

PORT ROYAL VILLAS & SPA

Sustainability Report 2024–2025

1. Management Statement

At Port Royal Villas & Spa, sustainability is an integral part of our philosophy and daily operations. We believe that luxury hospitality and environmental responsibility can coexist harmoniously, creating exceptional experiences for our guests while preserving the natural and cultural heritage of Rhodes for future generations.

Our commitment is founded on respect for people, local communities, and the natural environment. Through the responsible management of resources, continuous investment in sustainable technologies, active employee engagement, and support for local producers and businesses, we strive to contribute positively to the destination in which we operate.

During the 2024–2025 reporting period, Port Royal continued to improve its environmental performance by reducing energy consumption, greenhouse gas emissions, water consumption per guest night, and the use of single-use plastics, while maintaining high standards of service quality and operational efficiency. The hotel remains committed to continuously reducing its environmental footprint through the responsible management of energy, water, waste, and high-emission food products.

Protecting and supporting biodiversity is a key element of our sustainability strategy. By reducing pollution, managing natural resources responsibly, implementing recycling initiatives, and supporting activities that protect the coastal and natural environment of Rhodes, we actively contribute to the preservation of local ecosystems and promote environmental awareness among both employees and guests.

The Management remains fully committed to the principles of continuous improvement and to the requirements of the Travelife Sustainability System. Clear objectives, measurable indicators, and regular performance reviews ensure that sustainability principles are integrated into both strategic planning and everyday operational decision-making.

We recognise that responsible tourism extends beyond environmental management. Equal opportunities, employee wellbeing, local employment, respect for human rights, the prevention of discrimination, exploitation and harassment, and the fair treatment of all individuals are fundamental pillars of our approach to sustainability.

At the same time, we maintain a zero-tolerance policy towards all forms of child exploitation and abuse. Employees receive regular training on recognising and reporting suspected incidents, and the hotel cooperates with the relevant authorities and organisations to safeguard children and promote a safe and responsible tourism environment.

Through close collaboration with our employees, guests, suppliers, and local stakeholders, we continue to shape a model of hospitality that combines excellent service with long-term environmental and social responsibility.

2. Hotel Profile

Port Royal Villas & Spa is a five-star adults-only beachfront resort located in Kolymia, on the eastern coast of Rhodes, Greece. The resort offers a tranquil environment designed to combine contemporary luxury, wellness, and authentic Greek hospitality. The architectural

concept emphasizes harmony with the surrounding landscape, incorporating open spaces, Mediterranean vegetation, and direct access to the Blue Flag beach of Kolymbia.

The resort operates seasonally and welcomes international visitors seeking high-quality accommodation, wellness experiences, gastronomy, and sustainable travel options. Its facilities include multiple restaurants and bars, swimming pools, wellness and spa services, sports activities, and extensive landscaped gardens that enhance the natural character of the destination.

The sustainability philosophy of Port Royal is based on continuous improvement, efficient use of natural resources, support for local communities, and respect for cultural and environmental heritage. Environmental responsibility is integrated into everyday operations through energy management, water conservation measures, waste reduction initiatives, responsible procurement practices, and active employee participation.

For the purposes of this report, the baseline year used for performance comparisons is 2023, while the reporting period covers the operational year 2024–2025.

3. Sustainability Governance and Commitments

3.1 Our Sustainability Vision

Port Royal Villas & Spa is committed to creating a hospitality experience where luxury, well-being, and environmental responsibility coexist in harmony. Sustainability is embedded within the hotel's strategic direction and daily operations, guiding decision-making processes and long-term development.

The resort recognizes its responsibility towards employees, guests, suppliers, local communities, and the natural environment of Rhodes. Continuous improvement, transparency, and measurable performance indicators form the basis of its sustainability management system.

3.2 Environmental Commitment

The hotel is committed to reducing its environmental footprint through responsible resource management and continuous investment in sustainable practices. Key priorities include:

- Reducing energy consumption and greenhouse gas emissions.
- Improving water efficiency across all operational areas.
- Minimizing waste generation and increasing recycling rates.
- Reducing the use of single-use plastics.
- Promoting responsible purchasing and sustainable supply chains.
- Protecting local biodiversity and preserving the natural environment surrounding the resort.

