



Sustainability Report

2024

Leonardo Laura Beach & Splash Resort

- ▶ The Leonardo Laura Beach & Splash Resort is ideally situated next to the crystal blue waters in Paphos. Guests are a stone's throw away from the beach and just a short distance from the numerous shops, bars, cafes and restaurants.
- ▶ The Hotel has earned its status as a luxury accommodation by nurturing a holiday experience based on the basic principles of prime location, friendly service, modern facilities and great food. These principles have enabled us to build a loyal following of repeat guests who we hope to be able to host for many years to come.

Quality of services and respect for the environment and the local community ensure the healthy operation of the resort for many years to come, with our primary goal being the protection of the area of our operation. We undertake in providing both social and economic benefits for the local community and also ensure that any negative effects which our operations may have on the environment are reduced. We aim to operate in a manner that is economically, socially and environmentally responsible because we believe that by taking our share of responsibility we motivate others.



1

We strive to meet success through the satisfaction of economical, ecological and social criteria by managing our business in a way that equally balances these three pillars of sustainable development. In order to achieve this goal, Leonardo Laura Beach & Splash Resort is committed towards a sustainable future but *without compromising the quality of our services and care for our employees and guests.*

The Hotel runs Quality procedures, aiming to convert visions and commitments to reality. Therefore, to ensure continued suitability and effectiveness, the Management of the Hotel reviews all policies and the objectives of Quality periodically.

2

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We make sure that our policies are communicated to all our stakeholders. Our policies are posted on the info-kiosk located in the lobby area for the information of our guests. Policies can also be accessed through our website for anyone interested.

We understand that our employees are the key to success with costumers.

1

We constantly motivate our employees in becoming better as individuals and as professionals and provide them with the opportunity to achieve their professional goals. This is achieved with yearly internal assessments on their work accompanied with suggestions for improvement. Our employees receive training every year on various aspects and records are being kept as a guide for their ongoing training.

2



Our company believes in equal opportunities and fair treatment of employees. As a fair-treatment employer we do not tolerate discrimination and harassment of any kind and aim to provide an environment which is healthy and compatible with current legal requirements. Our staff consists of both native and non-native team members and some of our members work at our hotels for many years.

We make sure that employees work within a safe and pleasant environment as we strongly believe that it helps them derive satisfaction from their job, the quality of services is improved and also it serves as a guarantee for our employees' welfare. We are recruiting one member with special needs yearly.

2023

299 employees
112 local people
52.% women 154
48.% men 145

We commit to protect and have respect for the local community and to achieve this we constantly encourage the employment of local staff as an attempt to help the community in our area of operation.

2024

294 employees
129 local people
49.% women 143
51.% men 151



More local people in relation with 2023 by 17



Less women employees than 2023 by 13

JOB Satisfaction

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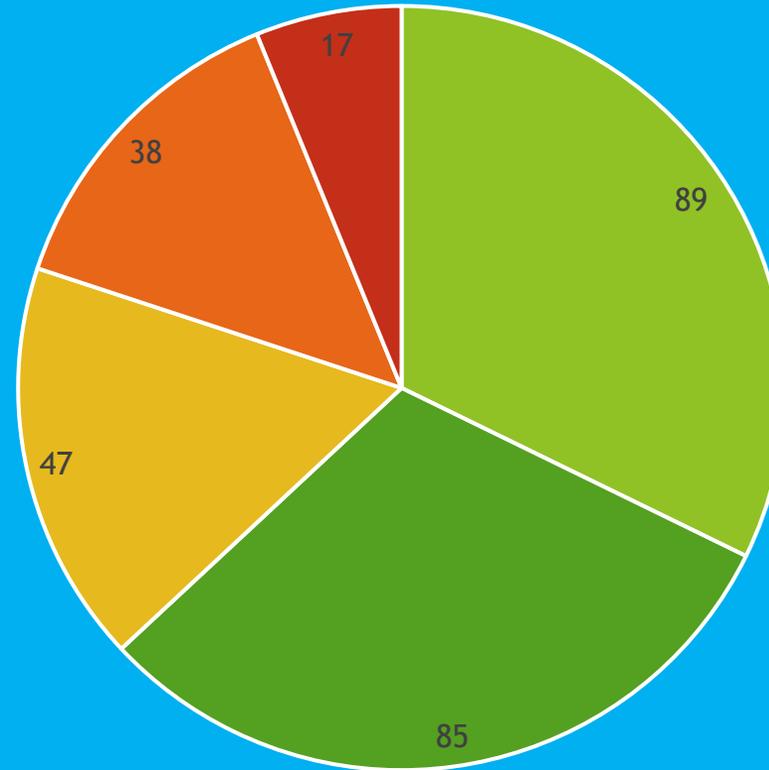
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"Everyone talks about building a relationship with your customer. I think you build one with your employees first."

