

# Responsible Business Report 2025

TUI BLUE OCEANIS BEACH & SPA RESORT



# Introduction

Oceanis Blue is a 5-star adults-only resort located in Psalidi, Kos, operating seasonally from May to October. As a beachfront property with an emphasis on comfort, relaxation, and premium service, Oceanis Blu recognizes its responsibility to minimize its environmental impact and contribute positively to the local community.

This Sustainability Report outlines our environmental, social, and economic performance for the year 2024 and defines our goals for continuous improvement.



At TUI BLUE OCEANIS BEACH & SPA RESORT, we work every day so that our hotels are becoming more responsible with the environment and the community.

2024 was marked by many successes in the three pillars of our Responsible Business programm:

- Think Planet – minimizing our environmental footprint
- Think People – taking care of the health and safety of guests and employees
- Think Together – respecting social and ethical issues in the company and the communities in which we operate.

OUR COMMITMENTS AND OBJECTIVES ARE:



# Our Team

As a human-centered company, we take pride in fostering strong, long-lasting relationships with our staff and supporting their growth. We are committed to the following principles in respect to our employees:

1. Strict compliance with all legislation and regulations concerning human rights and employment
2. Promoting an inclusive workplace with no discrimination based on age, gender, sex, nationality, or religion
3. Ensuring equality and fair treatment for all employees
4. Valuing long-term collaborations, with many employees dedicating their entire careers to the company, some until retirement
5. Implementing robust health and safety protocols for both employees and guests
6. Consistently investing in employee training and development
7. Educating staff on sustainable practices
8. Employee benefits and travel discounts when using company services
9. Offering food vouchers and recreational vouchers as part of our employee benefits
10. Organizing festive corporate events to foster team spirit
11. Engaging in charitable initiatives

# Our Sustainability Team

**Gergios Drosos**

CEO

**Kakia Drosou**

Marketing Director

**Kamateros Stefanos**

General Manager

**Manolis Drakos**

Operations Manager

**Christos Mantas**

Quality Assurance Manager

**Anastasios Tsakiris**

Health and Safety Officer

# ENVIRONMENT

We are aware of our activity's direct impact on the environment and therefore attempt to minimize it through a number of different initiatives:



# SAVING WATER

We believe in responsible water use and strive to minimize waste and maximize reuse

**Key measures implemented include:**

- ▶ Low flow shower heads.
- ▶ Flow restrictors.
- ▶ Cleaning & laundry operations

The target is an estimated reduction at 10% per year.

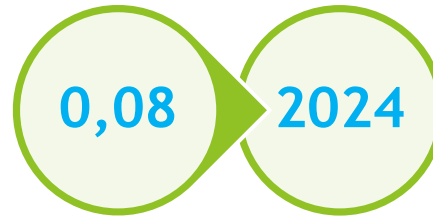
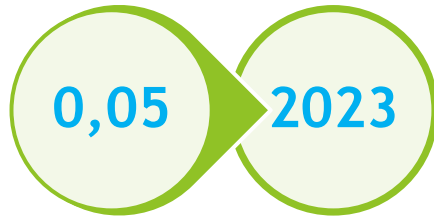
**Savings:** in a year, these measures would have saved the equivalent consumption of a family of 6, living in the Medina in Marrakesh, over 10 years! (assuming an average of 50% occupancy over a year)





# Water Highlights for 2024

Our water use increased in **2024** compared to the previous year, partly due to climate factors like high temperatures and dry periods. While leak detection and repairs reduced water loss, we're taking these climate impacts into account for further actions next year to optimize water management.



