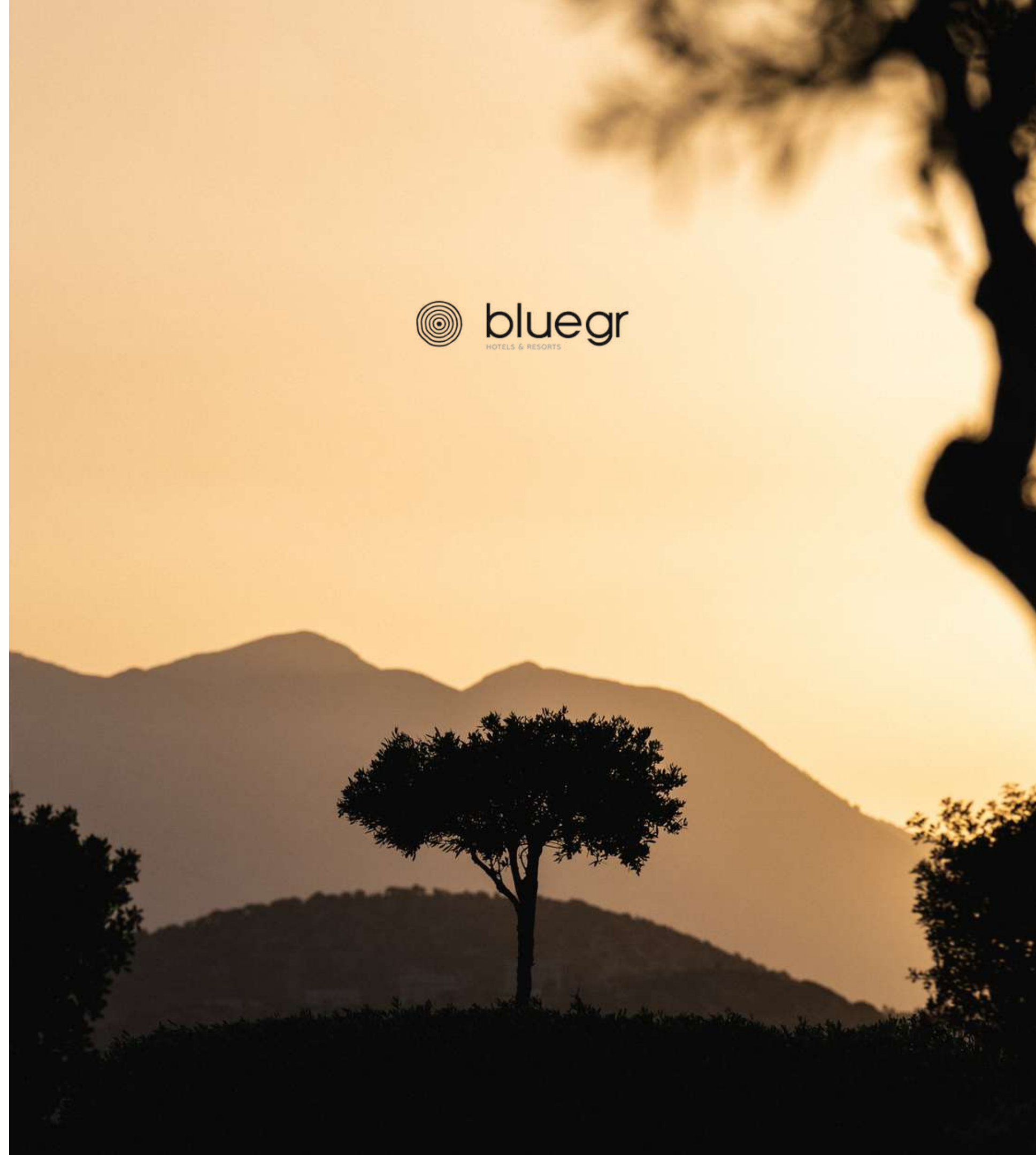


ECO REPORT
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WHO WE ARE

For over 50 years, bluegr Hotels & Resorts has been an ambassador of excellence and sustainable development in the hospitality industry, combining the three pillars of quality tourism: exceptional locations, exemplary services, authentic experiences.

With five luxury hotels in Crete – Minos Beach art hotel, a member of Design Hotels and Marriott Bonvoy, the holistic wellness destination Minos Palace hotel & suites, and the family-friendly Candia Park village, Athens – the boutique Life Gallery Athens, and Rhodes – Sunprime Miramare Park suites & villas, bluegr has won important international distinctions, including the "Great Place to Work" certification for its exceptional work culture, the ETHOS Platinum certification, and has been awarded a 5-star recognition from the EFQM Business Excellence Organization.

