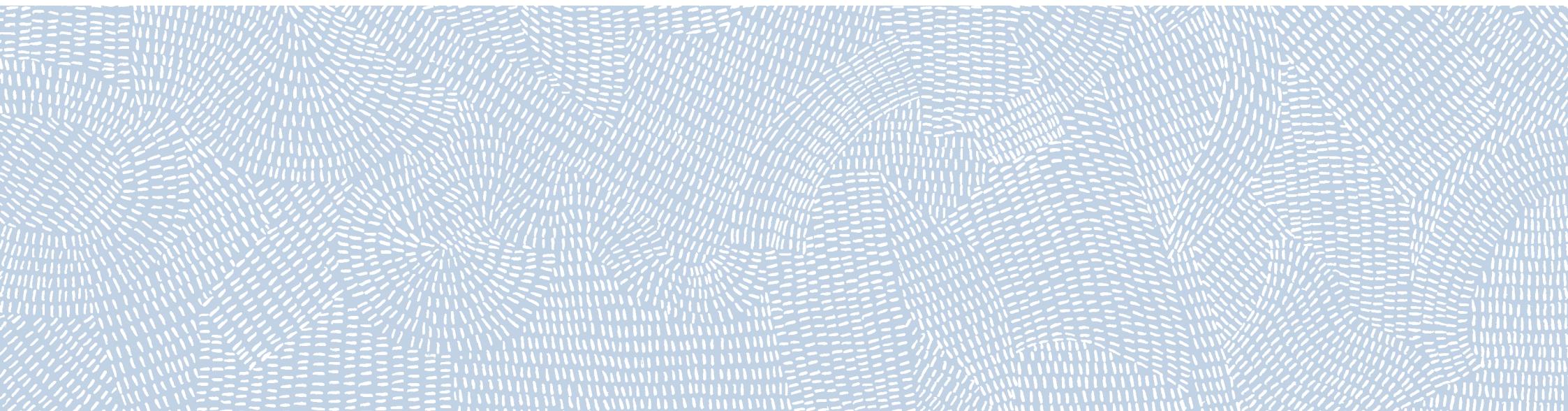


SANI RESORT

SUSTAINABILITY REPORT 2018



Sani Resort The Premier Mediterranean Resort Destination



5 LUXURY HOTELS

(Open April to October)

SANI BEACH

Lavish and Vibrant

SANI CLUB

Discrete and Refined

PORTO SANI

Relaxed and Elegant

SANI ASTERIAS

Exclusive and Intimate

SANI DUNES

Private and Stylish

Sani Green, our sustainability programme

Sani Resort has established, implements, maintains and continually improves a sustainability management system called the Sani Green Sustainability Programme. Three pillars make up the main Sani Green objectives, coupled with a well-defined set of policies, initiatives and measurable targets for each, all in line with the UN Sustainable Development Goals (SDGs)*.

A. Sustainable Hotel Operations

B. Protection and Enhancement of Local Biodiversity

C. CSR: Local Community support, Human Capital Development and Partnerships

* The Sustainable Development Goals (SDGs), otherwise known as the Global Goals, are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. These 17 Goals cover areas such as climate change, economic inequality, innovation, sustainable consumption, peace and justice.

