

SUSTAINABILITY REPORT 2019



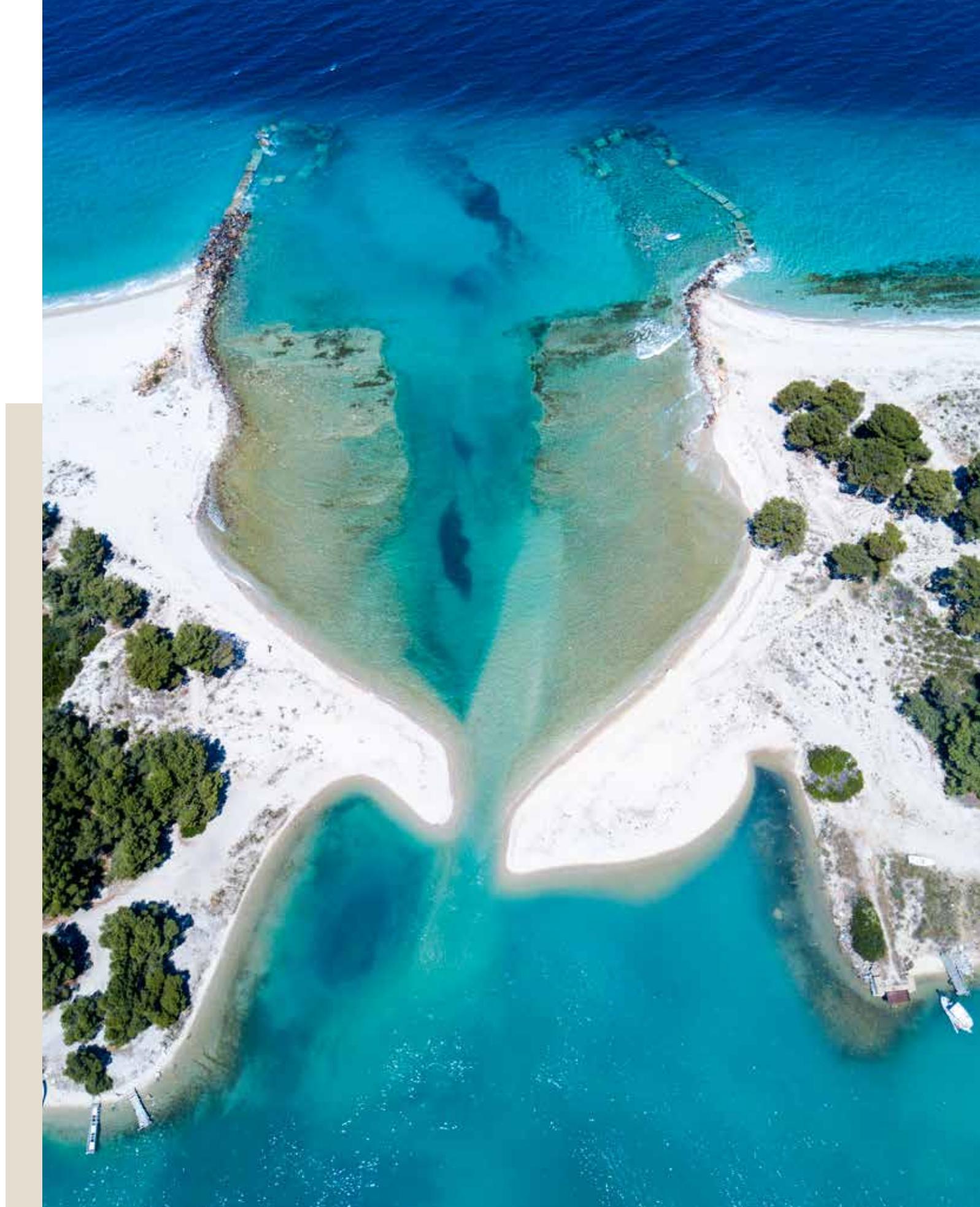
TOGETHER WITH *nature*

SANI
RESORT

SANI GREEN

Our commitment to SUSTAINABILITY

A haven of 5* luxury set within a privately-owned 1000 acre reserve, Sani Resort is blessed with outstanding natural beauty. With sustainability at the heart of its vision, the company is dedicated to preserving this beautiful environment and supporting the local community, while providing an outstanding quality experience for its guests in all five luxury Sani properties. We invite you to explore Sani Green, the company's flagship environmental programme and our sustainability initiatives.



A UNIQUE LOCATION

The Premier Mediterranean Resort Destination



A luxurious landscape stretching across fragrant pine forests, golden sands and crystal clear waters. This is the awe-inspiring thousand-acre natural backdrop to Sani Resort, home to five multiple-awarded 5-star hotels recognised around the globe by leading travel organizations.

AN AWARD-WINNING ECO PARADISE

A UNIQUE LOCATION

The Premier Mediterranean Resort Destination



GOLDEN BEACHES

The finest beaches in the Mediterranean with Turquoise waters and soft white sands. Sani Resort is home to 7 exclusive beaches, each with their own style of paradise.

SANI FOREST

A natural pine tree forest area spread along the coastline of Sani, offering magnificent paths along the cliff tops with stunning views over the Aegean sea.

SANI WETLANDS

Sani wetlands is a large expanse of land, 110 hectares. A Natura European Network area of Protected Natural Beauty, home to 225 species of birds.

