

ROYAL APOLLONIA

SUSTAINABILITY REPORT

REPORTING PERIOD: 2025

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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





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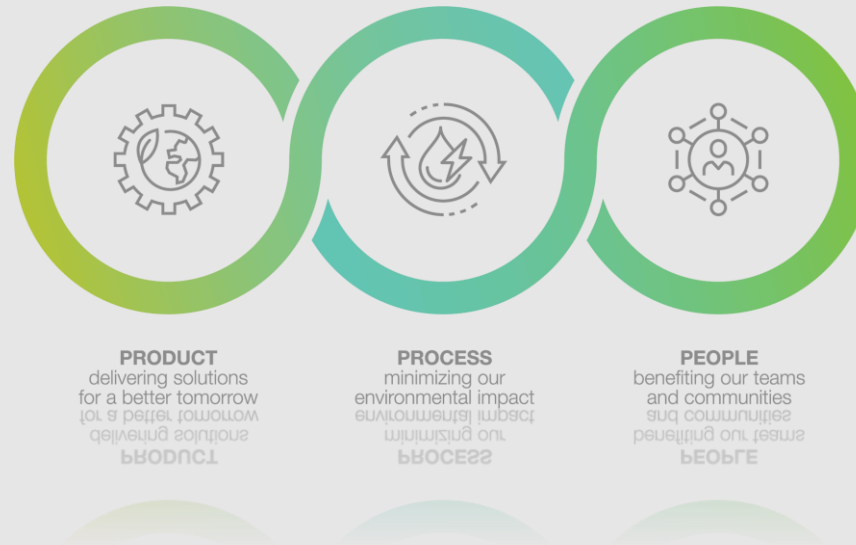
THE ROYAL APOLLONIA, Limassol, Cyprus

At The Royal Apollonia we are all aware of the significant environmental issues that have arisen globally the last few decades and it is of major importance to us to offer our guests a memorable experience by integrating sustainable practices and principals.



Situated in the prominent area of Limassol, known as the most cosmopolitan town of the island, It is a short drive from the city center and within walking distance from the tourist area where bars, restaurant are found in abundance. Our vision is to combine luxury first-class hospitality with amazing views and ambiance of a seafront hotel.

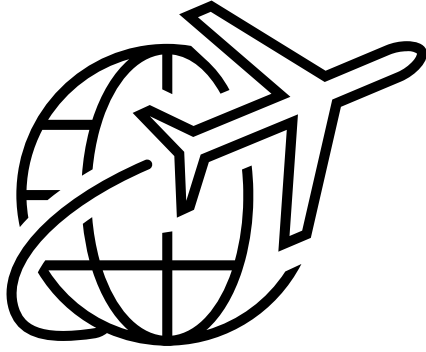
A culture committed to ensure that our operations will have a positive impact to the environment and the community



It is well understood to the Management of Royal Apollonia Limassol the necessity to implement a sustainable action plan that commits:

- **to create happy faces in a happy place,**
- **to minimize 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 Royal Apollonia is member of Cyprus Sustainable Tourism Initiative and implements the Travelife Sustainable system.



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/'](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





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L i m a s s o l

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





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ENVIRONMENTAL & SOCIAL ISSUES

WATER is sourced from the
Limassol Municipality and S.A.L.A



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WATER QUALITY

High water quality is ensured by the following actions:

1. Microbiological and chemical pool water analysis is carried out on a monthly basis
2. pH and other parameters are being checked daily in all swimming pools and are regulated by the automatic dosing system
3. Microbiological analysis of potable water
4. Legionella analysis is carried out twice a year (spring and autumn)

Irrigation:

Our gardens are irrigated with water provided from Limassol's Sewage Board with timers in place

To ensure sea water quality:

The hotel beach front is cleaned daily, and a beach clean up is frequently organized by the green team



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

FUEL - LPG

- ✓ EKO is our FUEL & LPG supplier
- ✓ Our Maintenance Department monitors the Fuel & LPG consumption daily
- ✓ LPG and diesel consumptions are measured and documented
- ✓ Fuel (diesel) is used for production of hot water
- ✓ LPG is used for our heating and by our Kitchen Department