Environmental performance is monitored annually through measurable indicators, allowing management to review progress and establish new objectives for continuous improvement.

3.3 Social Responsibility and Human Rights

Port Royal Villas & Spa promotes a safe, fair, and inclusive workplace where equal opportunities, diversity, and employee well-being are respected.

The hotel maintains a zero-tolerance approach towards discrimination, harassment, forced labour, child labour, and any violation of internationally recognized human rights principles. Child safeguarding measures are integrated into operational policies and employee awareness programmes.

Continuous staff training, professional development opportunities, and open communication channels contribute to a positive working environment and encourage active participation in sustainability initiatives.

3.4 Supporting the Local Community

The resort actively supports the local economy by prioritizing local suppliers, promoting regional products, and encouraging guests to experience the cultural and natural heritage of Rhodes.

Partnerships with local businesses, producers, and community stakeholders strengthen the destination's economic resilience while preserving traditional practices and authentic experiences.

The hotel also promotes awareness of local customs, gastronomy, history, and environmental values through guest information materials and sustainability communication initiatives.

3.5 Sustainable Procurement

Responsible procurement remains a key component of the hotel's sustainability strategy. Purchasing decisions take into consideration environmental performance, product quality, ethical standards, and support for local producers.

Preference is given to suppliers that demonstrate environmental responsibility, minimize unnecessary packaging, and align with internationally recognized sustainability principles.

The hotel continuously evaluates opportunities to reduce environmentally hazardous substances, limit high-emission products where feasible, and further decrease dependence on single-use plastic items.

3.6 Governance and Continuous Improvement

The General Management team reviews sustainability performance annually and establishes measurable objectives for the following reporting period.

Performance indicators, operational procedures, employee feedback, guest comments, and stakeholder engagement activities contribute to the continuous enhancement of the sustainability programme.

This report forms part of Port Royal Villas & Spa's commitment to transparency, accountability, and responsible tourism development in accordance with Travelife requirements and internationally recognized sustainability principles.

4. Environmental Performance Review

4.1 Key Sustainability Performance Indicators

The 2024–2025 reporting period demonstrated continued progress in environmental performance compared to the 2023 baseline year. Despite operational variations and changes in culinary offerings, the hotel achieved reductions in energy consumption, water use, greenhouse gas emissions, and single-use plastic purchases.

Indicator	Baseline (2023)	Reporting Year (2024–2025)	Change
Guest Nights	37,789	35,836	-5.2%
Total Energy Consumption (kWh)	2,728,772	2,392,909	-12.3%
Energy per Guest Night (kWh/GN)	72.21	66.77	-7.5%
Total Water Consumption (m ³)	55,667	46,633	-16.2%
Water per Guest Night (m ³ /GN)	1.47	1.30	-11.7%
Total Carbon Emissions (kg CO ₂ e)	785,968	690,700	-12.1%
Carbon Emissions per Guest Night (kg CO ₂ e/GN)	20.80	19.27	-7.4%
Single-use Plastic Items Purchased	30,408	24,632	-19.0%
Environmentally Hazardous Substances (kg)	5,250	5,250	0%
Environmentally Hazardous Substances (l)	1,873	1,898	+1.3%

The observed improvements reflect the hotel's commitment to resource efficiency, preventive maintenance, operational monitoring, and continuous environmental improvement.

4.2 Energy Management

Total energy consumption decreased from 2.73 GWh in 2023 to 2.39 GWh during the reporting period, corresponding to a reduction of 12.3%. Energy intensity improved from 72.21 kWh per guest night to 66.77 kWh per guest night, demonstrating enhanced operational efficiency.

The hotel continued implementing energy-saving initiatives including LED lighting upgrades, optimization of HVAC systems, preventive maintenance programmes, and employee awareness measures aimed at reducing unnecessary consumption.

