

DOMES NORUZ CHANIA

AUTOGRAPH COLLECTION®
HOTELS

STATEMENTS OF COMMITMENT

COMMITMENT TO
SUSTAINABILITY
AND ETHICAL
PRACTICES

Commitment to Sustainability and Ethical Practices
At Domes Noruz Chania, we are fully committed to promoting sustainability and ethical practices across all aspects of our operations. In our pursuit of Travelife certification, we recognize the importance of integrating responsible business practices that benefit the environment, our employees, the community, and society as a whole. Below, we outline our commitments in key areas:

REDUCTION OF GREENHOUSE GAS EMISSIONS

We are committed to minimizing our carbon footprint through responsible energy use, efficient operations, and the adoption of sustainable practices. By partially integrating renewable energy sources, reducing waste, and applying energy-saving technologies, we strive to significantly reduce greenhouse gas emissions.

Our commitment to reducing emissions is implemented through a multidimensional approach that includes:

- **Energy Efficiency:**
Adoption of energy-saving technologies such as LED lighting, energy-efficient appliances, and continuous staff training.
- **Renewable Energy:** Utilization of solar energy for water heating and exploration of additional renewable energy options to reduce reliance on fossil fuels.
- **Sustainable Transport:** Encouraging carpooling and the use of public transportation among staff and guests to reduce travel-related emissions.

By setting measurable targets and regularly reviewing our progress, we aim for significant reductions in our carbon footprint.

PROTECTION AND SUPPORT OF BIODIVERSITY

We are committed to protecting and enhancing biodiversity by reducing our environmental impact and supporting conservation initiatives. Our pledge includes safeguarding natural ecosystems, reducing pollution, and supporting local projects that contribute to the protection of ecosystems and wildlife.

Our approach includes:

- **Sustainable Land Use:**
Ensuring that operations, including construction and landscaping, do not disrupt local ecosystems and biodiversity. This involves protecting natural habitats and avoiding deforestation.
- **Conservation Support:**
Partnering with local and international organizations to support projects that protect natural habitats.
- **Pollution Reduction:**
Actively minimizing pollution by reducing harmful chemical usage, ensuring proper waste management, and preventing water contamination.
- **Education & Awareness:**
Engaging staff, guests, and local communities in awareness programs that highlight the importance of biodiversity and encourage responsible behavior.

Our goal is not only to minimize our impact on biodiversity but also to contribute to its preservation and enhancement wherever possible.

FAIR TREATMENT OF EMPLOYEES

We are committed to fostering a positive, inclusive, and fair workplace where all employees are treated with respect and equality. This includes ensuring fair compensation, safe working conditions, professional development opportunities, and a culture that values diversity and well-being.

Our dedication to employee welfare is demonstrated through:

- **Fair Compensation & Benefits:**
Providing fair and competitive wages, benefits, and career advancement opportunities.
- **Safe & Healthy Workplace:**
Maintaining a secure, protected, and healthy work environment, with regular safety training, healthcare access, and adherence to workplace safety standards.
- **Diversity & Inclusion:**
Promoting a culture of diversity and inclusion, where all employees are respected regardless of gender, ethnicity, religion, or background.
- **Professional Development:**
Investing in training, skill development, and clear career pathways to ensure every employee feels supported, valued, and empowered.

PROTECTION AND RESPECT OF HUMAN RIGHTS

We are committed to upholding and promoting human rights across all aspects of our operations. Our business practices respect the dignity and rights of all individuals, from employees to the communities we engage with. This includes strict compliance with international labor standards and zero tolerance for discrimination or exploitation.

Our approach includes:

- **Ethical Labor Practices:**
Compliance with international labor standards, ensuring that work is freely chosen, and eliminating forced or child labor across operations and supply chains.
- **Supply Chain Responsibility:** Conducting due diligence to ensure suppliers meet high human rights standards, including fair pay, safe working conditions, and respect for workers' rights.
- **Non-Discrimination:** Enforcing strict policies against discrimination, harassment, and exploitation, while promoting equal opportunities for all.
- **Transparency:** Ensuring transparency in our business practices by reporting on human rights performance and engaging stakeholders in open dialogue.

RESPONSIBLE COMMUNITY MEMBER

As an active and responsible community member, we are committed to contributing positively to local development, supporting social initiatives, and engaging with stakeholders. We believe in building strong, mutually beneficial relationships that strengthen the social, cultural, and economic fabric of the areas where we operate.