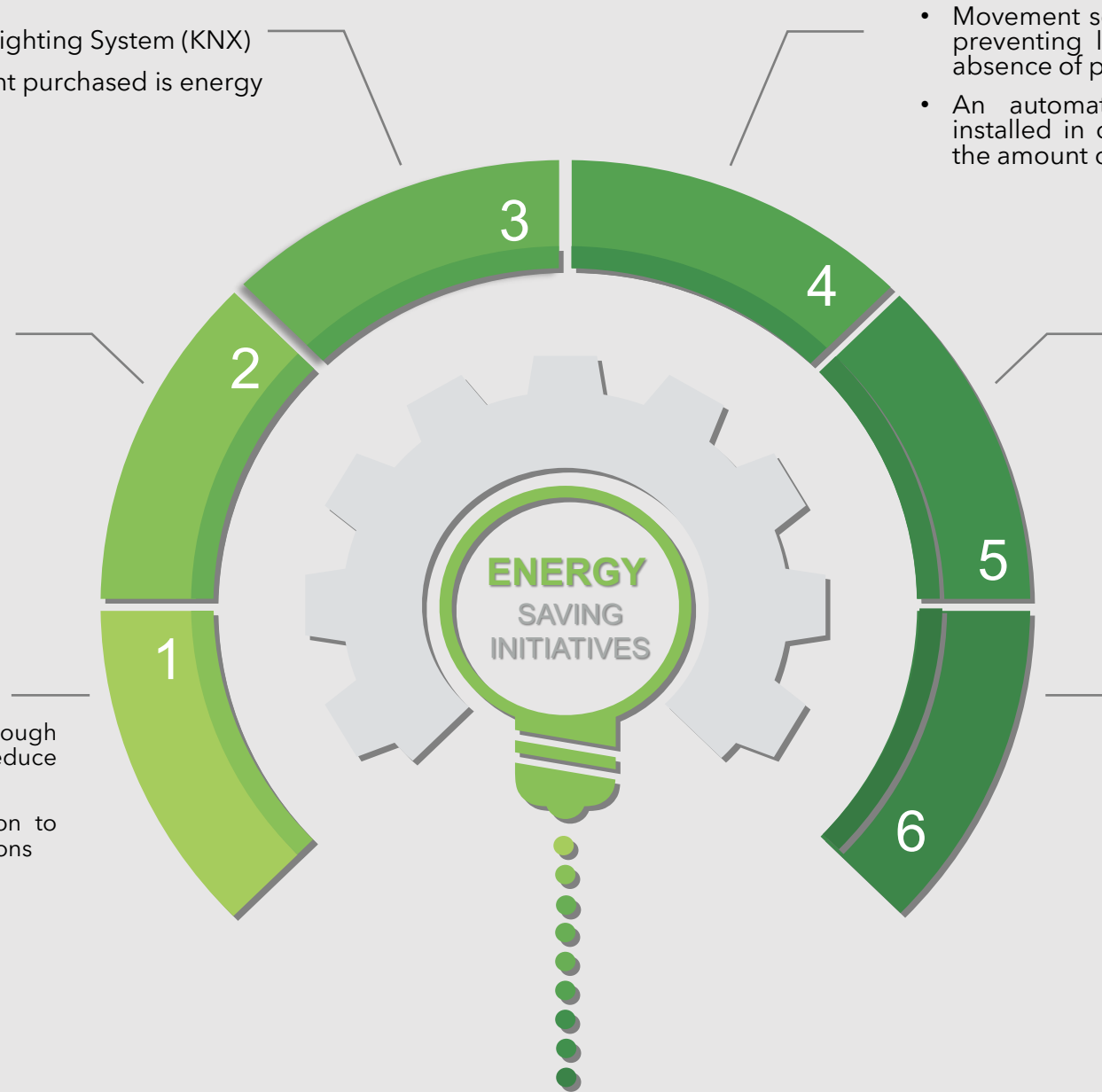
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- Use of Electrical Lighting System (KNX)
- All new equipment purchased is energy efficient

