

# KING JASON PAPHOS

## SUSTAINABILITY REPORT

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**REPORTING PERIOD: 2024**

**Prepared and reviewed by:  
General Manager Thomas Tsatsoulis**







# LOUIS HOTELS & RESORTS OVERVIEW

- The Louis Group is one of the leading travel, cruising and hotel groups in the Mediterranean with over 80 years of experience. As a member of the Louis Group, Louis Hotels, with over 77 years in the hospitality industry has a leading position in the hotel sector in both Cyprus and Greece with 6 hotels in Corfu, Mykonos, Crete and Rhodes and 20 hotels & villas in Paphos, Protaras, Limassol, Polis Chrysochous and Nicosia.

Our brand values are synonymous with offering:

- VALUE FOR MONEY HOLIDAYS
- WARM HOSPITALITY AND A LOCAL EXPERIENCE
- FRIENDLY SERVICE BY MULTILINGUAL STAFF.
- CONSTANT INNOVATION
- RESPECT FOR THE ENVIRONMENT
- RESPECT FOR OUR GUESTS



# KING JASON

## PAPHOS, Cyprus

The King Jason Paphos is a 4 LUX-star, adults only hotel and is situated in a quiet residential area of the coastal tourist area of Kato Paphos, Cyprus. The hotel's location, 950 meters from the seafront and only a short walk from the picturesque harbour, ancient fort and archaeological sites, makes it a perfect place to stay and to savour all that the area has to offer.

From 1994 when The King Jason first opened its doors, the changes have been many faceted and continuous. From a total number of 78 rooms and one swimming pool the unit now offers 127 rooms, 4 swimming pools, some of which are heated in winter. New executive suites haven added to our portfolio enabling us to now offer four different room types to our valued client base.

The Public areas have been extended, refurbished, and upgraded every year.







Our restaurants and bars have been again revamped with the menus continually extended and improved to take into consideration all of the various needs of the guest, should they be simply vegetarian or vegan, or more specific requirements such as gluten and or dairy free. We pride ourselves on the personal and efficient service extended to all of our guests and the fact that 40% to 45% become repeaters is the reward attained.

The King Jason strives to continually improve its products and services.

The quality attained, offered, and expected by our valued guests must always be at the highest possible levels.

The elements required throughout this ongoing process involve the continued development of our services to ensure complete satisfaction of our guests, always within the relevant legislation, and the correct development of our employees.

During its 28 years of operation, The King Jason Hotel has built a reputation of personal service and cultured a family atmosphere throughout.

The King Jason has evolved and changed, the ethos has been, and will always be, the individual.

# KING JASON

PAPHOS

**Our vision is to create a culture that aims for:**

**“A sustainable society where we can satisfy our own needs without reducing the possibilities for future generations to satisfy their needs”.**



**PRODUCT**  
delivering solutions  
for a better tomorrow

**PROCESS**  
minimizing our  
environmental impact

**PEOPLE**  
benefiting our teams  
and communities



**It is well understood to the Management of KING JASON PAPHOS the necessity to implement a sustainable action plan that commits:**

- **to create happy faces in a happy place,**
- **to minimise the environmental impact from its activities by reducing our greenhouse gas emissions and protecting and supporting biodiversity**
- **to adapt to the socio – economic fast changes and contribute to the local community,**
- **to create a fair and pleasant work environment where everyone should be treated fairly and with respect ensuring human rights of staff and guests are protected**
- **safeguard the welfare of children and young people**

**For the above purposes King Jason Paphos is member of Cyprus Sustainable Tourism Initiative and implements the Travelife Sustainable system.**

# KING JASON

PAPHOS



## TRAVELLING RESPONSIBLY

- We all travel for different reasons and many of us would agree that one of the best things about travel is having new and unique experiences. Because people, culture, history, wildlife and scenery play such important roles in our travel experiences, protecting and supporting these things should be at the heart of every tourism and travel organization, and every traveler.

- Travelife certification helps accommodation providers put sustainability at the heart of their business. In order for our system to be truly effective and impactful we invite our guests to take some simple actions too. Please read the Responsible Guest Guide, accessible via the QR code to find out how you can help to improve the impact of your travel. You can also access the information via the link

**<https://staybetterplaces.com/responsible-travel/>**

### RESPONSIBLE GUEST GUIDE

Simple actions you can take to  
support the people and places you visit



### RESPONSIBLE HOSPITALITY GUIDE

Simple actions hospitality staff can take to  
support people and the environment





# OUR SUSTAINABILITY ENVIRONMENTAL PROGRAMME



- ✓ A designated Green Team appointed to implement our sustainability policies and standards.
- ✓ Policy documents publicly available for all to see online and on-site.
- ✓ Annually recording and monitoring our progress against set timeframes.





An aerial photograph of a sandy beach with gentle waves lapping at the shore. Three people are visible on the left side of the frame, walking along the water's edge. The text is overlaid on the right side of the image.

# ENVIRONMENTAL & SOCIAL ISSUES

WATER is sourced from the council of Paphos Municipality & the Water Development Department.

# WATER SAVING INITIATIVES

1

All staff are frequently trained to ensure the minimum use of water and to report any leakages while carrying out their daily chores.

2

Water saving system for garden irrigation is implemented with weekly irrigation program.

