



nestor hotel  
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# **Sustainability Report**

## **For the year 2024**

## **Welcome to our eco-conscious hotel!**

We are thrilled to introduce you to our sustainability progress report for 2024 which that reflects our commitment to responsible tourism.

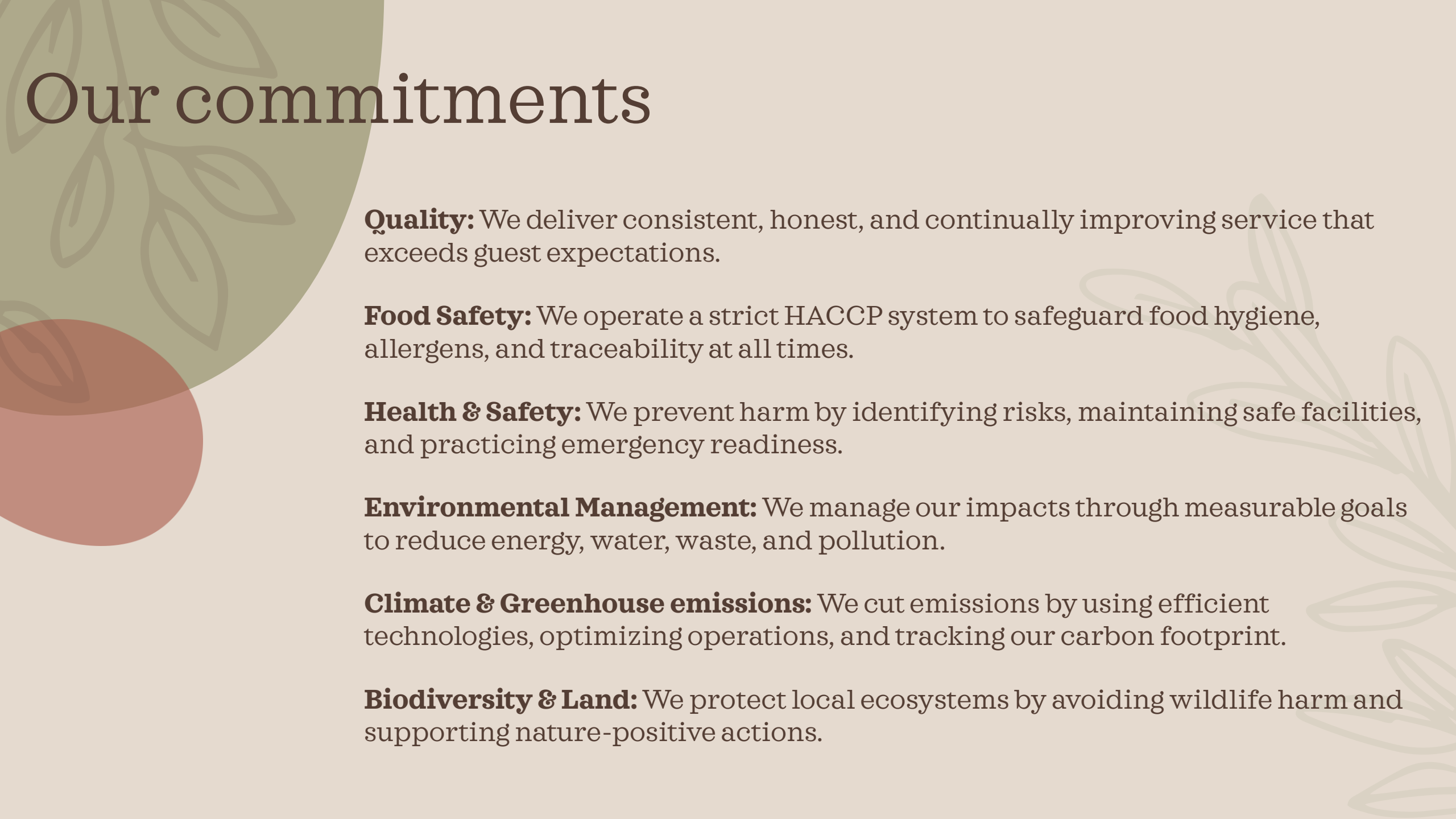


This annual sustainability report presents Nestor Hotel's environmental and social performance for the year 2024.