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

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



- Movement sensors placed where possible preventing lights from staying on in the absence of people
- An automatic timer switch has been installed in our outdoor areas to monitor the amount of hours required

- Guest rooms are supplied with automatic mechanism (key card) 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

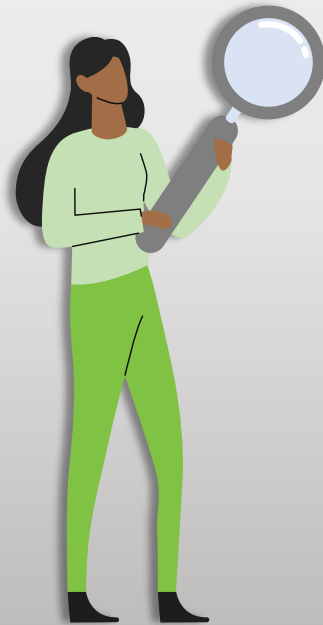
- Continuous staff training on how to reduce the consumption of gas and diesel through the right use of equipment



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WASTE MANAGEMENT



The hotel is connected to the public sewage system

Wastewater is sent to the public biological plant and Waste watery by the government authorities for controlling the legal requirements for BOD and COD

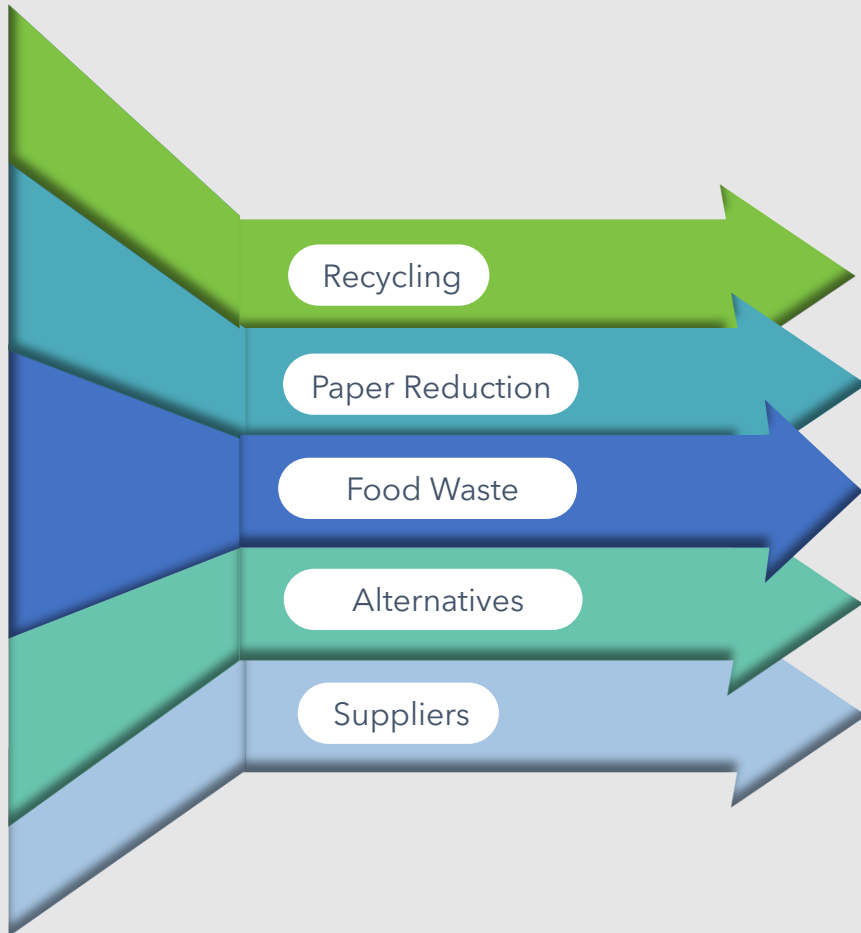
Procedures are followed to reduce the BOD and COD of the wastewater by:

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



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REDUCING AND MINIMISING WASTE



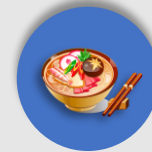
Recycling

- 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



Food Waste

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



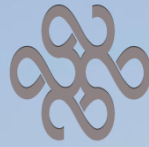
SUP Alternatives

- Reusable polycarbonate cups, paper straws, paper bags and boxes for takeaway and wooden cutlery
- Reusable glass containers for salt and pepper



Suppliers

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



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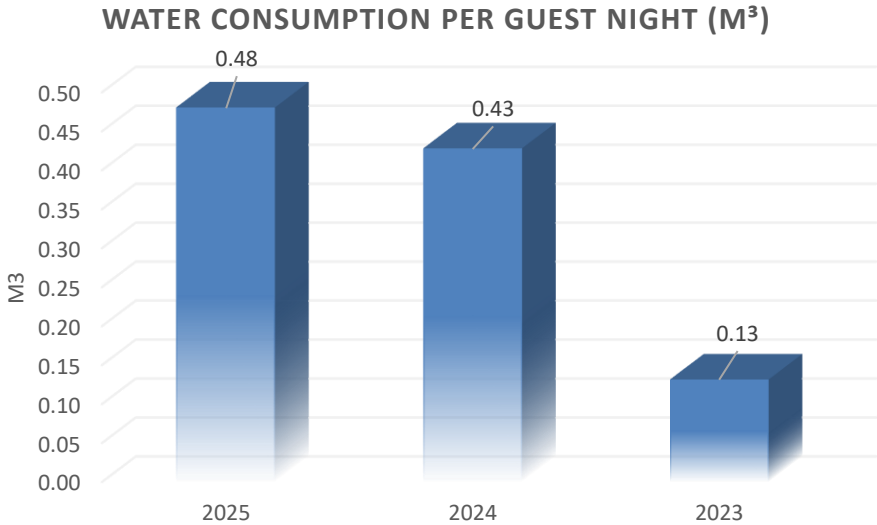
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Outcome of 2025 & Objectives for 2026

Environmental Performance Comparison & Progress Analysis

WATER CONSUMPTION COMPARISON

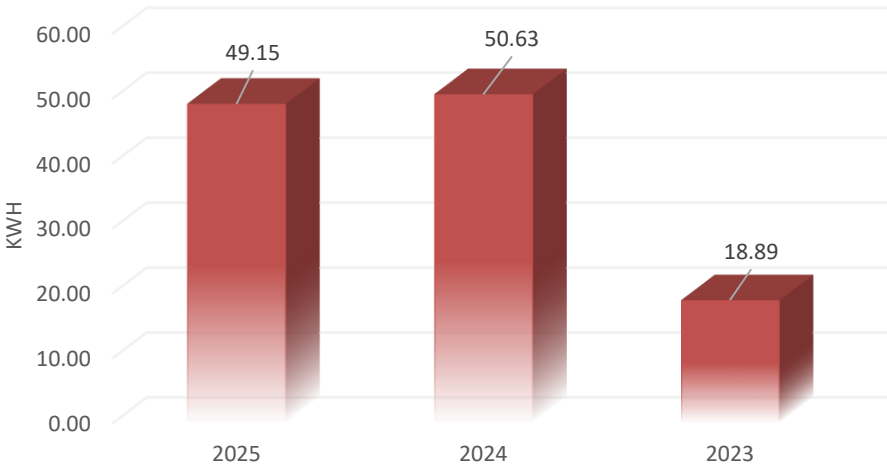
Water Consumption	2025	2024	2023	% change 2025 vs 2024	% change 2025 vs 2023
Mains Water (m³)	36,949.00	30,554.00	24,835.00	20.93	48.78
Ave. consumption per guest night (m³)	0.48	0.43	0.13	12.25	265.50
Mains Water (kg CO ₂ e)	6,964.71	5,844.98	3,700.41	19.16	88.21
Total Water Emissions (kg CO ₂ e)	7,215.73	6,284.83	3,700.41	14.81	95.00



