

This report covers the environmental performance of **Venezia Resort Hotel & Spa 4\*** for the period **January–December 2024** and **January–August 2025**, with references to **2023** where data is available. The analysis includes energy and water consumption, waste management, procurement of high-emission foods and plastics, CO<sub>2</sub>e emissions, photovoltaic energy production, as well as data on human resources and environmental actions implemented. The aim is to record progress, interpret the results and set targets for **2026**.

## Energy

Year / Period	Total Consumption (kWh)	Emissions (kg CO <sub>2</sub> e)	Emissions per guest night (kg CO <sub>2</sub> e)
2023	510,686	~190,000	~2.5
2024 (Jan–Dec)	~890,000	~393,933	~3.2
2025 (Jan–Aug)	~610,000	~400,000	~3.3

Energy consumption increased significantly in 2024, reaching approximately **890,000 kWh** compared to **510,000 kWh** in 2023. In 2025, for the period January–August alone, consumption has already reached **610,000 kWh**, indicating that the annual total may exceed the 2024 level. This upward trend is also reflected in CO<sub>2</sub>e emissions, which rose from around **190–200 tonnes in 2023** to almost **394 tonnes in 2024**, and have already exceeded **400 tonnes in 2025**.

However, the production of electricity from the hotel's photovoltaic system plays a crucial role in containing this increase. Specifically, from January to September 2025, **141,560 kWh** of green energy were produced, corresponding to the avoidance of approximately **37.2 tonnes of CO<sub>2</sub>e**. Without the PV system, the hotel's net emissions would be **9% higher** for the same period. In other words, the PV system has significantly helped to curb the upward trend in 2025, reducing the environmental burden from energy consumption and offsetting an important part of the emissions caused by the use of grid electricity.

The presence of the photovoltaic system is not just an “additional” sustainability action, but a **strategic investment** that enables the hotel to offset its increased energy needs and limit the rise in CO<sub>2</sub>e emissions. If we take into account that total emissions in 2025 could exceed **440 tonnes** without PV generation, it becomes clear that this installation keeps the increase at more manageable levels and supports the achievement of the reduction targets set for 2026.

**Target 2026:** further increase the share of the hotel's energy needs covered by the photovoltaic system to **15% of total consumption**, in order to achieve at least a **5% reduction in CO<sub>2</sub>e emissions per guest night**.

## Water

Year / Period	Total Consumption (m <sup>3</sup> )	Emissions (kg CO <sub>2</sub> e)	Consumption per guest night (m <sup>3</sup> )
2023	31,971	—	—
2024 (Jan–Dec)	~20,000	~2,000	0.21
2025 (Jan–Aug)	~15,000	~3,800	0.22

Water consumption decreased in 2024 compared to 2023, mainly due to the installation of flow restrictors, regular checks and guest awareness actions. In 2025, a small increase per guest night is observed, resulting from seasonal use of the swimming pools and irrigation of the gardens.

**Target 2026: 5% reduction in water consumption per guest night**, installation of systems for fault/leak monitoring, and installation of flow meters in each department (BMS).

## Waste

Year / Period	Total Weight (kg)	Emissions (kg CO <sub>2</sub> e)	Notes
2023	—	—	No complete records
2024 (Jan–Dec)	~55,000	~22,000	No full recording of recyclables (paper–glass–plastic)
2025 (Jan–Aug)	~40,000	~32,000	More detailed records available; final cross-check planned with waste receivers at year-end (new partnerships for waste collection)

The absence of data for 2023 limits direct comparison, however the 2024–2025 figures show high waste quantities with relatively low recycling rates.

**Target 2026: 10% reduction in waste sent to landfill** through improved separation of materials and better recording of food waste with the aim of using it for **compost production**.

## Procurement – High-Emission Foods and Single-Use Plastics

Year / Period	Meat (kg)	Dairy (kg)	Fish (kg)	Single-use plastics (pcs)
2023	—	—	—	—
2024 (Jan–Dec)	~15,000	~10,000	~3,000	—
2025 (Jan–Aug)	~22,000	~13,000	~5,000	~180,000

The 2024–2025 data indicates increased use of meat and dairy products, as well as significant consumption of plastics.