The significant reduction in Scope 1 emissions was primarily attributed to the elimination of liquid fuel consumption during the reporting period, while operational energy requirements continued to be met predominantly through electricity and LPG usage.

4.3 Water Management

Responsible water stewardship remains a strategic priority for Port Royal Villas & Spa.

Total water consumption decreased from 55,667 m³ to 46,633 m³, representing a reduction of 16.2%, while water consumption intensity improved from 1.47 m³ to 1.30 m³ per guest night.

During specific operational periods, isolated interruptions in water meter readings required the use of estimated values based on adjacent consumption records and occupancy levels to ensure consistency and comparability of annual performance indicators.

Water conservation measures included:

- Preventive maintenance of water infrastructure.
- Efficient irrigation scheduling.
- Guest towel and linen reuse programmes.
- Continuous monitoring of consumption trends.
- Employee awareness and training initiatives.

4.4 Greenhouse Gas Emissions

Total greenhouse gas emissions decreased from 785.97 tonnes CO₂e to approximately 690.7 tonnes CO₂e, corresponding to a reduction of 12.1%.

Emissions per guest night improved from 20.80 kg CO₂e to 19.27 kg CO₂e, reflecting the positive impact of energy efficiency initiatives and the elimination of liquid fuel consumption.

Emission Category	2023 (kg CO ₂ e)	2024–2025 (kg CO ₂ e)
Scope 1	48,106	23,844
Scope 2	730,612	661,200
Scope 3	7,250	5,636
Total	785,968	690,700

The hotel remains committed to further reducing its carbon footprint through continuous improvement and responsible resource management.

4.5 Waste Management

The quantities presented in this report refer exclusively to separately collected recyclable waste streams monitored through the hotel's environmental management system and do not represent the total municipal waste generated by the property.

Recorded recyclable materials increased from 1,356 kg in 2023 to 1,720 kg during the reporting period. This increase reflects improved waste segregation practices and enhanced monitoring procedures rather than increased waste generation.

The hotel continues to promote:

- Waste separation at source.
- Recycling initiatives.
- Reduction of unnecessary packaging.
- Responsible management of operational waste streams.
- Employee participation in environmental programmes.

4.6 Sustainable Procurement

Responsible procurement remains a fundamental component of the hotel's sustainability strategy.

Positive progress was achieved through a 19% reduction in single-use plastic purchases, while the quantities of environmentally hazardous substances remained stable.

The increase in high-emission food purchases was associated with menu redevelopment and changes in culinary concepts following the appointment of a new Executive Chef. The hotel remains committed to increasing local sourcing opportunities and evaluating lower-impact alternatives while maintaining its high-quality gastronomic standards.

Preference continues to be given to local suppliers and producers whenever feasible, supporting both environmental objectives and the regional economy.

The hotel also continues to promote local and seasonal products wherever feasible as part of its responsible procurement strategy, supporting both local communities and lower transportation-related environmental impacts.

5. Social Responsibility, Employees and Community Engagement

5.1 Our People

Port Royal Villas & Spa recognizes that its employees are fundamental to the successful implementation of its sustainability strategy. The hotel is committed to providing a safe, inclusive, and respectful working environment that promotes equal opportunities, professional development, and employee well-being.

Recruitment practices prioritize local employment whenever possible, supporting the regional economy and strengthening connections with the local community. Equal treatment is ensured regardless of gender, age, nationality, religion, or cultural background.

During the reporting period, the hotel continued to prioritize local employment opportunities, with the majority of its workforce originating from Rhodes and the wider Dodecanese region, contributing directly to the local economy and strengthening community resilience.

Continuous training programmes are implemented throughout the operational season, covering topics including:

- Health and safety.
- Food safety and hygiene.
- Environmental awareness and sustainability practices.
- Emergency preparedness and response.
- Human rights and child safeguarding.
- Customer service excellence.

Employee feedback mechanisms and grievance procedures remain available to all personnel, encouraging open communication and continuous improvement within the workplace.