ENERGY CONSUMPTION COMPARISON

Energy consumption	2025	2024	2023	% change from last year 2025 vs 2024	% change from benchmark year 2025 vs 2023
Mains electricity and Gas (kWh)	2,243,790.00	2,074,685.00	2,174,752.00	8.15	3.17
Mains Electricity (kg CO ₂ e)	1,460,707.29	1,298,752.81	1,361,394.75	12.47	7.29
Fuels measured by weight (kWh)	0.00	0.00	0.00	0.00	0.00
Fuels measured by weight (kg CO ₂ e)	0.00	0.00	0.00	0.00	0.00
Fuels measured by liquid (kWh)	1,534,587.28	1,539,128.29	1,392,271.18	-0.30	10.22
Fuels measured by liquid (kg CO ₂ e)	387,764.47	381,545.73	343,552.81	1.63	12.87
Total Kilowatt Hours (kWh)	3,778,377.28	3,613,813.29	3,567,023.19	4.55	5.93
Ave kWh Per Guest Night	49.15	50.63	18.89	-2.92	160.19
Total Energy Emissions (kg CO ₂ e)	1,848,471.76	1,680,298.54	1,704,947.56	10.01	8.42

ENERGY CONSUMPTION PER GUEST NIGHT (KWH)



WASTE PRODUCTION COMPARISON

WASTE	2025	2024	2023	% change from last year 2025 vs 2024	% change from benchmark year 2025 vs 2023
Total solid waste (kg)	182,547.00	270,857.00	264,228.00	-32.60	-30.91
Average solid waste (kg) per guest night	2.37	3.80	1.40	-37.44	171.30
Landfill (Kg CO ₂ e)	73,072.31	80,347.82	78,206.42	-9.06	-6.56
Recycled Waste Emissions (kg CO ₂ e)	1,405.00	3,038.33	2,969.92	-53.76	-52.69
Total Solid Waste emissions (Kg CO ₂ e)	74,477.31	83,386.16	81,176.33	-10.68	-8.25

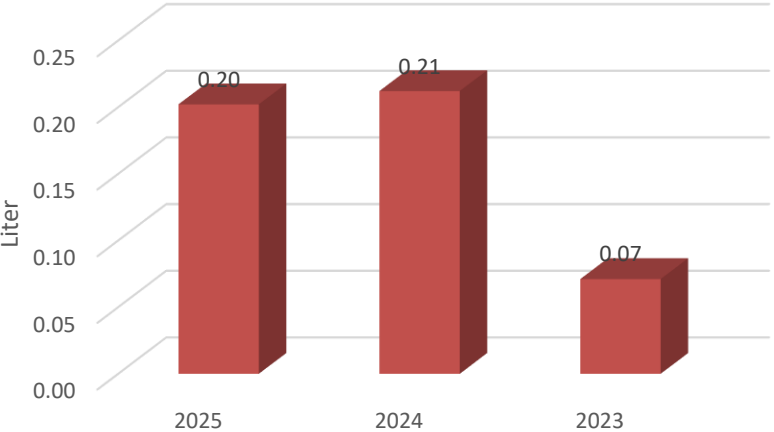
AVERAGE SOLID WASTE (KG) PER GUEST NIGHT



