



SUSTAINABLE REPORT

OKEANOS BEACH
BOUTIQUE HOTEL

2025



In today's rapidly evolving world, protecting and preserving the environment has become essential for the survival and well-being of humanity. Our company recognizes this responsibility and is fully committed to complying with all legal requirements, preventing pollution, safeguarding our employees, and continuously improving our environmental performance. These principles form the foundation of our environmental policy, aimed at promoting sustainable development and an improved quality of life.

Aligned with the United Nations Sustainable Development Goals (SDGs), particularly Goal 12 (Responsible Consumption and Production), Goal 13 (Climate Action), and Goal 15 (Life on Land)—we strive to embed sustainability into every facet of our operations. A key objective of our policy is to progressively reduce greenhouse gas emissions through the adoption of cleaner technologies, improved energy efficiency, the use of renewable energy sources, and the cultivation of environmental awareness among employees and partners.

Through these initiatives, we seek not only to minimize our environmental impact but also to actively support global efforts to combat climate change, protect natural ecosystems, and build a resilient, sustainable future for the generations that follow.



A Few Words About Us...

Okeanos Beach Boutique Hotel located in Ayia Napa, Cyprus's premier cosmopolitan destination. Featuring 64 modern rooms, it is a newly built property that combines a welcoming, contemporary, and relaxing ambiance, providing an ideal getaway experience for all guests. All rooms and services, including all public areas, have been thoughtfully upgraded, offering modern and comfortable accommodation in a relaxing atmosphere with the convenience of all the attractions and amenities of the resort.

Over the past five years, the global tourism industry has faced consecutive crises that disrupted travel demand and business continuity. The period 2024–2025 has been further affected by geopolitical instability, particularly the conflict in Israel, alongside ongoing global economic uncertainty, adding pressure to Cyprus's tourism and hospitality sector.

Despite these challenges, the current year shows encouraging signs of recovery and renewed confidence. Tourist arrivals are increasing, and the resilience and adaptability of the Cypriot hospitality industry have helped our hotel regain stability and move forward with optimism.

This report outlines the organization's performance for 2024–2025, summarizing key actions, improvement measures, and future goals, reflecting our continuous commitment to excellence, sustainability, and growth.



Our Policies...

At Okeanos Beach Boutique Hotel, we are committed to operating responsibly and sustainably, ensuring that every aspect of our business reflects respect for people, the environment, and the community. Our policies are built on ethical conduct, transparency, and continuous improvement, and are aligned with the United Nations Sustainable Development Goals (SDGs). We strive to deliver exceptional hospitality experiences while minimizing our environmental impact, upholding human rights, and promoting social and economic well-being.

Our Environmental and Sustainability Policy focuses on reducing our ecological footprint through energy efficiency, renewable energy adoption, waste reduction, and responsible resource management. We aim to prevent pollution, protect natural ecosystems, and contribute to global climate action. Our Quality Policy ensures high service standards, regulatory compliance, guest satisfaction, and continuous improvement, supported by annual reviews, audits, and staff training.

Through our Health and Safety Policy, we guarantee a secure and healthy working environment, complying with national and European legislation while fostering a proactive safety culture that prevents accidents and promotes employee well-being. Our Human Rights Policy emphasizes equality, fairness, and diversity. We strictly prohibit discrimination, harassment, force or child labor, and we encourage a culture of inclusion and dignity for all employees and guests.

The Child Protection and Support Policy reinforce our zero-tolerance stance on any form of child abuse or exploitation. In accordance with the UN Convention on the Rights of the Child, we ensure that children are always treated with care, respect, and safety, both within our premises and through our partnerships. Similarly, our Cultural Heritage Policy reflects our dedication to preserving the cultural and natural heritage of Cyprus. We encourage our staff, guests, and partners to respect and protect historical sites, traditions, and biodiversity, promoting responsible tourism practices.

Together, these policies form the foundation of our sustainability strategy and corporate responsibility. They guide our daily operations and long-term objectives, helping us create value for our guests, empower our people, protect the environment, and contribute positively to the local community. Through resilience, adaptability, and innovation, Okeanos Beach Boutique Hotel remains dedicated to building a sustainable future and delivering excellence with integrity in everything we do.



Our Path to Sustainability...

At Okeanos Beach Boutique Hotel, sustainability is not a trend but a guiding philosophy that shapes every aspect of our operations. We believe that hospitality and environmental responsibility must go hand in hand to ensure a better future for both people and the planet. Guided by the United Nations Sustainable Development Goals (SDGs), our approach focuses on actions that generate a positive impact on the environment, society, and the local economy.

