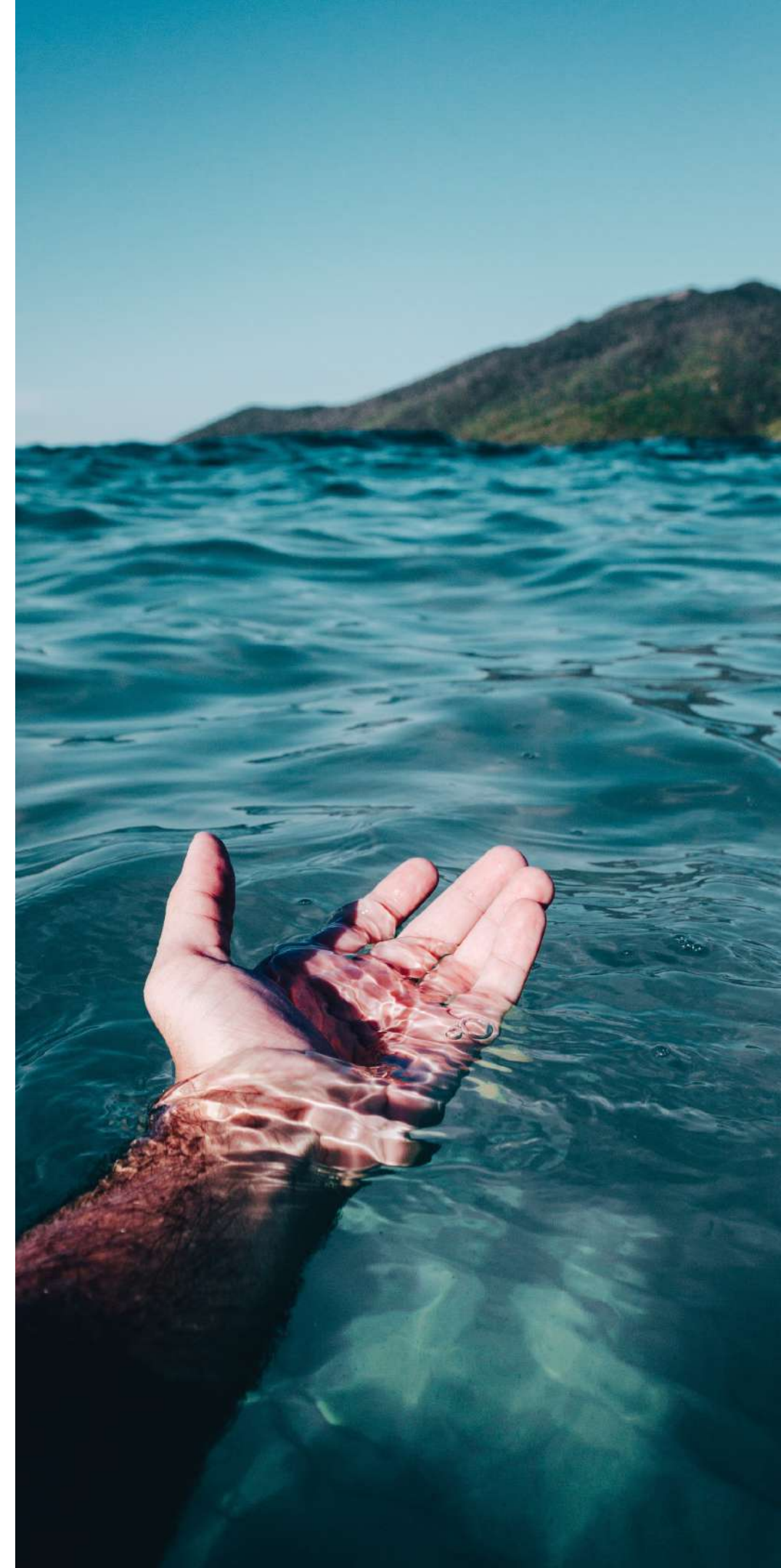
□ The hotel implements efficient water management practices, ensuring responsible usage while safeguarding guest satisfaction, safety, and health.

□ Monthly pool testing: Swimming pools are tested monthly for microbiological and chemical safety.

□ Daily monitoring: pH levels and chemical concentrations are checked daily, with most pools managed by automatic dosing systems.

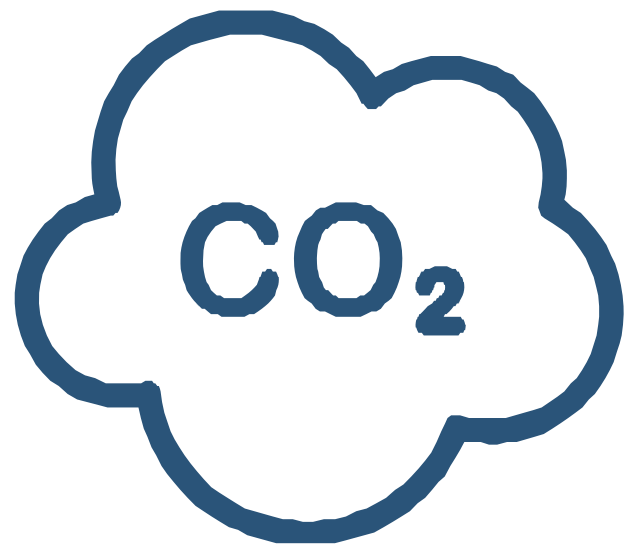
□ Potable water checks: Drinking water is tested monthly for microbiological safety.

□ Legionella control: Legionella testing is conducted at least twice per season across key hotel areas.