✓ Target for 2025 5% reduction 375m3 per GN



# Water (m3 per guest night)

## Water Management 2023

	m3 Water Network	m3 Drilling	Osmosis Production	Osmosis Waste	Laundry	Rooms - Kitchen-Bar	Irrigation + Pools	Guest Nights	Water per guest nights
May	2.000,00	9.672,00	10.912,00	8.184,00	0,00	2.728,00	8.184,00	20340	0,57
June	2.000,00	9.360,00	10.560,00	7.920,00	0,00	2.640,00	7.920,00	24164	0,47
July	1.136,00	9.672,00	10.912,00	8.184,00	0,00	2.728,00	8.184,00	25041	0,43
August	1.000,00	9.672,00	10.912,00	8.184,00	0,00	2.728,00	8.184,00	24166	0,44
September	200,00	9.360,00	10.560,00	7.920,00	0,00	2.640,00	7.920,00	24070	0,40
October	183,00	9.672,00	10.912,00	8.184,00	0,00	2.728,00	8.184,00	18980	0,52
<b>Average</b>									<b>0,05 m3</b>

# Water (m3 per guest night)

## Water Management 2024

	m3 Water Network	m3 Drilling	Osmosis Production	Osmosis Waste	Laundry	Rooms - Kitchen-Bar	Irrigation + Pools	Guest Nights	Water per guest nights
March		9.672,00	9.672,00	8.184,00	0,00	1.488,00	8.184,00	0	0
April		9.672,00	9.672,00	7.920,00	0,00	1.752,00	7.920,00	0	0
May	2.194,00	9.672,00	11.866,00	8.184,00	0,00	3.682,00	8.184,00	19729	19729
June	8.366,00	9.672,00	18.038,00	7.920,00	0,00	10.118,00	7.920,00	23089	23089
July	4.656,00	9.672,00	14.328,00	8.184,00	0,00	6.144,00	8.184,00	24865	24865
August	6.455,00	9.672,00	16.127,00	8.184,00	0,00	7.943,00	8.184,00	24897	24897
September	2.288,00	9.672,00	11.960,00	7.920,00	0,00	4.040,00	7.920,00	24181	24181
October	183,00	9.672,00	10.912,00	8.184,00	0,00	2.728,00	8.184,00	18980	0,52
<b>Average</b>									<b>0,08 m3</b>

# WATER MANAGEMENT

We try to reduce the amount of water by the following actions:

- *Reuse water from the pools*
- *Reuse the waste water from osmosis*
- *Decrease the water flow from the showers*
- *Use the water for irrigation more efficiently*
- *Use the water from the kitchen and bars more efficiently*



# WATER MANAGEMENT DOCUMENTS



## We're saving water and protecting Greece's environment

### You can help

Using water efficiently is part of our ongoing commitment to Greece's environment. To ensure we use water as efficiently as possible, and don't waste a drop, here are eight ways you can help ...

- 1 Don't leave water running while you are brushing your teeth or shaving. Wasted shaving water is equivalent to a person's drinking water for one week. While, turning the tap off each time you brush your teeth could save over 3 litres of water.
- 2 When boiling the kettle, only boil the amount of water you need.
- 3 Bath or shower? A full bath uses up to 80 litres of water, whereas a 5-minute shower uses about 35 litres. A 5-minute power shower uses about 60 litres, which still saves 20 litres of water.
- 4 If you see or hear a leak from a toilet, dripping tap or shower, please report it to the front of house. A leaking toilet can lose 750 litres of water per day and a dripping tap can waste enough water in a day to fill a bath.
- 5 Please tell us if your room doesn't need to be cleaned. This could save up to 5 litres of water per room every day.
- 6 By putting the plug in the wash basin each time you wash, you can save about 2 litres of water .
- 7 By using your towel twice and not having your sheets changed every day you will save water and energy, and also reduce the amount of chemicals going down the drain.
- 8 If you have any water saving ideas or read something about a new water-saving technology, please do share it with a member of staff.