Special mention is required for **single-use plastic cups**. In 2023 and 2024 the hotel had invested in **polycarbonate reusable cups**, aiming to reduce waste. However, high levels of losses were recorded, either due to damage or because guests threw them away or took them outside the hotel. This resulted in increased replacement costs, as well as higher water consumption and staff hours for washing.

In 2025, following a decision by the owners, the hotel **piloted a return to single-use plastic cups**, with the aim of reducing losses, lowering costs and saving resources (water, labour hours). At the same time, a **reward programme** was designed, to be implemented in 2025, for guests who choose **refill using the same cup**: each refill is accompanied by a stamp on a card and, after collecting ten stamps, the guest receives a **gift with an environmental focus** at checkout.

Once the reward programme has been implemented and cup usage has been evaluated in parallel with the programme, if the cost and environmental footprint prove to be higher, a **return to reusable cups** will be considered. Conversely, if the programme is successful, the refill scheme will be expanded in order to further encourage waste reduction and guest behaviour towards **reuse**.

#### Targets 2026:

- Full implementation and evaluation of the **cup refill reward programme**.
- Complete and detailed recording of **purchases** (fish / dairy products).
- **5% reduction in meat purchases and 10% reduction in dairy purchases**.

This reduction will be achieved through changes to the menus, such as the gradual introduction of more plant-based options, offering plant-based milk alternatives at the breakfast buffet, and adjusting portion sizes in meat and cheese dishes to limit overconsumption. In this way, the environmental footprint is reduced **without compromising the variety and quality of the food offered**.

#### Human Resources

Year	Total Staff	Men	Women	From Rhodes	From rest of Greece	From abroad	Management Positions
2024	72	37 (51.4%)	35 (48.6%)	29 (40.3%)	8 (11.1%)	35 (48.6%)	5 (6.9%)
2025	78	30 (38.5%)	48 (61.5%)	26 (33.3%)	14 (17.9%)	38 (48.7%)	5 (6.4%)

In 2025, staff numbers increased, with higher participation of women but fewer employees originating from Rhodes. The number of management positions remained the same, but decreased proportionally.

During 2024–2025, the hotel increased its total staff from **72 to 78 employees**. The staff composition shows significant changes compared to the previous year.

The share of women increased from **48.6% in 2024** to **61.5% in 2025**, indicating progress in **gender equality** in the workplace. Conversely, the share of men decreased from **51.4%** to **38.5%**.

Regarding staff origin, the percentage of employees from Rhodes fell from **40.3% to 33.3%**, while employment from the rest of Greece increased (from **11.1% to 17.9%**). The proportion of staff from abroad remained almost stable, at around **49%**.

Management positions remained constant in absolute numbers (**5 people**), and all of these positions are currently held by men.

### Targets 2026

- **Strengthen gender equality in management positions:** appoint at least **one woman** to a management role.
- **Increase local employment:** increase the percentage of staff from Rhodes so that it returns to at least **40%**.
- **Maintain multiculturalism:** continue recruiting from abroad, combined with training and integration programmes.
- **Gender balance:** maintain a male–female ratio close to **50/50** through targeted recruitment practices.
- **Staff stability:** keep total staff numbers **above 75 employees** to meet operational needs and quality requirements.

### Biodiversity

During 2024–2025, the hotel began developing its **own garden/orchard**, which provides fresh produce for the kitchen and simultaneously functions as a small ecosystem supporting local flora and fauna.

For 2026, the goal is to introduce **bee-friendly plants** into the garden to boost the presence of **pollinators** and improve the ecological balance of the area. The garden will also become **accessible to guests**, with the organisation of educational activities.

At the same time, the hotel will develop collaborations with **local beekeepers**, purchasing honey and hive products, thereby supporting the local economy and contributing to the protection of an important sector that is directly linked to **biodiversity**.

### Environmental Actions 2024–2025

During 2024–2025, the hotel implemented a series of environmental actions that significantly improved its performance. The creation of a **private garden/orchard** supplied products to the restaurants, reducing emissions from transportation and enhancing local self-sufficiency and biodiversity.

The installation of **solar floodlights** and replacement of pool pumps with **inverter pumps** reduced energy consumption.

In the laundry and food & beverage departments, **detergent and chemical dosing systems** were installed, ensuring rational use and reduced pollution.

The use of **automatic chlorinators** in the pools improved chemical management.