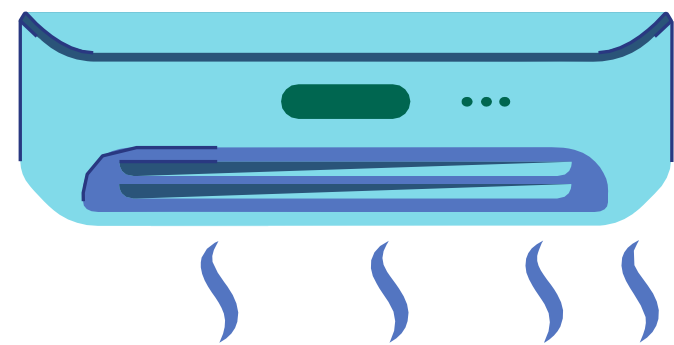


WASTE MANAGEMENT

□ How We Reduce CO₂ Emissions



Carbon dioxide (CO₂) is a key greenhouse gas that contributes to global warming. When present in excess, it forms a heat-trapping layer in the atmosphere, causing temperatures to rise across the planet and in the oceans. Elevated CO₂ levels disrupt Earth's climate systems, leading to shifts in weather patterns and increased climate instability.



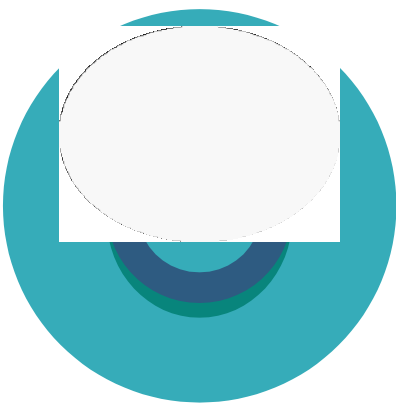
Seasonally adjusted air conditioning ensures optimal comfort across all public areas throughout the year.



Cyprus continues to increase its share of electricity generated from renewable sources like solar and wind power, contributing to a cleaner, more sustainable future for the island.



Efficient Lighting Over 75% of our lighting throughout the hotel is energy-efficient, helping us reduce our environmental footprint while maintaining a warm and welcoming atmosphere.



We operate with energy-efficient equipment and ensure regular maintenance to optimize performance, reduce consumption, and support our sustainability goals.

LIQUID WASTE MANAGEMENT INITIATIVES

At our hotel, we are deeply committed to sustainable hospitality. Our liquid waste management practices are designed to reduce environmental impact, conserve water, and promote responsible resource use — all while ensuring a comfortable and eco-conscious guest experience.

- **Public Sewage Connection** Our hotel is connected to the municipal sewage system, ensuring responsible waste disposal and full compliance with environmental regulations.
- **Water Conservation & Waste Reduction** We actively work to reduce water consumption and liquid waste generation through efficient fixtures, staff training, and guest awareness — helping to ease the burden on local infrastructure.
- **Used Cooking Oil Recycling** All used cooking oil is carefully collected and handed over to an approved supplier who transforms it into biodiesel. This process minimizes waste and contributes to the production of renewable energy — a key step in our commitment to sustainability.
- **Neural Cleaning Alternatives** In place of harsh chemical agents, we use vinegar to polish cutlery, as a natural cleaning alternative. This natural solution reduces the use of harmful substances, lowers our environmental footprint, and supports our eco-conscious operations
- **Eco-Friendly Laundry Practices** We use biodegradable detergents and operate high-efficiency washing machines to minimize water and energy use. Guests are encouraged to reuse towels and linens, and our staff is trained in optimal load management to avoid partial washes and maximize efficiency.
- **Guest Engagement & Education** Sustainability is a shared journey. Through our hotel info board and the TUI app, guests can:
 - Participate in our towel and linen reuse program.
 - Learn eco-tips and discover our green initiatives.
 - Report leaks or water waste directly to staff or via the app.
 - Explore how their stay contributes to a more sustainable future.

ENERGY MANAGEMENT

□ We remain committed to reducing energy consumption across electricity, gas, and water usage through ongoing efficiency initiatives. This can include:

- Organizing events and outdoor dining to reduce indoor energy usage and promote sustainable practices.
- Upgrading equipment with energy-efficient and environmentally friendly features.
- Conducting routine maintenance to ensure equipment operates efficiently and reliably.
- Installing energy-efficient equipment such as LED lighting and low-consumption appliances
- Seasonally adjusting air conditioning settings across all public areas to optimize energy efficiency and comfort.
- Monitoring utility usage to identify areas for improvement and implement corrective actions



SUSTAINABILITY REPORT: CHEMICAL USAGE REDUCTION 2024–2025

Summary of Chemical Consumption (2024–2025)

- 2024: Consumption of environmentally hazardous substances was 0.08 L pppd and 0.50 kg pppd.
- 2025: Consumption increased slightly to 0.11 L pppd and 0.54 kg pppd.
- 2026: Consumption decreased to 0.10 L pppd and 0.41 kg pppd, showing an improvement compared with 2025.

Extended Commentary

- Overall trend: Following a slight increase in 2025, consumption of environmentally hazardous substances decreased in 2026.
- Efficiency gains: The reduction in 2026 indicates improved efficiency in the use and management of chemical products, particularly for substances measured by weight.
- Consumption: Consumption of environmentally hazardous substances decreased from 0.11 to 0.10 L pppd and from 0.54 to 0.41 kg pppd between 2025 and 2026.
- Sustainability impact: The reduction in chemical consumption contributes to the hotel’s environmental objectives by minimising the use of environmentally hazardous substances and their associated environmental impact.

Future outlook: Continued monitoring, staff training, correct dosing and reinforcement of best practices will be important to maintain or further improve these results. Opportunities for further reduction will be assessed as part of the hotel’s ongoing sustainability improvement programme.

ENERGY SOURCES: USAGE AND DOCUMENTATION

Electricity

Source: Supplied by the Electricity Authority of Cyprus.

Primary Uses: Air conditioning systems, refrigeration units, water pumps, lighting, lifts, and various operational equipment.

Monitoring: Daily usage is recorded by the maintenance department to promote sensible and controlled consumption.

Liquefied Petroleum Gas (LPG)

Source: Supplied from Coral Gas

Primary Uses: Utilized for kitchen and laundry equipment

Monitoring: Daily usage is recorded by the maintenance department to promote sensible and controlled consumption.

Diesel Fuel

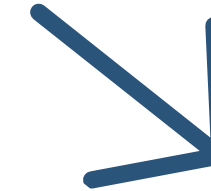
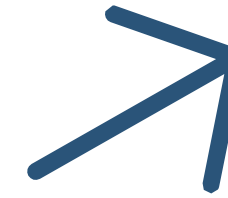
Source: Supplied by Soroka Energy

Primary Uses: Diesel is used as fuel for the boilers that heat water and for powering the backup generator.