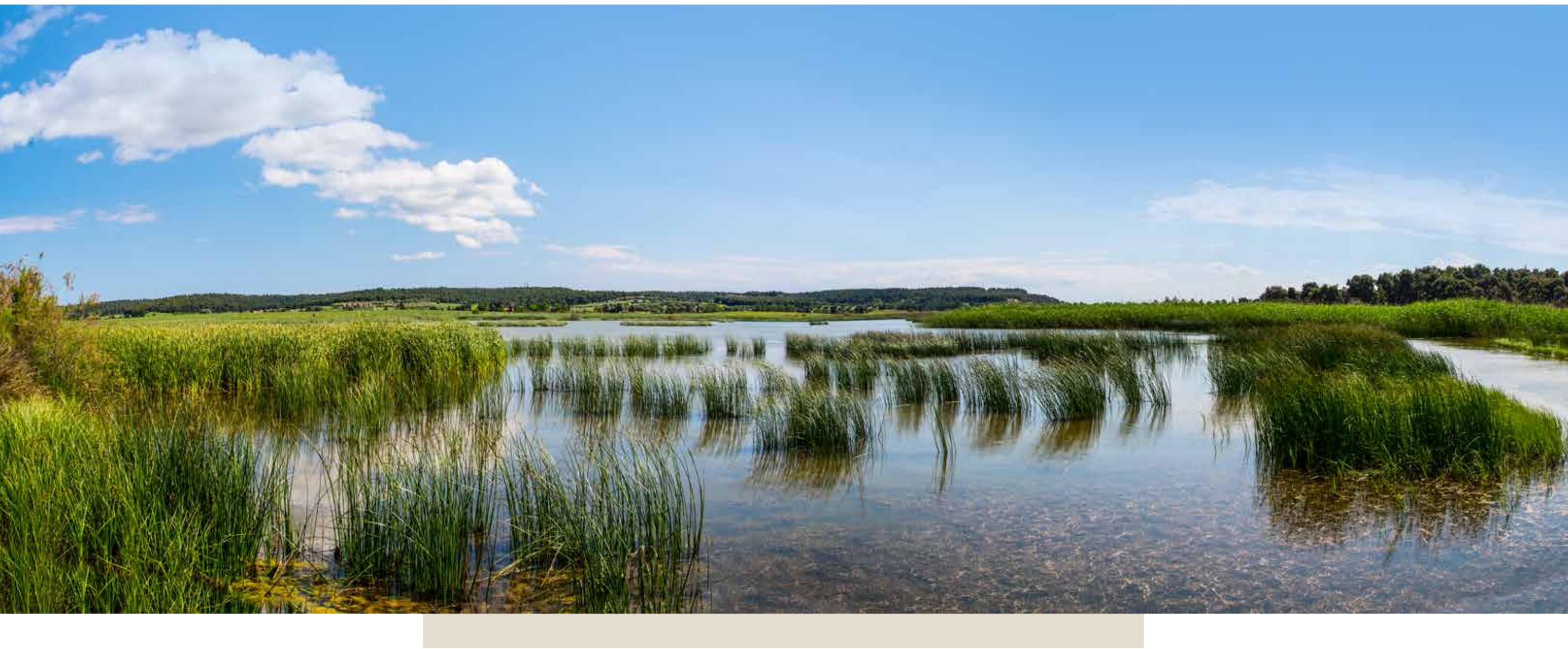
EMBRACING NATURE WITH THE UTMOST CARE

An aerial photograph of a coastal landscape. The top half of the image is dominated by a vast, clear turquoise sea. In the bottom half, a long, sandy beach stretches across the frame. The sand is a light cream color, and the water meets it in a smooth, straight line. The beach is dotted with several small, white, rectangular structures, possibly beach umbrellas or small buildings. To the left, a dense line of dark green trees marks the edge of the land. The overall scene is bright and sunny, with the colors of the sea and sand contrasting sharply with the green land.

WATCH OUR
SANI GREEN VIDEO
HERE

SANI GREEN

Our Sustainability Programme





SANI GREEN

Sani Resort implements, maintains and continually aims to improve a sustainability management programme called Sani Green. Three pillars make up its main objectives, which are underpinned by a well-defined set of policies, initiatives and measurable targets for each, all in line with the UN Sustainable Development Goals (SDGs).

KEY INITIATIVES



Sustainable
Hotel Operations

Protection & Enhancement
of Local Biodiversity

CSR: Local Community
support, Human Capital
Development & Partnerships



RECYCLING RESULTS

219,7 tn
Glass

47,23 tn
Paper

48,11 tn
Plastic/Tins

25,22 tn
Cooking oils

50 tn
Sludge for composting
converted to fertilizer

AUDITS

ISO 14001
audits on an annual basis

Health and safety audits
with excellent performance

SUMMARY SUSTAINABILITY

Performance Indicators 2019



153.511 m²
of green areas



All **single used plastics**
(EU list) banned



Energy consumption reduced by 3%
with a total consumption of 36,9 Kwh per guest night or 197 Kwh/m²



All electricity coming from **renewable energy sources** with a reduction of 10.931tn in carbon equivalents



Water consumption
stable since 2018



Staff training
10.204 hrs



458.579 fewer **plastic water bottles** used in 2019 resulting in **8tn less plastic** waste



CSR actions for over 40 charities and organisations in the environmental, health, cultural and sports fields, with a wide reach of impact for thousands of citizens.



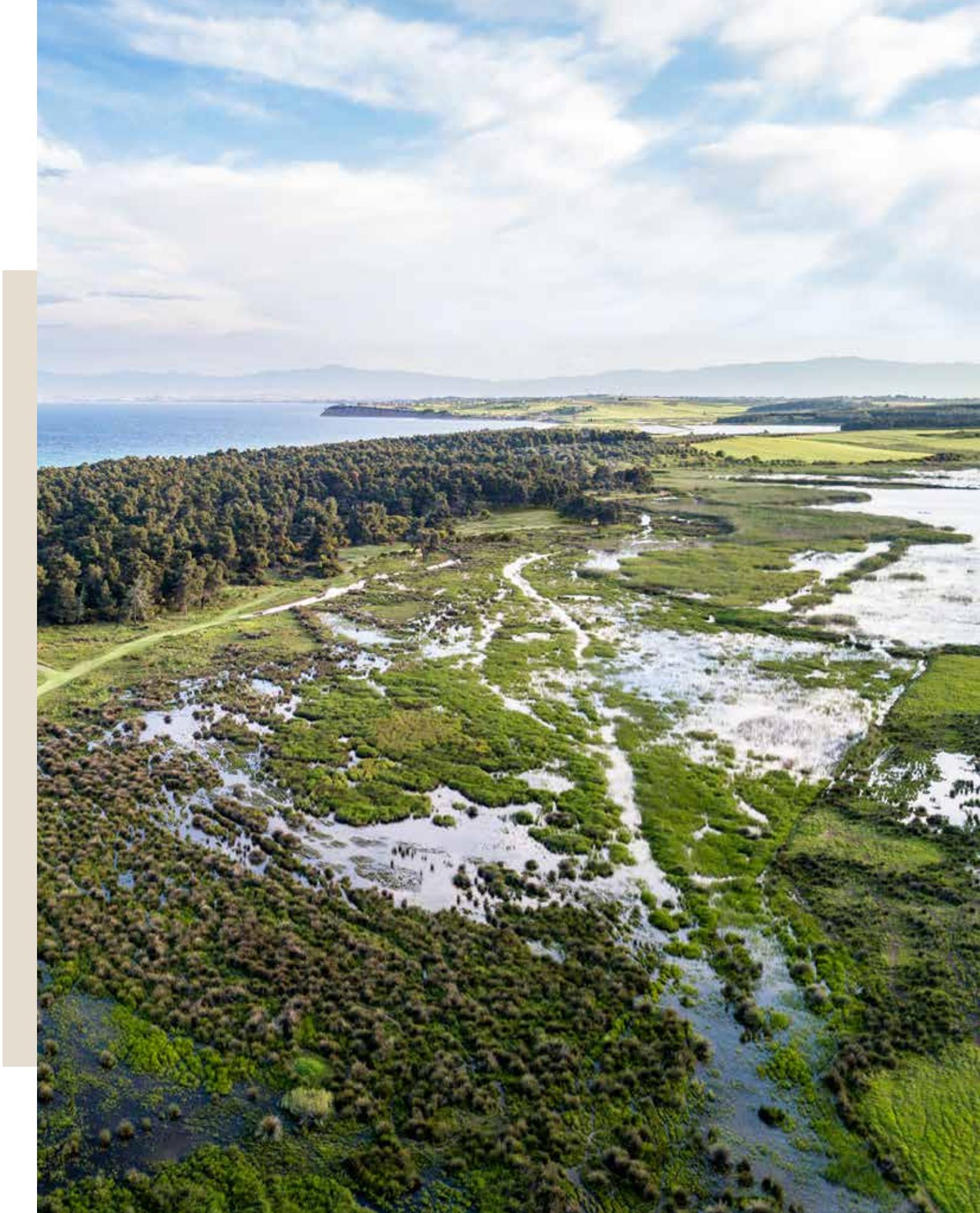
3.422 guests immersed into local nature and culture through the **eco excursions**

SUSTAINABILITY

Management & 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.

