NEPTUNE®
LUXURY RESORT
KOS GREECE

Environmental Sustainability Policy

Version: 4.0 (GSTC V3, 21.12.2016 criteria)

Applied date: 01.05.2027 **Revision date:** 05.11.2026

Commitment & Purpose

Neptune Luxury Resort recognises that environmental sustainability is essential to protecting Kos's natural beauty, biodiversity, and resources, while ensuring the long-term resilience of its operations and the well-being of future generations.

As a responsible hospitality business, we are committed to minimising our environmental footprint and promoting sustainable tourism practices. Our approach is guided by the principles and criteria of the Global Sustainable Tourism Council (GSTC-V3 2016) and complies with applicable Greek and European Union environmental legislation.

We have integrated environmental responsibility actions into our daily operations, business decisions, purchasing practices, and relationships with employees, guests, suppliers, and the local community. Environmental communications are accurate, transparent, and evidence-based.
This policy applies to all resort departments, permanent and seasonal employees, external contractors, suppliers, business partners, and guests.

1. Environmental Management & Compliance

- Comply with all applicable Greek and European Union environmental laws, regulations, and licensing requirements
- Integrate environmental sustainability into the resort's operational planning, management practices, and decision-making processes
- Identify, assess, and monitor the environmental impacts associated with hotel operations
- Establish measurable environmental objectives and key performance indicators (KPIs) to evaluate progress and promote continuous improvement
- Assign environmental responsibilities to relevant departments and mid-management personnel
- Provide annual training to employees to support the implementation of environmentally responsible actions and encourage respective behaviour
- Communicate the resort's environmental commitments and initiatives to employees, guests, suppliers, and other stakeholders.

2. Energy Efficiency & Climate Actions

Neptune Luxury Resort is committed to:

- Monitor, measure and reduce energy consumption across resort facilities and departments
- Implement energy-efficient technologies, equipment, and operational practices wherever feasible
- Prioritise energy-efficient lighting, like LED systems, and optimise heating, ventilation, and air-conditioning systems
- Explore opportunities to increase the use of renewable energy sources and consider energy efficiency when purchasing new equipment or undertaking renovations, where technically and economically feasible
- Maintain equipment regularly and annually to ensure efficient operation and prevent unnecessary energy consumption
- Monitor greenhouse gas emissions associated with resort operations and identify opportunities for reduction related to Scope 1 & Scope 2 group emissions
- Encourage sustainable transportation alternatives for guests and employees, including walking, cycling, public transportation, and shared transport through hotels' buses
- Encourage responsible energy consumption among employees and guests

3. Water Saving & Management

Recognising the importance of the protection of local water supplies on the island of Kos, Neptune Luxury Resort is committed to:

- Monitor water consumption regularly and establish measurable reduction objectives
- Install and maintain water-efficient equipment where feasible
- Identify and promptly repair leaks to prevent unnecessary water loss
- Optimise irrigation practices through efficient watering systems and appropriate scheduling
- Prioritise native and drought-resistant plants in landscaping to reduce irrigation requirements
- Encourage guests to participate in towel- and bedlinen reuse programs to reduce water, energy, and chemicals consumption
- Ensure that wastewater is appropriately managed and treated in accordance with applicable environmental regulations
- Prevent contamination of groundwater, coastal-marine waters, and other natural water resources. Ensure operations do not negatively affect the quality or availability of water resources for local communities
- Safe reuse of treated water where legally permitted and technically feasible
- Encourage and indicate responsible water consumption among employees and guests

4. Waste Management & Circular Economy

Neptune Luxury Resort is committed to:

- Apply the waste management hierarchy: prevention, reduction, reuse, recycling, recovery, and responsible disposal
- Monitor waste generation, safe legal disposal and identify opportunities to reduce waste across all departments

- Implement waste separation and recycling practices for materials such as paper, glass, plastics, metals, as well as hazardous waste such as cooked oils, batteries, lubricants, cartridges, tyres, bulbs, electrical & electronic equipment, construction materials, etc.
- Reduce single-use plastics and replace disposable products with reusable, returnable or environmentally preferable alternatives wherever feasible
- Implement food waste prevention measures and monitoring through responsible purchasing, inventory management, food preparation and reuse
- Increase the reuse, repair, and donation of furniture, textiles, equipment, and other materials whenever possible
- Guide employees with specific instructions and encourage guests to participate in waste reduction and recycling initiatives