Our community commitment is demonstrated through:

- **Local Employment & Economic Development:**
Prioritizing local hiring and supporting local businesses to stimulate the local economy and create sustainable jobs.
- **Cultural Heritage Preservation:**
Respecting and promoting local cultures and traditions while ensuring our operations do not disrupt or alter cultural heritage.
- **Community Engagement:**
Actively participating in community development projects, including education, healthcare, and infrastructure improvements.
- **Philanthropy:**
Supporting charitable causes through financial contributions and volunteering to address social challenges and improve quality of life.

PROTECTION OF CHILDREN

We recognize the importance of protecting children from harm and exploitation. Our commitment includes the implementation of policies and practices that ensure children's safety and well-being both within our operations and in the communities we serve.

We commit to protecting children through:

- **Child Protection Policies:**
Implementing strict child protection policies, including staff training to recognize and respond to signs of abuse or exploitation.
- **Awareness Campaigns:**
Engaging staff, guests, and local communities in awareness campaigns to promote safe environments for children.
- **Zero Tolerance Policy:**
Enforcing a zero-tolerance policy for any form of child exploitation or abuse, with immediate action in case of incidents.

By prioritizing children's safety and well-being, we contribute to a world where every child can grow and thrive in a safe environment.

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SUSTAINABILITY REPORT

ANNUAL REPORT 2024—2025

PREPARED BY THE QUALITY DEPARTMENT, AUGUST 2025

This report evaluates and compares the environmental performance of our operations from July 2024 to July 2025, focusing on water, electricity, food waste consumption–recycling, high emission purchases on meat, fish, dairy products & single use plastic and chemicals. The results highlight both positive achievements and areas requiring improvement. Significant reductions were achieved in energy usage and water consumption managed to stay neutral ,giving us consistent results. Though an increase was noted in procurement of single use plastics, chemicals and high emission products. The findings are translated into targeted commitments, measurable goals, and an action plan for the end of season 2025 and the upcoming season 2026, aligned with our sustainability strategy and stakeholder expectations.

EXECUTIVE SUMMARY

2024

Total water consumption	18189m ³
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Average daily water consumption per stay	1.37 m3
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Average daily water consumption per person	0.64 m3
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2025 (data until July)

Total water consumption	12719m ³
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Average daily water consumption per stay	1.34m3
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Average daily water consumption per person	0.64m3
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TRENDS AND ANALYSIS

- **Water Consumption:** The average daily water consumption per stay decreased slightly from 1.37m³ (2024) to 1.34m³ (2025 so far), while the average per person remained stable at 0.64m³. This consistency shows that water-saving practices continue to be effective.
- **Seasonal Variation:** As in previous years, water usage peaks during the summer months, with the most notable increase in June 2025. However, overall usage levels remain below 2024 figures, reinforcing the positive impact of conservation measures.

SUCCESSSES IN 2025

AREAS FOR IMPROVEMENT IN 2025

Seasonal Monitoring:

Although overall consumption decreased, the summer peak still represents a challenge. Closer monitoring during high-demand months could further reduce seasonal spikes.

Data Completeness:

Current 2025 data is available only up to August, leaving gaps in the full-year analysis. Ensuring complete year-round records will improve the accuracy of sustainability reporting.

RECOMMENDATIONS AND GOALS FOR 2026

Enhanced Water Monitoring:

Install smart water meters in specific facility sections to track consumption in real-time and identify unusual usage patterns. This will support targeted actions and a further 2—3% reduction in total consumption.

Employee and Guest Engagement:

Continue promoting awareness campaigns for staff and guests, focusing on daily conservation behaviors and reinforcing the environmental value of current practices.

Continuous Monitoring: Establish a structured reporting process to ensure full data availability for each month, making long-term trend analysis more reliable.

ENERGY CONSUMPTION

2024

Total energy consumption	939389.30kWh
Consumption per stay	70.60 kWh
Consumption per person	32.9 kWh

2025 (data until July)

Total energy consumption	643.992,10
Consumption per stay	61.01 kWh
Consumption per person	29.27kWh

DETAILED MONTHLY ENERGY CONSUMPTION

- **2024 Peaks:**

The highest energy consumption occurred again in July 2024: 139222kWh and in August 2024: 139925 kWh.

- **2025 Peaks (so far):**

The same pattern was noticed in 2025, as the highest energy consumptions occurred in July & August so far. (135946.6 & 133293.9 kWh).