Monitoring: Daily usage is recorded by the maintenance department to promote sensible and controlled consumption.

IMPROVEMENTS

- Lighting: LED bulbs have been installed throughout most indoor and outdoor areas of the hotel to enhance energy efficiency. When fluorescent lamps require replacement, they are substituted with LED alternatives to further reduce energy consumption.
- Guest Awareness: Guests are informed about energy-saving practices through multiple channels, including:
 - Information kiosk
 - TUI app
 - Notice boards
 - TV Channel
 - Welcome letter provided at check-in
- Air Conditioning Control: Sensors installed on balcony sliding doors automatically deactivate the air conditioning system when the doors are opened, helping to prevent unnecessary energy use.



LPG CONSUMPTION

(kg) Per Guest Night



2027 LPG Consumption Target Statement

Our target for 2027 is to reduce LPG consumption to 1.45 kg per guest night, compared with 1.60 kg per guest night in 2026.

We are committed to implementing all necessary measures to reduce LPG consumption across hotel operations. These include optimizing equipment efficiency, staff training, and sustainable guest services.

It's important to note that although the hotel closes seasonally, our laundry operations remain active for 5–8 weeks after closure to process all linens and staff uniforms. This extended activity contributes to LPG usage beyond guest-related services and will be factored into our overall efficiency strategy.

FUEL CONSUMPTION

Fuel (L) Per Guest Night



Why Fuel Consumption Changed

Guest Nights: Changes in guest numbers affect the demand for hot water and other fuel-dependent hotel services, which can influence fuel consumption per guest night.

Weather: Colder seasons require more heating, especially for the indoor pool, leading to higher fuel consumption.

The 2026 figure of 1.42 L per guest night covers January–August only and does not represent the full-year result. As the remaining months are included, the annual figure may change.

For 2027, the hotel has set a target to reduce fuel consumption to 1.10 L per guest night, compared with 1.42 L per guest night for January–August 2026. Progress will be monitored throughout the year and improvement measures will be reviewed based on operational performance.

ELECTRICITY CONSUMPTION

(kWh) Per Guest Night

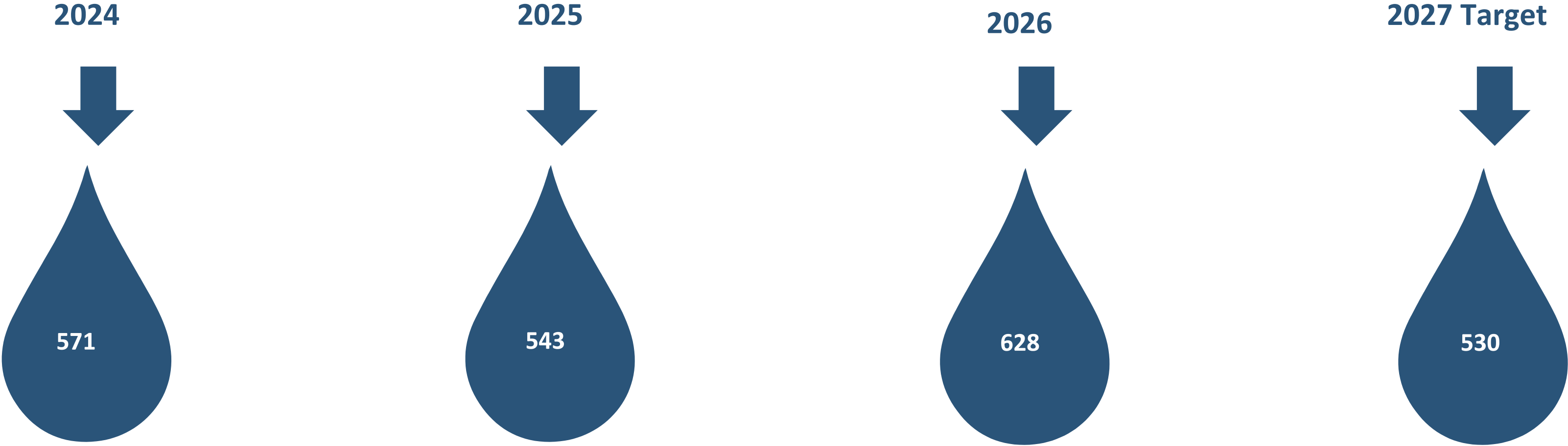


Electricity consumption remained broadly stable between 2024 and 2025, decreasing slightly from 25.57 kWh per guest night in 2024 to 25.55 kWh in 2025. For January–August 2026, consumption decreased further to 24.96 kWh per guest night, showing an improvement in electricity efficiency compared with previous years.

The hotel continues to implement energy-saving measures such as LED lighting upgrades, efficient HVAC systems, and guest awareness initiatives. The hotel is working towards the 2027 target of 24.00 kWh per guest night, supporting continuous improvement in energy efficiency and responsible resource management. The 2026 result will be reviewed again once full-year data are available.

WATER CONSUMPTION

Lit Per Guest Night



Water Consumption Overview & 2025 Target

Water consumption per guest night was 571L in 2024, decreased to 543L in 2025, and increased to 628L for January–August 2026. The 2026 figure is based on data available to date, as the year has not yet been completed. The increase in 2026 highlights the need for continued monitoring and further improvement in water efficiency. The hotel continues to monitor water consumption and implement water-saving measures to improve efficiency. For 2027, the hotel aims to reduce water consumption to 530 L per guest night, supporting continuous improvement in responsible water management.

WATER SAVING MEASURES

- Daily maintenance checks are conducted to promptly repair any faults or leaks.
- Sensor taps are installed in all public toilets and staff areas to reduce water usage.
- Drip irrigation systems are used throughout the hotel gardens for efficient watering.
- Native and drought-resistant plants have been planted to minimize water demand.
- Guest information on water-saving practices is available via the in-room TV channel and info kiosk.
- More than 90% of staff have received training on responsible water usage during their daily duties and are also encouraged to adopt these practices in their personal households.
- Staff are encouraged to report leaks from taps, pipes, or fixtures, which are addressed immediately by maintenance.
- Daily water meter readings help us monitor usage, detect leaks early, and manage water efficiently.
- Each guest room includes a booklet on our environmental program and a card promoting towel and linen reuse. Water-saving tips and sustainability information are also displayed in public areas to encourage responsible choices."



