

## Environmental Policy and Activities for the Year 2025

The Mediterranean Palace Hotel is located in the center of Thessaloniki, the second-largest city in Greece, which is a significant tourist destination as well as a hub for commercial and economic activities, including national-level exhibitions and events, and a key location in the broader Balkan region. The Mediterranean Palace Hotel is a 5-star hotel that reflects the most beautiful features of Thessaloniki, including its vibrant cosmopolitan atmosphere, a refined sense of tranquility, and traditional warm hospitality.

The luxury and style, combined with its strategic location in the heart of the city's commercial and economic center, make Mediterranean Palace an unparalleled destination. A step inside the hotel is enough to impress. The inspiration for the lobby's decoration is drawn from the aristocratic atmosphere of 1930s Thessaloniki. The hotel's facilities are fully equipped according to modern comfort standards.

The Mediterranean Palace Hotel holds ISO 22000:2018 and HACCP certifications, which are international standards for food safety, covering all stages of the supply chain from farm to shelf (production, processing, packaging, transportation, and sale). These standards focus on the logistics chain and are aligned with the Codex Alimentarius.

The hotel's core philosophy places a primary emphasis on respect for the environment, people, the local community, and the city's culture. Specifically, the business has developed an environmental policy that focuses on the following priorities:

- Compliance with current national environmental legislation
- Adoption and adherence to standards (ISO 22000:2018 and HACCP) related to food safety and transparency in the supply chain
- Awareness, information, and training of staff and guests regarding the company's environmental commitments
- Encouragement of staff and guests to actively participate in the environmental management of the business
- Systematic evaluation of environmental and socio-cultural actions at an internal level
- Proper management of energy resources, reduction of energy and water consumption, CO<sub>2</sub> emissions, and improvement of environmental performance
- Adoption of environmental and social goals and actions
- Awareness, information, and training of staff for the proper management of waste
- Planning for the implementation of recycling across all areas of the hotel
- Collaboration with suppliers who follow an Environmental Management System or adhere to the principles of the company's environmental and social policy



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- Creation, strengthening, and management of trusted relationships at the social level, with partners and customers
- Promotion of environmental, cultural, and social initiatives in the wider Thessaloniki area
- Improvement of the company's image to the public, the local community, and potential investors by showcasing its environmental sensitivity and effective, sustainable operation
- Annual review and update of the company's Environmental Policy

In the context of improving its environmental performance, Mediterranean Palace has focused on the following areas:

### Energy

- Motion-detecting sensors in public areas, timers in external areas, room keycards for power control, magnetic window contacts to manage air conditioning, energy-saving bulbs throughout the hotel, energy inspections as required by regulations, energy management monitoring, thermal insulation, double-glazed windows, replacing electrical equipment with A+ energy-rated devices, training and raising awareness of staff and guests regarding energy conservation, adopting policies for minimum and maximum temperature settings for cooling/heating, promoting alternative transportation options, building design that facilitates ventilation and reduces energy loss, and the use of natural gas for part of the hotel's operational needs.

### Water

- Replacement of equipment (sanitary items and washing machines) as needed in accordance with the Green Key program, regular checks for leaks in faucets, toilets, and swimming pools, use of sensors in public restrooms, awareness, information, and training of staff on efficient water usage (at least two meetings per year), educating guests on responsible water use (Wash On Demand practice).

### Waste

- Sorting waste according to national regulations in operational areas, efforts to reduce material consumption that generates large volumes of waste, collaboration with companies or organizations following a special waste management program (used oils, batteries, light bulbs, packaging), partnership with the non-profit organization "Clean Hands" for soap recycling, informing and raising awareness among staff on proper waste management, encouraging guests to participate in recycling initiatives.

### Food



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- Purchasing products aligned with the Greek Breakfast program (PDO, PGI, local or fair-trade products) to promote local gastronomy and reduce food miles (seasonal and local products), offering vegetarian meals, providing meals for special dietary needs (e.g., gluten-free), ingredient labeling for allergens, informing and raising awareness among staff about reducing food waste, promoting Mediterranean diet principles.

### Information, Training, and Awareness

- Informing and raising awareness among staff and guests through signage about proper energy, water, and waste management, encouraging the use of environmentally friendly transportation (bicycles, public transport) and participation in related activities, providing information on visiting areas of natural beauty, archaeological sites, and museums to highlight the environmental and cultural heritage of Thessaloniki and Greece, promoting through the hotel's website events taking place annually in Thessaloniki related to cultural or environmental themes (e.g., Thessaloniki International Fair, Thessaloniki Film Festival), continuous staff education, showcasing Blue Flag beaches, and supporting actions that prioritize environmental and social goals.

### Management/Operations

- The hotel has designated an Environmental Management Officer who monitors compliance with the company's environmental policy, participates in meetings with management to keep them updated on the environmental program's progress, monitors and evaluates the environmental policy annually, educates, trains, and raises awareness among staff about the company's environmental commitments and initiatives (use of environmentally friendly detergents, proper energy, water, and waste management), and promotes environmental and cultural programs and actions, while ensuring the use of environmentally friendly materials in both operations and infrastructure.