TRENDS AND ANALYSIS

- **Decrease in Consumption:**

Although, for the first phase of 2025, we only have data up to August, a month-by-month comparison with 2024 shows a significant decrease in energy consumption. Specifically, in May 2024, consumption was 60.46 kWh per overnight stay, compared to 56.9 kWh this May. In June 2024, consumption reached 76.51 kWh per overnight stay, while this year it was 49.66 kWh. A decrease is also observed in July & August, with last year's at 58.55 & 58.01 kWh per overnight stay accordingly, compared to 57.46 & 55.10 kWh this year. Overall, although we have lack of data for the last quarter of 2025, when considered against the number of overnight stays, it becomes evident that a 13,6% reduction has in fact been achieved compared to previous years.

CHALLENGES & OPPORTUNITIES

- **Energy Efficiency Initiatives:** Further reduction in energy consumption is possible by investing in smart lighting and energy efficient lamps.(LED)

STRATEGIC RECOMMENDATIONS AND GOALS FOR 2026

- **Energy Efficiency Programs:**
Given that energy consumption peaks during the summer months, implementing energy-saving measures during this period could significantly reduce costs. By 2026, We recommend installing a smart control system for air-conditioning units throughout the hotel. Such a system would automatically regulate room temperatures based on occupancy and outdoor conditions, ensuring that energy is not wasted when rooms are unoccupied.

DIESEL CONSUMPTIONS

CHALLENGES & OPPORTUNITIES

- Diesel consumption decreased from 0.60kWh/overnight in 2024 to 0.46kWh/overnight in 2025.
- The hotel uses diesel exclusively for the backup generator, which is only activated during power outages. As a result, the annual energy consumption and related CO₂ emissions are directly influenced by the frequency and duration of electricity interruptions in the Chania area. Years with more frequent power cuts show slightly higher diesel usage and emissions, while years with stable electricity supply correspond to lower generator-related consumption.
- This highlights the importance of tracking both grid electricity and backup energy usage to accurately measure greenhouse gas emissions and energy performance. For sustainability reporting, it is essential to consider these external factors when analyzing trends and setting reduction targets.

RECOMMENDATIONS AND GOALS FOR 2026

Install vehicle electrical charger for guests to promote sustainable mobility, reduce reliance on fossil fuels, and support the transition to low-carbon travel.

WASTE CONSUMPTIONS

LANDFILL WASTE

for **2024**

6331.44 KG CO2E

for **2025** (up to August)

3823.94 KG CO2E

RECYCLED WASTE

for **2024**

06.79 KG CO2E

for **2025** (up to August)

3366.26KG CO2E

TREND ANALYSIS

- For May 2024 VS 2025:
Landfill ↓ 41,4% (from 2.100 kg to 1230kg)
Recycled ↓ 7.3% (from 4200kg to 3900kg)
- For June 2024 VS 2025:
Landfill ↓ 36.8% (from 1900kg to 1200kg)
Recycled ↓ 8.33% (from 5400kg to 4950kg)
- For July 2024 VS 2025:
Landfill ↓ 47.1% (from 2300 kg to 1215kg),
Recycled ↓ 21.5% (from 7900kg to 6200kg)

The significant decrease in landfill waste compared to last year is due to the inclusion, from May 2025, of food waste in the Municipality's composting program.

From May 2025 to August 2025 hotel managed to compose 4869kg.

SUCSESSES

- Clear overall reduction in waste generation compared to 2024.
- By diverting kitchen and organic waste from the landfill to composting, the hotel has reduced the volume of residual waste, contributing to lower greenhouse gas emissions and supporting circular economy practices

Areas for Improvement:

- Recycling rate remains low relative to total waste, despite reductions.
- April opening activities still create temporary waste peaks.

RECOMMENDATIONS AND GOALS FOR 2026

Food Waste Monitoring: Installation of food waste scales in the kitchen for accurate measurement and analysis of waste. Our measurable objective is to achieve a 2% reduction in waste generation compared to previous years.

PROCUREMENT MONITORING

1. CHEMICALS / HAZARDOUS SUBSTANCES

2024

1,105 KG / 1,028 L

2025

2,577.25 KG / 1,007 L

TREND ANALYSIS

Significant increase in weight, slight decrease in volume. This indicates bulk purchase of more concentrated products & substitution with heavier alternatives.

SUCCESSSES

Volume usage slightly decreased (~2%), suggesting more efficient application.