CERTIFICATIONS



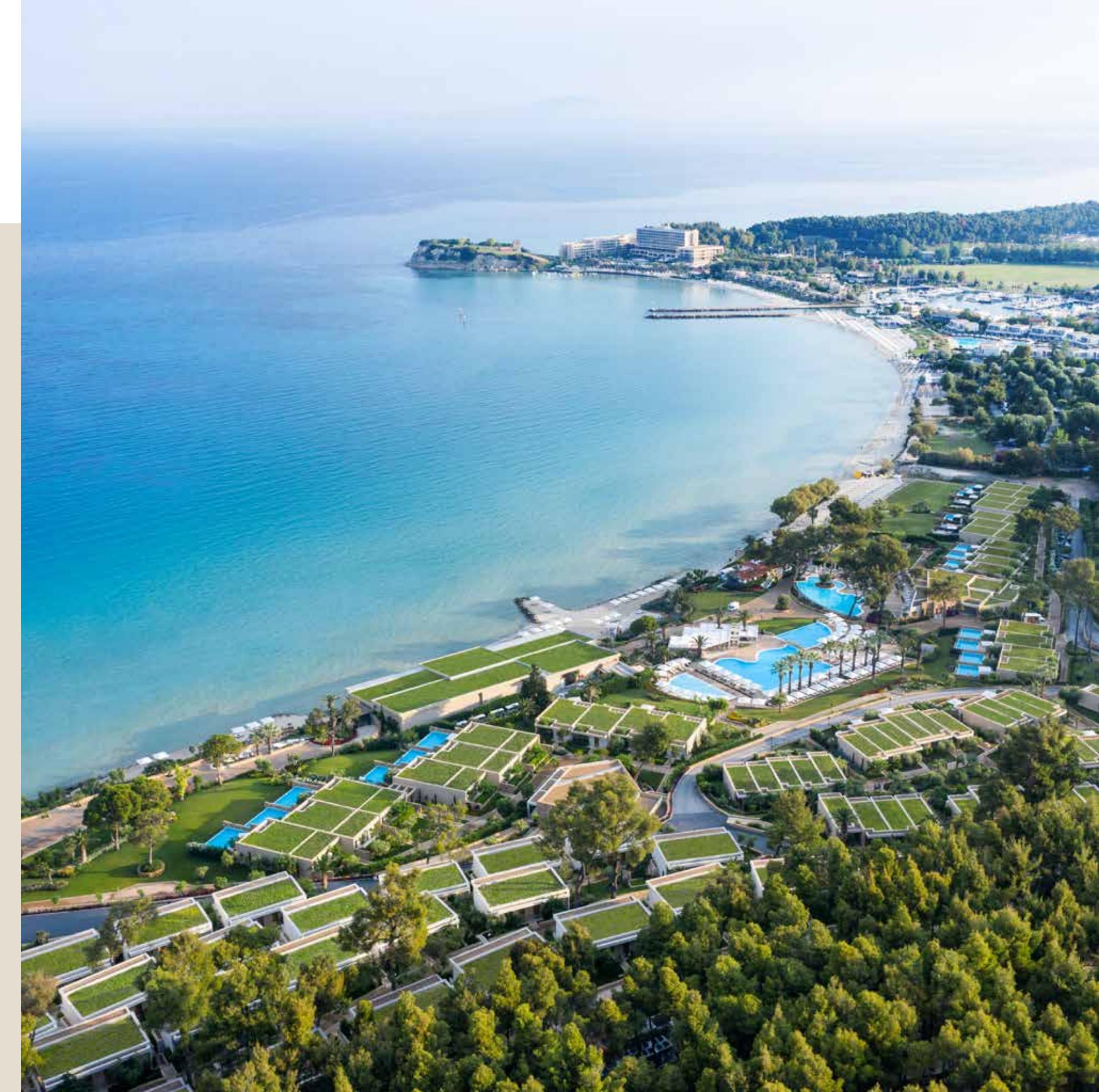
BLUE FLAG ECO LABEL AWARDED

SANI RESORT
Hotels & Marina

SANI BEACH
SANI ASTERIAS
SANI DUNES
SANI CLUB
SANI MARINA

Sustainable boating tourism operators
that have been awarded the blue flag

SANI CAT
SANI GRACE
SANI RIVA
SANI SWAN





HOTEL OPERATION

Sustainability Performance 2019

1.890.000kg
waste recycled in the past four years

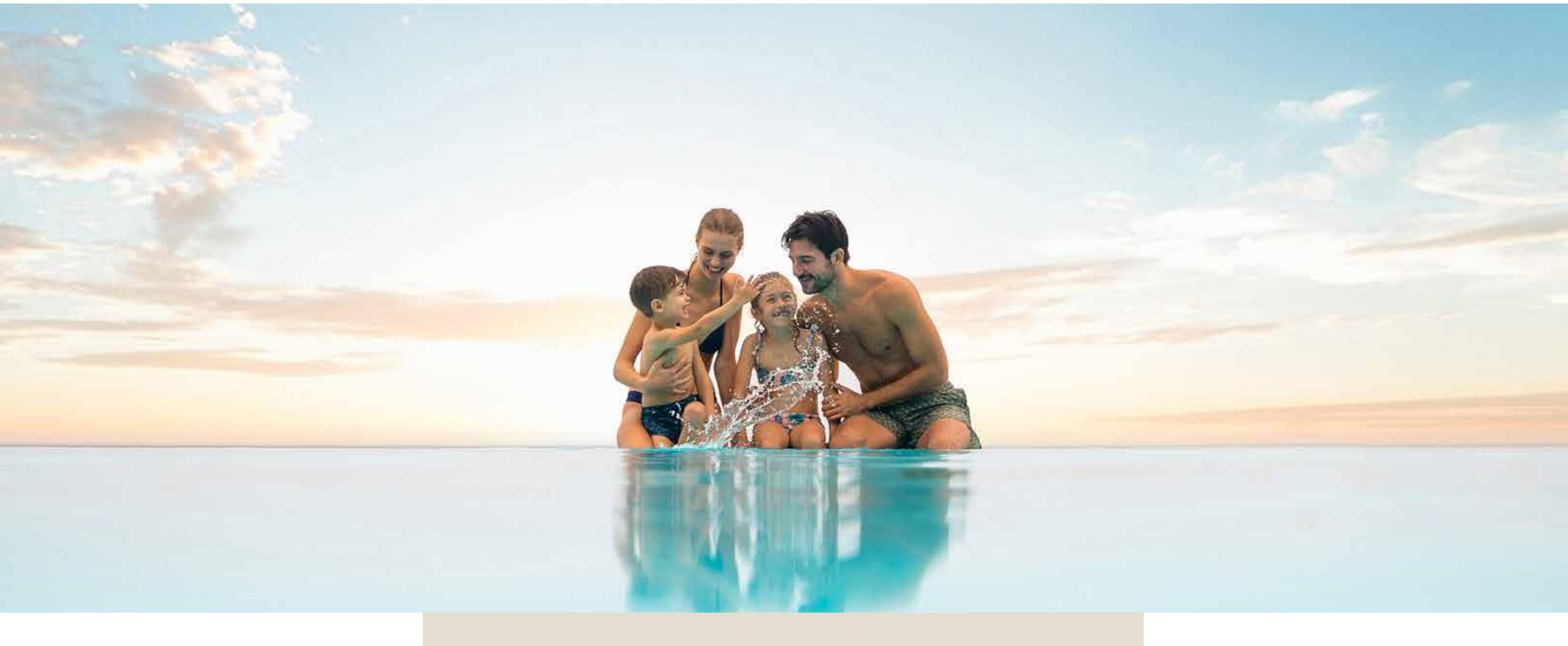
3%
energy reduction in 2019

10.931 tonnes
of carbon emissions reduction

0%
single-use plastics on the EU list
(*zero plastic three-year programme*)