## We're saving water and protecting Scotland's environment

### You can help

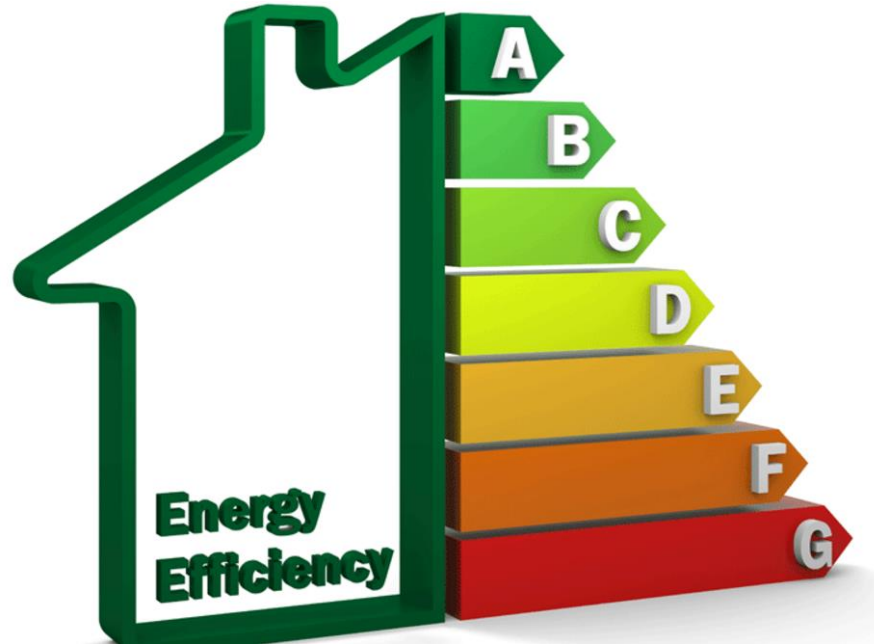
Using water efficiently is part of our ongoing commitment to Scotland's environment. To ensure we use water as efficiently as possible, and don't waste a drop, here are eight ways you can help ...

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# Saving energy

We work with efficient equipment to reduce energy consumption of both electricity and fuels.