3

Water flow is regulated by the Maintenance team in order to be with the accepted limit.

4

Information cards are provided in all guest rooms for reusing towels. Pool towels are replenished every 72 hours.

5

Information is provided on Information Boards, Lobby area, staff areas and website.

6

Daily Maintenance checks are carried out, followed up and rectified immediately on faults and leaks.



# WATER QUALITY



High water quality is ensured by the following actions:

1. Microbiological pool water analysis is carried out on a monthly basis.
2. Chemical pool water analysis is carried out once a year.
3. pH and other parameters are being checked daily in all swimming pools and are regulated manually in accordance with supplier instructions.
4. Microbiological analysis of potable water.
5. Legionella analysis is carried out twice a year.

# ENERGY SOURCES

## ELECTRICITY

- Electricity Authority of Cyprus supplies our electricity.
- Our Maintenance Department monitors the electricity consumption daily.
- Electricity is used for refrigerators, pumps, lights and all other equipment.



## LPG

- EKO is our LPG supplier.
- Our Maintenance Department monitors the LPG consumption daily.
- LPG and diesel consumptions are measured and documented.
- LPG is used for our Kitchen Department.





# ENERGY SAVING INITIATIVES

- Use of Electrical Lighting System (BMS).
- All new equipment purchased is energy efficient.

1

- All light bulbs have been replaced with low energy bulbs and LED lighting which reduces electricity consumption (Lighting Control/Dimmer).

2

- Use of inverted pumps
- Implementing preventive maintenance through the annual maintenance program to reduce energy loss in all machinery
- Monthly recording of gas diesel consumption to identify wastages, and extensive consumptions

3

4

- An automatic timer switch has been installed in our outdoor areas. The timers changed depending on the month and daylight saving.

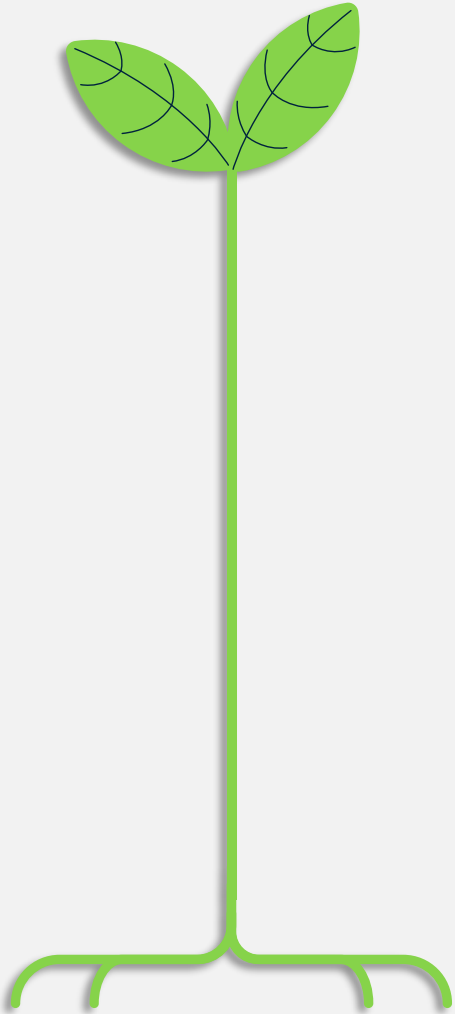
5

- Guest rooms are supplied with automatic mechanism (key) switching off lights when leaving the room. Heating & AC do not function if balcony doors are open. Monitoring and adjusting temperatures of AC/Heating in public areas.

6

- Continuous staff training on how to reduce the consumption of gas and diesel through the right use of equipment.





# WASTE MANAGEMENT

The hotel is connected to the public sewage system.

Waste water is sent to the public biological plant and checked monthly by the government authorities for controlling the legal requirements for BOD and COD.

Procedures are followed to reduce the BOD and COD of the waste water by:

- Collecting cooking oil and disposing through an approved supplier.
- Vinegar is used for cleaning kettles and cutlery.



# REDUCING AND MINIMISING WASTE



## Recycling

- Glass
- Paper
- Cardboard
- Plastic
- Batteries
- Metal
- Lamps
- Electric devices
- Used cooked oil



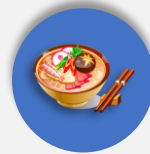
## Paper Reduction

- Limiting printing amounts
- Using double sided paper
- Avoiding printing in colour.
- Extensive use of emails for messaging



## SUP Alternatives

- Reusable polycarbonate cups, paper straws, paper bags and wooden cutlery.
- Reusable porcelain containers for salt and pepper.



## Food Waste

- Cook proportionally subject to Hotel's occupancy to avoid food waste
- Un-consumed food from our buffets are sent to staff restaurant.



## Suppliers

- Making purchases through bulk wherever possible
- Evaluating and buying from suppliers who operate responsibly on reducing packaging.