All
electricity through renewable energy
(*guaranteed sources*)

SUSTAINABLE HOTEL OPERATIONS





OUR COMMITMENT TO FIGHT CLIMATE CHANGE

Carbon Management plan in 2019

Zero Carbon Footprint by 2023

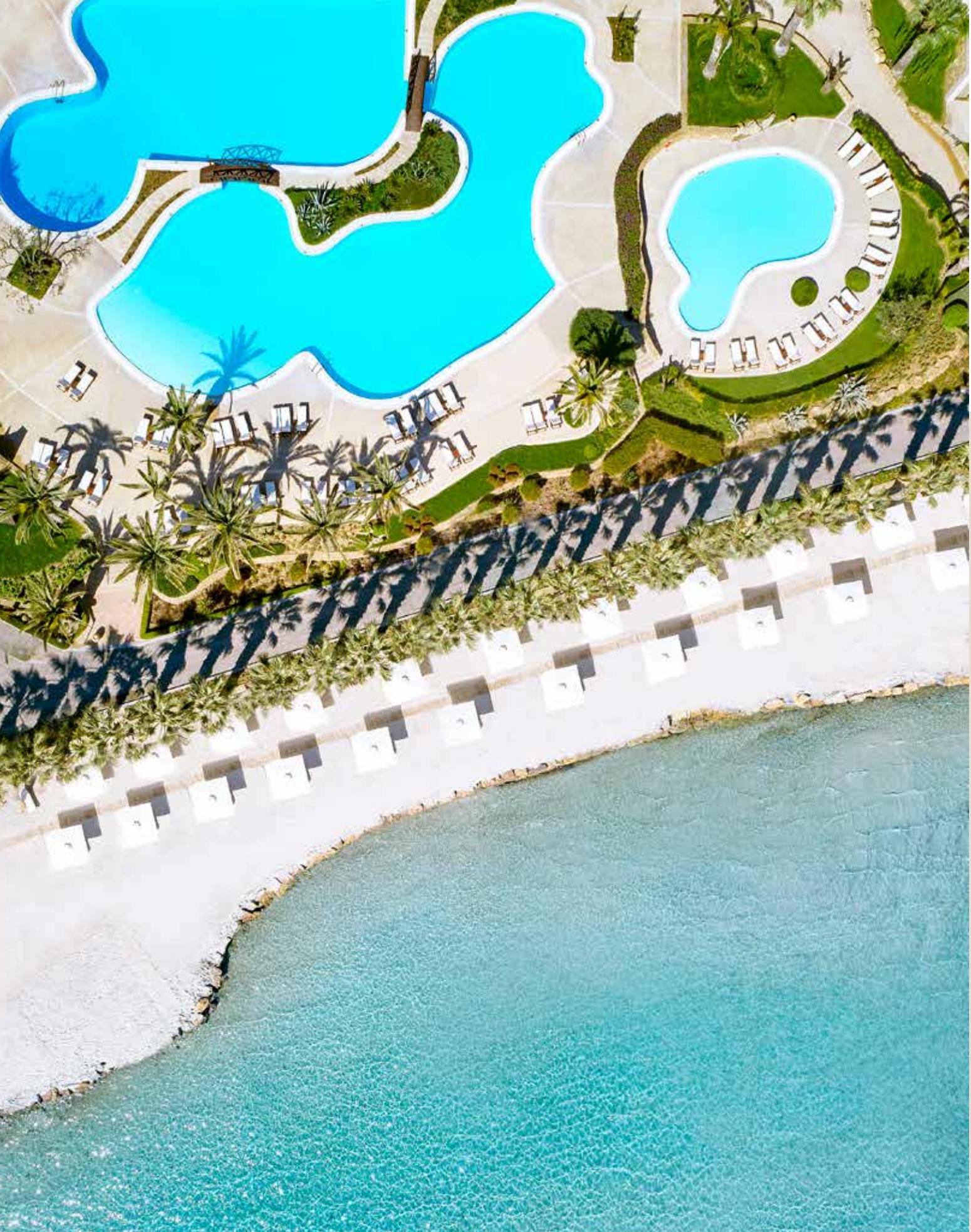
All electricity through renewable energy sources
(*guarantee of origins*)

Minimize CO₂ equivalent emissions

Minimize energy consumption

Only electricity and LPG

State-of-the-art technology
(*heat pumps, BMS systems, LED*)



OUR COMMITMENT FOR ENERGY MANAGEMENT

Energy usage reduction

Energy efficiency improvement

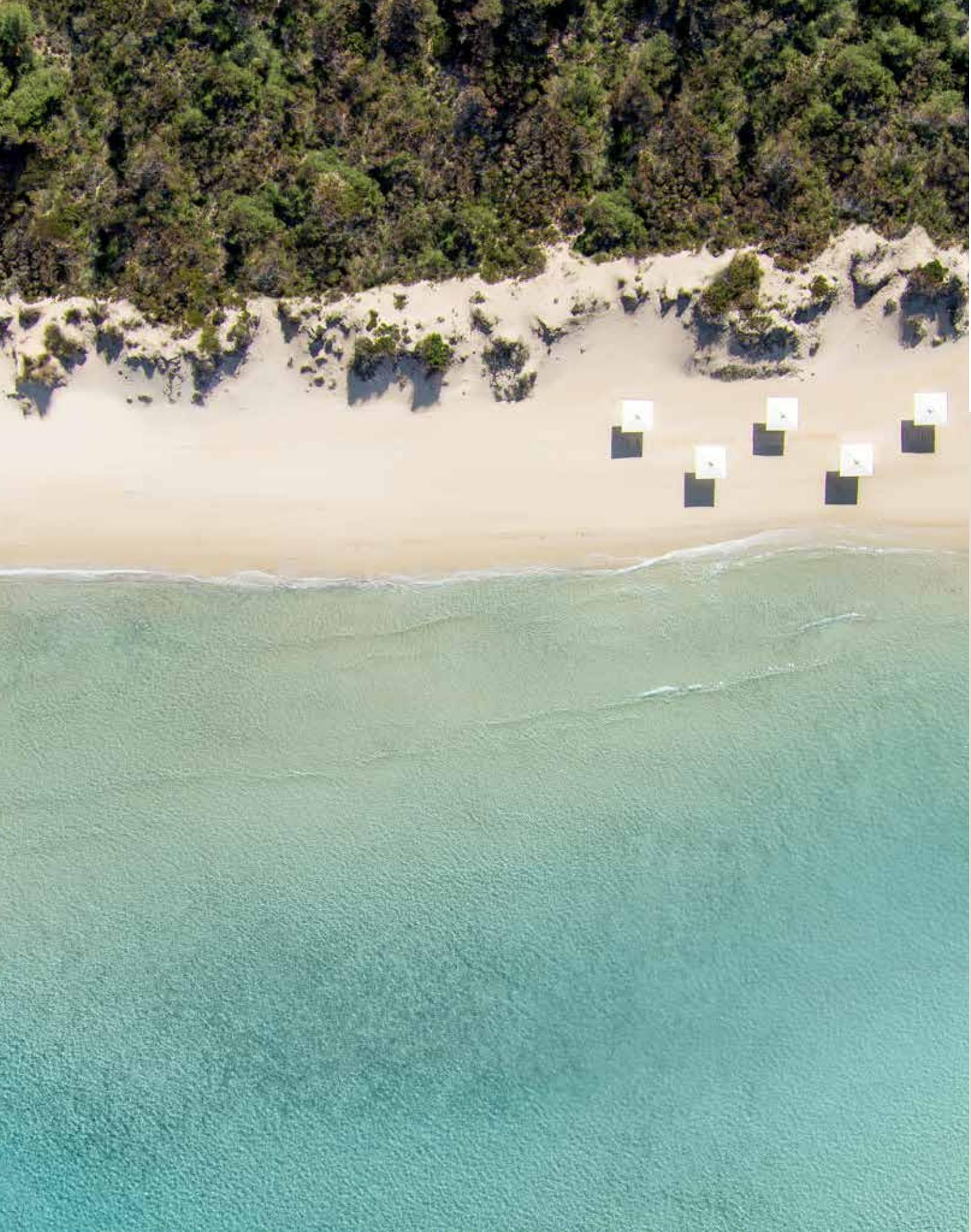
Efficient equipment
(LEDs and Energy A+ equipment)

