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At **Gennadi Grand Resort and Lindos Imperial Resort & Spa**, we are committed to operating responsibly and contributing positively to the sustainable development of Rhodes, the island where we operate and where our local communities live and work.

We recognize that sustainability is an integral part of responsible hospitality and should be incorporated into our decision-making, operations and relationships with employees, guests, suppliers, business partners and the local community.

Our approach is based on the three fundamental pillars of sustainability: **environmental responsibility, social responsibility and responsible economic development**.

We are committed to continually improving our sustainability performance, reducing the negative impacts associated with our operations and maximizing our positive contribution to the environment, our employees, our guests and the local community.

SOCIAL RESPONSIBILITY

Sustainable & Inclusive Growth for Rhodes

The success of our hotels is closely connected to the prosperity and resilience of the local community.

Gennadi Grand Resort and Lindos Imperial Resort & Spa seek, wherever feasible, to:

- Support local employment and provide professional opportunities to residents of Rhodes.
- Give preference to local and Greek products, producers, suppliers and service providers where they meet the hotels' requirements for quality, safety, availability and commercial viability.
- Support local businesses and contribute to the local economy through responsible procurement and long-term cooperation.
- Promote and respect the cultural heritage, traditions and identity of Rhodes.
- Maintain constructive communication and cooperation with local authorities, organizations, businesses and other relevant stakeholders.
- Encourage guests to discover and support local products, culture and experiences in a responsible manner.

Our People

Our employees are fundamental to the success and sustainability of our operations.

We are committed to providing a **safe, fair, inclusive and respectful working environment** that supports personal and professional development.

Our commitments include:

- Respecting internationally recognized human rights and applicable labour legislation.

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- Promoting equal opportunities and preventing discrimination, harassment, exploitation and inappropriate workplace behaviour.
- Supporting fair employment practices and appropriate working conditions.
- Providing appropriate training, development and professional growth opportunities.
- Supporting the development of young professionals and, where appropriate, cooperation with tourism schools, educational institutions and training programmes.
- Promoting employee awareness and participation in our sustainability objectives and initiatives.
- Protecting the health, safety and well-being of our employees.

These principles are further supported by our **Labour Standards & Human Rights Policy** and **Health & Safety Policy**.

Community Engagement & Active Citizenship

Gennadi Grand Resort and Lindos Imperial Resort & Spa recognize their responsibility to contribute positively to the communities in which they operate.

We seek to support local community initiatives through cooperation, voluntary activities, social contributions and the sharing of resources, knowledge and skills where appropriate.

We encourage employee participation in initiatives that support the local community, environmental protection, cultural heritage and social well-being.

Where appropriate, guests are also encouraged to participate in responsible tourism and environmental or community initiatives.

ENVIRONMENTAL RESPONSIBILITY

Sustainable Buildings, Renovations & Equipment

We seek to incorporate sustainability principles into new projects, renovations, technical interventions and equipment replacement.

Where feasible, consideration is given to:

- Energy and water efficiency.
- Responsible use of natural resources.
- Selection of efficient equipment and technologies.
- Reduction of environmental impacts throughout the operational life of facilities and equipment.
- Appropriate environmental criteria in the selection of materials and technical solutions.

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Minimizing Our Environmental Impact

We are committed to preventing pollution and progressively reducing the environmental impacts associated with our operations.

Our environmental priorities include:

- Responsible use of energy and water.
- Prevention and reduction of waste.
- Recycling and responsible waste management.
- Reduction of greenhouse gas emissions where feasible.
- Responsible use and management of chemicals.
- Protection of biodiversity and natural ecosystems.
- Protection of soil, water resources and the coastal environment.
- Responsible procurement and consumption of resources.
- Raising environmental awareness among employees and guests.

Our environmental commitments are further defined through our **Environmental Policy and Environmental Management System**.

Water Management

Water is a valuable natural resource, particularly within an island destination.

We are committed to responsible water management through the systematic monitoring of consumption and the implementation of appropriate water-efficiency and conservation measures.

Where applicable, measures include:

- Monitoring and evaluating water consumption.
- Identifying and addressing abnormal consumption and water losses.
- Using water-efficient equipment and technologies.
- Applying appropriate irrigation and landscaping practices.
- Raising employee and guest awareness regarding responsible water use.
- Continually identifying opportunities to improve water efficiency.

Energy & Climate

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We seek to improve energy efficiency while maintaining the quality, safety and comfort of our services.