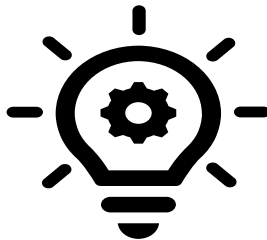
# Energy Consumption

**Energy sources:** Grid electricity, solar thermal, heat pumps, LPG, DIESEL  
(Only Fueling Cars)

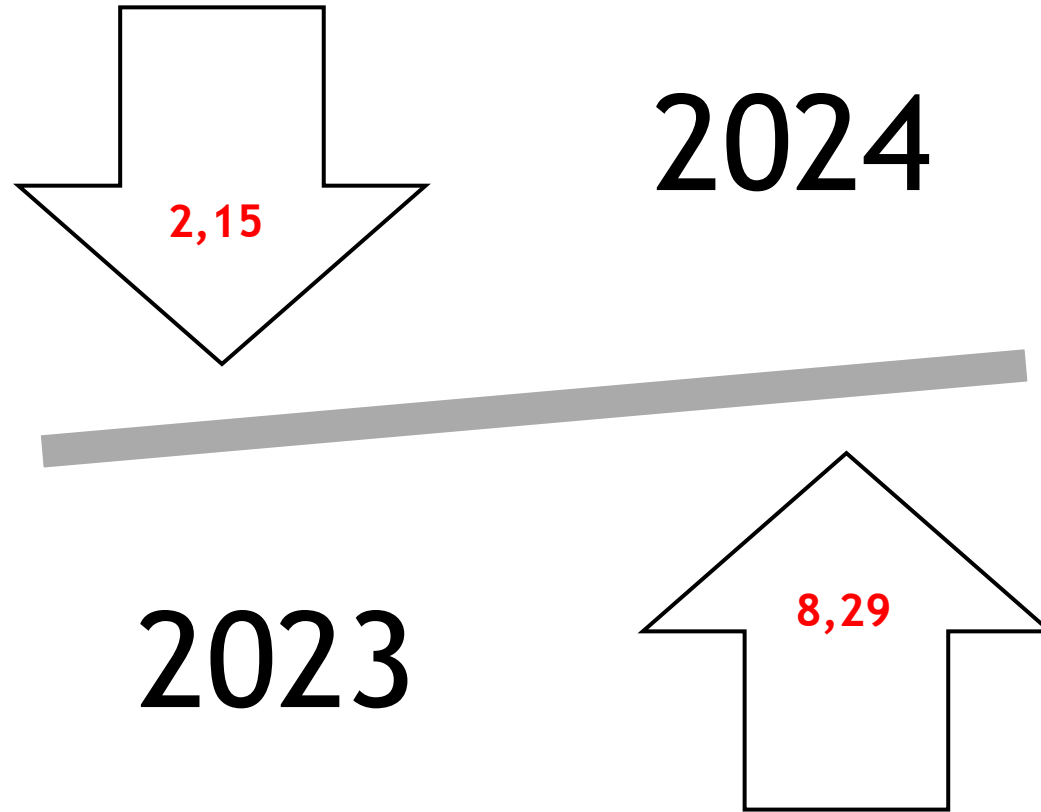
**Energy-saving initiatives:**

- Installation of LED lighting across the resort
- Room key card systems to minimize idle electricity use
- Scheduled maintenance of A/C systems

**Target for 2025: Reduce total electricity consumption by 7%**



# ENERGY MANAGEMENT (KWH PER GUEST NIGHT)



**DIESEL  
FUEL**

- ☐ ELECTRICITY (KWH PER GUEST NIGHT)
- ☐ LPG (LITRES \* 0,70 PER GUEST NIGHT) \*\* (KITCHEN & LAUNDRY USAGE)
- ☐ DIESEL (LITRES \* 0,42 PER GUEST NIGHT) \*\* (ONLY FUELING CARS)





# WASTE MANAGEMENT

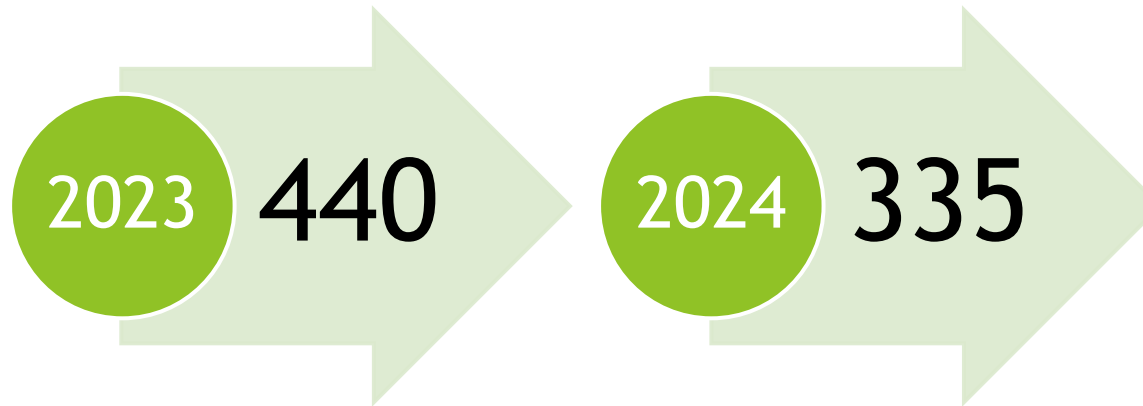
We reduce the amount of waste our activity generate as much as possible and manage it responsibly, separating them in order to be recycled and treated



# Waste Management (CO<sub>2</sub>) Emmission Reduction

Occupancy: 2023 → 136.761 guest nights  
2024 → 136.473 guest nights

Our objective is reducing the amount of waste and manage it responsibility, separating the waste in order to be recycled and treated.



# Food Waste Reduction

Globally, one third of all food produced is wasted each year — a challenge that we take seriously as part of our sustainability commitment.