Special training for our employees

Diesel only generators when needed

Energy consumption monitoring on monthly basis

Energy analysis and audits
to ensure efficiency opportunities



OUR COMMITMENT FOR WATER MANAGEMENT

Water consumption
monitoring on a monthly basis

Water flow restrictors installation

Minimize water leaks

Recycled water through irrigation
of specified areas around the resort

Continuous improvement
through identified opportunities



OUR COMMITMENT FOR WASTE MANAGEMENT

Sani Resort has overcome the absence of municipality recycling services with measurable success and has a long term vision for becoming zero waste. Our strategy focuses on the following key areas:

Waste prevention

in all departments and throughout supply chain

Waste management

strong performance and further improvement

Over 50% recycling rates

0% single use plastics (EU list)

Employee training on waste management

Recycling in partnership with specialised companies

Audits to identify areas of improvement



TOWARDS ZERO PLASTIC

Sani Resort is working hard towards a zero plastic goal. Every year plastic audits are conducted in order to identify areas for improvement. Waste prevention in all departments and throughout the supply chain.

Zero single used plastics (EU list)

Zero plastic bags used in the markets and shops

In-room recycling with biodegradable Sani Green bag

Re-usage of glass water bottles returned for refilling

All plastic water bottles and amenities recycled

Recycled plastic for all garbage bags

Paper-only straws

Training provided to employees

Community training and upcycling
demonstrations during our EcoDays events in partnership
with NGO iSea focusing on sea stewardship

SUPPLY CHAIN & LOCAL CONTRIBUTION



Sani Resort is working closely with all suppliers to meet strict sustainability requirements, ensure health and safety, as well as maximise local economic contribution. Local products and producers are promoted to guests during the Sani Eco Days Festival. A great selection of local products is produced exclusively for Sani Resort.



LAND OF GRACE

Exclusive Local Produce

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.



SANI ECO DAYS

The Sani Eco Day is a pop-up event dedicated to nature, Halkidiki's local products and the Sani Wetlands, an afternoon full of interactive and fun eco - activities at Sani Marina, for kids, teens, families and adults.

The events are open to the public and take place in several different venues around the Sani Marina. A range of exciting eco-activities are on offer, such as plastic upcycling events with iSea marine conservation experts, weaving workshops and natural clay making with local artists or designing bird masks or local birds with Sani's resident Birdlife Greece experts.

Visitors to the Eco Day are invited to take in an eco-art or Sani wetlands photographic exhibition, study the stars of the Sani sky, as well as enjoy traditional music and dancing. At the eco market, a taste of unique local products, such as honey, the Halkidiki olive and tsipouro and many other traditional products, will offer a glimpse into what's so unique about Halkidiki.



PROTECTION & ENHANCEMENT OF BIODIVERSITY



EMBRACING NATURE WITH THE UTMOST CARE



SANI ECO TRIPS

Complimentary guided eco trips are offered such as bird watching, hiking, biking and farm trips. The Sani wetlands, a natural European network area, is a great place for birdwatching, The Sani wetlands book and Hermes the Black-Winged Stilt are both available for guests.

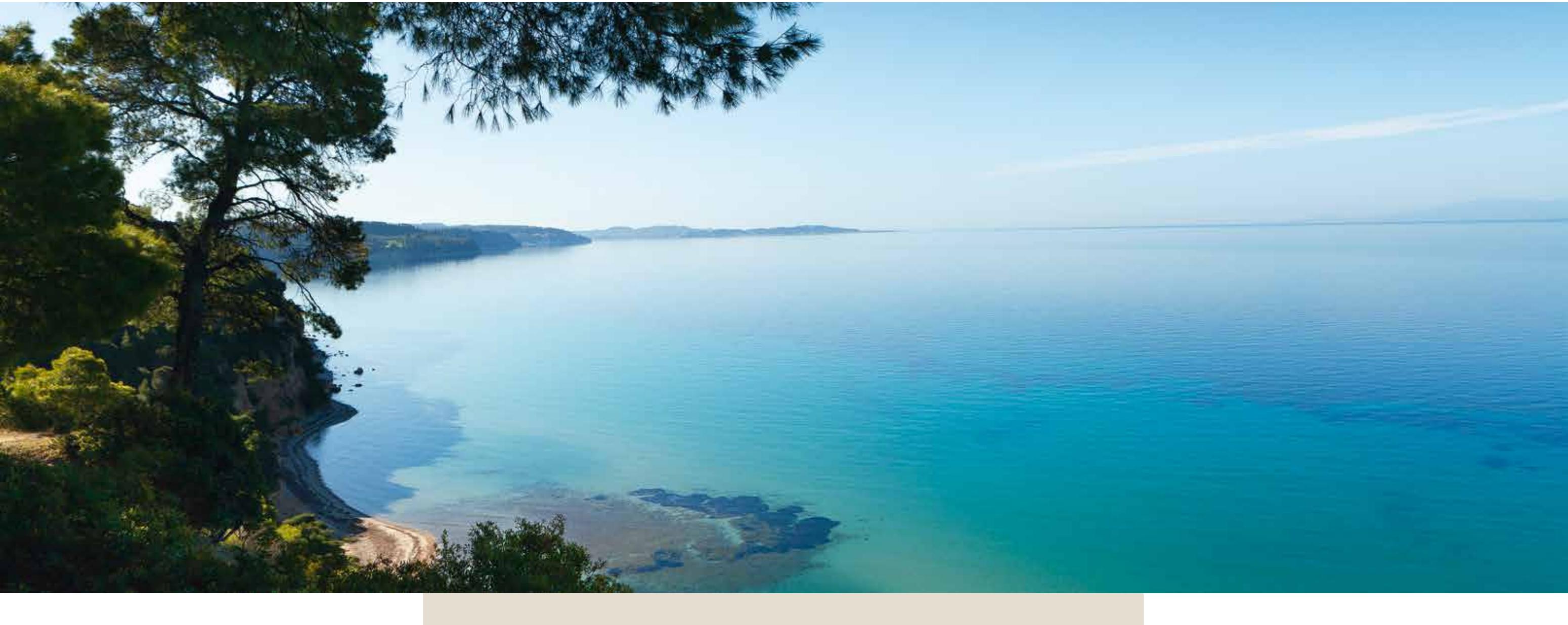
3.422 guests participated in Sani Resort Eco Excursions