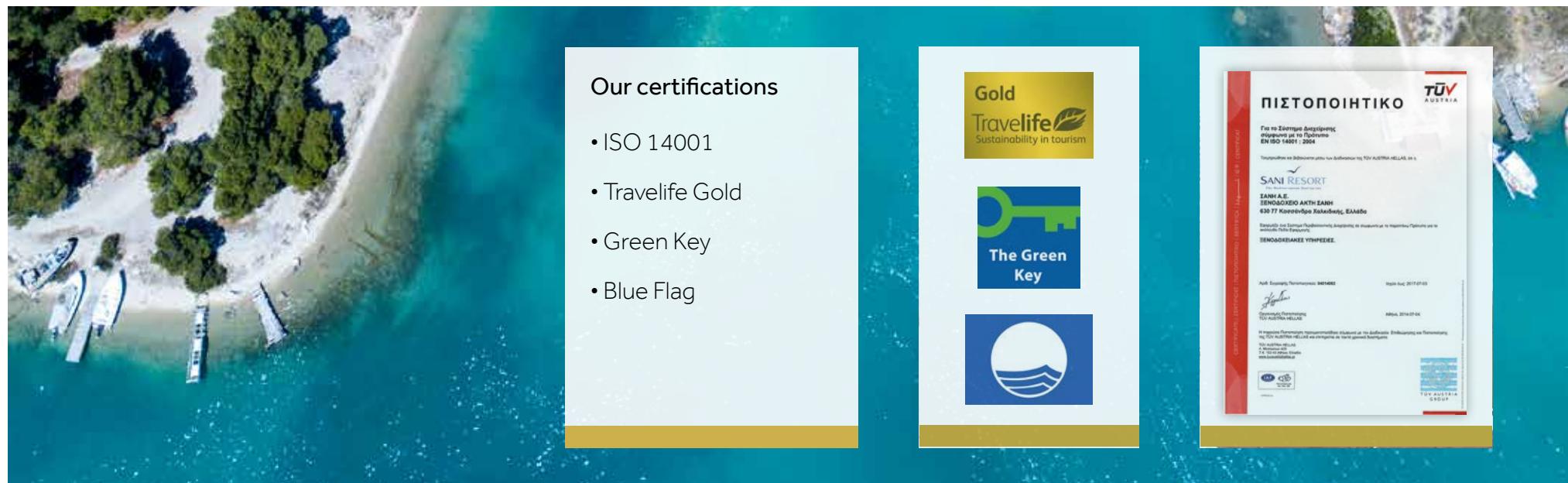


2018 Our Sustainability Performance

Our sustainability management and assessment pillars

Top management demonstrates leadership and commitment with respect to the sustainability management systems by providing guidance and resources for sustainability and CSR actions.

The Sani Green sustainability program is implemented, managed and monitored by skilled professionals. Internal and external audits, conducted by independent third parties, evaluate our performance and ensure its credibility. Sani Resort's sustainability programme is monitored by external, independent organisations, annually being awarded these prestigious certifications.



Our certifications

- ISO 14001
- Travelife Gold
- Green Key
- Blue Flag





Sani at a Glance Our commitment to sustainability

OUR ENVIRONMENTAL IMPACT

- 1.500.000 kg of material has been recycled in the last 4 years
- Recycling rates stand at 52% of total waste produced
- 457,45 tn of materials recycled in 2018
- Plastic straws were banned in 2018 and replaced with biodegradable or paper straws
- Water consumption per guest night dropped by 11,7% in 2018 compared to 2017. Since 2016, water consumption per guest night has reduced by 47,7%
- In Sani Beach, energy consumption per guest night reduced by 5% in 2018 compared to 2017

HUMAN CAPITAL, COMMUNITY INTEGRATION AND CSR

- Total Greek employee figure increased to 76%, with 78% of that staff being local
- 42.891 hrs of training were offered in 2018, 6,5 times more than in 2017
- Among various community initiatives, the company supported forest fire victims in Mati partnership with the Bodosaki Foundation, as well as Syrian children refugees in the town of Thessaloniki
- The Sani Eco Day festival continues to welcome 20.000 guests annually, supporting local culture, produce and organisations

LOCAL BIODIVERSITY

- The Sani Wetlands Project continues through a strategic partnership with the Hellenic Ornithological Society to preserve the wetlands. A biodiversity assessment study was conducted in 2018 with positive findings
- The Sani Animal Rescue programme, the company animal welfare programme, cares for stray animals. Ten dogs and cats were rehomed in 2018
- Eco guided tour participation has increased by 48% in the last two years, with 3497 guests participating in 2018 and learning about local flora, fauna and culture