GIVING BACK: CHARITY AND VOLUNTEERING IN YEROSKIPOU, PAPHOS >

These initiatives reflect the hotel's commitment to **community support, solidarity and social responsibility**. Supported by employees, guests, donors and local organisations, including the Municipality of Yeroskipou, they provide assistance to people in need and contribute to the local community.

As part of our commitment to social responsibility, the hotel actively supports and participates in the following initiatives:

▣ Health & Patient Support

- Cyprus Association of Cancer Patients and Friends (PASYKAF) Provides free palliative care, psychological support, and transportation for cancer patients and their families.
- Support for individuals with kidney problems Offers medical and financial assistance to those facing renal health challenges.
- Medical support for employees in need Assistance for staff members dealing with personal health issues or medical hardship.
- Blood Donation Drives Organized in collaboration with local health authorities to encourage voluntary blood donation among staff and guests, helping save lives and support hospitals in the region.
- Each year, we invite the Zinger Choir to perform and support our fundraising efforts for the Cancer Patients Support Group in Paphos. Our hotel guests also contribute generously to this important cause, and the hotel itself makes a donation to further strengthen the impact of these efforts.

▣ Children & Youth

- Support for children in need Educational, emotional, and medical aid for disadvantaged or vulnerable youth.
- Nautical Club (Naygostikos Omilos) Promotes youth engagement through water sports, maritime education, and healthy recreation.

▣ Humanitarian & Social Aid

Cypriot Red Cross (Kypriakos Erythros Stavros) Delivers emergency response, humanitarian aid, and support for vulnerable populations.
Help for community members in hardship Financial, emotional, and logistical support for individuals and families facing personal crises.

GIVING BACK: CHARITY AND VOLUNTEERING IN YEROSKIPOU, PAPHOS >

Religious & Cultural Contributions

Donations to local churches and community causes Supporting spiritual, cultural, and social initiatives in the region.

Holy Metropolis of Paphos (Iera Mitropolis Paphou) Engages in charitable outreach, cultural preservation, and community support.

National Heritage & Veterans

Melathron Agoniston (Home of Fighters)

Honors and supports veterans and national heroes through remembrance and care.

Environmental & Civic Engagement

Beach Cleaning Initiatives Volunteer-led efforts to clean and preserve local beaches, promoting environmental awareness and coastal pride.

World Tourism Day Participation In collaboration with the Municipality of Yeroskipou, our hotel team helped organize and operate a food station offering finger foods to more than 600 attendees, showcasing hospitality, teamwork, and community spirit.

An aerial photograph of a coastal resort at night. The image shows a sandy beach with several palm trees, a swimming pool with a large, illuminated, multi-colored geometric structure in the center, and a parking lot with many cars. The resort is surrounded by lush greenery and palm trees. The lighting is warm and golden, suggesting sunset or sunrise.

“The greatest challenge
of our time is to turn the
abstract concept of
sustainable development
into a reality for all the
world’s people.”