The company uses ECOLAB as its main supplier for housekeeping and F&B chemicals, selecting their eco cleaning and disinfection product lines, which are 100% recycable.

AREAS FOR IMPROVEMENT

Optimize storage and usage to prevent over-purchasing.

GOAL 2026

Reduce hazardous chemicals by 20% in weight and ensure ≥50% are eco-certified.

Continuous training for employees on the proper use of chemicals.

2. SINGLE USE PLASTIC

2024

33598

2025 (up to July)

42956 L

TREND ANALYSIS

There was also a significant increase in single-use products, as there was an addition to both soft drinks and water, as well as significant consumption of coffee capsules.

SUCCESES

Awareness of the issue is possible through ongoing monitoring.

Collaboration with Nespresso to recycle the 100% of coffee capsules

Regarding plastics, the company uses refillable bottles for all hotel amenities and paper-based packaging for extra amenities provided to guest rooms, such as toothbrushes, razors, etc. In addition, biodegradable paper coffee cups and paper take-away packaging are used where necessary.

AREAS FOR IMPROVEMENT

Reduce single-use plastics via alternatives (biodegradable, reusable, bulk dispensers).

Review suppliers to minimize packaging.

GOAL 2026

Achieve $\geq 10\%$ reduction in single-use plastic consumption compared to 2025.

3. MEAT	2024	2,060 KG
	2025	4,487.92 KG
4. FISH	2024	2037.95 KG
	2025 (up to July)	3470.27 KG
4. DAIRY	2024	2431 L & 1240.40 KG
	2025 (up to July)	3632.1& 1995.2 KG
TREND ANALYSIS	Significant increase in meat, fish and dairy procurement. This is justified due to the increased percentage of HB guests at the hotel, as the percentage of customers dining either at lunch or dinner is increasing.	
AREAS FOR IMPROVEMENT	For meat and fish supplies we adjust stock levels and marketing strategies to control the increased demand for certain meat products. For dairy supplies we find more local based products to meet the growing demand for dairy products.	
GOAL 2026	Reduce high-emission meat, fish and dairy purchases by 10% vs 2025.	
	Redesign menus, promote plant-based options.	

In 2025, the hotel achieved a substantial reduction in greenhouse gas emissions compared to 2024. sustainability strategy and stakeholder expectations.

GREENHOUSE EMISSIONS

Total emissions (2024–2025 up to July) decreased from 330727.93 kg CO₂e in 2024 to 171247.52 kg CO₂e in 2025, a reduction of –48.25%

TREND ANALYSIS

The main drivers include:

- Lower energy consumption during operational months.
- Improved waste management, including food waste diversion to composting.
- Slightly lower water consumption.

SUCCESES & AREAS FOR IMPROVEMENT

Almost half reduction in emissions demonstrates effective sustainability measures.

Clear evidence of energy efficiency and waste management initiatives paying off.

RECOMMENDATIONS AND GOALS FOR 2026

Sustain the dramatically reduced emissions achieved in 2025 throughout 2026. Keep monthly emissions no higher than 2–5% above June–July 2025 levels.

Additionally, in 2026 we aim to complete a TÜV carbon zero assessment, in order to verify Domes Noruz Chania as a carbon neutral hotel by assessing its greenhouse emissions, carbon offsetting efforts, and plans for future emission reduction.

The comparative analysis of our operations between 2024 and 2025 demonstrates significant progress in our environmental performance, particularly in water conservation, energy efficiency, and waste reduction. Positive trends indicate that initiatives such as environmental training, towel and linen reuse programs, leak detection, and improved waste management have been effective.

At the same time, areas requiring further attention have been identified, notably the increase in diesel consumption, rising costs for energy and opportunities to further reduce single-use plastics and high-emission food purchases.

The 2026 action plan sets clear, measurable goals to address these challenges, including enhanced monitoring systems, employee and guest engagement programs, energy efficiency measures and sustainable procurement practices. By continuing to build on successes while tackling areas for improvement, the company reinforces its commitment to environmental responsibility, operational efficiency, and alignment with stakeholder expectations.

CONCLUSION

SUSTAINABILITY POLICY

Our policy is to conduct our business activities in a manner that ensures:

The implementation of all necessary actions to protect the environment.

Fair treatment of all our employees and guests.

The maintenance of high standards in all matters concerning Health & Safety in the workplace.

Transparency of our business policies and practices, in full compliance with all relevant legislation, while upholding the highest ethical business practices across all our operations.