5.2 Health, Safety and Well-being

The hotel maintains comprehensive occupational health and safety procedures designed to protect employees, guests, contractors, and visitors.

Preventive maintenance programmes, regular risk assessments, emergency preparedness plans, and mandatory staff training contribute to maintaining high safety standards across all departments.

Employee welfare initiatives include:

- Safe and hygienic staff accommodation and facilities.
- Dedicated staff dining areas.
- Access to personal protective equipment where required.
- Training on safe working practices.
- Clear reporting channels for incidents, hazards, and grievances.

The hotel continuously reviews its procedures to ensure compliance with applicable legislation and internationally recognized good practices.

5.3 Human Rights and Child Protection

Port Royal Villas & Spa fully supports internationally recognized human rights principles and maintains a zero-tolerance policy towards:

- Child labour.
- Forced labour.
- Human trafficking.
- Harassment and discrimination.
- Any form of abuse or exploitation.

Child safeguarding procedures form part of employee awareness programmes and operational policies. Staff members receive guidance on identifying and reporting concerns, ensuring that the protection of children remains a shared responsibility across all departments.

The hotel promotes ethical conduct, dignity, and respect in all interactions with employees, guests, suppliers, and community stakeholders.

5.4 Supporting the Local Economy

Supporting local businesses and producers remains a key aspect of Port Royal's sustainability philosophy.

Whenever feasible, preference is given to local suppliers, products, and services, contributing directly to economic development within Rhodes and the wider Dodecanese region.

The hotel actively promotes:

- Local agricultural products.
- Regional gastronomy and traditional recipes.
- Local wines and beverages.
- Greek cultural heritage and traditions.
- Authentic experiences provided by local businesses and communities.

Guests are encouraged to explore nearby villages, cultural sites, natural attractions, and locally owned enterprises, strengthening the economic benefits generated by tourism.

5.5 Community Engagement

Port Royal Villas & Spa maintains positive relationships with local organizations, institutions, and stakeholders, recognizing the importance of collaborative action in achieving sustainable tourism development.

Community engagement activities include:

- Supporting local initiatives and events.
- Promoting environmental awareness.
- Encouraging responsible tourism behaviour among guests.
- Providing information regarding local culture, traditions, and heritage.
- Participating in destination-wide sustainability efforts.

The hotel seeks to create long-term value for the community by ensuring that tourism contributes positively to social well-being, economic resilience, and environmental protection.

5.6 Employee Participation in Sustainability

Employees actively contribute to the implementation of sustainability initiatives through daily operational practices and participation in awareness programmes.

Staff members are encouraged to identify opportunities for improvement, reduce unnecessary resource consumption, and support environmental objectives across all departments.

Examples of employee engagement include:

- Energy-saving practices.
- Water conservation measures.
- Waste separation and recycling.
- Responsible chemical management.
- Sustainable procurement awareness.
- Participation in environmental and social initiatives.

Management recognizes that employee involvement is essential for achieving long-term sustainability goals and fostering a culture of continuous improvement throughout the organization.

6. Biodiversity, Cultural Heritage and Responsible Tourism

6.1 Protecting Biodiversity and Natural Resources

Port Royal Villas & Spa recognizes the importance of preserving the unique ecosystems and natural landscapes of Rhodes. Situated directly on the coastline of Kolymia and adjacent to a Blue Flag certified beach, the hotel operates with a strong commitment to environmental stewardship and biodiversity conservation.

Landscaped gardens, native Mediterranean vegetation, and open green spaces have been designed to blend harmoniously with the surrounding environment while minimizing ecological disturbance. The hotel continuously evaluates opportunities to improve resource efficiency and reduce environmental impacts associated with its operations.

Environmental protection measures include:

- Responsible water management and efficient irrigation practices.
- Careful management and storage of chemicals and hazardous substances.
- Reduction of waste generation and promotion of recycling initiatives.
- Continuous maintenance of outdoor areas using environmentally responsible methods.
- Awareness programmes encouraging both employees and guests to respect local ecosystems.