KOFI ANNAN

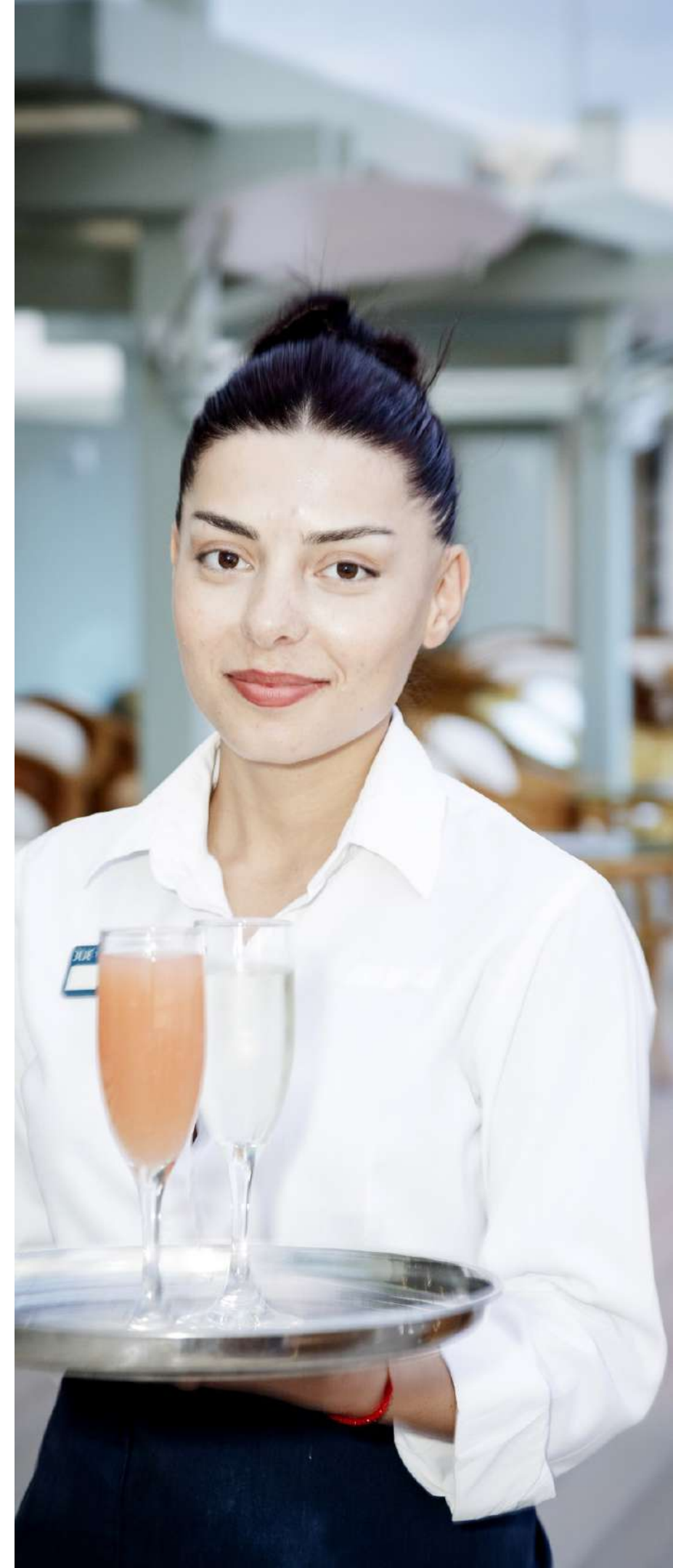
CRITICAL MATERIAL CHALLENGES AFFECTING HOTEL OPERATIONS

- Health & Safety: Ensuring a safe environment for employees and guests through accident prevention, hygiene protocols, fire safety, and legal compliance.
- Water Availability & Management: Efficient water use, wastewater treatment, reuse systems, and conservation—especially vital in water-scarce regions.
- Energy Consumption & Emissions: Reducing energy use, adopting renewable sources, and minimizing carbon emissions to meet sustainability goals.
- Waste Generation & Reduction: Implementing recycling, composting, and waste minimization strategies to reduce environmental impact.
- Diversity, Equal Opportunities & Fair Remuneration: Promoting inclusivity and ensuring fair pay regardless of gender, age, ethnicity, or ability.
- Talent Attraction, Development & Retention: Investing in training, career growth, and a positive work culture to attract and retain skilled staff.
- Sustainability Promotion & Environmental Stewardship: Embedding sustainable practices in operations, engaging guests and staff, and supporting green initiatives.
- Risk Management, Compliance & Governance: Identifying and mitigating risks, ensuring regulatory compliance, and maintaining transparent governance.
- Employee Motivation & Engagement: Fostering staff involvement through recognition, communication, and a collaborative workplace culture.
- Seasonality & Workforce Planning: Managing seasonal demand shifts with strategic staffing to maintain service quality and efficiency.
- Customer Satisfaction & Service Quality: Delivering exceptional guest experiences, handling feedback effectively, and continuously improving service standards.



OVERVIEW OF EMPLOYEE BENEFITS AND SUPPORT PROGRAMS

- Annual Leave Paid vacation days .
- Social Insurance Contributions: payments to the national system, covering benefits like sickness, maternity, unemployment, and pensions.
- General Healthcare System (YESY / GHS) Mandatory national health coverage providing access to medical services for all employees.
- Union Contributions Support for employee representation and collective bargaining through registered unions.
- Training & Development Opportunities for professional growth through workshops, seminars, and on-the-job training.
- 13th Salary An additional annual salary payment provided at the end of the year.
- Extra Hours Compensation Employees are fairly compensated for any additional hours worked beyond their regular schedule.
- Accommodation (if needed) Housing is provided for employees who require it, ensuring comfort and convenience during their employment.
- Transportation for Staff with Accommodation Daily transfers are arranged for employees living in staff accommodation, making commuting easy and reliable.
- Uniform Care Employee uniforms are professionally washed and ironed by the hotel, maintaining a clean and polished appearance.
- Career Growth Opportunities We actively support internal development, offering employees the potential to grow within the company through training, promotion, and long-term career planning.
- Meals During Working Hours All staff are entitled to enjoy meals at the hotel during their working hours, ensuring they are well-nourished and cared for throughout the day.



COMMITTED TO EQUAL OPPORTUNITY EMPLOYMENT

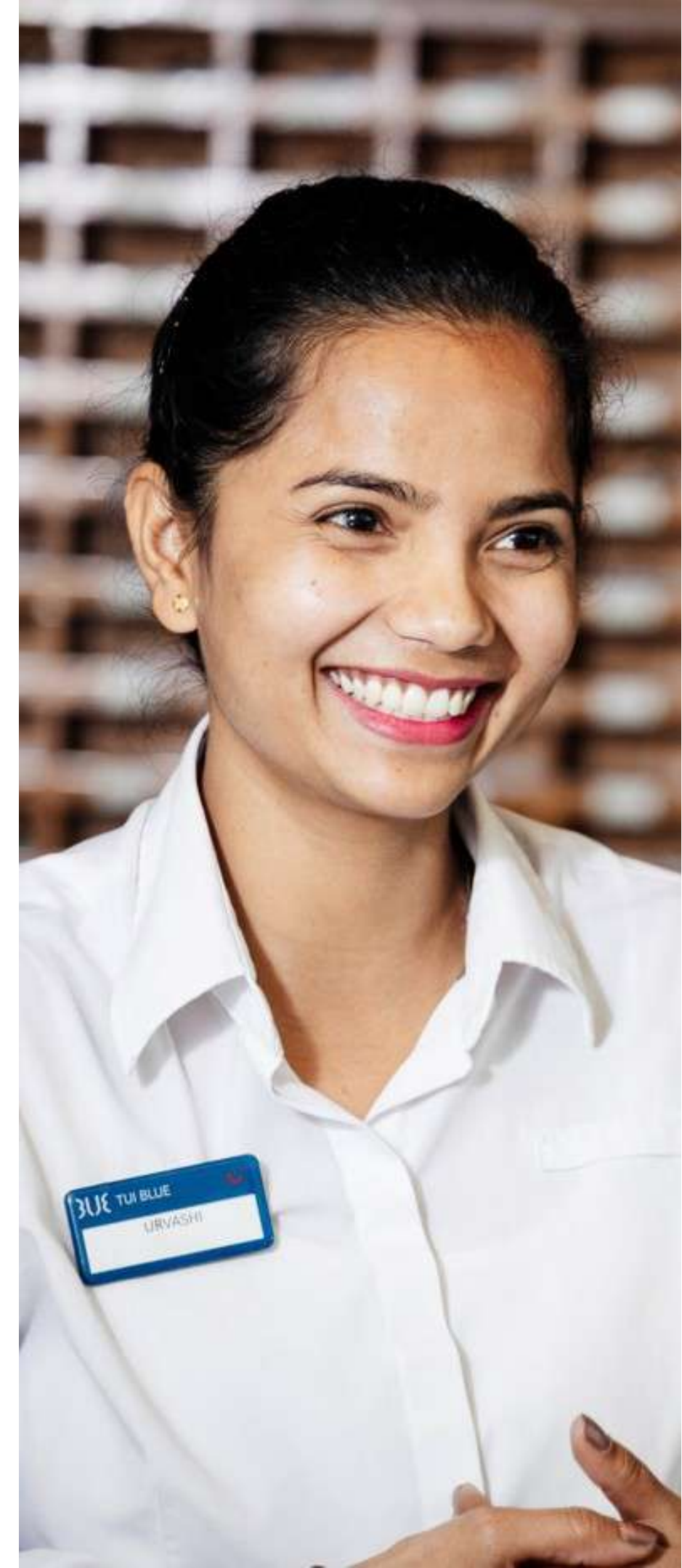
At Constantinou Bros Hotels, we proudly uphold our commitment as an equal opportunity employer. We are dedicated to promoting and protecting human rights across every facet of our operations. Our focus extends beyond compliance — we actively safeguard the dignity, well-being, and fair treatment of our employees, business partners, and the broader community we serve.

