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LOCAL COMMUNITY POLICY			

Introduction

At **Gennadi Grand Resort and Lindos Imperial Resort & Spa**, we recognize that the long-term success of our hotels is closely connected to the well-being, prosperity and sustainable development of the local community of Rhodes. We are committed to maintaining a positive, respectful and mutually beneficial relationship with the communities in which we operate and to contributing, where possible, to their social, cultural, environmental and economic development.

We seek to understand and consider the views and interests of local stakeholders on matters that may significantly affect the community and to maintain open and constructive communication with local residents, businesses, authorities, organizations and other relevant interested parties.

Sustainable & Inclusive Growth for Rhodes

We recognize the importance of supporting the local economy and strengthening the relationship between tourism and the local community.

Gennadi Grand Resort and Lindos Imperial Resort & Spa are committed, where feasible, to:

- Giving preference to **local and Greek products and services** where they meet the hotels' requirements regarding quality, safety, availability and commercial viability.
- Supporting local producers, farmers, suppliers, contractors and service providers through responsible procurement and cooperation.
- Supporting local employment and providing employment opportunities to residents of Rhodes, where appropriate.
- Contributing to the development of local skills and professional opportunities within the hospitality and tourism sector.
- Encouraging mutually beneficial and long-term relationships with local businesses and organizations.

Local Culture & Heritage

We respect the cultural identity, traditions, customs and heritage of Rhodes and recognize their importance to the character and sustainability of the destination.

We seek to:

- Provide guests with appropriate information about local culture, customs, traditions and heritage.
- Encourage guests to discover Rhodes beyond the boundaries of the hotels and to experience the destination in a responsible and respectful manner.
- Promote local products, gastronomy, crafts, cultural experiences and other authentic elements of the destination where appropriate.
- Encourage respect for archaeological, historical, cultural and religious sites.
- Support, where feasible, initiatives that contribute to the preservation and promotion of local traditions and cultural heritage.

Local Employment, Education & Skills Development

Our employees and the local community are fundamental to the sustainable development of tourism in Rhodes.

We are committed, where appropriate, to:

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- Supporting employment opportunities for local residents.
- Cooperating with **local tourism schools, educational institutions, universities and training organizations.**
- Providing opportunities for internships, practical training and professional development where operationally feasible.
- Supporting the development of hospitality skills and encouraging young people to pursue professional opportunities within the tourism sector.
- Providing employees with appropriate training and development opportunities.

Community Engagement & Consultation

We seek to maintain constructive communication with relevant members and representatives of the local community.

This may include engagement with:

- Local residents and employees.
- Local businesses and producers.
- Municipal and regional authorities.
- Schools and educational institutions.
- Community organizations and associations.
- Environmental and animal welfare organizations.
- Cultural and social organizations.
- Other relevant local stakeholders.

Where significant operational developments or activities may have a material impact on the local community, relevant stakeholder views may be considered as part of the decision-making process, where appropriate.

Community Support & Social Contribution

Gennadi Grand Resort and Lindos Imperial Resort & Spa seek to contribute positively to the local community through appropriate social and community initiatives.

Depending on identified needs and available resources, our contribution may include:

- Supporting local charitable, educational, environmental, cultural or social initiatives.
- Providing financial or in-kind support to appropriate local organizations and community initiatives.
- Donating suitable equipment, furniture, linen or other materials that are no longer required by the hotels but remain appropriate and safe for further use.
- Supporting schools, community organizations and initiatives that contribute to the well-being of local residents.
- Participating in or supporting voluntary and community activities.
- Encouraging employees to participate in appropriate community and volunteering initiatives.

Environmental Protection & Community

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Protecting the natural environment of Rhodes is an important part of supporting the long-term well-being of the local community and the sustainability of the destination.

We are committed to:

- Supporting the protection of local ecosystems, biodiversity and natural resources.
- Maintaining the areas under our responsibility in an appropriate and environmentally responsible condition.
- Supporting initiatives for the protection and cleanliness of beaches and surrounding natural areas.
- Participating in or supporting appropriate **clean-up and environmental awareness activities**.
- Encouraging employees and guests to respect the natural environment and avoid activities that may cause damage or disturbance.
- Cooperating, where appropriate, with local authorities, environmental organizations and other relevant stakeholders on environmental initiatives.

Responsible Tourism & Guest Engagement

We recognize that our guests can contribute positively to the local community.

We therefore encourage guests to:

- Explore and experience the local destination responsibly.
- Support local businesses, products, gastronomy and services.
- Respect local traditions, customs and cultural heritage.
- Respect local residents and communities.
- Protect the natural environment and biodiversity.
- Participate, where available, in appropriate local, cultural, environmental or community activities.

Local Suppliers & Responsible Procurement

Where feasible, we seek to strengthen the local economy through responsible purchasing practices.

Local and Greek suppliers are considered where they can meet the required standards for:

- Quality and safety.
- Legal and regulatory compliance.
- Reliability and availability.
- Appropriate commercial conditions.
- Environmental and social responsibility.

Our approach to responsible sourcing is further supported through our **Procurement Policy**.

Cooperation with Authorities & Organizations

We cooperate with relevant local and regulatory authorities and other competent organizations in matters related to our operations and community responsibilities.

Where appropriate, we participate in initiatives, partnerships or programmes that support responsible tourism, environmental protection, social well-being, local development and destination sustainability.

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Monitoring & Continual Improvement

The Management of **Gennadi Grand Resort and Lindos Imperial Resort & Spa** is committed to periodically reviewing its community-related activities and identifying opportunities to strengthen the positive contribution of the hotels to Rhodes.

Relevant community initiatives, partnerships, feedback and outcomes may be monitored and evaluated as part of our sustainability management activities.

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

The Policy is reviewed **at least annually**, as well as whenever significant changes occur in our operations, community needs, stakeholder expectations or other relevant circumstances.

Gennadi Grand Resort and Lindos Imperial Resort & Spa are committed to supporting a strong, resilient and sustainable local community and to ensuring that tourism contributes positively to the long-term prosperity and character of 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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