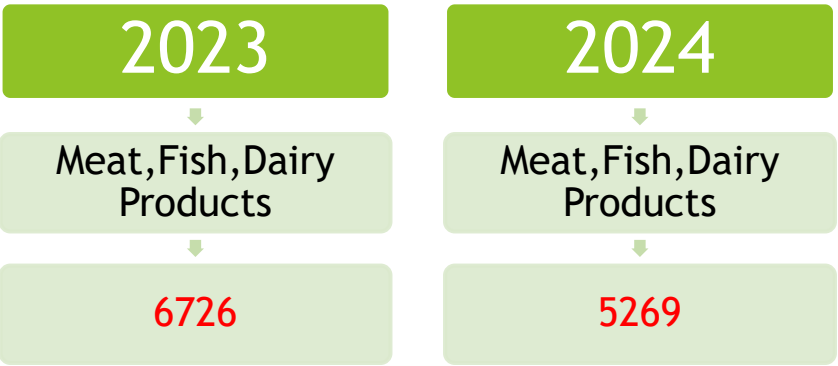
At Oceanis Blu Hotel, we focus on preventing food waste at the source by improving production planning, portion control, storage, and handling. In addition, we address unavoidable food waste through responsible practices such as energy recovery and composting, contributing to a more circular and sustainable food system.



# FOOD WASTE-HIGH EMMISSION FOODS

We are actively working to reduce the use and waste of high-emission foods, such as red meat,fish, dairy and imported products.

High Emmission Foods Purchased (kg)



High Emmission Foods Purchased (L)