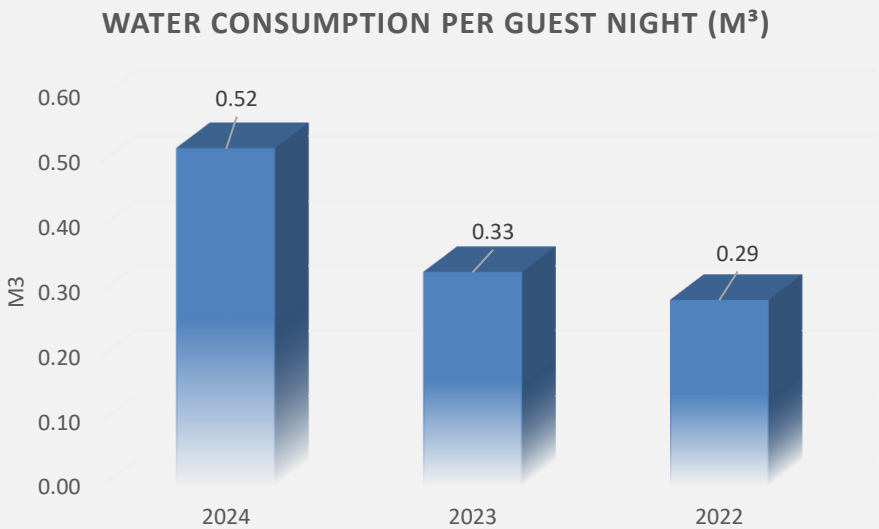
# **Outcome of 2024 & Objectives for 2025**

**Environmental Performance Comparison & Progress Analysis**



# WATER CONSUMPTION COMPARISON

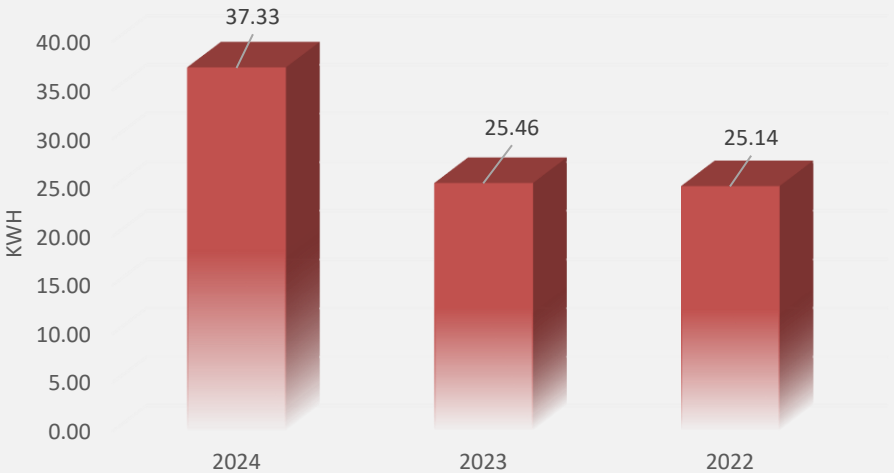
Water Consumption	2024	2023	2022	% change 2024 vs 2023	% change 2024 vs 2022
Mains Water (m³)	19,305.00	22,404.00	18,053.00	-13.83	6.94
Ave. consumption per guest night (m³)	0.52	0.33	0.29	57.87	81.59
Mains Water (kg CO <sub>2</sub> e)	2,876.45	3,338.20	2,689.90	0.00	6.94
Total Water Emissions (kg CO <sub>2</sub> e)	2,876.45	3,338.20	2,689.90	-13.83	6.94



# ENERGY CONSUMPTION COMPARISON

Energy consumption	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
Mains electricity and Gas (kWh)	944,552.00	1,158,184.00	948,303.00	-18.45	-0.40
Mains Electricity (kg CO <sub>2</sub> e)	634,086.64	782,184.11	641,621.81	-18.93	-1.17
Fuels measured by weight (kWh)	0.00	0.00	0.00	0.00	0.00
Fuels measured by weight (kg CO <sub>2</sub> e)	0.00	0.00	0.00	0.00	0.00
Fuels measured by liquid (kWh)	440,019.56	572,161.93	635,066.35	-23.10	-30.71
Fuels measured by liquid (kg CO <sub>2</sub> e)	109,508.84	140,363.96	157,717.85	-21.98	-30.57
Total Kilowatt Hours (kWh)	1,384,571.56	1,730,345.93	1,583,369.35	-19.98	-12.56
Ave kWh Per Guest Night	37.33	25.46	25.14	46.62	48.49
Total Energy Emissions (kg CO <sub>2</sub> e)	743,595.48	922,937.43	799,339.66	-19.43	-6.97