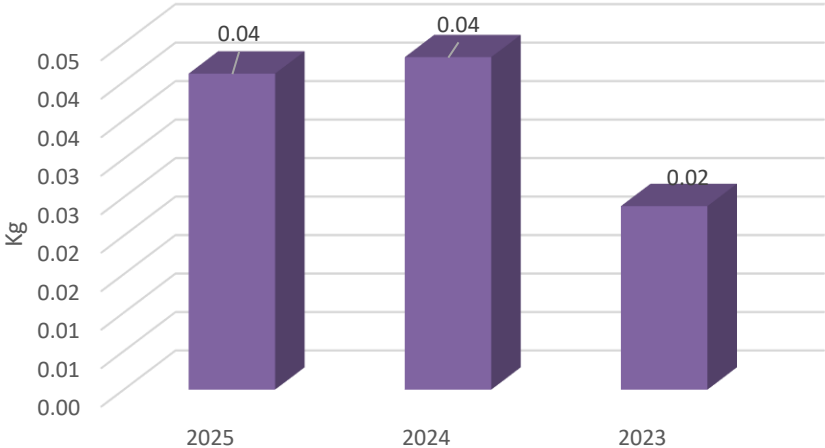
PROCUREMENT COMPARISON

Procurement	2025	2024	2023	% change from last year 2025 vs 2024	% change from benchmark year 2025 vs 2023
Environmentally hazardous substances (l)	15,539.35	15,134.15	13,420.88	2.68	15.78
Environmentally hazardous substances (kg)	3,156.00	3,082.45	4,503.10	2.39	-29.91
Environmentally hazardous substances (l) per guest night	0.20	0.21	0.07	-4.69	184.45
Environmentally hazardous substances (kg) per guest night	0.04	0.04	0.02	-4.96	72.18
Single Use Plastics (No. of items)	814,711.00	799,982.00	809,431.00	1.84	0.65
Single Use Plastics (No. of items) per guest night	10.60	11.21	4.29	-5.47	147.27
Total Meat (kg)	30,690.37	26,417.28	26,397.27	16.18	16.26
Total Dairy (l)	25,574.78	19,994.98	18,675.70	27.91	36.94
Total Dairy (kg)	16,431.75	17,242.94	15,490.40	-4.70	6.08
Total Fish (kg)	18,430.93	13,790.00	13,964.54	33.65	31.98

Env. hazardous substances (l) per guest night



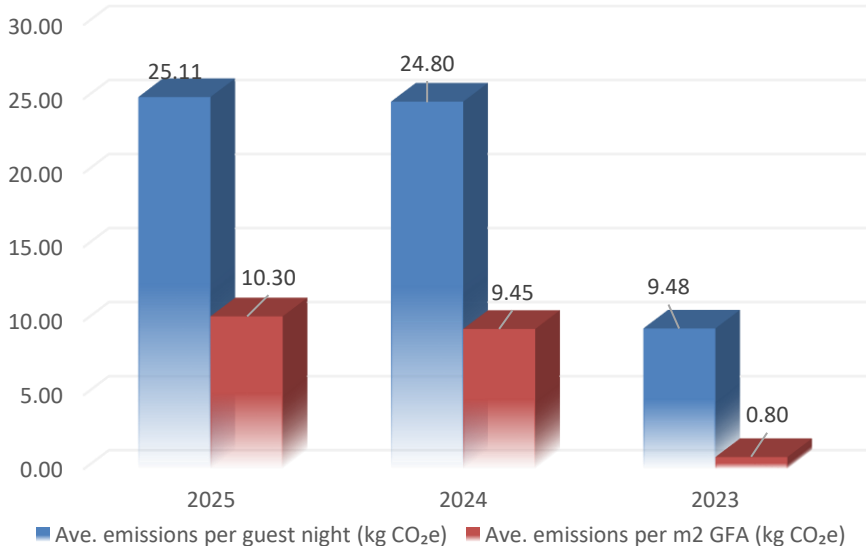
Env. hazardous substances (Kg) per guest night



TOTAL EMISSIONS COMPARISON

Emissions (kg CO ₂ e)	2025	2024	2023	% change from last year 2025 vs 2024	% change from benchmark year 2025 vs 2023
Total Emissions (kg CO ₂ e)	1,930,164.80	1,769,969.52	1,789,824.31	9.05	7.84
Ave. emissions per guest night (kg CO ₂ e)	25.11	24.80	9.48	1.25	164.87
Ave. emissions per m2 GFA (kg CO ₂ e)	10.30	9.45	0.80	8.99	0.92
Fuels measured by weight (kg CO ₂ e)	0.00	0.00	0.00	0.00	0.00
Fuels measured by liquid (kg CO ₂ e)	1,534,587.28	1,539,128.29	1,392,271.18	-0.30	10.22
Mains Electricity (kg CO ₂ e)	1,460,707.29	1,298,752.81	1,361,394.75	12.47	7.29
Total Water Emissions (kg CO ₂ e)	7,215.73	6,284.83	3,700.41	14.81	95.00
Total Solid Waste emissions (Kg CO ₂ e)	74,477.31	83,386.16	81,176.33	-10.68	-8.25
Recycled Waste Emissions (kg CO ₂ e)	1405	3038.33	2969.92	-53.76	-52.69