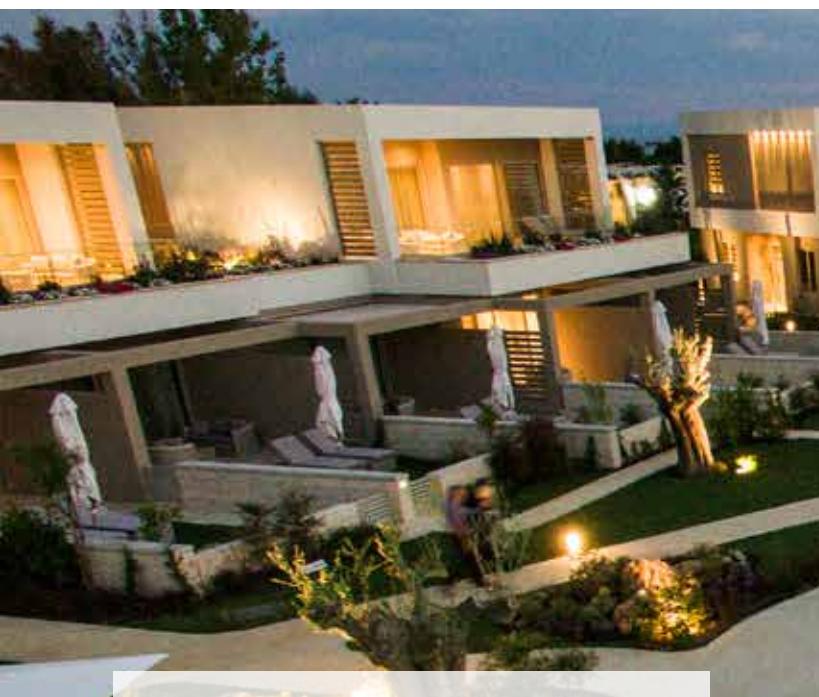
OUR SUPPLY CHAIN

- All suppliers are evaluated and screened with ISO 22000 and sustainability criteria
- Local economic impact for agricultural food products has increased by 18% in 2018 compared to 2017
- Selected local farmer-partners were provided with scholarships focusing on education, quality improvement and skill development in partnership with the American Farm School

Sani Resort Energy and Carbon Management



Energy is consumed in various forms across the resort, namely electricity and LPG, with diesel consumption becoming very limited (confined to generator use). Energy usage is monitored carefully across the resort on a monthly basis.



2018 saw an increase of energy consumption to **36,42** Kwh/ guest for the Sani Resort complex, due to the extension of facilities across many hotels, particularly the Sani Club. For all new construction and renovations state of the art energy management guidelines are followed and the best available technology installed. With this phase of extension concluded, the priority is to define a 2019 baseline that can be work from in order to reduce energy use further.



Specifically at Sani Beach, where the extension phase was concluded, in 2018 energy consumption reduced by **5%** per guest night compared to 2017.