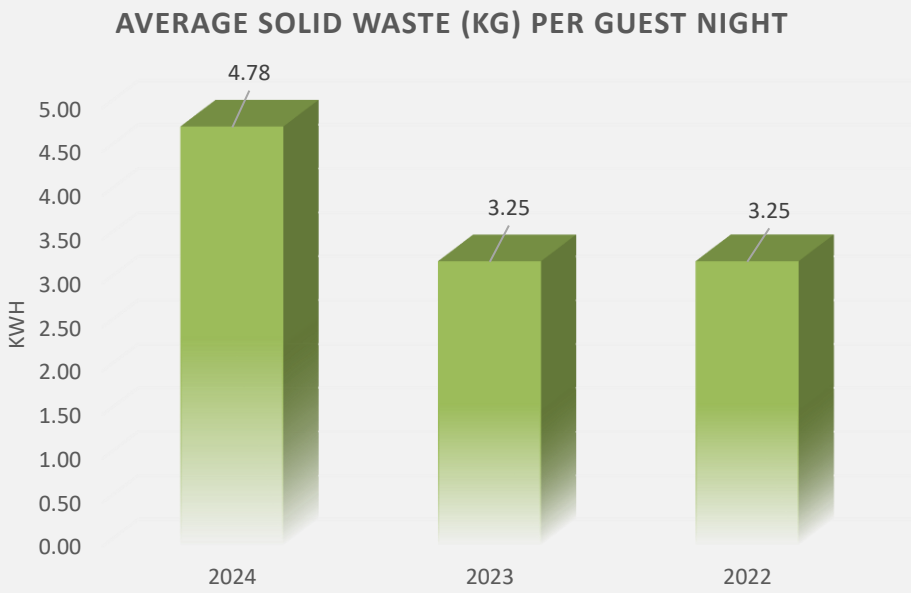
ENERGY CONSUMPTION PER GUEST NIGHT ( KWH)





# WASTE PRODUCTION COMPARISON

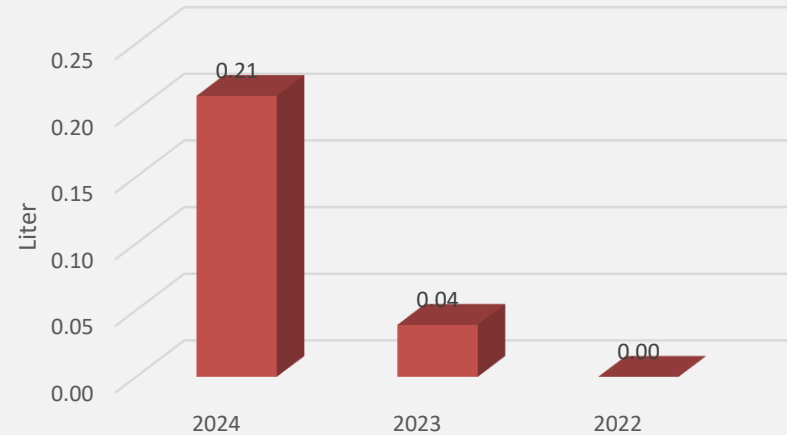
WASTE	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
Total solid waste (kg)	177,446.00	220,685.00	204,590.00	-19.59	0.00
Average solid waste (kg) per guest night	4.78	3.25	3.25	47.32	-0.03
Landfill (Kg CO <sub>2</sub> e)	105,015.35	127,812.92	118,458.69	-17.84	-11.35
Recycled Waste Emissions (kg CO <sub>2</sub> e)	211.32	357.65	332.68	-40.91	-36.48
Total Solid Waste emissions (Kg CO <sub>2</sub> e)	105,226.68	128,170.57	118,791.36	-17.90	-11.42



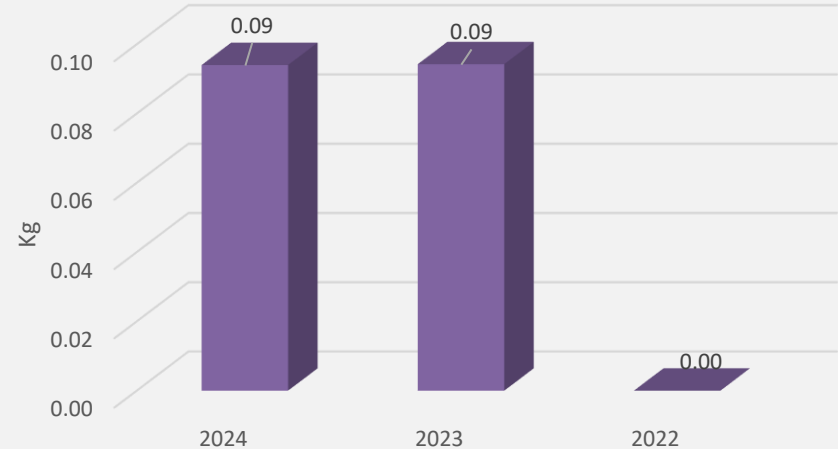
PROCUREMENT COMPARISON

Procurement	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
Environmentally hazardous substances (l)	7,815.15	2,649.30	0.00	194.99	0.00
Environmentally hazardous substances (kg)	3,487.00	6,405.10	0.00	-45.56	0.00
Environmentally hazardous substances (l) per guest night	0.21	0.04	0.00	440.47	#DIV/0!
Environmentally hazardous substances (kg) per guest night	0.09	0.09	0.00	-0.25	#DIV/0!
Single Use Plastics (No. of items)	442,193.36	189,027.00	0.00	133.93	0.00
Single Use Plastics (No. of items) per guest night	11.92	2.78	0.00	328.61	#DIV/0!
Total Meat (kg)	19,425.54	25,161.00	0.00	-22.80	0.00
Total Dairy (l)	13,235.46	8,874.71	0.00	49.14	0.00
Total Dairy (kg)	11,927.86	8,693.00	0.00	37.21	0.00
Total Fish (kg)	4,712.68	6,769.00	0.00	-30.38	0.00