We ensure that all prospective team members receive clear, comprehensive information about their employment terms before joining us. This includes transparent communication regarding compensation, benefits, and workplace policies — fostering a culture of fairness, respect, and trust from the very beginning.

Our workforce includes employees from a range of national backgrounds, reflecting the diverse nature of our hotel team. Based on the available employee records, approximately **25% of employees are Greek or Cypriot, while 75% are from other national backgrounds.**

We also monitor the gender distribution across our workforce and departments to support equal opportunities and fair treatment. Approximately **63% of employees are male and 37% are female**, with both male and female employees represented across different departments, including Bar, Guest Services, Housekeeping, Kitchen, Service, Cashier/Management and Maintenance.

The hotel is committed to maintaining an **inclusive, respectful and non-discriminatory working environment**, where employment opportunities are based on qualifications, skills, experience and suitability for the role, regardless of gender, nationality or other personal characteristics.



HUMAN RIGHTS

The company is deeply committed to protecting and promoting human rights across all aspects of its operations. This commitment is reflected in a comprehensive framework designed to uphold the dignity, safety, and well-being of every individual connected to the organization.

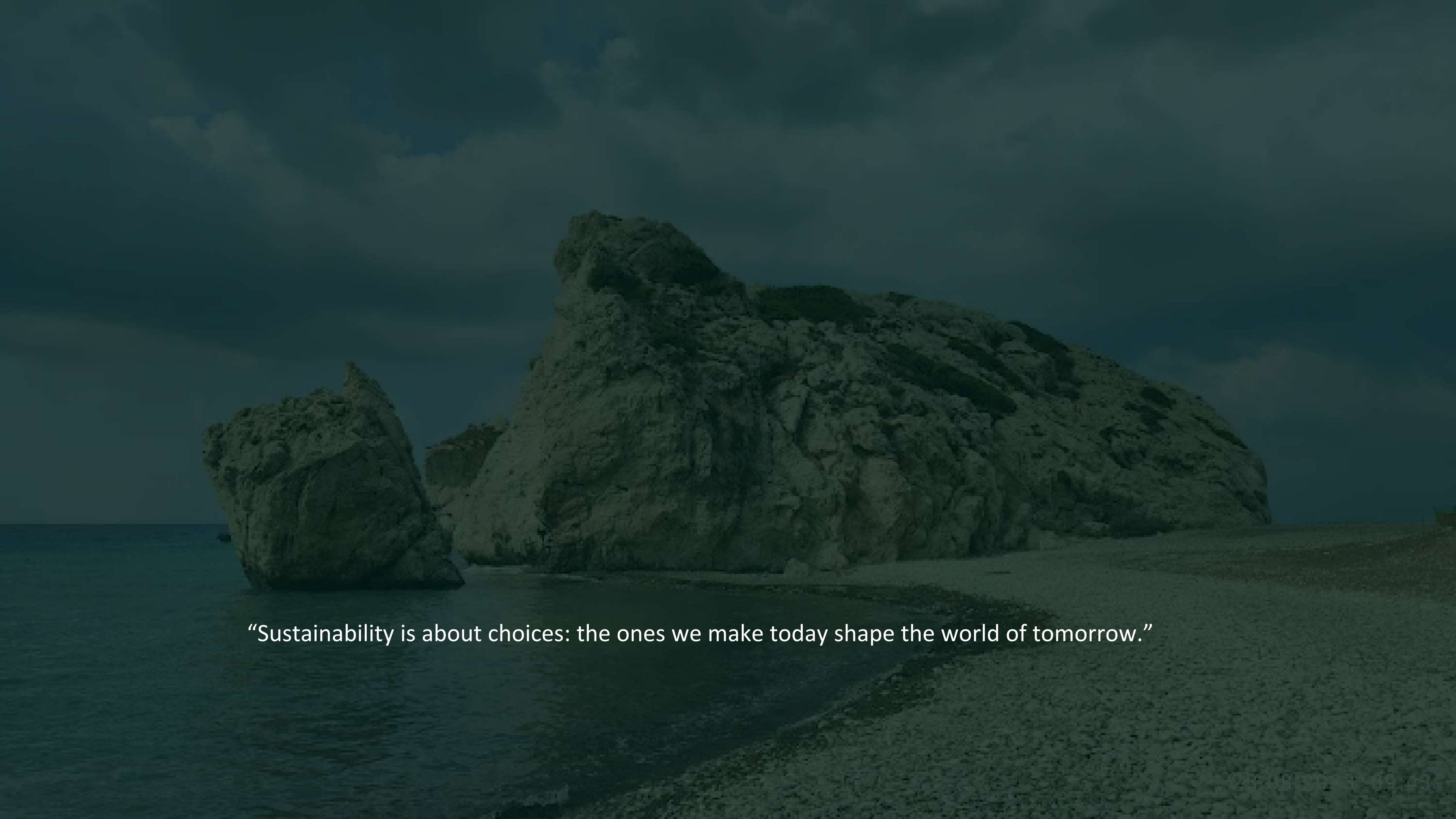
Key measures include:

- Developing a robust Code of Conduct that sets clear expectations for ethical behavior and respect. Implementing transparent and fair human resources procedures that support equal opportunity and non-discrimination.
- Establishing detailed policies and mechanisms to prevent and address harassment, ensuring a safe and respectful workplace.
- Creating accessible channels for employees, customers, and stakeholders to raise concerns or grievances related to human rights, with a focus on timely and effective resolution.
- Providing human rights training and awareness to employees, including information on non-discrimination and the identification and reporting of suspected violations.