A. Sustainable Hotel Operations

Water Management

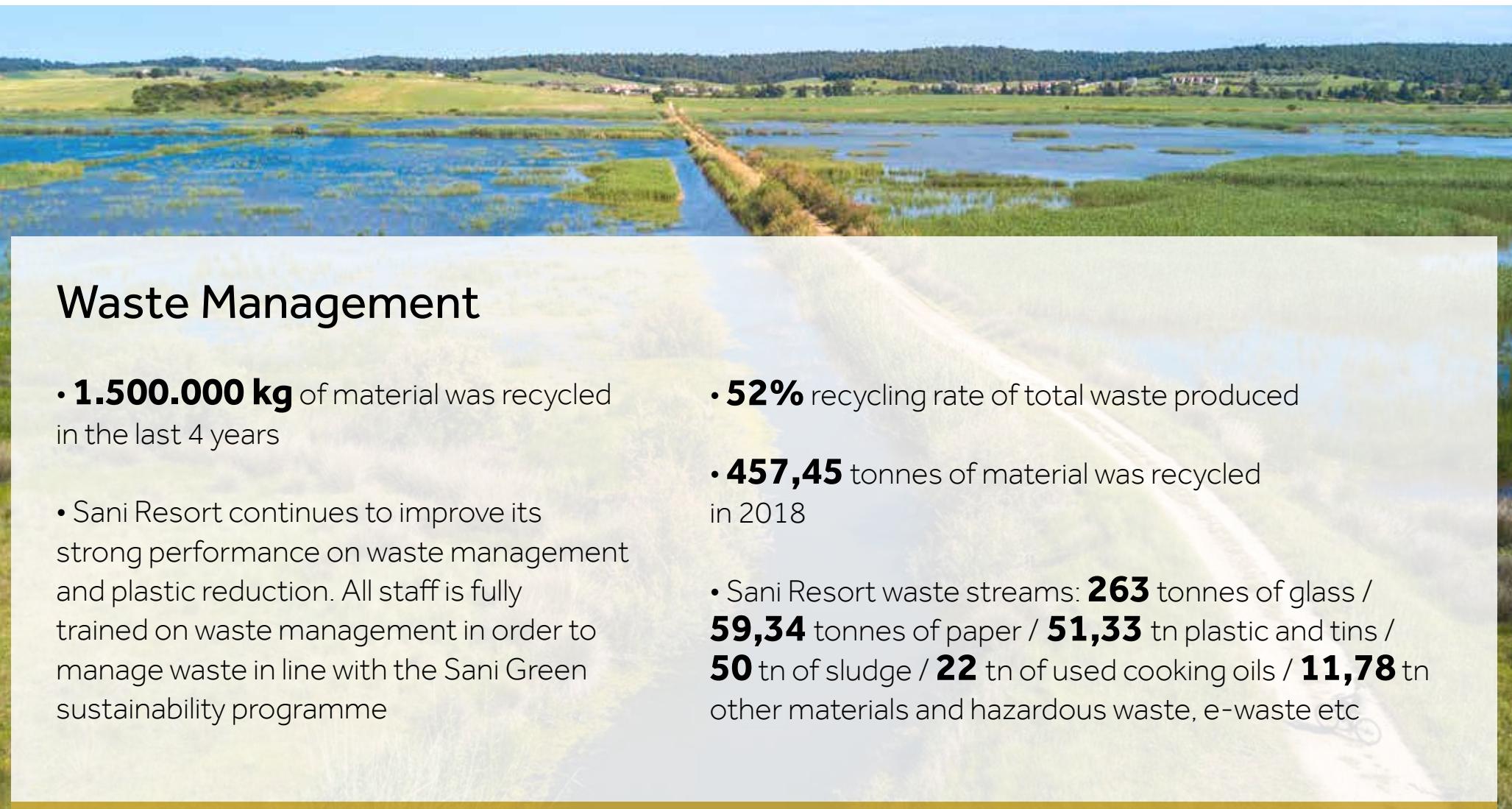
- Water consumption in 2018 per guest night reduced by **11,7%** compared to 2017
- In total water consumption per guest night has dropped by **47,7%** since 2016

Waste Water Management

- The resort waste water is treated and used for irrigation in accordance to Greek and EU legislation. Regular sample tests ensure the high level of treatment and quality of water
- The produced sludge is delivered to specialized company in order to be used as fertilizer
- **50** tn of sludge was converted to fertilizer in the 2017/2018 period



A. Sustainable Hotel Operations



Waste Management

- **1.500.000 kg** of material was recycled in the last 4 years

- Sani Resort continues to improve its strong performance on waste management and plastic reduction. All staff is fully trained on waste management in order to manage waste in line with the Sani Green sustainability programme

- **52%** recycling rate of total waste produced

- **457,45** tonnes of material was recycled in 2018

- Sani Resort waste streams: **263** tonnes of glass / **59,34** tonnes of paper / **51,33** tn plastic and tins / **50** tn of sludge / **22** tn of used cooking oils / **11,78** tn other materials and hazardous waste, e-waste etc

A. Sustainable Hotel Operations

Our Plastic Policy

- Single-use plastic items have been reduced by more than **70%** since 2013. Every year, a full scale plastic audit is conducted and changes and improvements made.
- In 2018, plastic straws were banned and changed to biodegradable or paper alternatives. Plastic bags have also been banned from Sani-owned shops and all new Sani third-party retailers. The Sani Green bag is biodegradable and all waste bags across the resort are made of recycled plastic.
- In 2019, a large amount of plastic water bottles will be replaced with glass ones, and all straws will be paper.