Env. hazardous substances (l) per guest night



Env. hazardous substances (Kg) per guest night

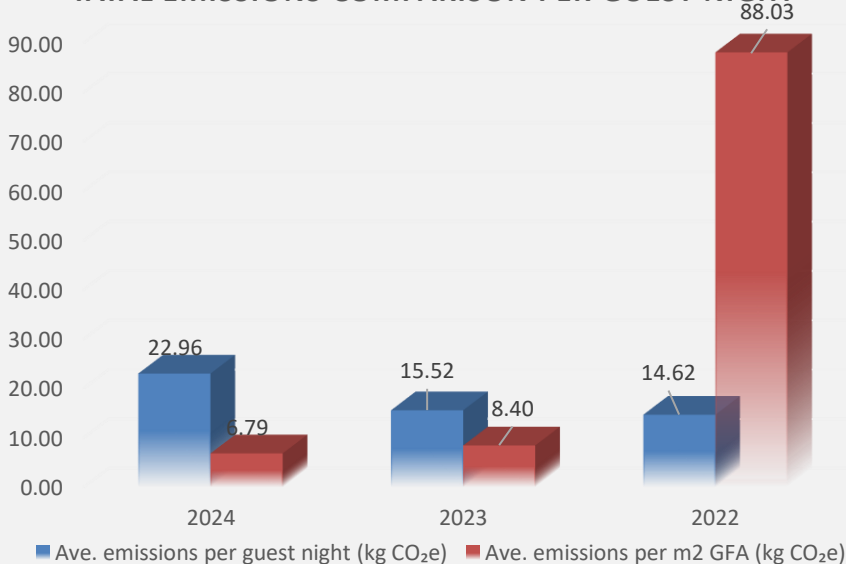




# TOTAL EMISSIONS COMPARISON

Emissions (kg CO <sub>2</sub> e)	2024	2023	2022	% change from last year 2024 vs 2023	% change from benchmark year 2024 vs 2022
Total Emissions (kg CO <sub>2</sub> e)	851,698.60	1,054,446.19	920,820.92	-19.23	-7.51
Ave. emissions per guest night (kg CO <sub>2</sub> e)	22.96	15.52	14.62	47.94	57.05
Ave. emissions per m2 GFA (kg CO <sub>2</sub> e)	6.79	8.40	88.03	-19.17	-92.29
Fuels measured by weight (kg CO <sub>2</sub> e)	0.00	0.00	0.00	0.00	0.00
Fuels measured by liquid (kg CO <sub>2</sub> e)	440,019.56	572,161.93	635,066.35	-23.10	-30.71
Mains Electricity (kg CO <sub>2</sub> e)	634,086.64	782,184.11	641,621.81	-18.93	-1.17
Total Water Emissions (kg CO <sub>2</sub> e)	2,876.45	3,338.20	2,689.90	-13.83	6.94
Total Solid Waste emissions (Kg CO <sub>2</sub> e)	105,226.68	128,170.57	118,791.36	-17.90	-11.42
Total Solid Waste emissions (Kg CO <sub>2</sub> e)	0.00	0.00	0.00	0.00	0.00
Recycled Waste Emissions (kg CO <sub>2</sub> e)	211.32	357.65	332.68	-40.91	-36.48

TOTAL EMISSIONS COMPARISON PER GUEST NIGHT



# Objectives and Outcome for 2024

## PERFORMANCE ANALYSIS

#	WHAT WAS THE OBJECTIVE?	Actual Change	OUTCOME
1	Reduce our greenhouse gas emissions from <b>energy</b> by 25%	-19.4%	Partially Achieved
2	Reduce our greenhouse gas emissions from <b>waste</b> by 15%	-18%	Achieved
3	Reduce our <b>single-use plastic</b> purchasing by 10% to protect biodiversity	130%	Not Achieved
4	Reduce our mains <b>water</b> consumption by 10%	-13%	Achieved
5	Engage in more community activities	<ul style="list-style-type: none"><li>• Arranged cleaning around the hotel grounds and beaches</li><li>• Created Cyprus breakfast corner.</li><li>• Added more routes to our hotels Shuttle bus to promote more sightseeing of the local community</li><li>• Assisted charities, employees or local residents in need.</li></ul>	Achieved



# Objectives and Outcome for 2024

## PROGRESS TOWARDS ACHIEVING GOALS

#	GOAL	STATUS
1	Reduce our greenhouse gas emissions from <b>energy</b> by 25%	<ul style="list-style-type: none"><li>We have made a major step towards our goal with a significant reduction in CO2 emissions due to our energy consumption. We will continue to take actions and set new measures to achieve a greater reduction in 2025.</li></ul>
2	Reduce our greenhouse gas emissions from <b>waste</b> by 15%	<ul style="list-style-type: none"><li>We took the necessary actions and have achieved the goal we set for the reduction of CO2 emissions caused by the waste produced. We commit to continue the activities that led to the success of our objective</li></ul>
3	Reduce our <b>single-use plastic</b> purchasing by 10% to protect biodiversity	<ul style="list-style-type: none"><li>We have not achieved a reduction in single-use plastic purchasing which is why significant actions need to be taken according to our new goals detailed in our sustainability action plan for 2025. Nevertheless, the abnormally large increase in single-use plastic numbers could also be a result of more accurate categorising and recording of items in the EPIT platform</li></ul>
4	Reduce our mains <b>water</b> consumption by 10%	<ul style="list-style-type: none"><li>We took the necessary actions and have achieved the goal we set for the reduction of CO2 emissions caused by water consumption. We commit to continue the activities that led to the success of our objective</li></ul>
5	Engage in more community activities	<ul style="list-style-type: none"><li>We organised beach clean-ups engaging our guests and staff. We also organised blood donations and participated in the “Cyprus Breakfast Kalimera” project supported by the Deputy Ministry of Tourism and Travel foundation of the UK</li></ul>

