

	Health and Safety Policy	Edition 0.2-01 01.04.2026 P05
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Provision of Hotel Accommodation & Food and Beverage Services

Preface

At **Gennadi Grand Resort and Lindos Imperial Resort & Spa**, we recognize that the protection of life, health and safety is a fundamental responsibility and an essential part of our operations.

Our commitment extends to our employees, guests, contractors, visitors and any other persons who may be affected by our activities.

Our objective is to provide and maintain a safe, healthy and hygienic working and holiday environment, to prevent work-related injury and ill health, to minimize risks to our guests and employees, and to promote a strong and proactive health and safety culture throughout both properties.

The Management is committed to providing the leadership, resources, competent personnel, information and organizational arrangements necessary for the effective implementation and continual improvement of health and safety practices.

Management is committed to:

- Preventing work-related injury and ill health and minimizing health and safety risks to employees, guests, contractors, visitors and other persons who may be affected by the hotels' activities.
- Complying with all applicable occupational health and safety legislation, regulatory requirements and other applicable obligations.
- Systematically identifying hazards, assessing health and safety risks and implementing appropriate preventive and protective measures based on the hierarchy of controls.
- Establishing, monitoring and periodically reviewing health and safety objectives and implementing appropriate action plans to support their achievement.
- Providing and maintaining safe and suitable workplaces, facilities, equipment and working conditions.
- Providing appropriate information, instruction, training and supervision to employees according to their responsibilities and the risks associated with their activities.
- Ensuring that competent personnel and, where necessary, qualified external specialists are available to support the effective management of health and safety.
- Providing the necessary human, technical, financial and organizational resources for the effective implementation of this Policy.
- Encouraging consultation, communication and active participation of employees in health and safety matters, including the identification and reporting of hazards, unsafe conditions, incidents and near misses.
- Communicating relevant health and safety requirements to employees, contractors, suppliers and other relevant interested parties.
- Continually improving health and safety management and performance across both hotels.

Occupational Health & Safety

Gennadi Grand Resort and Lindos Imperial Resort & Spa are committed to providing and maintaining working conditions that protect the health, safety and well-being of their employees.

To achieve this commitment, the hotels:

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- Conduct and periodically review risk assessments for activities, workplaces and equipment according to the nature and level of risk.
- Implement preventive and protective measures to eliminate hazards where possible and reduce remaining risks to an acceptable level.
- Provide employees with appropriate work equipment and, where required, suitable Personal Protective Equipment (PPE).
- Ensure that employees receive appropriate health and safety training, instructions and supervision relevant to their duties.
- Encourage the immediate reporting of hazards, unsafe conditions, accidents, incidents and near misses.
- Investigate accidents, incidents and significant near misses in order to identify root causes and implement appropriate corrective and preventive measures.
- Monitor the effectiveness of implemented measures and take further action where necessary.
- Promote employee awareness and participation in maintaining a positive and proactive safety culture.

Guest Safety

The safety and well-being of our guests are integral to the operation of both hotels.

Appropriate measures are implemented to identify, assess and control risks that may affect guests within accommodation areas, restaurants and bars, swimming pools, recreational areas, public spaces and other hotel facilities.

Guest accidents, incidents and reported safety concerns are appropriately recorded, assessed and investigated where necessary, and corrective measures are implemented to prevent recurrence.

Relevant safety information, instructions and warnings are provided to guests where necessary to support the safe use of hotel facilities and services.

Building & Equipment Safety

The safety of our buildings, facilities and equipment is an important priority.

Both hotels implement planned inspection and preventive maintenance programmes to identify and address defects that could affect the safety of employees, guests or other persons.

The hotels are committed to:

- Maintaining buildings, installations and equipment in safe operating condition.
- Performing scheduled inspections, servicing and preventive maintenance in accordance with applicable legal requirements, manufacturers' instructions and established maintenance programmes.
- Ensuring that identified safety defects are appropriately recorded, assessed and corrected according to their level of risk.
- Restricting access to unsafe areas or equipment where necessary until appropriate corrective action has been completed.
- Using competent and appropriately authorized personnel or external specialists for technical activities where required.
- Considering health and safety requirements during renovations, modifications, new installations and the procurement or replacement of equipment.

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Fire Safety

Fire prevention and emergency preparedness are fundamental elements of our Health & Safety management.

Gennadi Grand Resort and Lindos Imperial Resort & Spa maintain appropriate fire prevention, detection, warning, evacuation and firefighting arrangements in accordance with applicable requirements.