5. Pollution Prevention & Responsible Chemical Management

Neptune Luxury Resort is committed to:

- Minimising air, water, soil, noise, and light pollution associated with resort operations
- Prioritise environmentally preferable cleaning products and chemicals where suitable alternatives (Ecolabels) are available, even with a certain higher cost than the conventional ones
- Ensure that cleaning products, maintenance chemicals, and other potentially hazardous substances are stored, handled, and disposed of safely
- Avoid the use of harmful pesticides and fertilisers through responsible landscaping practices. Neptune Luxury Resort is certified with ORA regenerative farming standards
- Maintain equipment and facilities to prevent leaks, spills, and environmental contamination
- Implement appropriate procedures for responding to environmental incidents and accidental spills
- Monitor noise levels and implement measures to minimise disturbance to guests, neighbouring communities, and wildlife
- Train employees of the departments involved in the safe use and handling of chemicals and hazardous materials

6. Biodiversity & Ecosystem Protection

Neptune Luxury Resort, by recognising the importance of the natural environment and the wider Mediterranean environment for Kos Island, is committed to:

- Protect and respect local biodiversity and ecosystems by avoiding activities (renovation, construction, landscaping) that could negatively affect them
- Avoid the further introduction of invasive species and the use of harmful landscaping chemicals
- Promote and support, wherever applicable, protective, responsible interaction with wildlife and the local natural ecosystem (like Wetlands)
- Provide employees and guests with information to respect coastal environments, natural landscapes, and protected species
- Collaborate with local environmental organisations or community initiatives, where feasible and beneficial to the destination

7. Sustainable Infrastructure & Land Use

Neptune Luxury Resort is committed to considering environmental sustainability in developing, maintaining, and improving its facilities.

- Ensure that construction, renovation, and maintenance activities comply with applicable environmental and land-use regulations. As well as ensuring they do not negatively affect natural reserves and neighbouring landscapes
- Consider energy efficiency, water conservation, waste prevention, and sustainable materials in infrastructure improvements
- Overall, during renovations seek solutions to improve the environmental performance of the existing buildings and facilities/equipment
- Incorporate climate resilience considerations into infrastructure planning and operational risk assessments

8. Employee Environmental Training & Engagement

Environmental sustainability requires the active participation of all employees and departments. So, Neptune Luxury Resort:

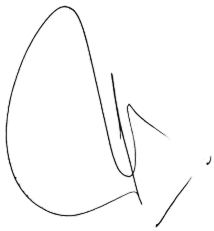
- Educate staff on energy efficiency, water conservation, waste management, pollution prevention, and biodiversity protection, through annual and on-the-job training during the tourist season
- Developed and communicated specific environmental responsibilities and operational procedures per department and head of each department
- Encourage employees to express their ideas, feedback and identify opportunities for reducing the environmental impacts of their department or the hotel
- Promote collaboration between departments to achieve the agreed environmental objectives

9. Monitoring, Reporting & Continuous Improvement

Measuring Neptune Luxury Resort's environmental performance is necessary for continuous sustainability management improvement, with transparency and credibility. To achieve that:

- Measurable sustainability indicators have been established to review environmental performance annually and develop an analytical report every two tourist seasons
- Some of the key environmental KPI's include:
    - Total energy consumption and energy consumption per overnight stay
    - Total water consumption and water consumption per overnight stay
    - Total Water reuse quantity and reused water per overnight stay
    - Total Greenhouse gas emissions Scope 1 & Scope 2 and GGE per overnight stay
    - Total waste disposed in the landfill and landfill waste generated per overnight stay
    - Total recyclable simple packaging waste (paper, glass, plastic, metal) that is diverted from disposal and per overnight stay
    - Total recyclable hazardous waste that is diverted from disposal
    - Percentage of locally, Greek, European, and internationally sourced products
    - Total quantity of food waste; percentage of annual improvement (reduction) in the absolute quantity, the quantity per overnight stay, and the estimated cost
    - Employee participation in environmental training

- Evaluate progress against established environmental objectives and targets and identify areas requiring improvement. Corrective measures are implemented where necessary
- Communicate the resort's Sustainability Report inside and outside the hotel
- Review this policy every three years, or earlier when significant operational, regulatory, or environmental changes occur
- Make the policy available to employees, suppliers, guests, local communities, and relevant stakeholders



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