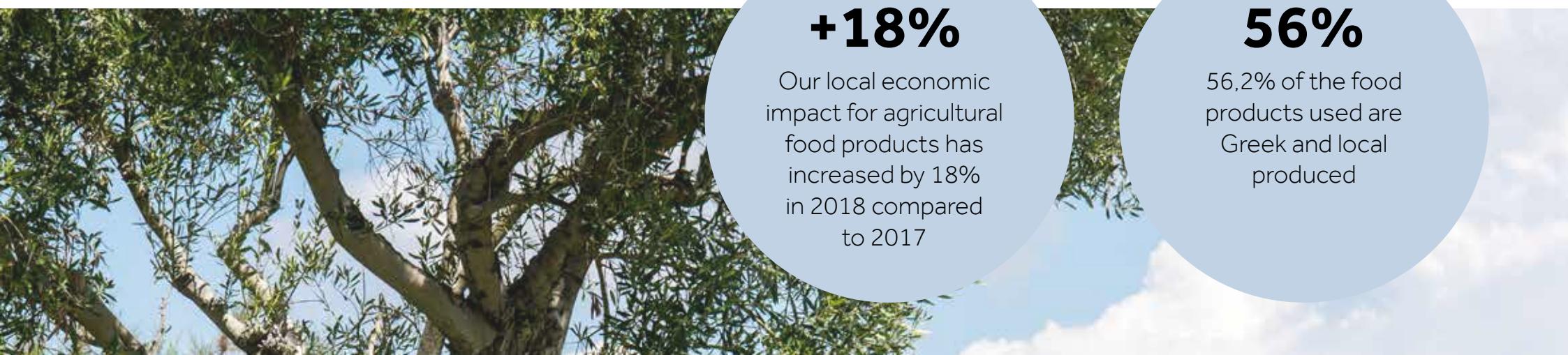
A. Sustainable Hotel Operations

Our Supply chain and local contribution

- Sani Resort is working closely with local producers and farms. Local and Greek products in 2018 made up 56% of the total food products, bringing the local economic impact of the company up by **18%** compared to 2017.
- Stringent food safety program ensures health and safety standards for food served at the resort.
- Sani Resort has adopted the HACCP Food Safety Methodology. HACCP provides a methodology to ensure that all raw materials, products and services that are purchased, handled and processed conform

to specified requirements and provides traceability throughout the supply chain. All suppliers are evaluated and screened with ISO 22000 and sustainability requirements.

- Local producers and products are actively promoted to guests.
- During the Eco Day Festival Sani highlights some of the best local producers and products, giving clients and visitors the opportunity to taste the unique local Halkidiki produce.

A large, low-angle photograph of olive trees with dense green foliage against a bright blue sky. Two light blue circles are overlaid on the image, one on the left containing the '+18%' text and one on the right containing the '56%' text.

+18%

Our local economic impact for agricultural food products has increased by 18% in 2018 compared to 2017

56%

56,2% of the food products used are Greek and local produced

A. Sustainable Hotel Operations

Produced exclusively for Sani Resort by renowned local producers, we invite our guests to fall for these graceful, local temptations.

- **Land of Grace Honey by Arnis**

Carefully selected premium quality local pine honey.



- **Land of Grace Blueberry jam by Dasokipos Forest Garden**

Produced exclusively for Sani Resort using carefully selected blueberries from the province of Macedonia, Greece.

- **Land of Grace Olive Oil flavoured with truffle by Dasokipos Forest Garden**

Produced exclusively for Sani Resort using the finest truffles from Halkidiki and the province of central Macedonia, Greece.

- **Land of Grace Vinegar flavoured with truffle by Dasokipos Forest Garden**

Truffle aromas combined with balsamic vinegar and molasses to give a unique taste and acidity.