In the area of waste, the hotel cooperated with recycling companies for **glass, paper and plastic**, increasing the volume of recovered materials and reducing landfill disposal. These actions contributed to lowering the hotel's environmental footprint, in addition to the photovoltaic system already analysed in the energy section.

### **Support to the Local Community**

Venezia actively supports the local community through **donations and contributions** to local organisations and institutions in Rhodes, such as the **General Hospital of Rhodes** and **Saint Andrew Foundation**, providing essential goods, food and equipment. At the end of each season, donations of food and materials are made to charitable organisations, with the aim of supporting socially vulnerable groups.

**Target 2026: 10% increase** in the quantities of materials and food donated at the end of the season, as well as expansion of partnerships with local institutions and social support structures.

### **Environmental Actions 2024–2025 (Summary)**

The period was characterised by resource-saving and environmentally responsible initiatives:

- Creation of a **private garden/orchard** with organic products.
- Installation of **solar floodlights** and **inverter pool pumps**.
- Installation of **chemical dosing systems** in laundries and kitchens.
- **Automatic pool chlorinators** for rational chemical use.
- Strengthening of **recycling programmes** for glass, paper and plastic.

### **Conclusions**

The 2024–2025 period shows progress in **reducing water consumption** and improving efficiency through saving measures, but also challenges in **waste management** and **high-emission food procurement**. The production from the **photovoltaic system** contributed substantially to containing the upward trend of CO<sub>2</sub>e emissions in 2025.

Looking ahead to 2026, our commitments are aligned with international sustainability standards. Specifically, **Venezia Resort Hotel & Spa** commits to:

- **Reducing greenhouse gas emissions**, through continuous improvement of energy efficiency, reduced water consumption, waste minimisation and lower use of high-emission foods.
- **Protecting and supporting biodiversity**, by preventing pollution, protecting nature and wildlife, strengthening the garden/orchard as a natural habitat and supporting local beekeeping and pollinators.
- **Protecting and respecting human rights**, by preventing any form of discrimination, exploitation or harassment, and promoting equality, diversity and fair treatment among staff and throughout the supply chain.

- **Safeguarding children**, by actively preventing any form of exploitation or abuse, training staff and immediately reporting any suspected incident through defined protocols.
- **Strengthening charitable actions**, with ongoing support to local organisations and vulnerable social groups.

Finally, this Sustainability Report is not only a public statement of commitment, but also an open invitation to all stakeholders – guests, staff, suppliers and the local community – to support us in achieving our goals and commitments. Together we can continuously improve the **sustainability and social responsibility** of our operations.

**The General Manager**



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Area	2026 Targets	How to Achieve
Energy	Increase PV share to 15% of total energy needs. Reduce CO <sub>2</sub> e per guest-night ≥5%.	Expand/upgrade PV system. Continue investing in energy-efficient equipment (e.g., inverters, LED). Monitor consumption by department.
Water	5% reduction in water consumption per guest-night.	Install fault-monitoring systems. Install flow meters per department (BMS). Continue flow restrictors and guest information.
Waste	10% reduction in waste to landfill.	Better separation (paper, glass, plastic). Record food waste and use for composting. Collaborate with licensed receivers/recyclers.
Procurement (Food & Plastics)	Full implementation & evaluation of the cup refill reward program. Detailed recording of purchases (meat, dairy, fish). Reduce meat by 5% and dairy by 10%.	Expand the refill program (stamps-rewards). Menu interventions with more plant-based options. Plant-based drink alternatives at breakfast. Smaller portions for meat/cheese dishes.
Workforce	At least 1 woman in management. Local employment (Rhodes) ≥40%. Gender balance ~50/50. Maintain staff >75.	Targeted hiring from Rhodes. Gender-equality policies in hiring/promotion. Training & inclusion for staff from abroad. Maintain stable positions.
Biodiversity	Introduce bee-friendly plants. Make the garden visitor-friendly with educational activities. Collaborate with local beekeepers.	Plant pollinator-friendly species. Organize guided visits/activities for guests. Procurement agreements with local beekeepers.
Environmental Actions	Continue and strengthen resource-saving measures.	Expand the garden. Replace equipment with efficient models. Use automatic dosing/chemical systems. Partnerships with recycling companies.
Local Community	Continued donations to local organisations and institutions in Rhodes. 10% increase in donated materials and food at the end of the season, and expansion of partnerships with local institutions and social structures	Proper recording and appropriate storage of donations throughout the season.