These initiatives support the effective implementation of the company's Human Rights Policy and demonstrate the company's dedication to fostering an inclusive, equitable, and respectful environment.

By aligning its practices with internationally recognized human rights standards, the company ensures that its values are embedded in everyday decision-making and long-term strategy



A dark, moody photograph of a rocky coastline. In the foreground, a pebbly beach meets the water. A large, craggy rock formation dominates the middle ground, with a smaller, more isolated rock in the water to its left. The sky is filled with heavy, dark clouds, creating a somber and atmospheric scene.

“Sustainability is about choices: the ones we make today shape the world of tomorrow.”

SUPPORT & PROMOTE LOCAL PRODUCTS, CUSTOMS & TRADITIONS.

■ THE INSPIRATION BEHIND MY CYPRIOT KITCHEN

At Athena Royal Beach Beach Hotel, we view travel as more than just sightseeing — it's about forging connections, embracing culture, and creating unforgettable memories. This philosophy led us to establish My Cypriot Kitchen: a weekly event aimed at immersing our guests in the heart of Cyprus through its most beloved tradition — food.

OUR VISION: HONOR CYPRIOT HERITAGE We aspire to highlight the richness and beauty of Cypriot culture in a manner that feels genuine, engaging, and unforgettable.

CRAFT MEANINGFUL GUEST EXPERIENCES Instead of merely serving local dishes, we encourage our guests to prepare them, fostering a deeper appreciation and personal link to the island.

REVIVE TRADITIONAL TECHNIQUES Our outdoor setting and wood-fired oven pay tribute to the cherished methods of Cypriot cooking — just as our grandparents practiced.

CULTIVATE COMMUNITY Cooking together ignites conversation, laughter, and shared stories, providing an opportunity for guests to connect with one another and our team.

■ A GUEST-FAVORITE EXPERIENCE

My Cypriot Kitchen has quickly become the most popular event at our hotel, celebrated across social media platforms where guests share their joy, photos, and heartfelt stories. Many speak about the experience as if it were an interview — describing the warmth, the flavors, and the unforgettable moments they created with us. Their enthusiasm and feedback have made this event a true highlight of their stay.



SUPPORT & PROMOTE LOCAL PRODUCTS, CUSTOMS & TRADITIONS.

LOCAL NIGHT

Each week, our outdoor space comes alive with:

- Traditional dishes made from local ingredients
- Live music by regional performers
- Folklore dances by schools including Yeroskipou
- A basket-weaving demo by a craftswoman from the area, showcasing Cypriot artisanal heritage

It's a joyful celebration of community and culture.

Cyprus Breakfast

We proudly serve a certified Traditional Cypriot Breakfast, featuring anari cheese, carob syrup, olives, and village bread — recognized by the Deputy Minister of Tourism.

Cultural Activities

Guests enjoy Greek language lessons and dance workshops, including the traditional Dance of the Sieve.

▣ Storytelling Through Local Dishes

From koupepia to sheftalia and loukoumades, every dish reflects Cypriot tradition. We share the meaning behind each recipe, offering guests a deeper taste of our heritage.

▣ Local Support

Since opening, we've supported Yeroskipou's community — sourcing fresh produce and inviting local artists, musicians, and dancers to share their talents.

At Athena Royal Beach Hotel, culture is lived, shared, and celebrated — making every stay truly unforgettable.



SUPPORT & PROMOTE LOCAL PRODUCTS, CUSTOMS & TRADITIONS

SILENT EVENTS WITH PURPOSE

We've introduced Silent Disco Nights and Silent Movie Screenings—innovative experiences that combine guest enjoyment with environmental responsibility.

- Environmental Highlights:
 - Noise Control: Wireless headphones eliminate sound pollution, ideal for outdoor and residential settings.
 - Energy Efficiency: Low-power heat sets and minimal lighting reduce energy consumption.
 - Guest Comfort: Personalized audio and cozy setups promote relaxation and mindful engagement.
 - Waste Reduction: Reusable equipment and sustainable materials minimize waste.
 - Local Integration: Events support local entertainment and resources where possible, contributing to more sustainable hotel operations.