It summarises how we managed energy, water, waste, emissions, purchasing, employee welfare and community impact, and it evaluates how well we met the goals we set for the year.

The aim is to be transparent with our guests, partners, employees, and the wider community, and to show clear progress toward stronger environmental performance, responsible business practices.





# Our commitments

**Quality:** We deliver consistent, honest, and continually improving service that exceeds guest expectations.

**Food Safety:** We operate a strict HACCP system to safeguard food hygiene, allergens, and traceability at all times.

**Health & Safety:** We prevent harm by identifying risks, maintaining safe facilities, and practicing emergency readiness.

**Environmental Management:** We manage our impacts through measurable goals to reduce energy, water, waste, and pollution.

**Climate & Greenhouse emissions:** We cut emissions by using efficient technologies, optimizing operations, and tracking our carbon footprint.

**Biodiversity & Land:** We protect local ecosystems by avoiding wildlife harm and supporting nature-positive actions.

# Our commitments

**Human Rights:** We respect international human rights, prohibit exploitation, and protect personal data.

**Child Protection:** We enforce zero tolerance for child abuse, train staff to act, and report concerns immediately.

**Community & Culture:** We create local value by hiring, buying, and partnering within our community while honoring culture and heritage.

**Guest Engagement:** We inform and empower guests to participate in our sustainability actions during their stay.

**Compliance & Governance:** We comply with laws, ISO 14001, Travelife, and Green Key requirements, and uphold integrity and transparency.

**Continuous Improvement:** We set objectives, measure progress, and review policies annually to drive better outcomes.

Nestor Hotel holds recognised environmental certifications that confirm our commitment to responsible operations, legal compliance, and continuous improvement in reducing our impact on the environment.



Travelife: an independent, internationally recognized sustainability certification for hotels, with audited criteria covering energy, water, waste, biodiversity, fair labor and human rights, community support, and responsible sourcing—helping guests choose responsible stays and driving continuous improvement.



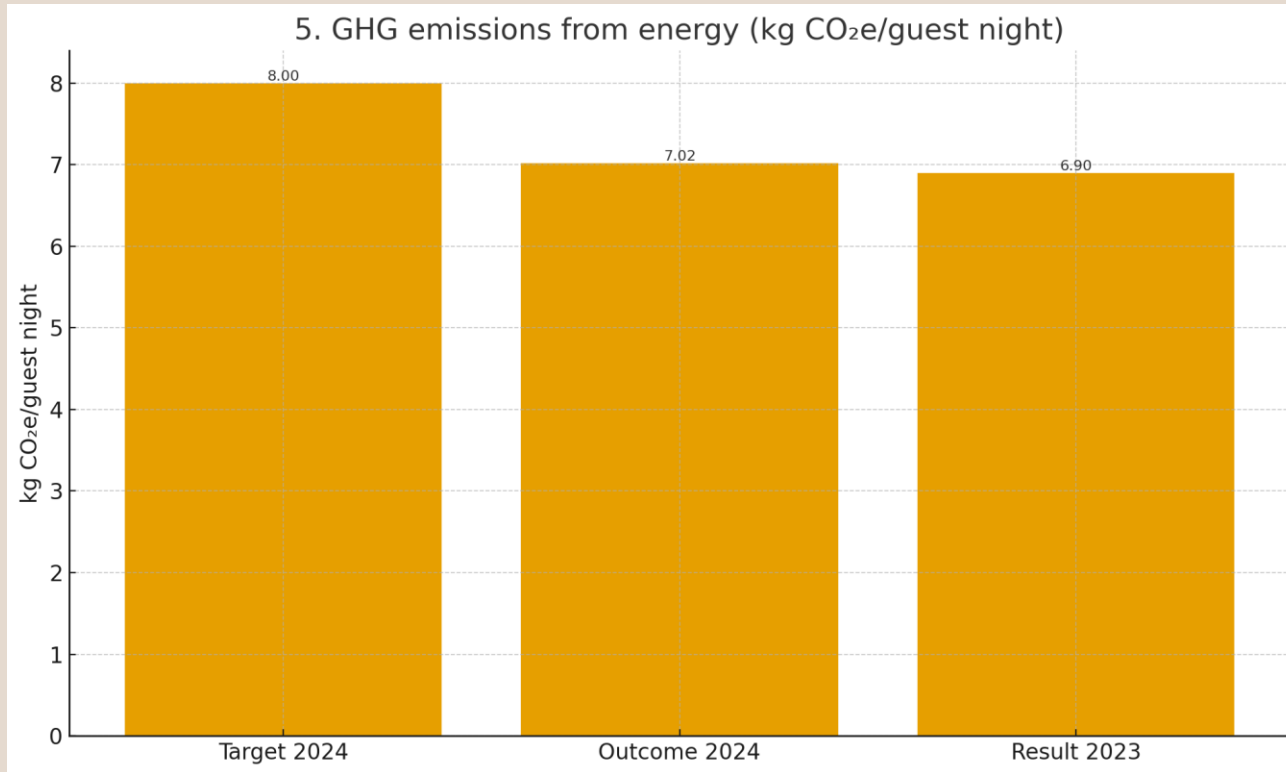
The Green Key, created in 1994 in Denmark, is a leading voluntary standard of environmental responsibility and sustainable operation excellence within the hospitality and tourism industry.



