



Responsible Procurement Policy | Operations

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Purpose

- a. This policy establishes mandatory sustainability requirements for purchasing goods and services across all departments, suppliers, contractors, and outsourced services.
- b. Every purchase must cover a real need of the Resort whilst considering its hotel category and respective budgeting.

Criteria for Operation Purchasing

Neptune Luxury Resort's Administration, by taking into consideration the criteria of the Global Sustainable Tourism Council (GSTC) that procurement decisions reflect the Resort's environmental and social responsibilities, and play an essential role in the development of the local economy and communities' well-being, is committed to prioritizing, whenever possible, purchasing decisions that:

1. Minimize environmental footprint.
2. Support local & Greek suppliers, SMEs, cooperatives, and community-based enterprises so that they also meet the quality requirements of the Resort.
3. Promote traditional and culturally authentic products from Kos and the Dodecanese.
4. Ensure fair, morally right labor practices and with dignity in the supply chain.
5. Comply with national and EU regulations, and for Food & Beverages with HACCP and hygiene requirements.
6. Prioritize products in bulk, returnable, reusable, recyclable solution & in general promote circular economy principles. Single-use, polystyrene, PVC, and non-certified home-compostable plastic items are to be avoided.
7. Select cleaning agents free of chemical substances prohibited by EU legislation (EC|648|2004, prohibited allergens No 1223|2009 EC regulation and MSDS according to REACH regulation 1907|2006 last update 870/2020). Based on their efficiency, preference is given to concentrated, ecologically certified products that are used with automatic dosing systems.
8. Avoid products with general greenwashing claims as well as objects and materials from tropical forests (Amazon, non-renewable forests), as well as souvenirs and other products made of animals protected by the CITES international treaty (e.g., turtles, elephants, crocodiles, etc.).
9. Promote paper, paper packaging, and wood products from sustainably managed forests (FSC or PEFC), Linen-textiles Öko-tex standard 100.

Sustainable Purchasing criteria specifically for the Food & Beverage Dept.

1. Increasing the use of locally/Greek produced fresh/seasonal fruits and vegetables against frozen and imported ones. Minimum target: 60% sourced annually.
2. Coffee, tea, and chocolates guaranteed by the Rainforest Alliance, Fairtrade label, or other sustainable certified labels. Organic/BIO wines or other products will be included in the hotel's menus.
3. Banning the most endangered wild fish species from all menus, such as blue fin tuna, beluga sturgeon caviar, European eel, wild grouper, etc. (IUCN's International Union for Conservation of Nature and Natural Resources red list of endangered species).
4. Whenever possible, favor products from responsible sources like fisheries accredited by the Marine Stewardship Council (MSC) or ASC certification (farmed responsibly).
5. Avoid food products that have been produced by using palm oil that is not certified by the RSPO (sustainable palm oil).
6. Increasing vegetarian and vegan options to balance the reduction of beef/meat dishes, which favors the climate crisis.
7. Working to minimize food waste in all the F&B outlets of the Resort, starting from ordering to storing and raw/first ingredients treatment, as well as leftovers use. Quantitative results will be recorded annually by applying an overall monitoring system.

This policy statement will be reviewed annually and updated if needed to:

- Comply with relevant evolutions and legal requirements
- Reflect updated GSTC requirements
- Improve operational performance targets & KPIs (annual results evaluation and development of a sustainability report every two years)

Effort will be made to improve results and creating mutually beneficial collaborations with the responsible key suppliers and contractors.

Annual training will be offered to all procurement staff & Department Heads on:

- Sustainable procurement principles
- Hotel Suppliers evaluation
- GSTC compliance requirements



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