STAKEHOLDER ENGAGEMENT: NEEDS, EXPECTATIONS & COMPLIANCE ALIGNMENT

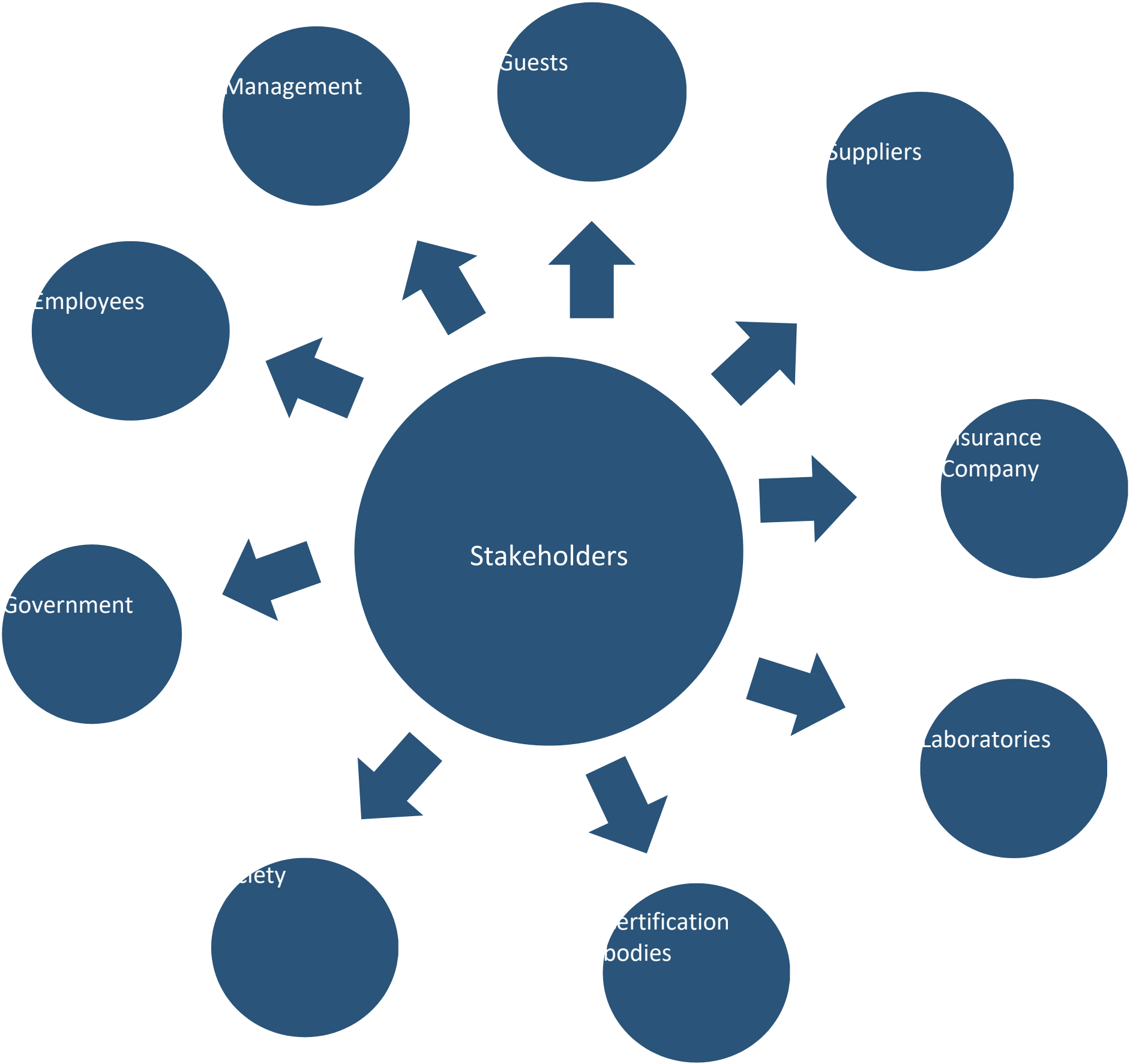
Stakeholders	Needs & Expectations	Compliance Requirements	Communication Channels	Language
Government	Legal operation, public safety, environmental responsibility	Licensing, health & safety compliance, statutory inspections and applicable regulatory requirements	Official reports, audits, inspections, formal correspondence	Greek
Employees	Fair treatment, safe working conditions, training, clear responsibilities and opportunities for development	Labour legislation, health & safety requirements, HR policies and relevant training requirements	Meetings, training sessions, internal communications and signed memos	Greek / English / Other applicable languages
Management	Delivering strong business performance, honoring commitments to guests, and cultivating positive guest relationships	Performance measurement and evaluation, staff training based on SOPs, achievement recognition through awards, and adherence to certification standards	KPIs, strategy meetings, performance reviews	Greek / English
Certification Bodies	Compliance with certification standards, continuous improvement and provision of required evidence	Applicable certification criteria, audits, assessments and corrective actions	Audits, assessments, reports, emails and meetings	Greek / English
Laboratories	Accurate testing, clear requirements, timely results and reliable communication	Applicable testing, sampling, health & safety and quality requirements	Emails, test requests, reports, meetings and telephone communication	Greek / English
Insurance Company	Monitoring and evaluating insurance company and broker proposals to enhance policy effectiveness and minimize significant risks.	Liability and property insurance policies are reviewed annually through scheduled meetings prior to finalizing any group insurance agreements.	File sharing, email correspondence, scheduled meetings, and teleconferences are used to facilitate effective communication and coordination.	Greek / English
Guests	Quality service, safety, comfort, clear information and positive experiences	Applicable health & safety, consumer protection, accessibility and sustainability requirements	Website, Reception (information boards & posters), Surveys, CBH Application	Greek / English / Other applicable languages
Suppliers / Partners	Clear requirements, fair business relationships, timely communication and cooperation	Applicable product, food safety, health & safety, environmental and contractual requirements	Emails, meetings, contracts, Website	Greek / English
Local Community	Employment opportunities, cultural respect, environmental stewardship	Applicable environmental, zoning, health & safety and noise-control requirements	Community events, CSR programs, public consultations	Greek

STAKEHOLDERS

Stakeholders are individuals or groups whose interests are directly or indirectly influenced by our operations, with particular emphasis on those located in the communities surrounding each hotel.

Maintaining ongoing, transparent communication with these stakeholders is essential.

The following section outlines the key communication channels established between the company and its stakeholders to ensure meaningful engagement and mutual understanding.



□ LOOKING AHEAD: CONSTANTINOU BROS HOTELS ENVISION ECO-CONSCIOUS FARM FOR SUSTAINABLE HOSPITALITY

At Constantinou Bros Hotels, our dedication to sustainability and authentic hospitality continues to shape our future. We are excited to share the early vision for a new eco-conscious farm—an initiative currently in its conceptual and preparatory phase.

This future farm, to be located near our hotel properties, is being designed as a source of fresh, seasonal produce that will eventually supply our kitchens. The goal is to enhance our culinary offerings with ingredients grown on-site, allowing our chefs to create traditional Greek Cypriot dishes with unmatched freshness and traceability.

Beyond its culinary benefits, the farm is envisioned as a guest experience hub—where visitors can engage with the land through guided tours, educational activities, and hands-on horticulture. It will be a place to learn, connect, and celebrate the journey from soil to plate.

While planting and administrative groundwork are still ahead, this initiative represents a bold step toward a more sustainable and immersive hospitality experience—one rooted in nature, culture, and care.





CONSTANTINOU BROS
ATHENA ROYAL BEACH HOTEL
PAFOS CYPRUS

Thank you for helping us to
achieve our goals!

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