28% increase in organised forest walks since 2019

680% increase in Birdwatching participation since 2013

MAKING GUESTS PART OF
THE SUSTAINABILITY EXPERIENCE

LOCAL COMMUNITY SUPPORT, HUMAN CAPITAL DEVELOPMENT AND PARTNERSHIPS





KEY INITIATIVES

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

10.240 hrs conducted in 2019

Training of personnel
established as key development factor

73% of staff Greek

Sustainability training
to all employees

80% of staff are from Thessaloniki or Halkidiki

CONTRIBUTING TO LOCAL COMMUNITIES

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:



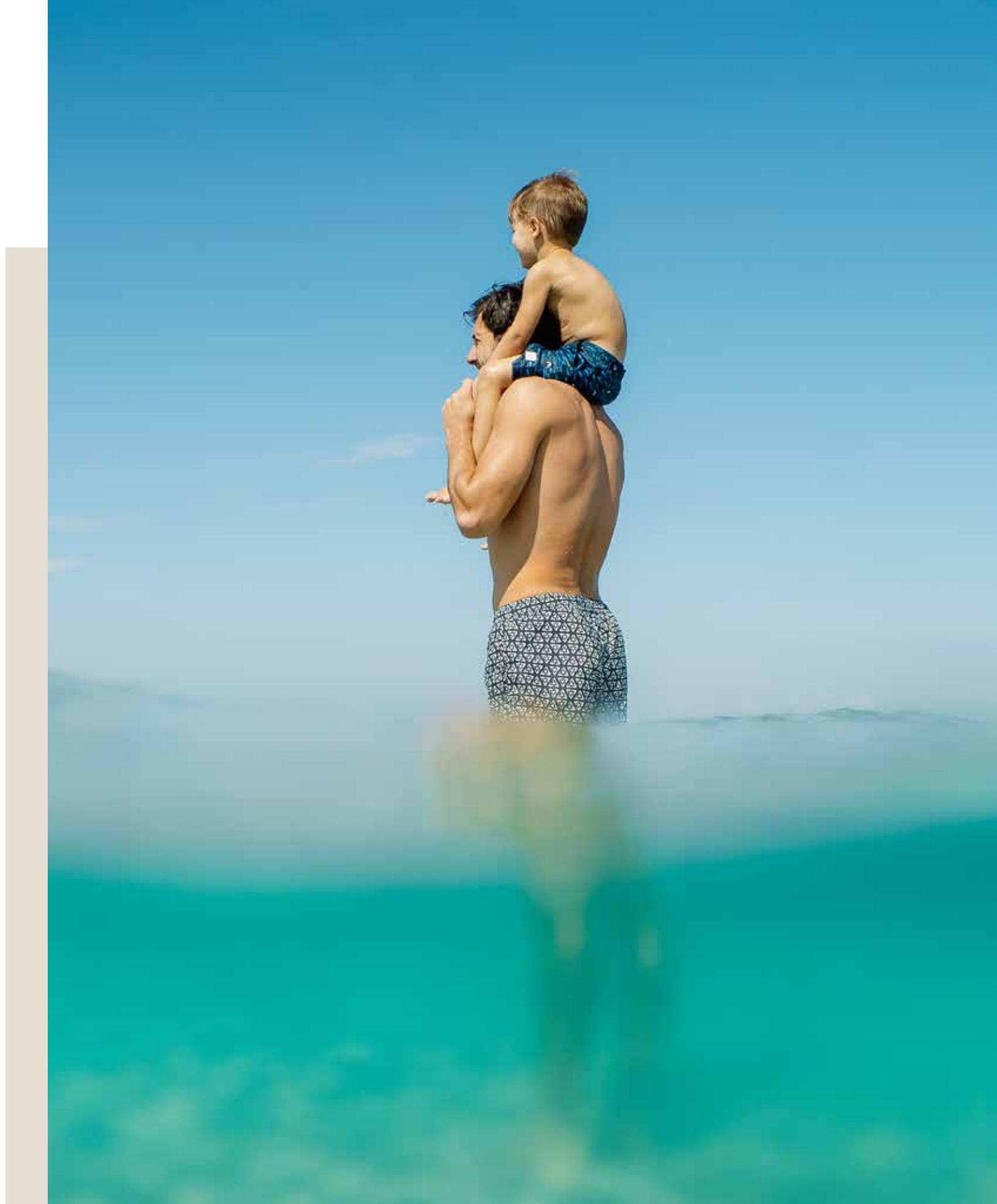
SANI RESORT

Environmental Policy

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.





SANI RESORT

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.