The hotel remains committed to supporting initiatives that preserve the natural beauty and ecological value of Rhodes for future generations.

6.2 Protection of Coastal and Marine Environments

The coastal environment represents one of Rhodes' most valuable natural assets. As a beachfront resort, Port Royal Villas & Spa actively promotes responsible beach use and environmental awareness among guests and staff.

The hotel's location adjacent to a Blue Flag beach reflects adherence to internationally recognized standards concerning environmental management, water quality, safety, and public information.

Guests are encouraged to:

- Respect local wildlife and marine habitats.
- Avoid littering and unnecessary waste generation.
- Use water and energy responsibly during their stay.
- Participate in environmentally conscious recreational activities.
- Support local conservation efforts whenever possible.

6.3 Celebrating Local Culture and Heritage

Rhodes possesses an exceptional cultural heritage that combines ancient civilizations, medieval history, traditional villages, gastronomy, and contemporary Greek culture. Port Royal Villas & Spa actively encourages visitors to engage with and appreciate these cultural assets.

The hotel promotes:

- Traditional Greek and Rhodian cuisine.
- Local wines, agricultural products, and artisanal goods.
- Cultural festivals and community events.
- Visits to historical landmarks and archaeological sites.
- Authentic experiences provided by local businesses and residents.

Information regarding local attractions, customs, traditions, and responsible visitor behaviour is made available to guests through hotel communication channels and digital platforms.

6.4 Responsible Tourism and Guest Awareness

Port Royal Villas & Spa believes that sustainable tourism depends upon informed and responsible travellers.

Guests are encouraged to contribute positively to the destination by:

- Respecting local traditions and cultural norms.

- Supporting locally owned businesses and producers.
- Conserving natural resources during their stay.
- Minimizing waste generation and reducing unnecessary consumption.
- Protecting beaches, landscapes, and marine environments.

Through awareness materials and staff engagement, the hotel seeks to create meaningful travel experiences that generate long-term benefits for both visitors and the local community.

6.5 Supporting Sustainable Destination Development

The hotel recognizes that tourism prosperity is closely linked to the health of local ecosystems, communities, and cultural heritage.

By integrating sustainability principles into everyday operations, Port Royal Villas & Spa contributes to the long-term resilience of Rhodes as a leading Mediterranean destination.

Future priorities include:

- Strengthening biodiversity protection measures.
- Expanding cooperation with local stakeholders and producers.
- Increasing environmental awareness among guests and employees.
- Further reducing operational impacts on natural resources.
- Supporting initiatives that preserve the island's cultural identity and environmental integrity.

Through these actions, the hotel aims to create value not only for its guests, but also for the wider community and the natural environment upon which sustainable tourism depends.

7. Sustainability Actions Implemented During 2024–2025

During the reporting period, Port Royal Villas & Spa continued to strengthen its sustainability programme through practical initiatives aimed at reducing environmental impacts, supporting local communities, and enhancing employee and guest engagement.

7.1 Energy Efficiency Measures

The hotel continued implementing measures to improve energy efficiency and reduce greenhouse gas emissions across all operational departments.

Key initiatives included:

- Progressive replacement of conventional lighting systems with high-efficiency LED technology.
- Preventive maintenance and optimization of HVAC systems and mechanical equipment.
- Monitoring of monthly energy consumption through sustainability performance indicators.
- Staff awareness programmes promoting responsible energy use.
- Operational procedures aimed at reducing unnecessary electricity consumption during low occupancy periods.

These measures contributed to a significant reduction in overall energy consumption and energy intensity per guest night compared to the baseline year.

7.2 Water Conservation Initiatives

Recognizing the importance of water stewardship in the Mediterranean region, the hotel continued implementing measures designed to reduce water consumption and promote efficient use of natural resources.

Actions included:

- Preventive maintenance of water infrastructure and regular leak inspections.
- Efficient irrigation scheduling for landscaped areas.
- Guest awareness programmes encouraging towel and linen reuse.
- Continuous monitoring of water consumption trends.
- Employee training on responsible water management practices.