We have aligned our sustainability strategy with several key SDGs:

- **SDG 7 – Affordable and Clean Energy:** Through the adoption of energy-efficient systems, smart technologies, and renewable energy sources, we aim to reduce overall energy consumption and greenhouse gas emissions.
- **SDG 12 – Responsible Consumption and Production:** We focus on minimizing waste, promoting recycling, and ensuring the responsible use of natural and material resources throughout our operations.
- **SDG 13 – Climate Action:** We actively monitor and manage our environmental footprint, taking measurable steps to mitigate climate change and inspire awareness among staff and guests.
- **SDG 14 & 15 – Life Below Water and Life on Land:** We are committed to protecting Cyprus's marine and terrestrial ecosystems by reducing pollution, conserving biodiversity, and promoting responsible tourism.
- **SDG 8 – Decent Work and Economic Growth:** We support fair employment, professional development, and community engagement, contributing to the sustainable growth of the local economy.

To achieve these goals, Okeanos Beach Boutique Hotel continuously evaluates and improves its environmental performance across the following key areas:

- **Energy Consumption:** Reducing overall energy use through LED lighting, smart controls, renewable sources, and energy-efficient equipment.
- **Water Consumption:** Implementing water-saving fixtures, regular monitoring, and guest awareness initiatives to prevent waste.
- **Waste Production:** Enhancing recycling systems, minimizing single-use plastics, and managing waste streams responsibly.
- **Chemical Consumption:** Using eco-certified cleaning products and reducing the use of harmful substances to protect health and ecosystems.
- **Greenhouse Gas (GHG) Emissions:** Tracking and lowering emissions through sustainable mobility, efficient energy use, and supplier collaboration.
- **Use of Raw Materials and Supplies:** Prioritizing environmentally friendly materials, sustainable suppliers, and local procurement.
- **Food Supply and Food Waste:** Partnering with local producers, promoting seasonal menus, and implementing food waste reduction practices across all departments.

These initiatives are supported by training programs, staff engagement, and transparent monitoring, ensuring that sustainability principles are embedded in our daily operations. We also encourage our guests and partners to join us in this effort, promoting shared responsibility for a more sustainable future.

Our path to sustainability is a continuous journey of innovation, responsibility, and respect for nature. By integrating the SDGs into our business model, we aim to create lasting value, reduce our environmental footprint, and preserve the beauty of Cyprus for future generations.

Our Environmental Initiatives...



Energy Efficiency

- ✓ Use of low-energy or LED lighting throughout public areas.
- ✓ Outdoor lighting is managed through timers to minimize unnecessary use.
- ✓ Continuous monitoring and adjustment of air-conditioning in public spaces for optimal temperature control.
- ✓ Electricity in guest rooms is activated only via a magnetic key system.
- ✓ Air-conditioning and heating systems operate only when balcony doors are closed.
- ✓ Double-glazed balcony doors help maintain indoor temperature and reduce energy loss.
- ✓ Gradual replacement of outdated equipment with higher energy efficiency models.
- ✓ Preventive maintenance of all machinery according to the annual maintenance plan to avoid energy loss due to faults.
- ✓ Installation of air curtains in cold storage areas to minimize temperature exchange.
- ✓ Ongoing staff training and awareness programs to report malfunctioning or energy-wasting equipment.
- ✓ Ensure all electrical devices are turned off during non-operational hours.
- ✓ Bed linen is changed every third day to reduce water and energy use.
- ✓ Provide information to guests regarding energy-saving practices and towel use policies.



Water Conservation

- ✓ Water quality is regularly monitored to ensure compliance with national standards.
- ✓ Linen is changed every third day, unless otherwise requested by guests.
- ✓ Guests are encouraged to reuse towels and conserve water during their stay.
- ✓ Grey water is directed to the municipal sewage treatment system.
- ✓ Continuous maintenance and repair of leaks in pipes, taps, and equipment.
- ✓ Display informational signage in guest rooms to promote water-saving behavior.
- ✓ Staff training and awareness programs focused on responsible water management.



Waste Management

- ✓ Separate recycling bins are available throughout the property for glass, paper, cardboard, plastic, and metal, which are transferred to Green Dot recycling facilities.
- ✓ Ensure separate collection of used batteries, lamps, and electrical appliances.
- ✓ Promote paper reduction by encouraging staff to print only when necessary, using double-sided and black-and-white printing
- ✓ Digital communication tools (emails, e-documents) are preferred over printed materials.
- ✓ Reduce packaging waste through bulk purchasing whenever possible. Apply the “first in, first out” system for food storage to prevent spoilage and waste. Encourage guest participation in recycling and waste reduction initiatives.