ISO 14001 is an international standard for environmental management systems. It helps an organisation identify and control its environmental impacts, set goals to reduce them, follow legal requirements, and keep improving its environmental performance over time.

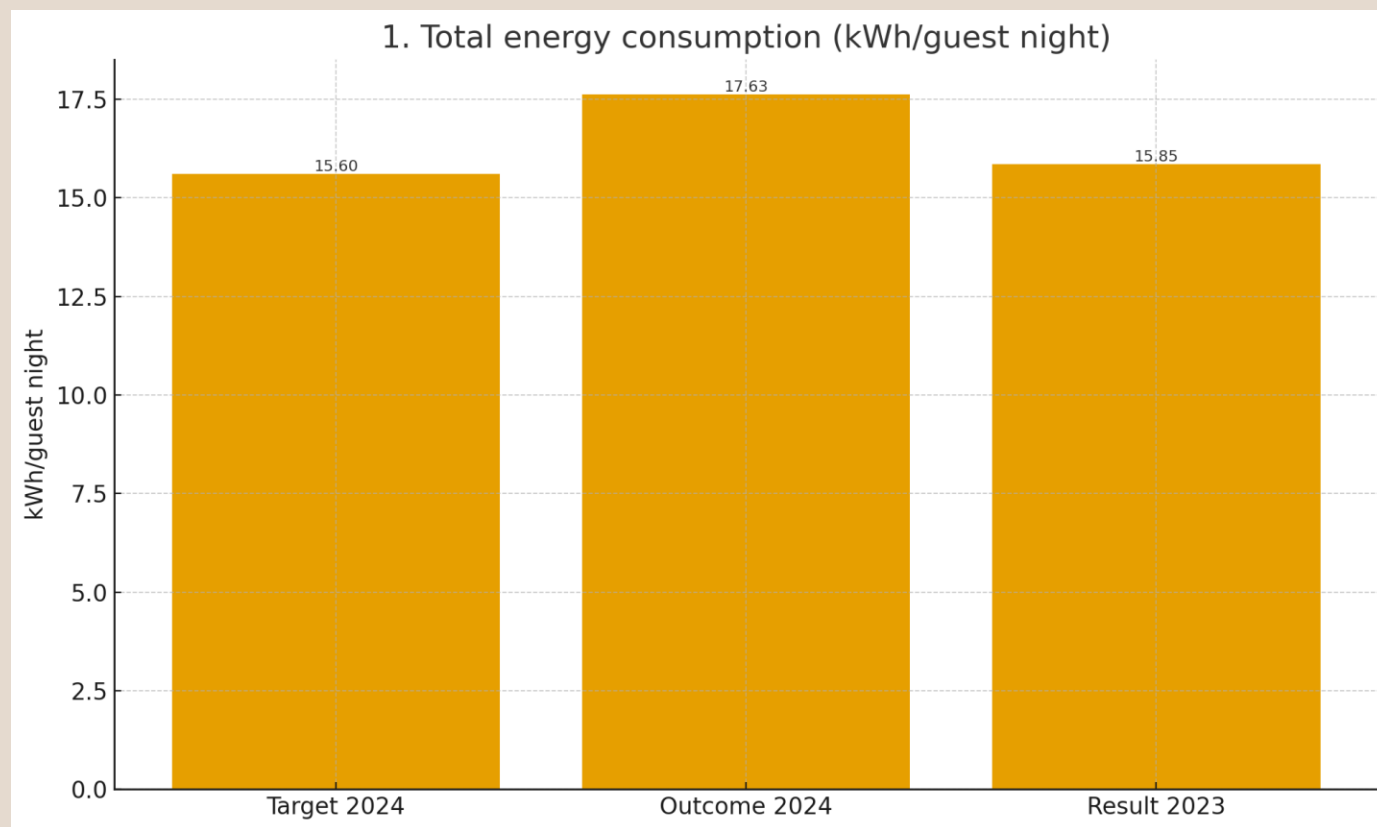
# GHC emission for energy

Greenhouse gas emissions from energy in 2024 were 7.02 kg CO<sub>2</sub>e per guest night, slightly higher than 2023 (6.90 kg CO<sub>2</sub>e per guest night, about 2% increase) but still below the 2024 target of 8.00 kg CO<sub>2</sub>e per guest night. This target was achieved.