The encouragement of our business partners to achieve our company's standards.

The continuous improvement of our Corporate Social Responsibility (CSR) strategy.

ENVIRONMENTAL POLICY & FOOD SAFETY MANAGEMENT SYSTEM

Recognising the importance of environmental protection for sustainable development, as well as the provision of high-quality services and food safety management, the management and staff of Domes Noruz Chania, Autograph Collection have developed and implemented an environmental management system in accordance with the requirements of the international standards ISO 14001:2015 and ISO 22000:2018.

This system covers all hotel activities, particularly accommodation, dining, and leisure services.

The management of Domes Noruz Chania, Autograph Collection commits to:

- Strive for continuous improvement by setting measurable objectives.
- Comply with all legislation and other requirements relating to environmental aspects of its activities.
- Select the appropriate staff and invest in their continuous training and evaluation.
- Assess the environmental impact of its activities in order to reduce or eliminate negative impacts.
- Actively engage in environmental protection and pollution prevention

Based on these commitments, management aims to:

- Secure all necessary resources to maintain and update the system and infrastructure.
- Achieve a high level of guest satisfaction.
- Implement actions for energy saving, water reduction, and proper waste management.
- Inform all stakeholders about environmental activities, raising awareness and encouraging participation.
- Implement actions for the sustainable use of resources, adapted to climate change, biodiversity, and ecosystem protection.
- Continue educating staff to increase awareness and participation in the environmental management system.
- These objectives are achieved through the application of the Environmental and Food Safety Management System, by developing specific and measurable goals, regularly monitoring environmental parameters, controlling operational efficiency, auditing the system's performance, and reviewing objectives for further improvement.

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Corporate Social Responsibility is a fundamental pillar of the overall operation of Domes Noruz Chania, Autograph Collection. From sustainable practices to humanitarian support, a series of initiatives and procedures addressing social, cultural, or environmental issues demonstrate that CSR is not simply a requirement for maintaining an excellent corporate image. It is a clear proof that we consider ourselves part of a wider, coexisting environment.

As we grow, we want the local community to grow and prosper alongside us. For this reason, Domes Noruz Chania has a strong CSR philosophy and an active commitment to providing socially responsible hospitality services. This is achieved through certified procedures focusing on social, environmental, and cultural heritage, while supporting a variety of relevant initiatives. We constantly collaborate with all departments to implement sustainable practices and repeatedly cooperate with and support humanitarian NGOs, demonstrating our ethos. We also frequently organise special activities where our guests can actively participate and contribute to these efforts.

CHILD PROTECTION POLICY

We recognise our fundamental duty of care towards children and aim to ensure the safety of children and young people. We reject, eliminate, and condemn all forms of human exploitation, especially sexual exploitation, particularly when minors are affected.

The company strictly complies with national labour laws and does not employ minors. Domes Noruz Chania, Autograph Collection follows strict check-in procedures to ensure that minors are accompanied by their legal guardians according to the personal data provided in passports. All employees receive annual training on anti-human trafficking measures to protect minors and vulnerable individuals. Strong safeguarding systems and procedures are in place for our staff. We always provide sufficient and appropriate resources to implement this policy and ensure its communication across all operations.

POLICY FOR THE PREVENTION AND ELIMINATION OF VIOLENCE AND HARASSMENT AT WORK

The company is committed to making every effort to prevent and combat all forms of violence and harassment in the workplace, at every level of operation. These values are non-negotiable, and the company demonstrates zero tolerance towards actions that violate them.

- At the same time, the company seeks to create a safe communication channel between management and employees, allowing staff to easily and confidently report or file complaints regarding incidents of violence or harassment.
- Zero tolerance is shown towards any form of violence, harassment, bullying, psychological abuse, aggressive or unjustified behaviour, offensive, disturbing, and generally unwanted conduct against any employee, occurring during, connected to, or resulting from work.
- The company ensures no discrimination based on gender, nationality, age, sexual orientation, gender identity, religion, political beliefs, or any other ground, designing all HR

policies and processes based on equal opportunity.

- Employment decisions (recruitment, hiring, training, promotion, etc.) are made solely on the basis of job requirements, qualifications, and experience.