Chemical Management

- ✓ Use of chemicals is strictly limited to cases where it is essential.
- ✓ Daily monitoring of swimming pools to ensure minimal chemical use while maintaining hygiene standards.
- ✓ Conduct regular training sessions for staff on safe handling and correct dosage of chemicals.
- ✓ Maintain Material Safety Data Sheets (MSDS) for all chemical substances on site.
- ✓ Ensure staff use appropriate Personal Protective Equipment (PPE) when handling hazardous materials.



Our Environmental Performance...

As part of our ongoing commitment to implementing sustainable environmental practices, our organization systematically monitors, records, and evaluates key indicators related to the most significant environmental aspects arising from its operations and activities. These indicators enable us to assess our performance, identify opportunities for improvement, and ensure that our environmental management remains aligned with our sustainability objectives and regulatory requirements.

To strengthen this commitment, Okeanos Beach Boutique Hotel operates under a certified Environmental Management System (EMS) in accordance with the ISO 14001 standard. This internationally recognized certification defines the framework for identifying, controlling, and continually improving the environmental performance of an organization. It ensures that our environmental responsibilities are managed systematically, reducing negative impacts and promoting a culture of prevention and sustainability across all levels of operation.

Through this structured and certified approach, we enhance transparency, accountability, and efficiency in managing key areas such as energy and water consumption, waste generation, chemical use, greenhouse gas emissions, and resource utilization.



In the following sections, an in-depth presentation of the environmental performance results is provided for both 2024 (serving as the reference year) and 2025, which remains ongoing as the operational season has not yet been completed. This comparative assessment supports evidence-based decision-making, continuous improvement, and the long-term goal of minimizing our environmental footprint while contributing to a more sustainable future.

Table 1: Environmental Performance 2024-2025

Environmental Aspect	Indicators	2024	2025	Target 2025
ENERGY CONSUMPTION	kWh / quest nights	10.526	10.377	↓ %2
WATER CONSUMPTION	tn / quest nights	0.246	0.216	↓ %2
GAS CONSUMPTION	Gas / quest nights	0.246	0.216	↓ %2
FUEL OIL CONSUMPTION	lit / quest nights	0.181	0.180	↓ %2
CHEMICAL CONSUMPTION	lit / year	1485	1428	↓ %2
CHEMICAL CONSUMPTION	Kg / year	200	150	↓ %2

The data presented in the table indicate that the environmental performance indicators for 2024 and 2025 remain generally consistent across key categories such as energy, water, gas, and fuel oil consumption. This reflects the organization's continued efforts to maintain operational efficiency and responsible resource management.

It should be noted, however, that the data for 2025 represents a partial reporting period, as the operational season has not yet concluded. Consequently, the results do not yet provide a complete picture of the overall environmental performance for the year.

By the end of 2025, comprehensive and comparable results will be available. These will allow us to evaluate whether our environmental objectives have been achieved and to assess the effectiveness of the actions implemented so far. Based on this assessment, the organization will be able to identify areas where further improvement or substantial changes may be required to enhance environmental performance and align future operations with our sustainability goals.

Our Commitment to the Community...

At Okeanos Beach Boutique Hotel, we believe that our success is deeply connected to the well-being of the people who form our community — our employees, local partners, and guests. We are committed to fostering a workplace built on respect, fairness, and equal opportunities, ensuring that every team member is valued, supported, and encouraged to reach their full potential.

Our approach is based on inclusivity and non-discrimination, regardless of gender, age, ethnicity, religion, or background. We invest in the professional development and well-being of our employees, offering continuous training, safe working conditions, and opportunities for personal growth.

Beyond our internal practices, we strive to make a positive impact on the local community by supporting local businesses and suppliers, promoting authentic Cypriot products, and contributing to the sustainable economic growth of Ayia Napa and the surrounding region.

Through collaboration, integrity, and shared values, Okeanos Beach Boutique Hotel remains dedicated to creating a responsible hospitality model that empowers people, strengthens community ties, and contributes to a more inclusive and sustainable society.

Table 2: Community and Local people support

	2024	2025
Local Suppliers	16/24	12/22
Women Vs Men (employees)	16/17	19/16
Local Vs Foreign (employees)	19/13	20/15

Preserving Local Culture and Biodiversity...