We are committed to:

- Monitoring energy consumption and performance.
- Identifying opportunities to reduce unnecessary energy consumption.
- Improving the operational efficiency of equipment and installations.
- Considering energy efficiency when purchasing or replacing equipment.
- Using energy-efficient technologies where technically and economically feasible.
- Monitoring relevant greenhouse gas emissions and identifying opportunities for their reduction.
- Considering climate-related risks and opportunities within our sustainability and environmental management activities.

Waste Management & Circular Economy

We are committed to reducing waste generation and supporting the principles of the circular economy.

Our approach follows the waste hierarchy, giving priority to:

Prevention → Reduction → Reuse → Recycling → Responsible Disposal

We seek to:

- Reduce avoidable waste throughout hotel operations.
- Prevent and reduce food waste.
- Reduce unnecessary packaging and single-use materials.
- Increase reuse and recycling opportunities.
- Ensure appropriate segregation, storage and disposal of waste.
- Ensure that hazardous and special waste streams are managed through appropriately authorized channels.
- Monitor relevant waste data and use the results to identify opportunities for improvement.

BIODIVERSITY & NATURAL ENVIRONMENT

As hotels operating on the island of Rhodes, we recognize the importance of protecting local biodiversity, natural habitats and the coastal environment.

We are committed, where applicable, to:

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- Avoiding unnecessary disturbance or damage to wildlife and natural habitats.
- Supporting the protection of local flora and fauna.
- Considering biodiversity in landscaping and relevant operational decisions.
- Avoiding the purchase or promotion of products derived from protected or endangered species.
- Encouraging responsible guest behaviour towards wildlife and the natural environment.
- Supporting appropriate environmental and biodiversity initiatives where feasible.

RESPONSIBLE SOURCING

Gennadi Grand Resort and Lindos Imperial Resort & Spa recognize that our environmental and social impacts extend beyond our direct operations and into our supply chain.

We therefore seek to work with suppliers, contractors and business partners that operate responsibly and comply with applicable legal requirements.

Where feasible and relevant, procurement decisions take into consideration:

- Product safety and quality.
- Environmental performance.
- Responsible use of resources and packaging.
- Local and Greek sourcing.
- Human rights and fair labour practices.
- Animal welfare.
- Responsible and sustainable food sourcing.
- Appropriate environmental or sustainability certifications.

These principles are further supported by our **Procurement Policy** and **Animal Welfare Policy**.

RESPONSIBLE TOURISM & GUEST ENGAGEMENT

We recognize that our guests can make an important contribution to sustainable tourism.

We therefore seek to provide appropriate information and opportunities that encourage guests to:

- Use water and energy responsibly.
- Participate in recycling and waste-reduction initiatives.
- Respect local communities, traditions and cultural heritage.

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- Respect wildlife, biodiversity and natural habitats.
- Support local products, businesses and experiences.
- Participate in relevant environmental or community initiatives where available.

SUSTAINABILITY MANAGEMENT

Sustainability is incorporated into the management and operational practices of **Gennadi Grand Resort and Lindos Imperial Resort & Spa**.

We establish and monitor relevant sustainability objectives, targets and performance indicators according to our significant environmental and social impacts and operational priorities.

Performance is evaluated through appropriate monitoring, data analysis, inspections, audits, management reviews and corrective actions.

We maintain relevant management systems and sustainability programmes and seek alignment with recognized standards and certification schemes applicable to our operations, including **ISO 14001:2015, Travelife and Green Key**, as applicable to each property.

Independent assessments and audits are used, where applicable, to support verification, compliance and continual improvement.

CONTINUAL IMPROVEMENT & REVIEW

The Management of **Gennadi Grand Resort and Lindos Imperial Resort & Spa** is committed to providing appropriate resources to support the implementation of this Policy and the achievement of our sustainability objectives.

Employees are informed about relevant sustainability responsibilities and are encouraged to actively contribute to environmental and social improvement.

The Policy is communicated internally and made available to relevant interested parties, where appropriate.

Our sustainability performance, objectives and actions are periodically reviewed to identify opportunities for improvement and respond to changes in legislation, environmental and social conditions, stakeholder expectations and operational requirements.

This Policy is reviewed **at least annually** and additionally whenever significant changes occur that may affect the sustainability priorities or commitments of the hotels.

Gennadi Grand Resort and Lindos Imperial Resort & Spa are committed to continually improving their environmental, social and economic sustainability performance and contributing positively to a more resilient and sustainable tourism destination in Rhodes.

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.



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