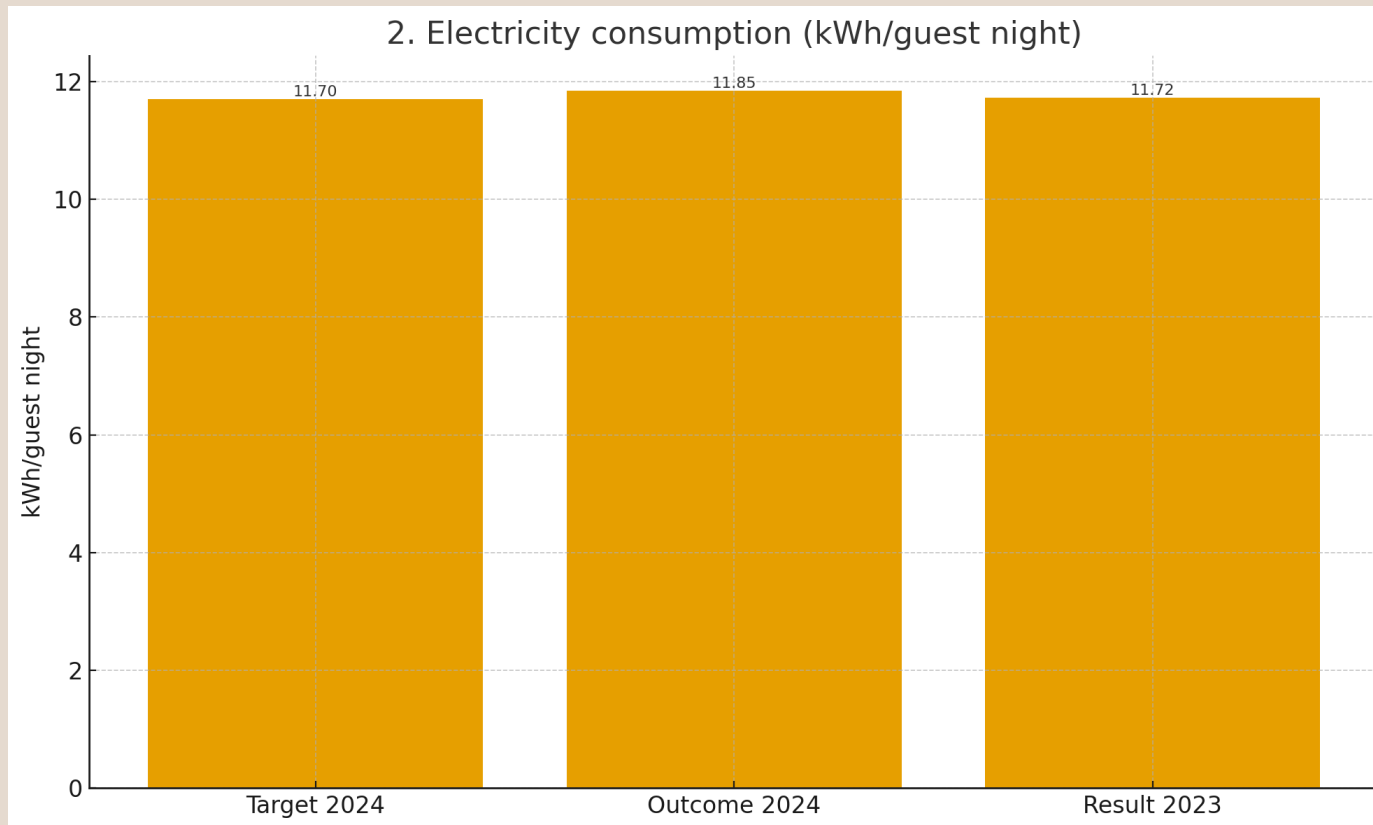
# Total energy consumption

In 2024 the hotel used 17.63 kWh per guest night, which is higher than 2023 (15.85 kWh per guest night, about 11% increase) and above the 2024 target of 15.60 kWh per guest night. This target was not achieved.



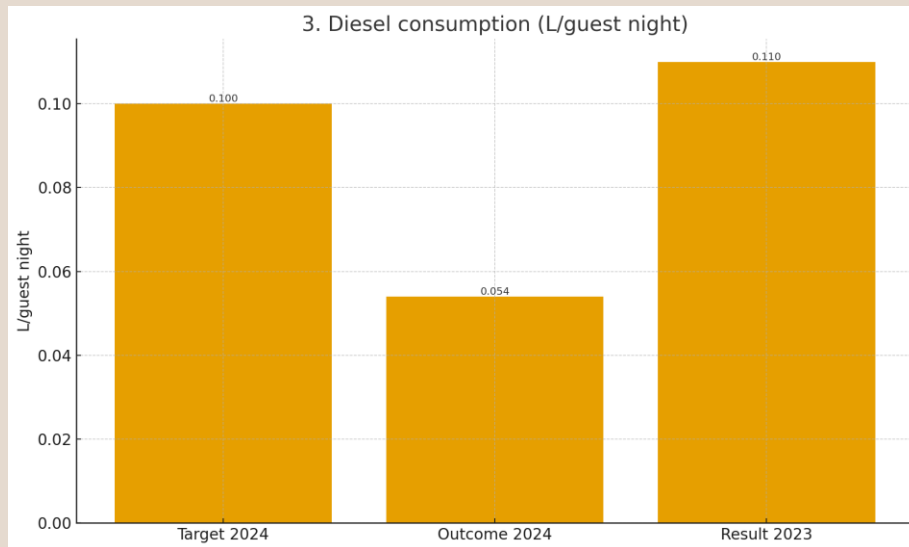
# Electricity consumption

In 2024 electricity use was 11.85 kWh per guest night, slightly higher than 2023 (11.72 kWh per guest night, about 1% increase) and higher than the 2024 target of 11.70 kWh per guest night. This target was not achieved.