At Okeanos Beach Boutique Hotel, we believe that culture and nature form the essence of our identity and the foundation of sustainable hospitality. The beauty of Cyprus lies not only in its landscapes but also in its traditions, people, and biodiversity. For this reason, our sustainability strategy focuses equally on preserving local culture and protecting the natural environment, ensuring that both continue to flourish side by side.

We proudly support and promote local traditions, crafts, and gastronomy, offering our guests authentic experiences that reflect the soul of Cypriot heritage. Through collaborations with local artists, producers, and businesses, we contribute to the island’s economy and help sustain traditional skills and livelihoods that might otherwise be lost. We also encourage cultural exchange, allowing guests to discover and appreciate the customs, hospitality, and values that define the Cypriot way of life.



In parallel, we are deeply committed to safeguarding biodiversity — recognizing that the natural environment is inseparable from our cultural identity. Our hotel operates with respect for the surrounding ecosystems, implementing practices that minimize environmental impact, such as reducing plastic use, managing waste responsibly, and conserving energy and water resources. We strive to protect native flora and fauna, particularly in the coastal zones of Ayia Napa, and raise

awareness among our guests and staff about the importance of preserving the delicate balance between tourism and nature.

Moreover, we actively participate in and support local environmental and community initiatives that promote the protection of Cyprus's natural and cultural heritage. From sourcing sustainable, locally produced goods to reducing our ecological footprint, every decision we make aims to create positive change and lasting value for both people and the planet.

By combining our respect for culture with our dedication to biodiversity, Okeanos Beach Boutique Hotel aspires to be more than a place to stay — we aim to be a guardian of tradition, nature, and authentic Cypriot hospitality for future generations.

Caring for Our Guests...

Our guests are at the heart of everything we do. We are committed to providing an exceptional hospitality experience built on comfort, safety, respect, and genuine care. Our goal is not only to meet expectations but to exceed them — ensuring that every stay is memorable, relaxing, and meaningful.

We believe that true hospitality combines authentic service with responsibility. For this reason, we integrate sustainability and ethical values into every part of our operations, from the materials we use and the food we serve to the way we interact with our guests and our community. Each guest is treated with fairness, dignity, and attention to individual needs, reflecting the essence of Cypriot hospitality that defines our identity.

Our hotel places strong emphasis on health, safety, and well-being, maintaining rigorous standards in hygiene and food quality, and ensuring that all facilities are operated with respect for the environment and the comfort of our guests. Continuous training programs help our staff enhance their skills in customer service, communication, and sustainability, allowing them to create personalized and meaningful experiences for every visitor.

Ultimately, our commitment to our guests goes beyond accommodation — it is about creating a welcoming environment where everyone feels valued, respected, and inspired. Through empathy, care, and excellence, Okeanos Beach Boutique Hotel strives to make every guest feel part of our extended family, leaving with lasting memories and a sense of belonging.

Table 3: Overall score from two different travel agency

	2025	2026
	Total score	Target
Travel Agency (1)	9/10	9.1/10
Travel Agency (2)	4.7/5	4.8/5