Guided by the conviction that culture and hospitality are inextricably connected, bluegr, through the G. & A. Mamidakis Foundation, supports and promotes excellence and innovation in contemporary art.

OUR VISION, MISSION & VALUES

VISION

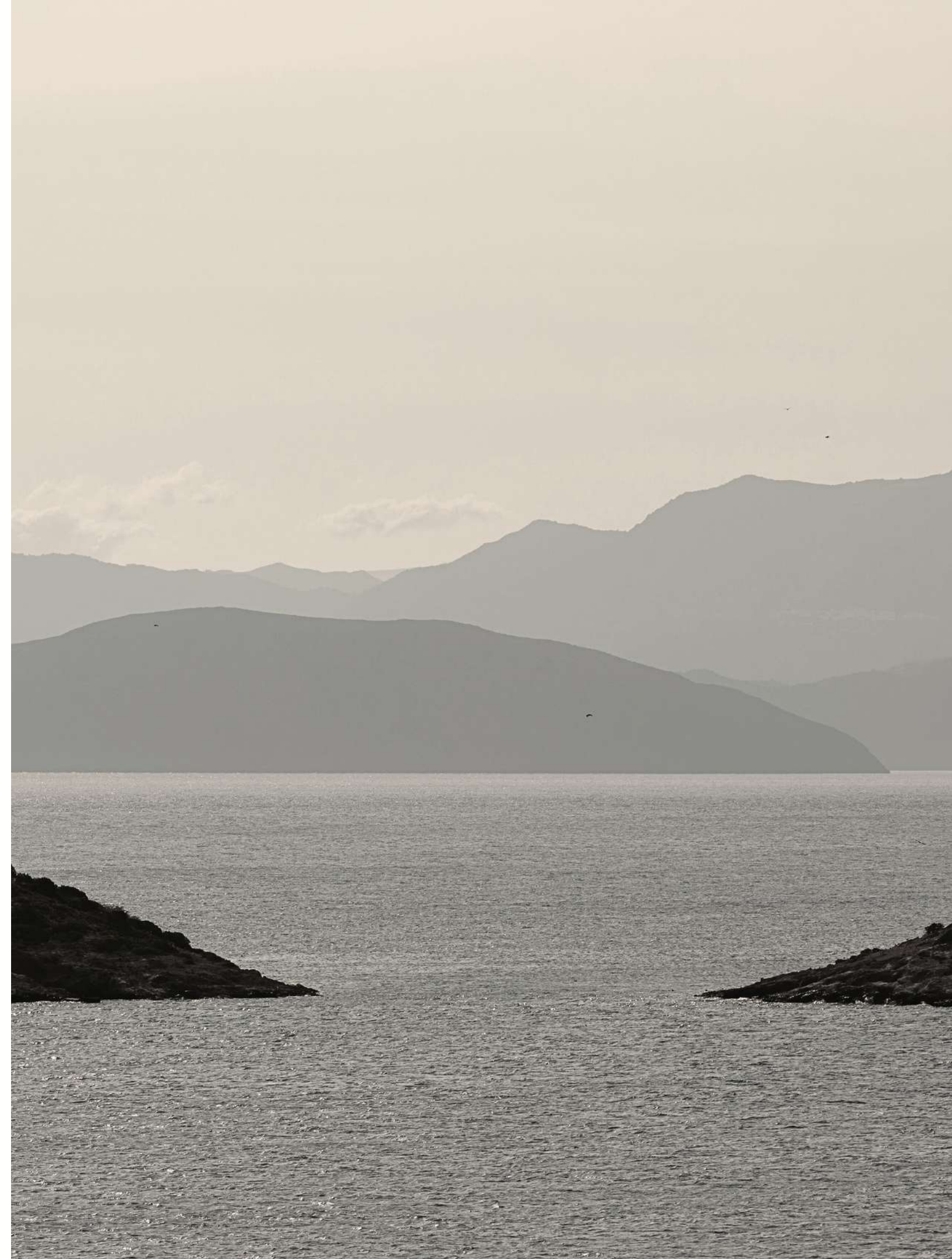
To provide hospitality excellence, strive for sustainable growth, care for our people & communities, and inspire generations to come.

VALUES

Accountability, Prudence, Magnanimity, Ethos, Passion, Justice, Bravery, Integrity, Modesty

MISSION

To delight our guests with personalized experiences in a sustainable, authentic, and warm environment.



OUR CURRENT PORTFOLIO

bluegr has five hotel properties in Crete, Athens, and Rhodes.

The excellent facilities and the idyllic locations of our hotels, in combination with the impeccable service and the authentic and warm hospitality we offer, form the basis of our philosophy, which satisfies a wide range of visitors with different needs.