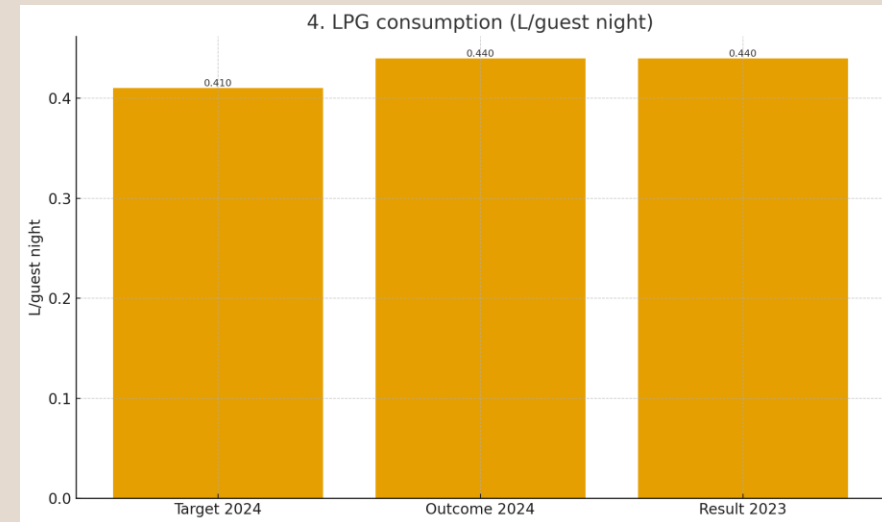


# Diesel & LPG consumption

In 2024 diesel use dropped to 0.054 L per guest night, which is much lower than 2023 (0.110 L per guest night, around 51% reduction) and below the 2024 target of 0.100 L per guest night. This target was achieved.