DATA PROTECTION & PRIVACY POLICY

Your personal data is of the utmost importance to us. We take every necessary measure to provide the highest level of security and confidentiality, ensuring a pleasant, comfortable, and safe stay. We comply with the GDPR, which grants you additional protection rights. Our well-trained staff is always available to help you fully exercise your rights, including access, rectification, erasure, restriction of processing, portability, and objection. If you believe processing is unlawful, you may submit a complaint either to our appointed Data Protection Officer (DPO) or the Hellenic Data Protection Authority. Domes Noruz Chania, Autograph Collection is the “Data Controller” under GDPR and protects any information related or potentially related to you. Processing is carried out lawfully, fairly, and transparently, with appropriate technical and organisational measures such as pseudonymisation, encryption, and minimisation. Further details can be found in our Privacy Policy Statement, available at Reception and on our website.

HUMAN RIGHTS & EMPLOYEE POLICY STATEMENT

Domes Noruz Chania, Autograph Collection recognises and respects the principles contained in the Universal Declaration of Human Rights. This policy reflects the company’s commitment to conduct its activities consistently with these principles and respect human rights within its sphere of influence.

Workplace Policies:

- Non-Discrimination: We support and promote the elimination of discriminatory practices in all areas of employment, embracing diversity and inclusion.
- Child Labour: We do not employ children and condemn all forms of child exploitation.
- Ethical Recruitment: We never request money or charge fees during recruitment processes.
- Freedom of Association: We respect employees’ right to join associations and choose collective bargaining representatives.
- Forced Labour & Human Trafficking: We support the elimination of forced, bonded, or compulsory labour and provide training on human trafficking awareness and prevention.

- **Ethical Conduct:** Our policies reflect honesty and integrity, fully aligned with applicable laws, and establish clear ethical standards and accountability mechanisms.
- **Business Partners:** We expect our partners and suppliers to align with our standards on diversity, CSR, and community engagement.

QUALITY ASSURANCE POLICY

Domes Noruz Chania, Autograph Collection is committed to maintaining high standards and ensuring quality for guests, staff, and all stakeholders.

We regularly collect feedback from staff, guests, and external partners, using it to continuously improve our operations.

Quality Monitoring includes:

- **Guest Feedback:** Collected daily and reviewed by senior management. Serious concerns are addressed immediately. Statistical analysis is conducted monthly, and results are shared with departments. Guest Satisfaction Cards, management contacts, and social media feedback are all part of the system.
- **Staff Feedback:** Daily departmental and management meetings ensure staff voices are heard and acted upon.
- **External Audits:** Annual inspections are conducted by FOOD SAFETY ART, Travelife auditors, Marriott brand auditors, TÜV Hellas, Green Key auditors, and travel agencies. Internal audits are performed regularly, with all findings shared with management.

ANIMAL WELFARE POLICY

Domes Noruz Chania, Autograph Collection supports the following statement on animal welfare.

We expect suppliers, employees, and business partners to operate in line with our animal welfare policy, sourcing animal products from responsible and legal sources. Suppliers are encouraged to adopt humane practices, ensuring animals are properly cared for, transported, and treated, whether for food production, materials, or tourism experiences. We recognise the shared responsibility to ensure ethical treatment of animals and are committed to raising standards across our supply chain.

AWARDS & COLLABORATIONS

- ISO 14001:2015 Certification — Environmental Management System
- ISO 22000:2018 Certification — Food Safety Management System
- Green Key Certification
- Travelife Gold Certification
- Partnerships with Recycling Companies

Our Environmental & Social Initiatives include:

- Beach Cleaning, Neighbourhood Cleaning, Recycling Investments
- GOPA Free Project (cigarette butt waste reduction)
- Coffee capsule & oil recycling
- Organic garden development
- CONSERVE water reduction programme
- Plastic cap collection

Community Support Initiatives:

- Zero Waste Cooking Project (guest engagement)
- Blood donations (2025)
- Race for the Cure — Breast cancer awareness
- Desmos for Schools — Local education support
- You Eat We Give — €1 donation per guest meal for vulnerable groups
- Love Van participation — Providing meals & support for people in need in Athens

Employee Programmes:

- Discounts on academic studies (Mediterranean College)
- Support for employee parents (gift cards, school supplies)
- Employee recognition awards
- Wellness initiatives (medical checks, appreciation weeks, celebrations)

Through these initiatives, we strengthen our environmental footprint and actively contribute to a better society.

As we strive to reduce our environmental footprint and strengthen sustainability, your support is invaluable. We encourage you to help us to achieve our sustainability goals by actively participate and contribute with your ideas and actions, so that together we can build a responsible and resilient future.

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