SANI RESORT

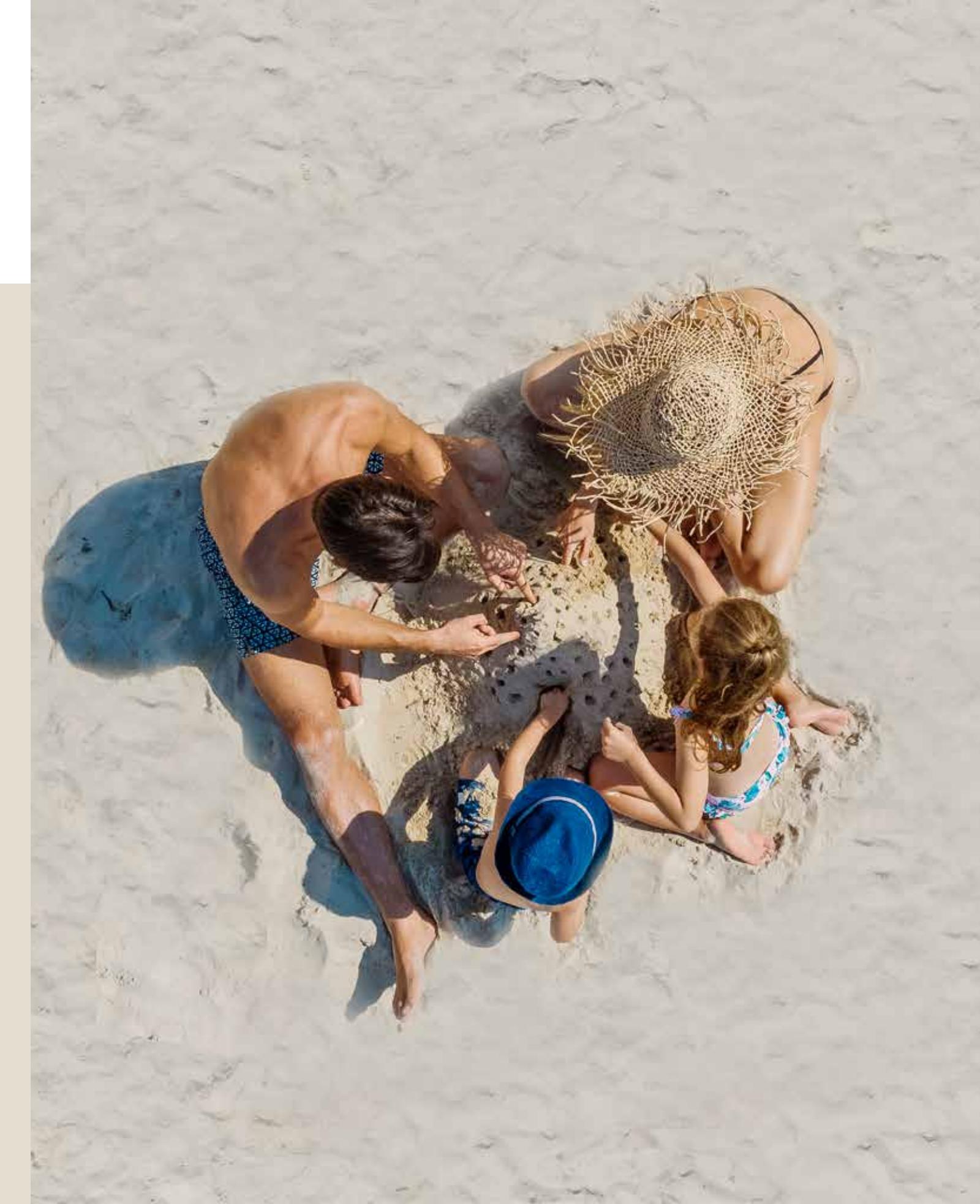
Employee and Community Policy

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'.



LOCAL ORGANISATIONS SUPPORTED BY THE SANI GROUP IN 2019

SCHOOLS, CAMPS & ORPHANAGES

- Elementary School of Fourka-Kassandra
- 2nd Elementary School of Moudania
- Elementary School of Fokies
- Stamatis Desillas Corfu camp for special needs children
- Papafio Orphanage
- Melissa Ophanage
- Ellinika Horia SOS for orphaned children in Filiro
- Smile of the Child in Thessaloniki, Corfu, Kos and Moudania

ENVIRONMENTAL ORGANISATIONS & GROUPS

- Hellenic Ornithological Society
- iSea Marine Conservation Organisation
- Afidnes Firefighters Volunteer Association

ORGANISATIONS AND CHARITIES WITH A FOCUS ON HEALTH

- Ippokration Hospital in Kos
 - Aelia breast cancer charity
 - Nea Moudania Hospital (Kentro Hygeias)
 - Sani/Ikos Group Employee Blood Bank
- Charities with a focus on refugees Bodossaki Foundation
- Arsis charity in Oraiokastro and Tagarades, Northern Greece
 - Hellenic Rescue Team, Kos

ORGANISATIONS WITH A FOCUS ON BOLSTERING THE LOCAL ECONOMY

- Brain Regain Initiative
- Bodossaki Foundation Thought for Food Project

FOOD BANKS SUPPORTED DURING CHRISTMAS & EASTER 2019

- Friends of the Poor, Polygyros
- Christian Mission Thessaloniki
- Food banks organized by churches in:
Nea Moudania / Kriopigi / Kos / Corfu

CHARITIES WITH A CULTURAL AIM

- Diazoma charity aiming to restore, protect and promote ancient Greek theaters
- Albert Cohen Corfu Association
- Contribution to the replanting of two palm trees in the historic Kerasia Corfu area lost to fire through the Corfu Municipality

STRAY ANIMAL CHARITIES

- Halkidiki Animal Rescue, Halkidiki
- Kivotos stray animal charity, Corfu
- Animal Rescue, Kos

CONTRIBUTION TO SPORTS CHARITIES & EVENTS

- Heracles Athletic Organisation, Fokies
- Kassandra Football Organisation
- 3rd Polygyros RUN Halkidiki
- Ganon Baker Basketball Camp
- Polygyros Dance Groups
- Esperos Basketball Team, Kos
- Nikagoros Athletic Team, Kos



SUPPORTING REFUGEES IN GREECE

Through a range of initiatives, the Sani Group aims to alleviate suffering for the most vulnerable refugees fleeing war torn Syria, through a range of ongoing initiatives, such as the ones highlighted below:

- A pick up modern off-road automotive vehicle was donated to the Hellenic Rescue Team in order to support their social work in the Northern Dodecanese area. The Hellenic Rescue Team is at the forefront of assisting the Coast Guard in search and rescue operations and providing assistance to refugees putting their life at risk by crossing from the Turkish coast to the eastern Aegean Greek islands. The pick-up vehicle is equipped for off-roading in the sand, snow or deep mud, capable of loading up to 1100 kg and towing up to 3500 kg in order to provide immediate and substantial assistance in light or emergency situations.
- In 2019, in cooperation with the Bodossaki Foundation and Arsis charity, the company completed the renovation of a professional kitchen Syrian refugee children in the Oreokastro housing facility in Thessaloniki, enabling the charity to save funds from discontinuing catering and being able to prepare foods on site for resident children.
- During the summer of 2019, Sani Resort hosted refugee children from the Arsis housing facility in Tagarades at the Sani Adventure Park for a special day of fun.



SUPPORTING HEALTH INITIATIVE FOR THE MOST VULNERABLE

In 2019, the group focused on offering donations to organisations for much needed equipment in the field of health, such as:

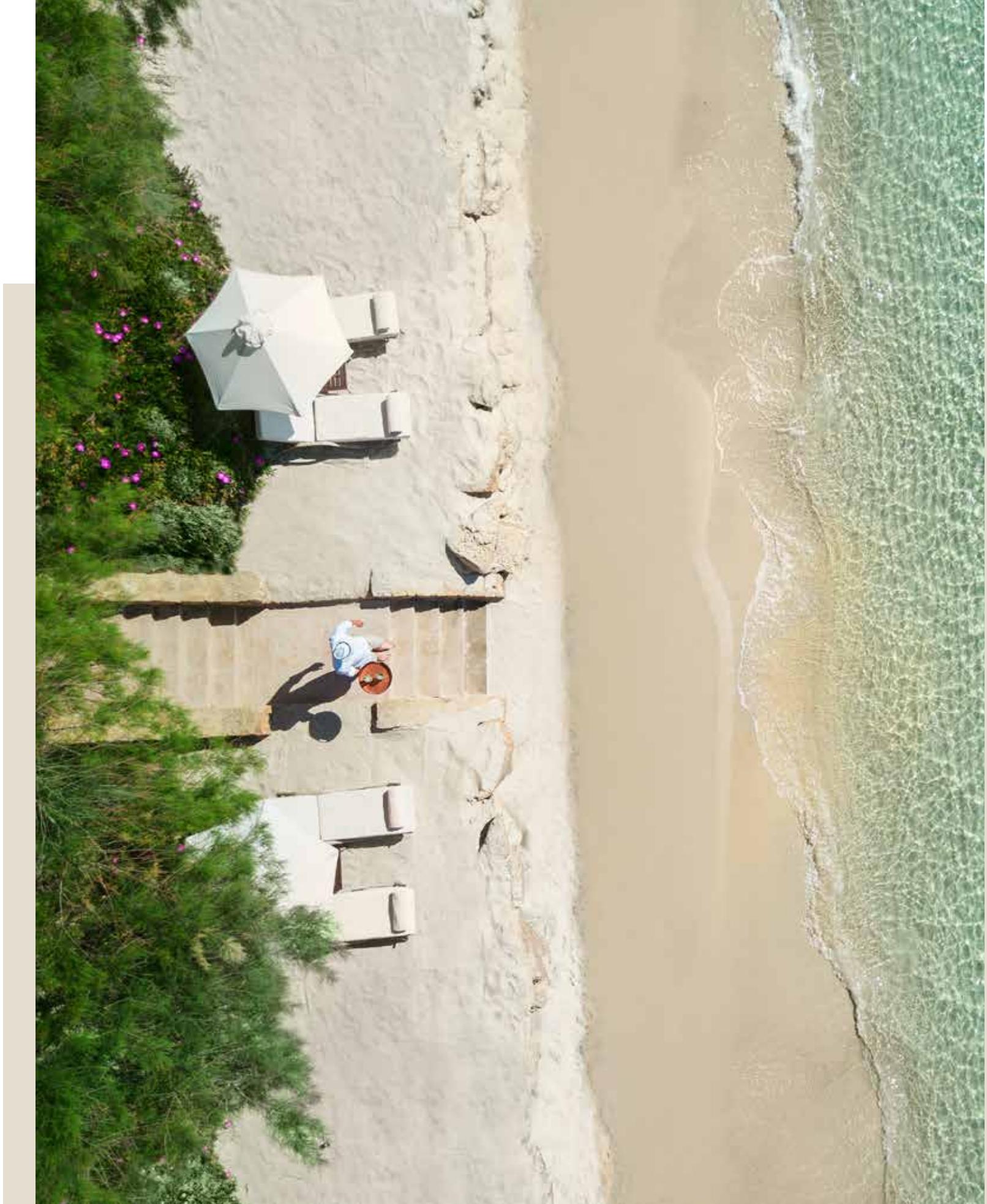
- The company group donated state-of-the-art equipment to the Hippocrates Kos General Hospital in order to make a significant contribution to the better functioning of its surgery department. The Surgical Diathermy Machine donated assists with all general surgery, as well as specialties such as orthopedics, ENT and laparoscopic surgery.
- An electric adjustable hospital examination bed was donated to the Nea Moudania Hospital (Kentro Hygeias).
- Over 6.000 children continued to benefit from the donation of emergency care equipment to the Hospital of Polygyros, Halkidiki.



SUPPORTING LOCAL PRODUCERS

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 Resort is a key partner in this initiative, providing scholarships to farmers, with the aim to support four 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.



KEY TARGETS & ACTION PLAN

for 2019 for Sani Green

SUSTAINABILITY ASPECT	2019 ACTION ASSESSMENT	TARGET FOR 2020	ACTION PLAN
ENERGY MANAGEMENT	3% energy reduction	5% reduction for 2019 for all hotels	New buildings will be energy class A
WATER MANAGEMENT	Water consumption remain constant per guest	5% reduction for 2020 for all hotels	Install aerators, increase trainings
WASTE WATER MANAGEMENT	Excellent testing results maintained	Efficient use of wastewater and maintain quality results	Monitoring
WASTE MANAGEMENT	Recycling rates maintained >50%, ongoing improvement on items assessed against sustainability criteria	Increase waste streams, further reduce of plastic, further engagement for offices	Guidelines, trainings
SUPPLIERS	Increase the suppliers with certifications	Increase the number of suppliers with ISO 14001 or other standards	Ongoing screening of suppliers
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

ABOUT THE REPORT

The information and data covers Sani Resort hotel activities

The information used is for the financial year 2019 and covers the operation period April 2019 – October 2019

Carbon emissions include Scope I for the above period

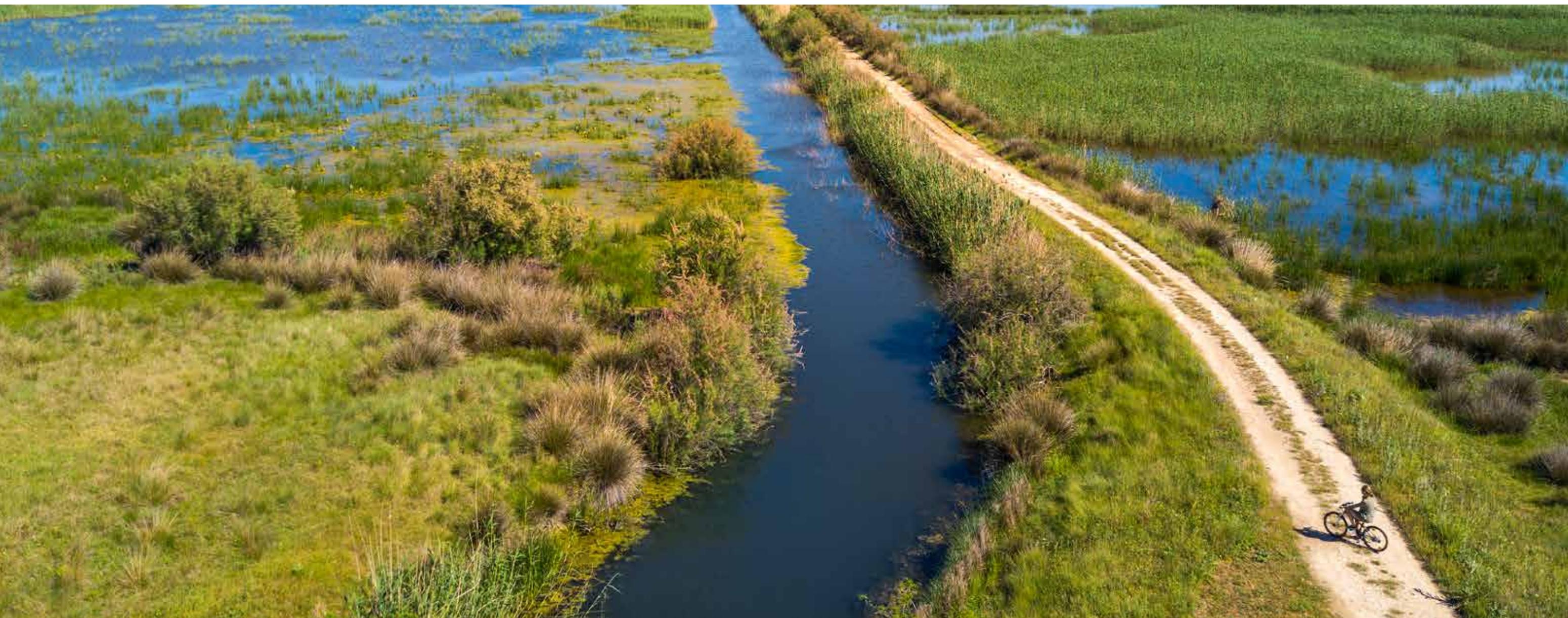
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