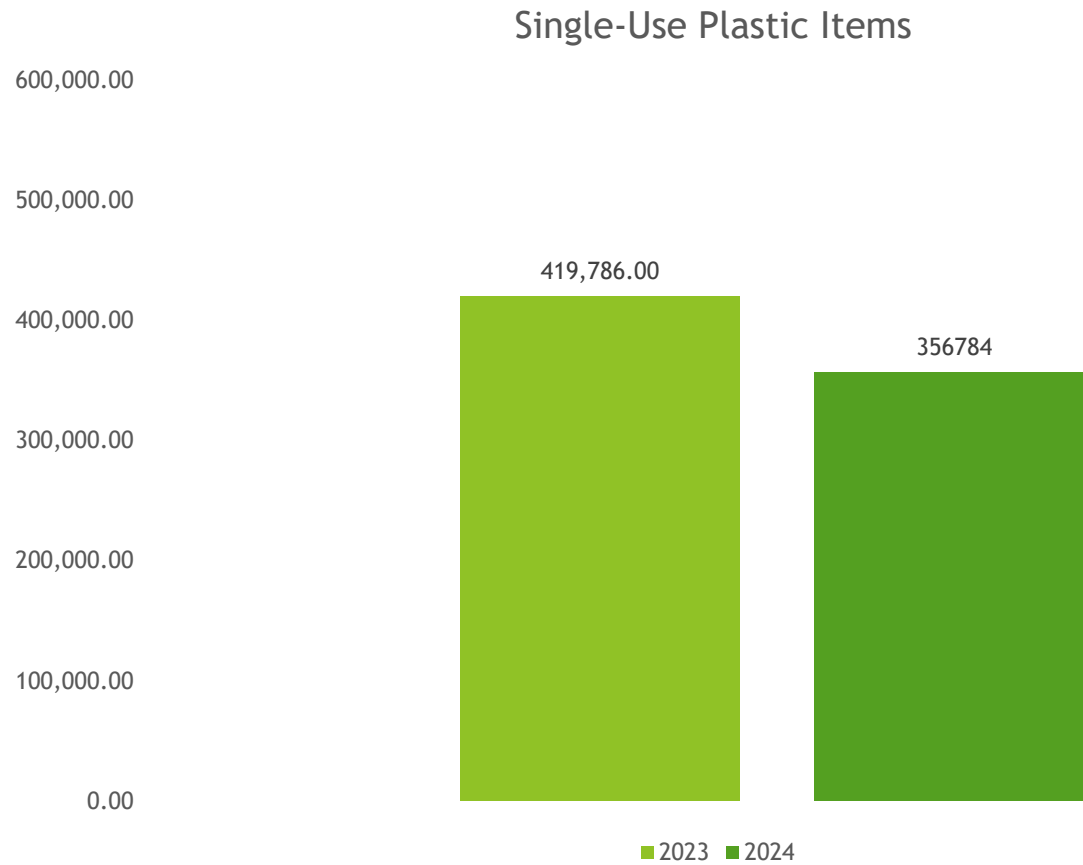


# Single-Use Plastic Items

An extensive recycling program for paper, plastic, glass, used oil and organic waste has been implemented in our hotel, contributing in an apparent reduction of the volume of waste ending up in landfills. As far as single use plastic items are concerned, our hotel has managed to almost eliminate them the next 2 years.



# Single-Use Plastic Items



# Chemical Use

Motivated by a strong commitment to environmental responsibility, Oceanis Blue Hotel uses certified cleaning products and chemicals that meet eco-friendly standards in both composition and packaging. This approach ensures high cleaning efficiency while minimizing environmental impact.

In addition, we have adopted a more sustainable approach to gardening, and our main goal for the next year is avoiding the use of chemical fertilizers and pesticides. These practices will reflect our ongoing dedication to protecting the health and safety of our guests, staff, and the natural surroundings.





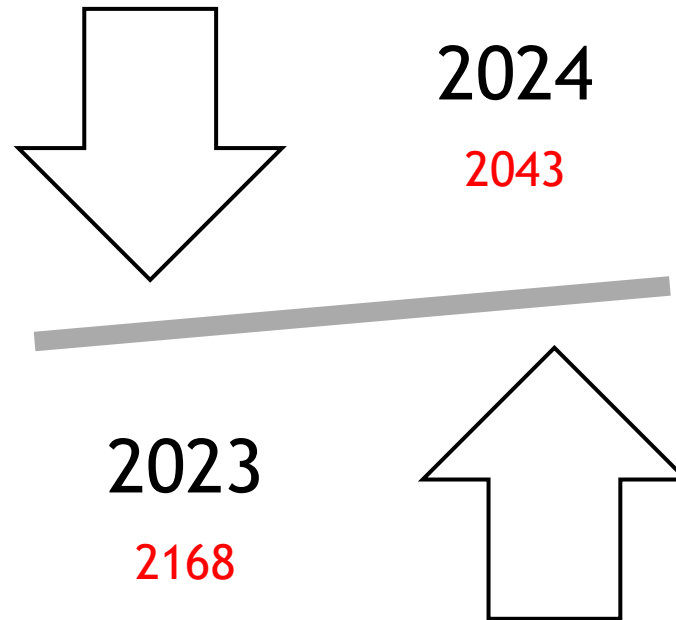
# Environmentally Hazardous Substances

At Oceanis Blue Hotel, we take proactive measures to minimize the use and environmental impact of hazardous substances. All cleaning, pool, and maintenance chemicals are carefully selected, with a preference for **eco-certified, biodegradable products** (e.g. EU Ecolabel).

Hazardous materials are:

- **Stored securely** in clearly labeled, ventilated areas
- Accompanied by up-to-date **Material Safety Data Sheets (MSDS)**
- Handled only by **trained personnel**
- **Disposed of properly** via licensed waste management providers

## Environmentally Hazardous Substances



# Charitable Activities

As part of our community outreach and environmental responsibility efforts, Oceanis Blu Hotel, in collaboration with Utopia Hotel and the 4th Kindergarten of Kos, organized a voluntary tree planting and beach clean-up activity.

Children, teachers, hotel staff, and volunteers came together to raise awareness about the importance of protecting the natural environment. The initiative not only contributed to the preservation of the local ecosystem but also served as an educational experience for the young participants, helping to instill a sense of environmental stewardship from an early age.