# ENVIRONMENTAL GOALS

**The King Jason Paphos** has set the following reduction/savings targets:

- Reduction of greenhouse gas emissions from energy by 6%
- Reduction of greenhouse gas emissions from waste by 5%
- Reduction of our mains water consumption by 5%
- Reduction of our single-use plastic purchasing by 40%
- Protect and support biodiversity
- Engage in more community activities

**It is everyone's responsibility to achieve and further improve the above targets!**

**We invite all our Stakeholders for their support to assist us to achieve our sustainability goals.**

# SUSTAINABILITY ACTION PLAN

## Actions to Achieve the Targets for 2025

SUSTAINABILITY GOALS			
Greenhouse gas emissions goal 1 – Electricity			Deadline
To reduce our greenhouse gas emissions from energy by 6%.			31st December 2028
Actions/Activities			
1.	Induction training for new employees regarding sustainability. Introduce more in-house seminars for the hotel employees in regards environmental practices.	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
2.	Continuous reminder and supervise the employees to minimize energy usage where possible by turning off appliances, lights etc. when not in use	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis, Head of Departments
		Title/designation	General Manager, Head of Departments
3.	Check that door sensors work accordingly to turn off air-conditioning and maintain correct air-conditioning temperatures	Deadline	31st December 2025
		Coordinator	Yiannis Kioulpakides
		Title/designation	Chief Technician
4.	Consider more energy-efficient equipment purchasing every time something needs to be replaced	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
5.	Supervise personnel to start equipment at the right time – not earlier	Deadline	31st December 2025
		Coordinator	Head of Departments
		Title/designation	Head of Departments
6.	Preparation of a study to save electricity by purchasing, installing or replacing e.g. photovoltaics, heat pumps, solar panels and other equipment.	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager



## Actions to Achieve the Targets for 2025

SUSTAINABILITY GOALS			
Greenhouse gas emissions goal 2 – LPG			Deadline
To reduce our greenhouse gas emissions from energy by 6%.			31st December 2028
Actions/Activities			
1.	Turn on the equipment at the right time, not before the work has started	Deadline	31st December 2025
		Coordinator	Silvio Cardi
		Title/designation	Operations Manager
2.	Carry out inspections for the correct operation of gas leak sensors	Deadline	31st December 2025
		Coordinator	Yiannis Kioulpakides
		Title/designation	Chief Tecnician
3.	Carry out frequent inspections for gas leakage from gas pipes and equipment	Deadline	31st December 2025
		Coordinator	Yiannis Kioulpakides
		Title/designation	Chief Tecnician

## Actions to Achieve the Targets for 2025

SUSTAINABILITY GOALS			
Greenhouse gas emissions goal 3 – Solid Waste			Deadline
To reduce our greenhouse gas emissions from waste by 5%.			31st December 2025
Actions/Activities			
1.	Staff training on collection, separation and recycling issues	Deadline	31st December 2025
		Coordinator	Silvio Cardi
		Title/designation	Operations Manager
2.	Avoid printing if not necessary. When necessary, papers to be printed back & front to save paper	Deadline	31st December 2025
		Coordinator	Head of Departments
		Title/designation	Head of Departments
3.	Consultation with the Head Offices -Purchasing Department and our suppliers to purchase products in bulk instead of in small packages to reduce packaging waste	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
4.	Look for products with sustainability certification and let suppliers know that sustainable production method is important to us	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
5.	Better food planning at buffet according to the occupancy of the hotel. Leftover food to be consumed by the staff reducing waste.	Deadline	31st December 2025
		Coordinator	Panikos Chrysostomou
		Title/designation	Chef
6.	Separation of the organic waste and either compost them or cooperation to collect them by an authorised collector organization	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager

## Actions to Achieve the Targets for 2025

Water goal 1			
To reduce our mains water consumption by 5%			
Actions/Activities			
1.	Install and control water flow restrictors	Deadline	31st December 2025
		Coordinator	Yiannis Kioulpakides
		Title/designation	Chief Technician
2.	On going check for leaks – visual check e.g., from maids in the rooms	Deadline	ONGOING
		Coordinator	Rimma Parsekian
		Title/designation	Housekeeper
3.	Inform customers to save water	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
4.	Retrain all housekeeping staff on the current towel reuse program and ensure this is included in inductions for all new and temporary personnel.	Deadline	31st December 2025
		Coordinator	Rimma Parsekian
		Title/designation	Housekeeper
5.	Stop using main water for irrigation. Connection for water supply for irrigation by the Paphos Sewerage Board or study for installation of a hotel biological wastewater treatment. Planting domestic ornamental plants and trees that need little water.	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager



## Actions to Achieve the Targets for 2025

Single-use plastic goal			
To reduce our single-use plastic purchasing by 40%.			
Actions/Activities			
1.	Carry out an audit of which departments are ordering single-use plastics and the reason for their use	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
2.	Following above audit, develop proposal including cost estimates for eliminating these items or replacing them with a better alternative.	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
3.	Implement new single-use plastic purchasing policy containing all approved changes from the above proposal.	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
4.	Elimination of single-use plastics such as: <ul style="list-style-type: none"> <li>All Bottled water 1,5 L and 0.5 L. to be replaced with refillable containers from water dispensers</li> <li>Cold beverage cups. Purchasing and usage of multiuse beverage cups (polycarbonate)</li> <li>Eliminate all single-use plastics at the buffet e.g. individual packages of milk, butter, honey and replace them with refillable and reusable solutions</li> </ul>	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager

# Actions to Achieve the Targets for 2025

Biodiversity goal			
Protect and support biodiversity			
Actions/Activities			
1.	Train and inform gardeners: – to let the plants grow as much as possible to make the environment more pleasant for the biodiversity without affecting the operation of the hotel – to use the chemicals that affect environment as less as possible	Deadline	31st December 2025
		Coordinator	Silvio Cardi
		Title/designation	Operations Manager
2.	Measure the garden so we can have a measurable way to calculate it the next time	Deadline	31st December 2025
		Coordinator	Silvio Cardi
		Title/designation	Operations Manager
3.	Arrange a beach cleaning day	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
4.	Check if there are biodiversity conservation organisations in our area and ask how we can help	Deadline	31st December 2025
		Coordinator	Silvio Cardi
		Title/designation	Operations Manager
5.	To join local conservation organizations to support projects that protect endangered species or rehabilitate natural areas.	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
6.	Preserve and enhance local ecosystems by maintaining natural habitats within hotel premises and surrounding areas such as Turtles	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
7.	Educate guests and staff about local biodiversity and the responsible actions they can take to protect it	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
8.	Reduce plastic waste to prevent marine pollution which poses a threat to wildlife such as fish, turtles and seabirds in Protaras	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager

# Actions to Achieve the Targets for 2025

Community support goal			
Engage in more community activities			
Actions/Activities			
1.	Participate in the World tourism Day	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
2.	Set up a committee of staff volunteers to organize a fundraising and volunteering event	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
3.	Participate as member, volunteer and sponsor of Europa Donna Cyprus. Europa Donna Cyprus has been providing support to individuals, both women and men, who are facing breast cancer, and to women with gynecological cancer.	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
4.	Participate in tree planting activities	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
5.	Organise employee trips in local cultural places	Deadline	31st December 2025
		Coordinator	Panikos Chrysostomou
		Title/designation	Chef
6.	Organise Cyprus Nights with different local themes	Deadline	31st December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
7.	Organization and/or participation in a blood donation event	Deadline	28th Aprilr 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
8.	Contribution box for the protection and food of stray cats and dogs and wild nature	Deadline	14th June 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager



# Actions to Achieve the Targets for 2025

OTHER ACTIVITIES, GOALS AND IMPROVEMENTS			
1.	Place equipment for chemicals that mixes the right dosage of chemical with water to ensure that the chemicals are not stronger than they should be and to minimise waste of chemicals.	Deadline	31 <sup>st</sup> October 2026
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
2.	Provide adequate training for all staff in the use of cleaning chemicals and that the products are stored, labelled, used and disposed of in accordance with local standards and regulations	Deadline	31 <sup>st</sup> October 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
3.	Provide adequate health and safety training in the workspace for employees	Deadline	31 <sup>st</sup> October 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
4.	Provide first aid training and training for the use of defibrillators for selected employees	Deadline	31 <sup>st</sup> October 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
5.	Provide training for staff for the protection of children	Deadline	31 <sup>st</sup> October 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
6.	Be clear with our suppliers about what our aims are and out progress by sending them our sustainability report	Deadline	31 <sup>st</sup> December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager
7.	Establish a progress report for all staff that can be completed anonymously or by name to assess the workers environment.	Deadline	31 <sup>st</sup> December 2025
		Coordinator	Thomas Tsatsoulis
		Title/designation	General Manager

# SOCIAL RESPONSIBILITY & COMMUNITY



# 1) ENGAGEMENT: Supporting local organizations

## ENGAGEMENT

- King Jason Paphos is an official partner of the 'Keep our Sand and Sea Plastic Free' project & has committed to implement measures to reduce the consumption of single-use plastic
- Member of CSTI: Cyprus Sustainability Tourism Initiative
- CSTI CYB: Cyprus Breakfast  
The "Cyprus Breakfast, Kalimera" is a project supported by the Deputy Ministry of Tourism and the Travel Foundation of the UK