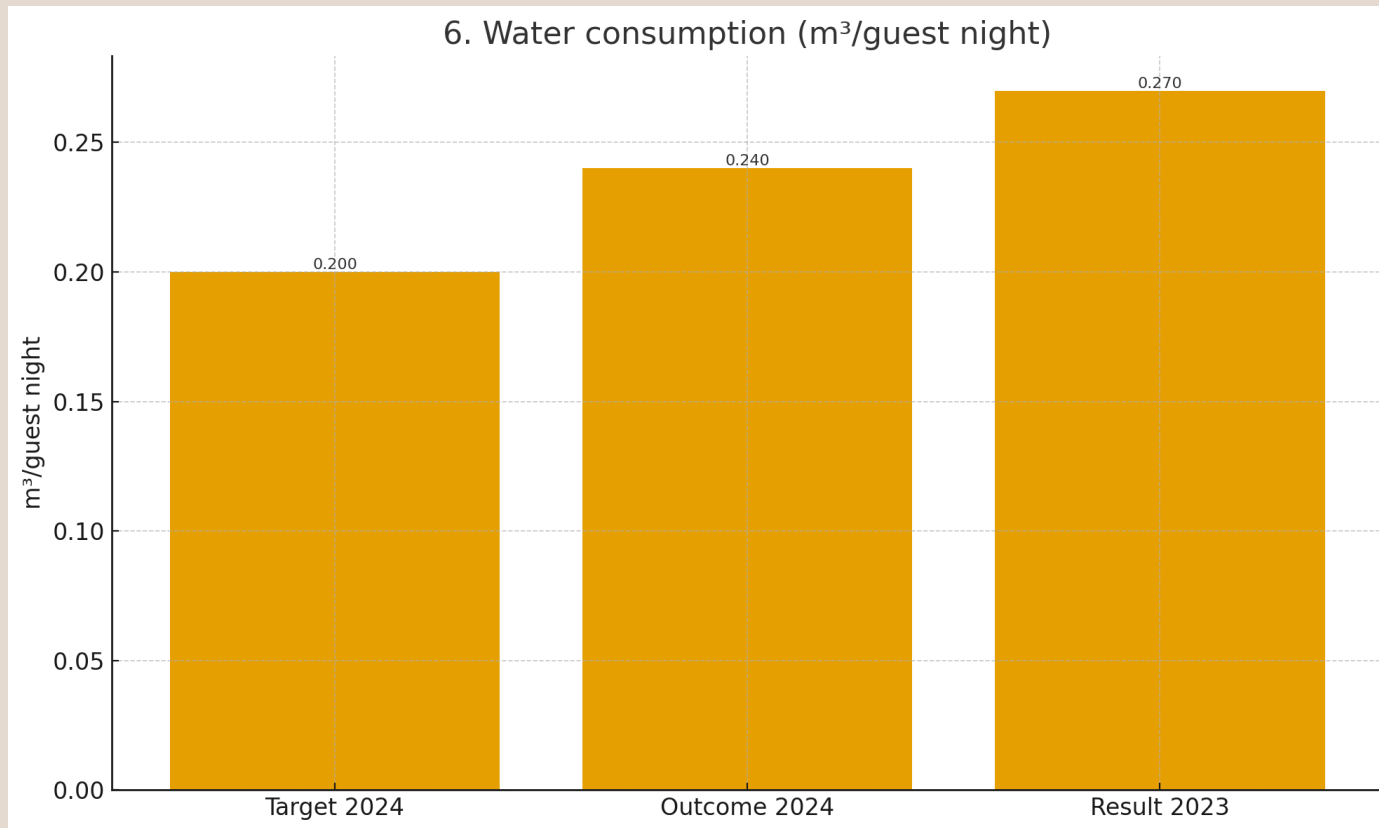


LPG use in 2024 was 0.440 L per guest night, which is the same as 2023 (0.440 L per guest night) and above the 2024 target of 0.410 L per guest night. This target was not achieved