TOTAL EMISSIONS COMPARISON PER GUEST NIGHT



Objectives and Outcome for 2025

PERFORMANCE ANALYSIS

#	WHAT WAS THE OBJECTIVE?	Actual Change	OUTCOME
1	Reduction of water consumption by 2%	12% (per guestnight)	Not Achieved
2	Reduction of electricity consumption by 6%	+4% (per guestnight)	Not Achieved
3	Reduction of fuel oil & LPG consumption by 0.5%	-7% (per guestnight)	Achieved
4	Reduction of greenhouse gas emissions from waste by 5%.	-11%	Achieved
5	Reduction of single-use plastic purchase by 40%.	-6%	Partially Achieved
6	Engage in more community activities	• Arranged cleaning around the hotel grounds and beaches • Provided Cyprus breakfast corner • Clothes collected for Amirous charity • Organised blood donations • Participated in Earth Hour	Achieved

Objectives and Outcome for 2025

PERFORMANCE ANALYSIS

#	WHAT WAS THE OBJECTIVE?	Actual Change	OUTCOME
7	Protect and support biodiversity	• Arranged cleaning around the hotel grounds and beaches • Educated guests and staff about local biodiversity and the responsible actions they can take to protect it • Reduced plastic waste to prevent marine pollution which poses a threat to wildlife such as fish and seabirds in Limassol	Achieved

Objectives and Outcome for 2025

PROGRESS TOWARDS ACHIEVING GOALS

#	GOAL	STATUS
1	Reduction of water consumption by 2%	We have not achieved a reduction in water consumption. The increase in mains water consumption is a result of limited supply of wastewater by the municipality because of a dry season. Hence mains water was also used for irrigation for a period of time. We expect consumption to normalize and return to a downward trend in 2026.
2	Reduction of electricity consumption by 6%	We have not achieved a reduction in electricity consumption. This rise was primarily driven by exceptional weather conditions throughout the 2025 operating season, which was characterized by record high temperatures and prolonged dry periods. To maintain guest safety, health, and comfort, our cooling systems operated at significantly higher loads and for extended hours. We expect consumption to normalize and return to a downward trend in 2026.
3	Reduction of fuel oil & LPG consumption by 0.5%	We took the necessary actions and have achieved the reduction set for our consumption of both LPG and Diesel (fuel oil). Frequent inspection of gas leaks and the correct operation of our equipment have helped us to achieve our goal. We commit to continue the activities that led to the success of our objective.
4	Reduction of greenhouse gas emissions from waste by 5%.	We took the necessary actions and have achieved the goal we set for the reduction of greenhouse gas emissions caused by the waste produced. The biggest impact that led to this result is the frequent training of our staff regarding the importance of recycling and correct separation of waste materials. We commit to continue the activities that led to the success of our objective.

Objectives and Outcome for 2025

PROGRESS TOWARDS ACHIEVING GOALS

#	GOAL	STATUS
5	Reduction of single-use plastic purchase by 40%.	We have made a big step towards our goal with a reduction in single-use plastic purchasing. Most single-use plastic in our buffet have been eliminated. Single-use plastic bottles or plastic cups are no more provided to the staff in the bar. We will continue to take actions and set new measures to achieve the reduction set for 2026.
6	Engage in more community activities	We organised beach clean-ups and blood donations engaging our guests and staff. We also participated in the “Cyprus Breakfast Kalimera” project supported by the Deputy Ministry of Tourism and Travel foundation of the UK and collected clothes collected for Amirous charity
7	Protect and support biodiversity	To support local biodiversity, we organized clean-up initiatives across the hotel grounds and nearby beaches while actively educating guests and staff on local ecosystems and actions to protect them. We also reduced our plastic waste to minimize marine pollution and protect vulnerable regional wildlife, such as fish and seabirds in Limassol.