- **Land of Grace Fleur de sel with truffle by Dasokipos Forest Garden**

Truffle-flavoured salt from the province of central Macedonia, Greece.

- **Land of Grace Black Truffle Slices by Dasokipos Forest Garden**

Produced exclusively for Sani Resort using the finest truffles from Halkidiki and the province of central Macedonia, Greece.

- **Land of Grace Exclusive White Wine by Ktima Gerovassiliou**

A well balanced, aromatic, rich fruity wine that exhibits the terroir characteristics, produced exclusively for Sani Resort.

- **Land of Grace Exclusive Red Wine by Ktima Gerovassiliou**

Aged for 12 months in French oak barrels, a well balanced, aromatic, rich fruity wine that exhibits the terroir characteristics, produced exclusively for Sani Resort.



- **Land of Grace Whole Halkidiki Green Olives by Ladas Olive products**

The finest quality olives harvested in Halkidiki, province of central Macedonia, Greece.

- **Land of Grace Halkidiki Green Olive Paste by Ladas Olive products**

Produced exclusively for Sani Resort using the finest quality olives harvested in Halkidiki, province of central Macedonia, Greece.

A. Sustainable Hotel Operations

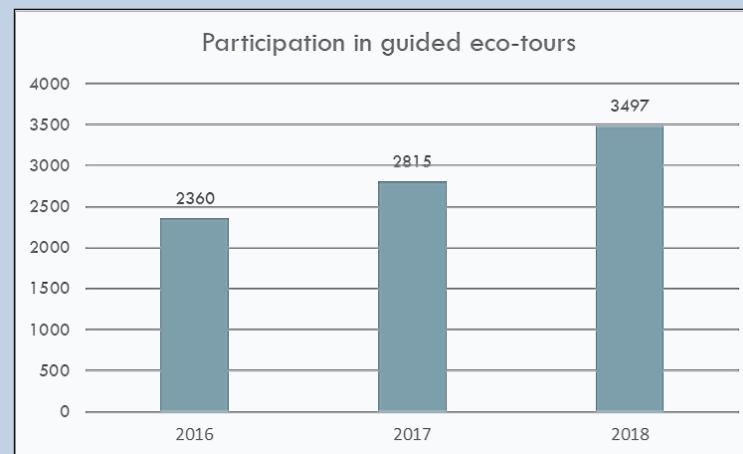
Key targets and action plan for 2019 for Sani Green

Sustainability aspect	2018 action assessment	Target for 2019	Action Plan
Energy management	Target achieved for Sani Beach	5% reduction for 2019 for all hotels	Training staff
Water management	Target achieved and water consumption per guest night reduced by 11.7%	5% reduction for 2019	Training of staff and improve water flow control in basins
Waste water management	Sample efficiency increased and sludge directed to composting	Maintain legal requirements and use waste water 100% in order to achieve further water reduction	Continue monitoring
Waste management	Target achieved and 52% recycling rate	Increase recycling rates up to 55%	Training of staff and improve recycling in offices and back office areas
Suppliers	Target achieved and local economic impact for agricultural food products increased by 18% in 2018	Increase local spend by another 3%	Working closer with local producers to achieve quality and quantity
Sustainability training	2.5 hrs sustainability training hours per person achieved in 2018	2.5 hrs training hours per person	Induction and on the job training

B. Protection and Enhancement of Local Biodiversity

Sani Green: Getting Guests Involved

Sani Resort places great emphasis in getting guests to be a part of the sustainability experience. Be it from choosing local produce on the menus or attending complimentary eco trips, there is a vast array of experiences to be a part of. The Sani Wetlands book is placed in all rooms, showcasing the Sani Wetlands wildlife, as well as birdwatching routes. Hermes the Black-Winged Stilt, a children's fairy tale story, is available in selected rooms and for purchase, with proceeds donated to local conservation partners. Complimentary guided nature trips are offered with a resident eco-guide (such as bird-watching, hiking, biking and farm trips).