7.3 Waste Reduction and Circular Economy Practices

Waste prevention and responsible resource management remained important priorities throughout the reporting period.

Implemented actions included:

- Waste separation and recycling programmes across operational departments.
- Reduction of unnecessary packaging materials.
- Promotion of reusable alternatives where operationally feasible.
- Monitoring and gradual reduction of single-use plastic consumption.
- Responsible disposal procedures for operational and hazardous waste streams.

The reduction in single-use plastic purchases during the reporting year reflects the effectiveness of these initiatives and the hotel's continued commitment to minimizing plastic waste.

7.4 Responsible Procurement

Port Royal Villas & Spa continued prioritizing sustainable purchasing practices and local sourcing opportunities.

The hotel maintained efforts to:

- Procure products and services from local suppliers whenever possible.
- Promote regional agricultural products and traditional Greek gastronomy.
- Reduce unnecessary packaging materials.
- Optimize the use of environmentally hazardous substances through proper management and monitoring procedures.
- Evaluate opportunities to introduce environmentally preferable products into daily operations.

Supporting local businesses contributes both to reducing transportation impacts and strengthening the economic resilience of the local community.

7.5 Employee Awareness and Training

Employee participation remains fundamental to the successful implementation of sustainability initiatives.

During the reporting period, personnel received training and awareness activities covering:

- Environmental protection and sustainability principles.
- Energy and water conservation practices.
- Food safety and hygiene requirements.

- Occupational health and safety procedures.
- Emergency preparedness.
- Human rights and child safeguarding awareness.

Staff members are encouraged to actively contribute ideas and improvements that support the hotel's sustainability objectives.

7.6 Guest Engagement and Responsible Tourism

Guests play an important role in achieving sustainability goals.

The hotel continued promoting responsible tourism through:

- Information regarding local culture, heritage, and environmental values.
- Encouragement to support local businesses and producers.
- Communication on responsible use of water and energy resources.
- Awareness regarding waste reduction and recycling.
- Promotion of environmentally respectful behaviour on beaches and in natural areas.

These initiatives help create meaningful visitor experiences while generating positive impacts for the destination.

7.7 Digitalization and Operational Improvements

The continued use of digital systems and electronic communication contributed to reducing paper consumption and improving operational efficiency.

Examples include:

- Electronic record keeping and documentation management.
- Digital communication with guests and stakeholders.
- Online access to sustainability information and local destination guidance.
- Continuous monitoring of sustainability indicators through environmental management tools.

The hotel remains committed to identifying further opportunities for innovation and continuous improvement in support of its sustainability objectives.

8. Sustainability Objectives and Targets (2025–2026)

Indicator	2024–2025 Result	2025–2026 Target	Planned Actions
Energy Consumption per Guest Night	66.77 kWh/GN	-1.0%	Continuous monitoring, preventive maintenance and optimization of HVAC systems.
Water Consumption per Guest Night	1.30 m ³ /GN	-1.0%	Improved leak detection, efficient irrigation practices and guest awareness initiatives.
Carbon Emissions per Guest Night	19.27 kg CO ₂ e/GN	-1.0%	Continued energy efficiency measures and responsible energy management.

Single-use Plastic Purchases	24,632 items	-3.0%	Gradual replacement with reusable and environmentally preferable alternatives.
Environmentally Hazardous Substances	Current levels	No increase	Ongoing monitoring and responsible chemical management.
Local Procurement	Current practices	Maintain or increase local sourcing opportunities where feasible	Continued cooperation with local suppliers and producers and evaluation of additional local products and services.
Staff Sustainability Training	Annual programme	100% participation	Continued environmental, health & safety and sustainability training.
Recyclable Waste Streams	1,720 kg	+2.0%	Improved waste segregation and employee engagement initiatives.

The management team will review progress annually and establish updated objectives based on operational performance, stakeholder expectations, and continuous improvement opportunities.

The Management

George Platis
General Manager