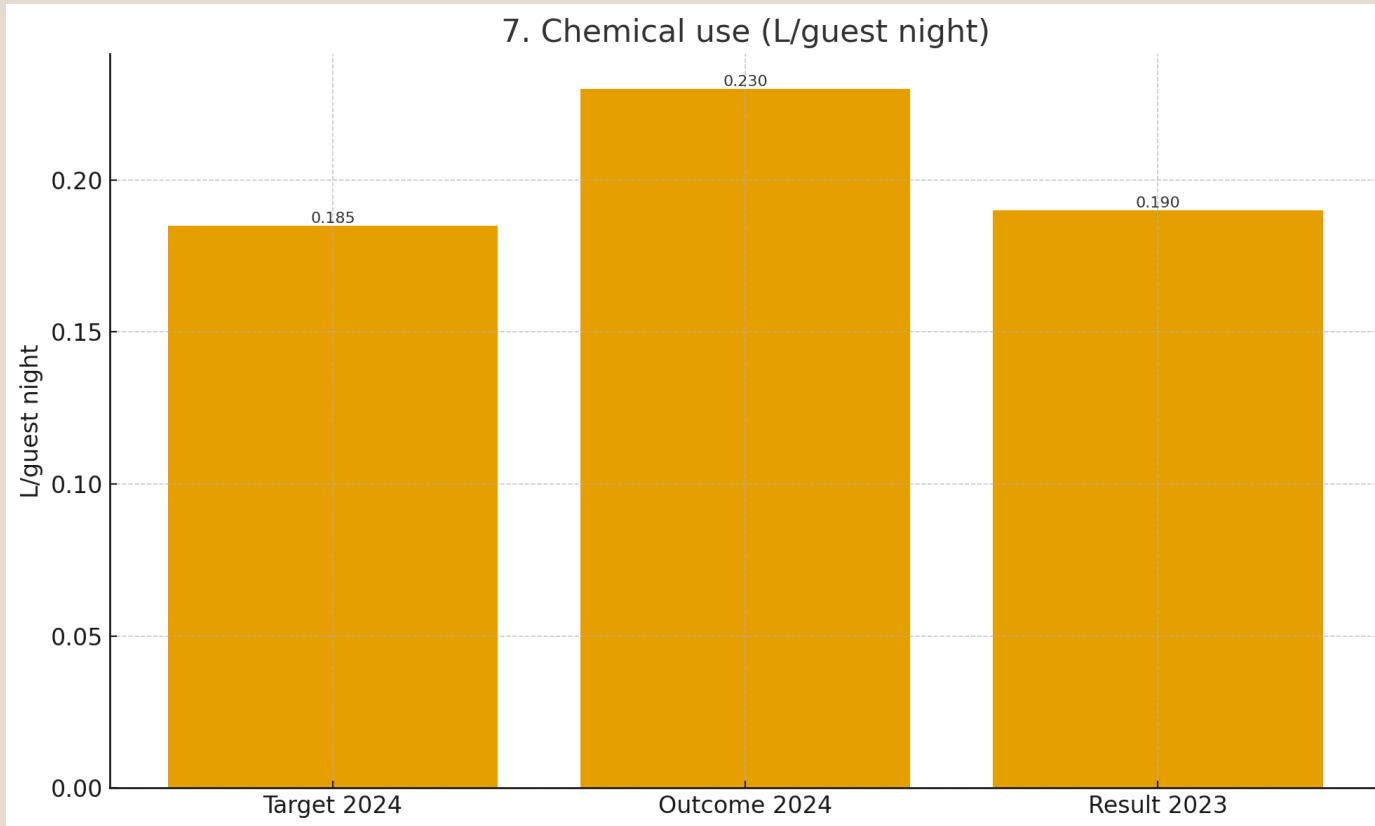
# Water consumption

Water use in 2024 was 0.240 m<sup>3</sup> per guest night, which is lower than 2023 (0.270 m<sup>3</sup> per guest night, about 11% reduction) but still above the 2024 target of 0.200 m<sup>3</sup> per guest night. This target was not achieved.



# Chemical use

Chemical consumption in 2024 was 0.230 L per guest night, which is higher than 2023 (0.190 L per guest night, about 21% increase) and above the 2024 target of 0.185 L per guest night. This target was not achieved.



# Supporting the local community and employees

## Responsible Purchasing 2024

We actively support local and national suppliers

**33%**

of our suppliers are local/regional businesses

We prioritise direct relationships with nearby producers & services.

**49%**

of our suppliers are based in Cyprus

This keeps economic value in the country and helps local employment.

## Nestor Hotel Workforce Profile 2024

Our team supports local employment and equal opportunities.

**75%**

of our employees are local staff

We create jobs for people from our area.

**51%**

women on staff

Balanced representation at all levels.

**49%**

men on staff

We promote fair and equal employment.

# Supporting the local community and employees

## Community & Culture 2024

How Nestor Hotel supports local people, culture and the destination.

**Supporting our community**

- 10 donations to families, schools and non-profits
- Visit, activities and meal with Apostolos Varnavas special school

**Celebrating Cyprus**

- Cyprus Night every Monday: live music & traditional dance
  - Cypriot dishes offered at breakfast

**Proud of our destination**

- Awards for repeat guests in cooperation with Ayia Napa Municipality
- Promotion of local festivals, events and attractions

## People Development 2024

Our team of 114 employees completed structured training including sustainability and responsible operations.

**415 h**

total training hours

3.5 h per employee  
(technical & operational skills)

**219 h**

sustainability training