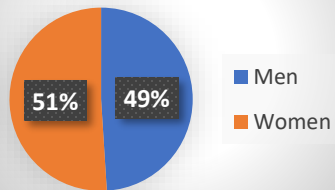


## 2) EMPLOYEES: Employee involvement and equality

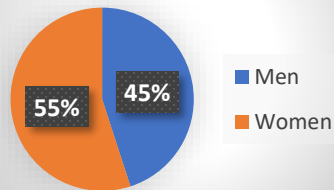
### EMPLOYEES

YEAR	FEMALES	MALES	LOCALS
2022	51%	49%	35%
2023	55%	45%	28%
2024	53%	47%	22%

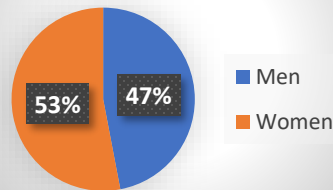
2022



2023



2024



## 3) ATTAINMENT: Supporting local businesses

### ATTAINMENT

- 90% of local supplies
- 10% local supplies hotel operations
- Most of our suppliers are qualified with Quality and Environmental Certifications

## 4) COMMUNITY ACTIVITIES: Charitable activities

### COMMUNITY ACTIVITIES

- Organizing blood donations
- Contributing to the collection of goods for earthquake victims
- Partnering with Europa donna in honor of Breast Cancer Awareness month.
- Participating in beach clean ups with our stuff



Στην ξενοδοχείο μας συγκεντρώνουμε  
ανθρωπιστική βοήθεια για σεισμόπληκτους σε  
Τουρκία και Συρία

HELP FOR EARTHQUAKE VICTIMS



Αρχίζει από σήμερα μέχρι και την Παρασκευή 17/02/2023.

«Θετική παράκληση προς όσους και όσες επιθυμούν να συνεισφέρουν στην όλη προσπάθεια να παραμεινούν στα όσα περιλαμβάνονται στην πιο κάτω λίστα».

- Ξηρά τροφή (κονιάβες, δημητριακά, παζμάδια, μακαρόνια, αλεύρι, μακαρόνια, σκόνη γάλακτος, για παιδιά/παιδικές τροφές)
- Dry food (tins, cereals, biscuits, flour, baby food, pasta)
- Υγιεινά και υποπροϊόντα
- Sleeping bags and mattresses
- Κοσμήματα
- Blankets
- Χειμερινά ρούχα και παπούτσια
- Winter clothes and shoes
- Είδη προσωπικής υγιεινής
- Personal hygiene products
- Απορρυπαντικά/είδη καθαρισμού
- Detergents/cleaning products
- Πάνες παιδιών και ενηλίκων
- Baby and Adult diapers



## SEMINARS / IN-HOUSE TRAININGS

A/A	DPT	TRAINING	STAFF No	DURATION	TOTAL HRS
1	All (HoD)	Implementation of Travelife	10	14 hours	140
2	FRONT OFFICE	Environmental Issues	4	30 min	2
3	RECEPTION	Environmental Issues	4	30 min	2
4	HOUSEKEEPING	Environmental Issues	14	30 min	7
5	RESTAURANT	Environmental Issues	10	30 min	5
6	KITCHEN	Environmental Issues	10	30 min	5
7	BARS	Environmental Issues	8	30 min	4
9	MAINTENANCE	Environmental Issues	2	30 min	1
10	STORE	Environmental Issues	2	30 min	1
11	ACCOUNT	Environmental Issues	2	30 min	2
					Total 169 hours



# CERTIFICATIONS & AWARDS

- The hotel received the Certificate of Excellence from TripAdvisor for 2023, 2022, 2021.
- Travelife Gold Certification in 2023.
- TUI Quality Hotel Awards 2024
- It also received a 9 out of 10 from travelers by booking.com in 2023 and the British Airways Customer Excellence Award 2023.



Awarded to

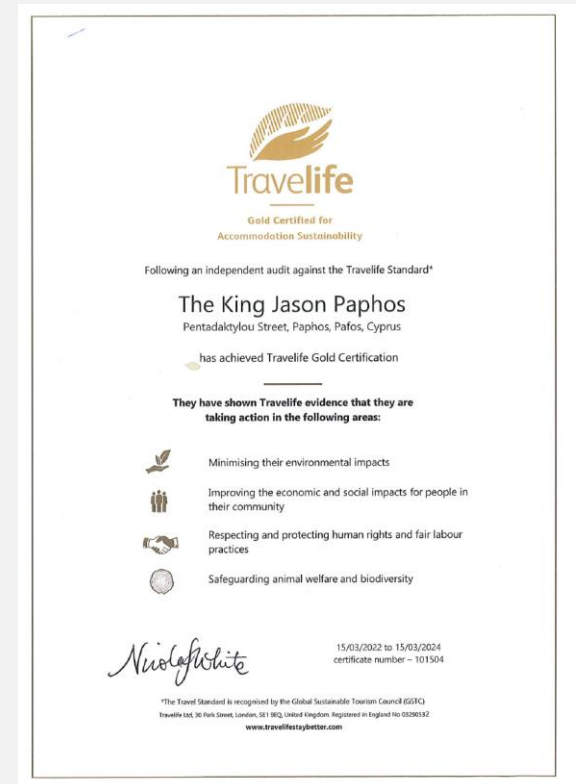
**The King Jason  
Paphos - Designed  
for Adults by Louis  
Hotels**

**Booking.com**

Traveller Review Awards 2024

**9**

out of 10



# KING JASON

PAPHOS

## THANK YOU!

**Date:** 25/04/2025

**Approval:** Thomas Tsatsoulis

**Signature:**

A handwritten signature in blue ink, appearing to be 'Jason', written over a horizontal line.