Also, as part of its commitment to community engagement, Oceanis Blu Hotel proudly supports the local football team of Kos through sponsorships. This initiative reflects our dedication to promoting sports, youth development, and social cohesion within the island's community.

# Charitable Activities

## Beach clean-up activity



# Charitable Activities

## Voluntary tree planting





# Charitable Activities

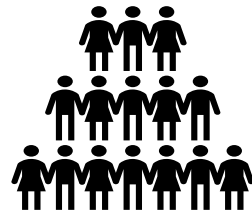
## Eco-activity- Bicycle Race of Kos



# Cultural Responsibility

Oceanis Blu Hotel is committed to preserving and promoting the rich cultural heritage of Kos Island. We actively encourage guests to explore local traditions, historical landmarks, and cultural events, while also supporting initiatives that protect and celebrate the island's unique identity. Through partnerships with local artisans, cultural associations, and museums, we aim to contribute to the safeguarding of Kos's intangible cultural heritage for future generations.

In addition, the hotel is easily accessible by the local public bus service, providing guests with a sustainable transportation option to explore the surrounding cultural sites and nearby communities.



# Social Responsibility

## Employment and Working Conditions

Fair wages and legal contracts for all employees

Annual training programs in hygiene, safety, and sustainability

Equal opportunities and non-discrimination policy in place

## Community Engagement

Support for local schools and cultural events

Sourcing of products from nearby farmers and suppliers

Partnerships with local tour providers and car rental companies promoting authentic experiences



# Sustainability Procurement

- Preference for Greek-made or local Kos products in F&B.
- Sustainable seafood purchasing policy in place (e.g. avoid endangered species).
- Use of seasonal and organic ingredients where possible.
- Selection of local suppliers based on environmental performance.



# Biodiversity & Cultural Heritage

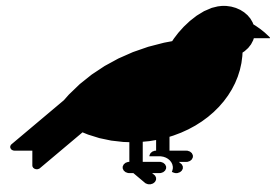
- Landscaping includes native, drought-resistant species.
- No single-use plastics at the beach or pool.
- Promotion of protected sites such as the Alikes Salt Lake and Asklepion of Kos.
- No activities offered that harm wildlife or ecosystems.



# Animal Welfare

Animal welfare is an essential part of our sustainability approach, as it reflects our commitment to respecting all forms of life.

We actively avoid sourcing practices that harm endangered species or support environmentally destructive production systems. Our choices aim to promote more ethical, responsible, and sustainable supply chains.



# Protection of Endangered Species

Oceanis Blu Hotel is located near a protected coastal area that is occasionally visited by the endangered *Caretta caretta* (loggerhead sea turtles) during the nesting season. In an effort to support the conservation of this important species, the hotel staff removes all sunbeds and beach equipment from the shoreline every evening, ensuring a safe and undisturbed environment for nesting turtles.