Measures include, as appropriate:

- Maintaining safe and clearly identified emergency escape routes and exits.
- Keeping escape routes and emergency exits unobstructed and available for safe evacuation.
- Providing and maintaining appropriate fire detection and alarm systems.
- Providing suitable and properly maintained firefighting equipment.
- Displaying appropriate emergency and evacuation information.
- Maintaining emergency lighting and relevant safety signage.
- Conducting periodic inspections and maintenance of fire safety systems and equipment.
- Providing employees with appropriate fire safety and emergency response training.
- Conducting planned evacuation and emergency drills at appropriate intervals.
- Reviewing identified deficiencies and implementing necessary corrective actions.

Water Safety

Safe water management is essential to hotel operations and to the protection of guests and employees.

The hotels implement appropriate procedures and control measures for the management of water throughout its receipt, treatment, storage, distribution and use, as well as for wastewater management where applicable.

Water safety arrangements include appropriate monitoring, inspection, maintenance, cleaning, disinfection and testing programmes, according to the nature of the water system and the associated risks.

Particular attention is given to the prevention and control of water-related health risks, including **Legionella**, as well as to the safe operation and monitoring of swimming pools and other relevant water facilities.

Where deviations or unsatisfactory results are identified, appropriate corrective actions are implemented and their effectiveness is verified.

Contractor & External Provider Safety

Contractors, subcontractors and external service providers carrying out activities within the hotels are required to comply with applicable health and safety requirements and relevant hotel procedures.

Where appropriate, risks associated with contracted activities are assessed before work begins, and necessary safety requirements, permits, instructions or control measures are communicated.

External personnel are expected to use appropriate equipment and PPE, comply with access restrictions and safety instructions, and immediately report any accident, incident, hazard or unsafe condition identified during their activities.

Emergency Preparedness & Response

The hotels maintain appropriate arrangements for foreseeable emergency situations that may affect the safety and health of employees, guests and other persons.

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Emergency procedures are established, as appropriate, for situations such as fire, serious accidents or injuries, evacuation, power or utility failures, severe weather conditions and other significant operational emergencies.

Employees with specific emergency responsibilities receive appropriate information and training, and emergency arrangements are periodically tested and reviewed.

Infectious Disease Prevention & Response

Gennadi Grand Resort and Lindos Imperial Resort & Spa recognize the importance of preventing and appropriately managing infectious disease risks that may affect employees and guests.

The hotels monitor relevant guidance and requirements issued by competent health authorities and implement appropriate hygiene, sanitation, communication and preventive measures according to the nature and level of risk.

Where necessary, specific response procedures may be implemented to manage suspected or confirmed infectious disease incidents and to protect employees, guests and other persons.

Health & Safety Training and Awareness

Employees receive appropriate health and safety information, training and instructions according to their duties and level of risk.

Training and awareness activities may include, as applicable, occupational health and safety, emergency procedures, fire safety, safe use of equipment and chemicals, Personal Protective Equipment, manual handling, accident prevention, water safety and other role-specific requirements.

The hotels promote continuous awareness and encourage employees to actively contribute to maintaining safe working conditions.

Monitoring, Incidents & Corrective Actions

Health and safety performance is monitored through appropriate inspections, risk assessments, maintenance records, incident and accident reports, internal audits and other relevant monitoring activities.

Accidents, incidents, near misses, safety complaints and identified non-conformities are reviewed and investigated according to their significance.

Where necessary, appropriate corrections and corrective actions are established, responsibilities and timeframes are assigned, and the effectiveness of the actions taken is evaluated.

Continual Improvement

The Management of **Gennadi Grand Resort and Lindos Imperial Resort & Spa** is committed to the continual improvement of health and safety management and performance.

Health and safety risks, objectives, incidents, inspection findings, corrective actions and other relevant performance information are periodically reviewed in order to identify opportunities for improvement.

This Policy is documented, implemented and communicated to employees and is made available to relevant interested parties, where appropriate.

The Policy is reviewed **at least annually**, and additionally whenever significant changes occur in legal or regulatory requirements, hotel operations, facilities, activities, identified risks or other circumstances that may affect health and safety.

This Policy is approved by the Management of **Gennadi Grand Resort and Lindos Imperial Resort & Spa** and becomes effective as of the date of its approval.



Faidra Donta

QHSE Manager

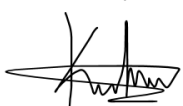
Gennadi Grand Resort

Lindos Imperial Resort & Spa

Konstantina Lorenzou

QHSE coordinator

Lindos Imperial & Gennadi Grand




Vasiliki Gouloukous
General Manager
Gennadi Grand Resort &
Lindos Imperial Resort and Spa