1.9 h per employee  
(environment, safety, responsible practices)

# We respect Cyprus and promote these guidelines

1. Leave no trace. Use bins for rubbish and recycling; take litter with you if bins are full.
2. Protect nature. Don't cut flowers, damage trees, or disturb wildlife or habitats. Avoid activities that harm animals.
3. Stay on marked paths. This safeguards fragile archaeological sites, plants, and animals.
4. No fires in the wild. Cyprus is very dry in summer, and fires start easily. Barbecues are allowed only in designated picnic areas.
5. Respect the heritage. Do not touch, step on, collect, or remove archaeological relics or artifacts.
6. Obey signs and barriers. Fenced or restricted areas protect the site—view from outside.
7. Follow the law. Buying, selling, exporting, or handling antiquities without a Government of Cyprus permit is illegal and severely punished.
8. Honor sacred places. In churches, monasteries, and mosques: keep voices low, observe visiting hours, and dress modestly (some monasteries provide cover-ups).



# Your support

We recognise that achieving our sustainability goals is not something we can do alone, and we invite all our stakeholders – employees, guests, suppliers, subcontractors, local partners and the wider community – to actively support our commitments.

You can help by reducing energy and water use in your daily activities, minimising waste and single-use plastics, respecting local culture and sourcing responsibly, and sharing feedback through our and communication channels.

By working together, we can keep improving our performance and create positive impact for our people, our guests and our destination.

To support transparency, this sustainability report is available to all our stakeholders, including employees, guests, the public, suppliers, and subcontractors.

You can access a copy on our website, at the hotel, or by requesting it via email [info@nestorhotel.com.cy](mailto:info@nestorhotel.com.cy) or calling at +357 23 722880



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