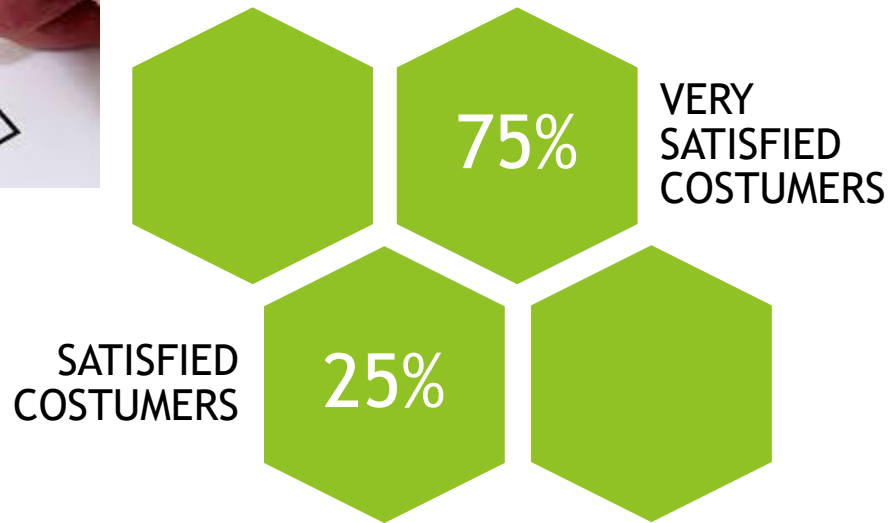


# Health & Safety Commitment

- ▶ At Oceanis Blu Hotel, the well-being and safety of both our guests and team members is a top priority. We perform systematic risk assessments in line with national legislation and international best practices, aiming to identify potential hazards and evaluate their probability and impact. Based on these assessments, we develop and apply targeted prevention and mitigation measures to ensure a safe and secure environment across the hotel.
- ▶ Our personnel receive ongoing training in sustainability procedures as well as health and safety standards, ensuring a clear understanding of their responsibilities and contribution to maintaining a safe workplace.
- ▶ The hotel is fully equipped with essential safety devices and clearly marked signage. Regular inspections are carried out by qualified internal teams and certified external bodies, such as TUI Safety Control, SGS, and Travelife.

# COSTUMER SATISFACTION

At TUI BLUE OCEANIS BEACH & SPA RESORT, we have always had our guests' total satisfaction as a maximum, since that is the basis of our business success.



# Sustainability Goals for 2025

Objective	Target	Timeline
Reduce electricity use by 7% per guest-night	vs. 2024 baseline	Dec 2025
Eliminate all single-use plastic items	100% transition	June 2026
Increase local product sourcing	From 48% to 60%	End of 2025
Launch Green Guest Loyalty Program	Pilot phase	Q3 2025



# BLUE FLAG

For the coastal environment, water quality, safety and access for all: the Blue Flag represents a serious and profound commitment to both people and the environment.



*Central to the ideals of the Blue Flag programme is the aim of connecting the public with their surroundings and encouraging them to learn more about their environment. As such, environmental education activities must be offered and promoted in addition to a permanent display of information relevant to the site in terms of biodiversity, ecosystems and environmental phenomena.*

# Certifications



# Travelife



## Accommodation Sustainability

Travelife is an internationally recognised accommodation sustainability programme. It is proven to help you reduce your energy and water consumption, along with waste production. All of these lower your costs. Up front investment in energy and water efficient solutions will offer the best long-term cost savings, and small low-cost operational changes can reap budget benefits.

The Travelife for Accommodation standard contains around 163 requirements that hotels must demonstrate compliance to following an on-site audit every two years. These requirements cover the environment, labour issues, human rights, community engagement and animal welfare.

### ► LOWER OPERATING COSTS

Travelife is proven to help you reduce your energy and water consumption, along with waste production. All of these lower your costs. Up front investment in energy and water efficient solutions will offer the best long-term cost savings, and small low-cost operational changes can reap budget benefits.

### ► INCREASED GUEST SATISFACTION

The 2021 Travelife Member Survey revealed that 86% of surveyed properties had a Trip Advisor Certification of Excellence Award and a recent analysis by TUI Group also showed that hotels with a sustainability certification report higher levels of guest satisfaction. There are 3 reasons for this:

1. Responsible business practices lead to staff having more pride in their company, resulting in better customer service.
2. Travelife Certified businesses are open and transparent about their sustainability efforts and achievements, ultimately resulting in guests feeling more informed and positive about the impact of their travel.
3. The Travelife Standard requires Members to implement and monitor a quality assurance program that will help businesses with continual improvement of their company culture.

### ► RISK AND REPUTATION MANAGEMENT

Following extensive global media coverage and political discussion, consumers are showing increasing awareness and concern about issues such as plastic waste and human exploitation, with many taking to social media to express their concerns about the things they experience when travelling.

Travelife monitors media coverage and new legislation then works with industry leaders and experts to develop guidance and advice for our Members. This will help you stay ahead of these issues at your property, in your supply chain and in your community.