3497

guests participated in
guided eco tours in 2018,
an increase of

25%

compared to 2017

B. Protection and Enhancement of Local Biodiversity

The Sani Eco Day Festival

The weekly Sani Eco Day festival, a pop up event dedicated to the environment and the local community, takes place every Sunday in the summer months. It gives guests and local residents the opportunity to sample local produce and customs, meet producers and local artists, and take part in eco workshops. In 2018, local farmers that take part in the Eco Day festival were provided with scholarships to be trained at the American Farm School in bettering their skills and ability to reach markets with their local products.



223 Bird Species

can be found in the Sani Wetlands, a public 110-hectare area featuring over half of bird species present across Greece. The area was abandoned, littered and unknown prior to its adoption by Sani. In a seven-year strategic partnership with Birdlife International's local arm, the Hellenic Ornithological Society (HOS), the vulnerable habitat's species are being documented and protection measures put in place. An updated third-party biodiversity study was conducted in 2018. It found the biodiversity to be well maintained and managed.

Euro Bird- Watching

The BirdLife annual birdwatching event continues, with guests and local schools observing the magic of bird migration with the Hellenic Ornithological Society (HOS) experts.

Spotlight on Education

Over **1500** people visited the HOS kiosk at the Sani marina

Over **900** kids took part in educational workshops

B. Protection and Enhancement of Local Biodiversity

11.000
Kids

participate in Sani educational eco programmes about local flora and fauna in the Mini and Teen Clubs

10
cats & dogs

were immunised and rehomed. The Sani Animal Rescue program helps injured animals, strays cats and dogs and assists guests in adopting animals should they choose to do so

48%
growth

in the Sani Excursion programme since 2016

9,74/10
guest satisfaction

C. Local Community Support and Human Capital Development

Sani Resort is dedicated to supporting the local community and building further on human capital development.

76%

of Sani staff is Greek

78%

of Greek staff is local

Equal opportunities and health and safety policies are in place, creating a safe environment with satisfied employees

A wide range of internal and third party sustainability, health & safety and hygiene audits conducted in 2018 in order to ensure the health, safety and the welfare of guests, employees and all third parties involved in resort operations.

An employee blood bank and an annual blood donation has been organized for over a decade. All our employees are invited to help in this action.

42.891 hrs

of training were offered in 2018, 6,5times more than 2017

**20.000
guests**

The Sani Eco Day Festival is open to 20.000 guests and local residents, showcasing local customs, organic and local products, as well as local cultural associations.

Staff feedback is received annually from our valued staff in order to find areas of improvement in terms of working environment, housing offered, food, uniforms, employee welfare among other issues. Feedback is given and analysed in order to enable the company to improve.

C. Local Community Support and Human Capital Development

Supporting local farmers

In partnership with the American Farm School and CERTH, the Bodossaki Foundation has set up Thought for Food, a thematic fund to support individual farmers, small businesses and cooperatives active in the production of five flagship Greek agricultural product categories: olives and olive products, honey, animal products, fruits and vegetables and aromatic plants.

Sani is a key partner in this initiative, providing scholarships to farmers, with the aim to support Halkidiki local producers in order to enable them to grow and reach larger markets. Specific areas the project focuses on are bee keeping, olive products, tsipouro, and cheese production.



**BODOSSAKI
FOUNDATION**



C. Local Community Support and Human Capital Development

Sani Resort supports the local community through a range of partnerships and programmes

A range of CSR initiatives were undertaken for the year 2018, such as:

Creation of professional kitchen for Syrian refugee children in the Oreokastro housing facility in Thessaloniki, run by the non-profit Arsis / Funding the opening of the Archaeological Museum of Polygyros / Purchase and placement of a cardiograph in Cassandra medical center / Supporting the restoration of a historic firefighting engine, organized by the Firefighter Association of Thessaloniki / Donations to local schools for various needs, such as building kindergarten outdoor play areas for preschoolers in Nea Moudania / Donations to local cultural institutions for needs such as dance costumes / Donations to local athletic organisations, such as the youth football team of Nea Fokea / Donations to Diazoma, a charity dedicated to restoring ancient monuments / Donations to local food banks and various environmental organisations

Some of the organisations Sani Resort supported:

Arcturos	Thessaloniki Fire Fighters
Arsis	Restoration project
Bodossaki Foundation	Friends of the Poor Polygyros
Christian Mission Thessaloniki	Halkidiki Animal Rescue
Diazoma Cultural Charity	Hellenic Ornithological Society
Desmos Charity	Pedtrauma
Fokies Youth Football Team	Potidea Special Needs School
Fokies elementary and high school	2nd Nursery School of N. Moudania
Food Bank of Nea Moudania	Social Grocery Store of Thessaloniki
Food Bank of Kriopigi	



C. Local Community Support and Human Capital Development

Supporting fire victims in Mati, Attica

On July 23rd, a devastating wildfire in the region of Mati, near Athens, killed 100 people and affected over 4,000 residents. Basic needs, as well as legal, social and psychological support to the local population needed to be provided. The sudden loss of family members, the destruction of property, as well as a series of serious practical issues (mainly related to housing, household damage, etc.) have had a direct and lasting impact on the psychological state of the inhabitants.

In cooperation with the Bodossaki Foundation and other NGOs, the Sani company has focused on providing financial assistance for two purposes:

- To help victims meet the basic needs of everyday life
- To provide psychosocial support to the victims

For more information on the programme, please contact Ksenia Papastavrou at the Bodossaki Foundation at xpapastavrou@bodossaki.gr.

C. Local Community Support and Human Capital Development

Sani Resort Environmental Policy

Sani Resort strives to offer a high standard of holiday services that exceed customer expectations whilst respecting the environment and people. The administration and hotel staff commit to the continuous improvement and sustainable performance of all hotels as part of the Sani S.A. group's greater sustainability policy. For this purpose, ongoing environmental initiatives are implemented under the umbrella name "Sani Green", which encompasses every environmental initiative and activity developed by the Sani S.A. group. Furthermore, an environmental management system has been established and is maintained at the hotels in conformance with the requirements of the ISO 14001:2004 standards.

The Sani Resort management team is committed to meeting required legal and environmental requirements and to continuously improving its environmental performance in the following areas:

- Protection and enhancement of local biodiversity;
- Reduction of energy and resource use;
- Increase of renewable energy use;
- Reduction of water usage;
- Reduction of waste;
- Reduction of the use of chemicals;
- Environmental supply chain management;
- Increase of environmental awareness among all employees, guests as well as residents of the local community.

The management team regularly reviews this environmental policy, reassessing and setting new goals, as well as ensuring their communication.

Employee And Community Policy

SANI RESORT is committed to monitoring how its operations impact the local and business community and is striving to make a positive contribution, constantly investing in human capital and supporting the local Halkidiki community.

The company's community policy includes the following values.

Employees

- We value our staff and treat them fairly and with respect, ensuring that no one is discriminated against, irrespective of age, sex, gender, ethnicity, religion, culture or disability.
- We take staff development seriously and provide training to support our employees in their roles from their induction and throughout their careers at our hotel.
- We comply with all applicable employee laws and regulations in our country. We are continually training our staff on our sustainability commitments and health and safety issues, so that they understand the role they play in delivering our objectives and targets.
- We offer our employees a safe and healthy environment. All our hotels strictly follow national and international laws and best practices.

Local community

- Wherever possible, we buy our food and beverage products from local and Greek businesses and closely monitor and aim to improve the percentage of local and Greek products.
- We are committed to maintaining a close relationship with our local community, ensuring that any concerns about our business operations are addressed collaboratively.
- We make donations to support local organizations and initiatives.

Child protection

We are committed to respecting and promoting children rights, as prescribed by applicable legislation and Greek charity 'The Smile of the Child'.



About the report

- The information and data covers Sani Resort hotel activities
- The information used is for the financial year 2018 (April 2018 - October 2018 which is the period the resort is operational)
- Carbon emissions include Scope I for the above period
- The pictures in the report are copyright of Sani Resort Sani Resort and Sani Green are trademarks property of Sani SA
- The report or part of the report cannot be published or used without the official license of Sani Resort

SANI
RESORT