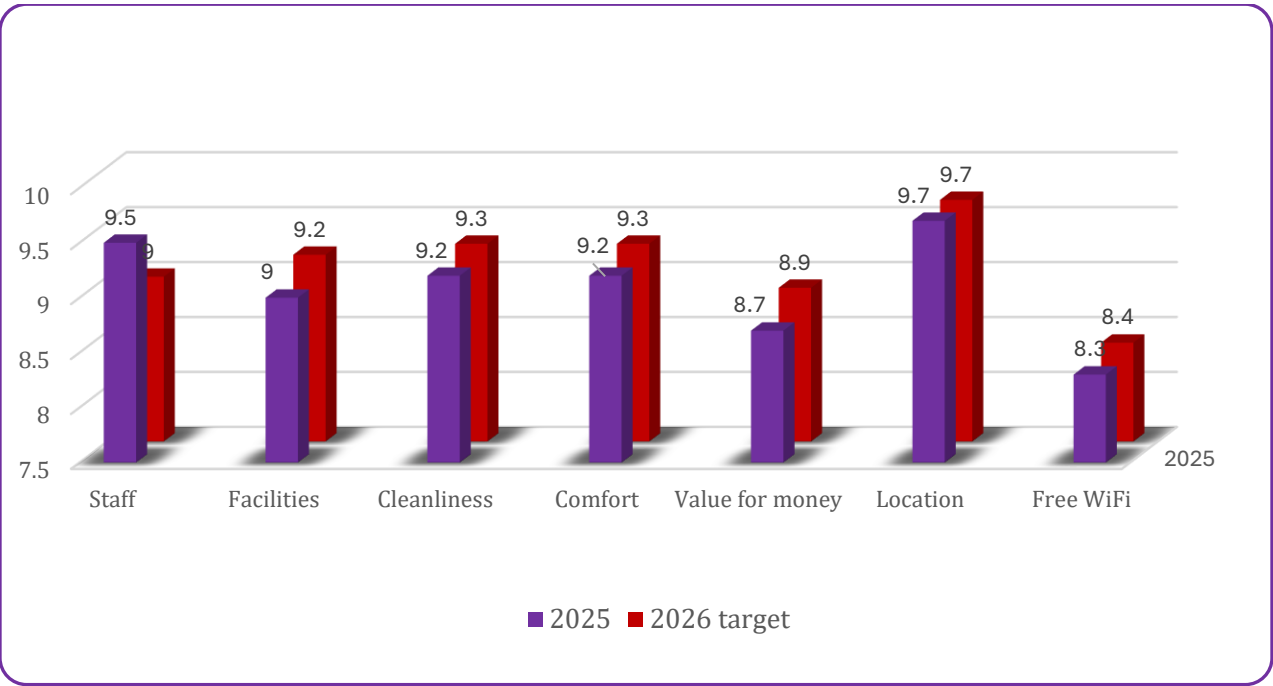


Diagram 1: Customer Evaluation (Travel Agency 1)



Diagram 2: Customer Evaluation (Travel Agency 2)

The results of our customer satisfaction survey demonstrate a very high level of guest satisfaction, reflecting our team’s dedication to quality, comfort, and authentic hospitality. We are proud of this achievement, which highlights the trust and appreciation of our guests for the services and experience offered at Okeanos Beach Boutique Hotel.

At the same time, we recognize that excellence is a continuous process. Therefore, we remain fully committed to further improving our performance wherever possible, by listening carefully to guest feedback, enhancing our facilities, and consistently raising the standards of service and care that define our brand.

Working Together with Our Stakeholders...

At Okeanos Beach Boutique Hotel, we believe that meaningful progress toward sustainability can only be achieved through collaboration and shared responsibility. Our stakeholders — including employees, guests, suppliers, local authorities, and community partners — play a vital role in shaping our environmental and social initiatives.

We actively invite and encourage stakeholder participation in the development, implementation, and continuous improvement of our sustainability policies. Through regular communication, feedback sessions, and open dialogue, we gather valuable insights and ideas that help us align our actions with community expectations and global best practices.

By maintaining transparency and fostering mutual trust, we aim to create a culture of partnership where every voice matters. Together, we work to enhance our positive impact, strengthen our environmental stewardship, and build a responsible hospitality model that benefits both people and the planet.

The Road Ahead...

As we continue our journey, Okeanos Beach Boutique Hotel looks to the future with optimism, responsibility, and a strong sense of purpose. Sustainability remains the cornerstone of our philosophy — a commitment that drives every decision we make and every initiative we pursue. Our next step is to build upon the progress we have achieved, transforming our vision into measurable actions that contribute to a more sustainable world.

In the coming years, we aim to further enhance our environmental performance through the adoption of cleaner technologies, the reduction of waste and emissions, and the promotion of renewable energy solutions. We will continue to focus on responsible resource management, minimizing the use of water, plastics, and chemicals, while protecting the biodiversity and natural beauty that make Cyprus unique.

At the same time, we remain deeply committed to our people and community — empowering our employees through training, equality, and opportunity, and strengthening partnerships with local suppliers, producers, and organizations. By doing so, we support the local economy, preserve our cultural heritage, and promote social well-being.

We also recognize the importance of guest engagement in our sustainability journey. Through awareness, communication, and authentic experiences, we encourage our guests to share our vision and become active participants in creating positive environmental and social impact.

As we move forward, our focus will remain on continuous improvement, guided by transparency, integrity, and innovation. Together with our dedicated team, valued partners, and loyal guests, Okeanos Beach Boutique Hotel will continue to set higher standards for sustainable hospitality — ensuring that our legacy is one of care, respect, and responsibility for generations to come.

THANK YOU

Together for a Sustainable Future



On behalf of the Management, we would like to extend our heartfelt gratitude to our employees, partners, suppliers, and valued guests for their ongoing trust and collaboration.

Your dedication, professionalism, and shared commitment to excellence are the driving forces behind our success.

At Okeanos Beach Boutique Hotel, we view sustainability not as a destination but as a journey of continuous improvement.

Thank you for being part of our journey toward a more sustainable tomorrow.