- Angela Ahrendts (Senior Vice President, Apple)

2023



■ Excellent ■ Very Good ■ Good ■ Fair ■ Poor

We believe that when our employees know what they are doing and they are properly trained, productivity increases.

Below are some seminars that are planed in our yearly training plan for 2024:



- Waste and food recycling - Compactor
- Basic Hygiene & Sanitation Procedures
- Cyprus Hospitality
- Concerning Environment
- Energy & Water Saving
- Children Protection
- Lifeguard seminar
- Health & Safety at the Workplace
- Use of Fire Fighting Equipment
- Fire Evacuation
- Kitchen culinary seminars

S U P P L I E R S

When purchasing decisions are made, we principally take environmental criteria into consideration. We are very careful in the selection of the products we use with the vast majority being local and seasonally available ingredients. We make sure that our guests are informed and educated on the local produce with the organization of fairs where local products are displayed and local suppliers informing our guests about the products and the process of preparation.

For us it is of vital importance where food comes from, therefore we try to work with suppliers who share the same values and ethical concerns.

90% of our suppliers are local and most of them are ISO certified.

We prefer local community-based suppliers and products not harmful to the environment. We also prefer locally produced products than imported. This is done as an effort on our behalf in promoting prosperity and development in the area.

2023

90% of our suppliers were locals.

2024

90% of our suppliers were locals.

This year is the same as previous year

This year our hotel continued to purchase as many local traditional products as possible to help support our local industry.

Our target for 2024 is to support local suppliers up to 90%

It is imperative for all businesses to understand the serious effects which their operations may have on the environment and make the effort to minimize those effects with the implementation of effective strategies. The serious consequences that human activity has brought on the environment make it crucial for all businesses to manage their operations in a way that helps protecting the environment.

energy

We were committed to attain maximum levels of quality without compromising natural resources and with respect to the local community. Moreover, we informed our suppliers of our environmental policy and encouraged them to operate in an environmentally responsible manner as well. All members of our staff were informed of our environmental policy during meetings and with the use of an environmental board placed in the staff room.

waste

We recognize the importance of protecting the environment. For us it is of paramount importance because it ensures that our business will operate in a healthy manner for many years to come giving us durability and ensuring that our success will be maintained.

water

As a result of our water assessment we will reach one target for 2024: the reduction of water consumption by installing water aerators in all faucets and showers in all guest rooms by our own technical team.

Energy consumption 2023

Month	Number of Rooms	Number of Guests	Water m ³	Electricity kWh	Diesel ltr	Water ltr / Guest	Electricity kWh / Guest	Diesel ltr / Guest	Laundry/ fuel	Quest fuel	Laundry Diesel/quest	electricity /room	diesel/room	water/room
April	7345	20205	7799	201467	26400	0.39	9.97	0.23	21653	4747	0.357	27.43	0.65	1.06
May	10863	30994	10486	278408	29000	0.34	8.98	0.28	20168	8832	0.268	25.63	0.81	0.97
June	11873	35728	10694	352469	29770	0.30	9.87	0.26	20614	9156	0.274	29.69	0.77	0.90
July	12772	37645	10275	520031	29300	0.27	13.81	0.29	18325	10975	0.244	40.72	0.86	0.80
August	12640	38604	10313	527372	28200	0.27	13.66	0.25	18463	9737	0.245	41.72	0.770332278	0.82
September	11922	32861	10448	448279	28760	0.318	13.64	0.34	17656	11104	0.235	37.60	0.93	0.88
October	10906	30072	10486	278408	29000	0.35	9.26	0.29	20168	8832	0.268	25.53	0.81	0.96
TOTAL	78321	226109	70501	2606434	200430	2	79	2	137047	63383	2	228	6	6

We constantly strive to offer and help with our actions our community.

2024

C O M M U N I T Y

Blood donation - increases the awareness of our employees

Volunteered for tree planting with forest department

Keep the beaches clean - Volunteered for beach cleaning twice a year

Foundation for people with autism in Cyprus - Free waterpark tickets coupons

Public volunteers board of Chloraka for the eldest & senior citizens - Donation of all indigrates for daily breakfast and weekly coffee breaks

All closing stocks from the kitchen that cannot be returned are donated to Charity organizations

200 Easter candles purchased from Margarita Liasidou foundation for charity.

Equipment and furniture given to charity organization in our district

Our target for 2024/2025 is to contribute to local community with more donations.

Another target for 2024/2025 is to become as much as possible paperless .

Overview

Certainly there are things we achieved and things which have been upgraded this year 2024 as the Hotel is renovated as well as some others we still need to improve.

Of course there is room for improvement for a Hotel Company which is integrated into the whole of the local community.

However, this year was a very successful year in almost all terms.

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