ENVIRONMENTAL GOALS for 2026

The Royal Apollonia Limassol has set the following reduction/savings targets:

- **Reduction of greenhouse gas emissions from energy by 5%**
- **Reduction of greenhouse gas emissions from waste by 5%**
- **Reduction of greenhouse gas emissions from water consumption by 2%**
- **Reduction of Environmentally Hazardous Substances by 5%**
- **Reduction of our single-use plastic & High Emission Food purchasing by 5%**
- **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.



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SOCIAL RESPONSIBILITY & COMMUNITY





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1) ENGAGEMENT: Supporting local and international organizations

ENGAGEMENT

- Member of CSTI: Cyprus Sustainability Tourism Initiative:

Project 'Keep our Sand and Sea Plastic Free - Destination Zero Plastic in Cyprus'

- 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

- Supporting ONE DREAM ONE WISH ASSOCIATION

The Cyprus Association 'One Dream One Wish' is dedicated to cancer afflicted children, with leukemia and other blood diseases

- Supporting MS and Iris Association

Cyprus Step by Step: Supporting Hiker Alexis Sofokleous with complimentary services

- Member of CYMEPA (Cyprus Marine Environment Protection Association)

- TUI Sustainability plan reduction of plastic - Travelife

- FUNDING PROJECT Reducing and Disposal of single - use plastics in the Tourism Industry in Cyprus, Greece, Malta



2) **EMPLOYEES:** Employee involvement and equality

EMPLOYEES

YEAR	FEMALES	MALES	LOCALS
2025	54%	46%	41%
2024	43%	57%	39%
2023	48%	52%	40%

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



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4) COMMUNITY ACTIVITIES: Outdoor and Indoor hotel activities

COMMUNITY ACTIVITIES

- Turtle Nesting and Protection
- Animal Welfare Support Various Shelters, stray cats & dogs





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4) COMMUNITY ACTIVITIES: Outdoor and Indoor hotel activities

COMMUNITY ACTIVITIES

- Complimentary events for various local organizations
- Staff interacting trip in cultural places
- Blood Donations





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COMMUNITY ACTIVITIES

- Clothes collection for Amirous charity 2025
- Member of Pasikaf - (Pancyprian Society for Cancer patients)
- Beach clean - up



CERTIFICATIONS & AWARDS



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✓ **TRAVELIFE CERTIFICATION 2025**

✓ **EN ISO 9001:2015**

✓ **EN ISO 22000:2018**

✓ **EN ISO 45001:2018**

✓ **GREEN KEY 2025**

✓ **CUSTOMER EXCELLENCE
AWARD 2025**



**Tripadvisor
Travellers'
Choice
2025**

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SEMINARS / IN-HOUSE TRAININGS 2025

A/A	DPT	TRAINING	STAFF No	DURATION	TOTAL HRS
1	FRONT OFFICE	Environmental Issues	11	2 h	22
2	HOUSEKEEPING	Environmental Issues	24	2 h	48
3	RESTAURANTS/ BAR	Environmental Issues	31	2 h	62
5	MAINTENANCE	Environmental Issues	11	2 h	22
6	ADMIN	Environmental Issues	5	2 h	10
7	ACCOUNTS/STORES	Environmental Issues	8	2 h	16
8	KITCHEN	Environmental Issues	32	2 h	64
					Total 244 hours



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We highly value your input regarding our environmental and social performance. We kindly invite you to fill out our Sustainability feedback questionnaire, which is available at the Guest Relations desk. Please also note that while this report is published in English, alternative language translations can be provided upon request





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THANK YOU!

[Royal Apollonia Limassol***** | OFFICIAL SITE | Luxurious Hotel and Spa](#)

Date: 10/05/2026

Approved by: Dr Harry K. Georgiou
General Manager

Signature:



Dr. HARRY K. GEORGIU
General Manager