

At Crowne Plaza Limassol, we strive to provide an excellent hospitality experience to all our guests, in line with our brand standards while implementing sustainability and responsible business practices and upholding uphold legal, ethical, and social standards. Our aim is to integrate sustainability and circular economy in all aspects of our operations, striving for continuous improvement and positive impact on our environment and communities. Through this policy we have set the following goals and commitments:



## “Our journey to tomorrow”

1. Operating a sustainable hotel and collaborating with our shareholders, associates, customers, guests, suppliers, and other business partners
2. Implementing, maintaining, and improving an environmental management system based on the Green Key Criteria and the Circular Hotel Standards to enhance environmental performance.
3. Fully comply with all applicable international, national, and local environmental laws, ordinances, regulations, and other obligations and IHG Hotels & Resorts sustainability strategy and commitments.
4. Ensure a Green committee is in place in our hotel.
5. Communicating and reporting our progress
6. Plan and implement reliable and productive processes, services, initiatives and infrastructure to prevent and minimise the negative impact arising from our activities.
7. Adopt and apply circular economy principles to the greatest extent possible
8. Integrating sustainability throughout our supply chain.
9. Integrating sustainability in our vision and mission:

### Vision

To be one of the best Crowne Plaza Hotels in Europe.

This means achieving our winning metrics, receiving ELITE guest love scores from our guests and winning awards, *sustainably*.

### Mission

True hospitality for everyone, for all our guests and colleagues.

This means making everyone feel welcome and cared for, recognised and respected, whoever they are and wherever they are from in the world. Looking after our **PEOPLE**, our **COMMUNITY** and our **PLANET**, to shape the future of responsible travel.



## Resource Management

1. Manage, measure and minimize the negative impact of our operations in relation to:
  - a. Energy, water and consumption and relevant risk issues
  - b. Carbon footprint and climate change mitigation
  - c. Environmental pollutants (air pollutants, fertilizers, pesticides)
  - d. Biodiversity and ecosystem protection (local and international)
  - e. Natural resources conservation
2. Register and monitor all relevant data using IHG's Green Engage system, an online environmental sustainability system that enables us to measure and manage our impact on the environment effectively.
3. Actively work towards waste and resource minimization by continuously by expanding the separation of our waste streams, the reuse / recycling of these materials and exploration/ adoption of new approaches and methods.

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4. Maximise/optimize the role of renewable energy
  5. Eliminate single use items or move to reusable or recyclable alternatives across the guest stay.
  6. Minimise food going to waste through a “prevent, donate, divert” plan



## Society, People & Culture

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1. Protecting and promoting human rights and freedoms in accordance with the United Nations Universal Declaration of Human Rights and the local legislation, irrespective of gender, age, disability, ethnicity, religion, beliefs, ideas, marital status or sexual orientation
  2. Protecting children from any abuse, neglect and opposing commercial, sexual or any other form of exploitation or harassment of people.
  3. Working against and refraining from any form of child labour.
  4. Providing development and career opportunities to our employees and encouraging their active participation in volunteering.
  5. Providing training and other skills to new and existing employees to understand their role, impact and promote the adoption of green habits and practices.
  6. Developing skills, providing training, and coaching for employment rights, equal opportunity, quality, health and safety, environmental, sustainability and other topics.



## Community

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1. Supporting the local community through monetary or in-kind donations that improve the lives of local people in need, assist local non-governmental organisations, protect the environment, or preserve local culture and traditions.
  2. Respecting and promoting the culture, traditions, and intellectual property of local people.
  3. Purchase or give preference to products, services, local produce and ingredients that have a low carbon footprint, that are local, certified by an eco-label and/or recycled, in line with our purchasing policy.
  4. Encouraging our staff members to become volunteers and our guests to assist in this effort.
  5. Consulting with the local community on issues that may affect their lives and wellbeing and by considering their views in the hotel’s decision making.
  6. Promoting the Limassol area and Cyprus to guests and invite them to explore while in Cyprus its rich history, people, culture, traditions, monuments, food, and wine.
  7. Actively participating in sustainable tourism planning and management.

Our work will be ongoing as we continue to address climate change, scarcer natural resources and the evolving needs of the planet through IHG’s “Journey for tomorrow” and in line with the spirit of “True Hospitality for Good”. With our concrete and measurable goals, we will actively work to reduce the hotel’s impact of and risk to our business, embed sustainability across the organization, hold ourselves accountable, and increase the resiliency of the communities where we do business.