Crete

Minos Beach art hotel
Minos Palace hotel & suites
Candia Park village

Athens

Life Gallery athens hotel

Rhodes

Sunprime Miramare

"The diversity of our hotels helps hospitality flourish"

RECOGNITION & AWARDS - SELECTION

Minos Beach art hotel

- World Luxury Hotel Awards - Luxury Art Hotel 2019 & 2020
- TUV Hellas - Safe Restart 2020
- Trip Advisor - Travelers Choice 2020
- Holiday Check Certificate 2019
- La Bouillabaisse - Greek Cuisine Awards 2020
- Greek Breakfast - Certification
- Travelife Gold - Certification 2019 -2020
- Member of Design Hotels
- Member of Marriott Bonvoy
- Member of Traveller Made
- Green Key Certified 2022
- FNL Best Restaurant Awards 2023, Contemporary International Cuisine, 'La Bouillabaisse'
- Tourism Awards 2023 - PLATINUM Greek cuisine/Highlighting of local cuisine
- Tourism Awards 2023 - SILVER Design hotel/stay

Minos Palace hotel & suites

- Tripadvisor - Hall of Fame - Award 2019
- Hotels Combined - Recognition of Excellence 2019 Tripadvisor Certificate of Excellence 2019
- Holiday Check Certificate 2019
- TUI Top Quality Award 2019
- TUI Umwelt Champion 2019
- Travelife Gold - Certification 2019 -2020
- Green Key Certified 2022
- Tourism Awards 2023 - SILVER Hotel renovation of the year

Candia Park village

- Hotels Combined - Recognition of Excellence 2019 /2020
- Tripadvisor Certificate of Excellence 2019
- Holiday Check Certificate 2019
- TUI Family Champion Award 2019
- Member of Little Travel Society & Little Guest
- Green Key Certified 2022

Life Gallery athens hotel

- Hotels Combined - Recognition of Excellence 2019 /2020 Tripadvisor Travellers Choice 2020

SUPPORT OF CONTEMPORARY ART AND CULTURE G. & A. MAMIDAKIS FOUNDATION



Ismene King & Ileana Arnaoutou, Tender shell geophilia (detail), winners of the 2022 Art Prize

With art and culture as our central pillars, the George and Aristeia Mamidakis Foundation supports and promotes contemporary art and the production of new artworks, freedom of artistic expression, and lifelong learning.

Since its establishment, the Foundation has implemented a variety of activities to help different audiences become acquainted with contemporary art and culture. The three pioneering Art Symposia, which took place at Minos Beach art hotel from 1988 to 1993, were succeeded by numerous group and solo exhibitions with accompanying catalogues, as well as site-specific commissions. In addition, through our educational programmes, we wish to inspire the creative forces of the younger generations by providing safe space for learning, experimentation and development. Among other things, we have produced a series of seminars on Greek mythology, conducted educational tours of our art collection, and held creative workshops for students, in collaboration with schools in Crete. Launching in the Fall of 2023, the tailor-made "Turtle Walk" will allow students, as well as guests of all ages, to become acquainted with contemporary art through exploration and discovery.

The establishment of the annual Art Prize in 2019 facilitates the production of new artworks and constitutes a culmination of a thirty-year long effort to strengthen and promote artistic excellence. The Art Prize does not only support artists financially, but also provides them with the opportunity to create a new, site-specific artwork that will join an important cultural heritage. In 2023, the Art Prize welcomed international artists for the first time, with an overwhelming response from every corner of the world.

Driven by our mission, and always striving to respond to the challenges that cultural professionals face at each given time, in October 2022 we launched our Research Residency Programme. The Residency aspires to provide safe space for coexistence and to create a new platform for collective learning, discussion and experimentation, bringing together cultural professionals in a collective learning experience.

We seek to create and maintain a network of passionate professionals from various scientific and cultural fields which will continue to grow, offering its members support and opportunities for future collaborations.



OUR SUSTAINABILITY PHILOSOPHY - PROTECTING THE ENVIRONMENT AND CARING FOR OUR LOCAL COMMUNITY

At bluegr we have integrated the basic principles of sustainability into the way we operate on a daily basis, aiming to create value for all our stakeholders. We are committed to making sustainable holidays the way to experience exclusive, luxury hospitality, executive services, creative gastronomy, beautiful surroundings, regional culture and customs.

We believe that the highest standards of luxury hospitality can and should be delivered in responsible ways that benefit our guests, staff, and communities. Therefore, we have adopted and consolidated a new eco-culture and a philosophy of care, which permeate our day-to-day operations.

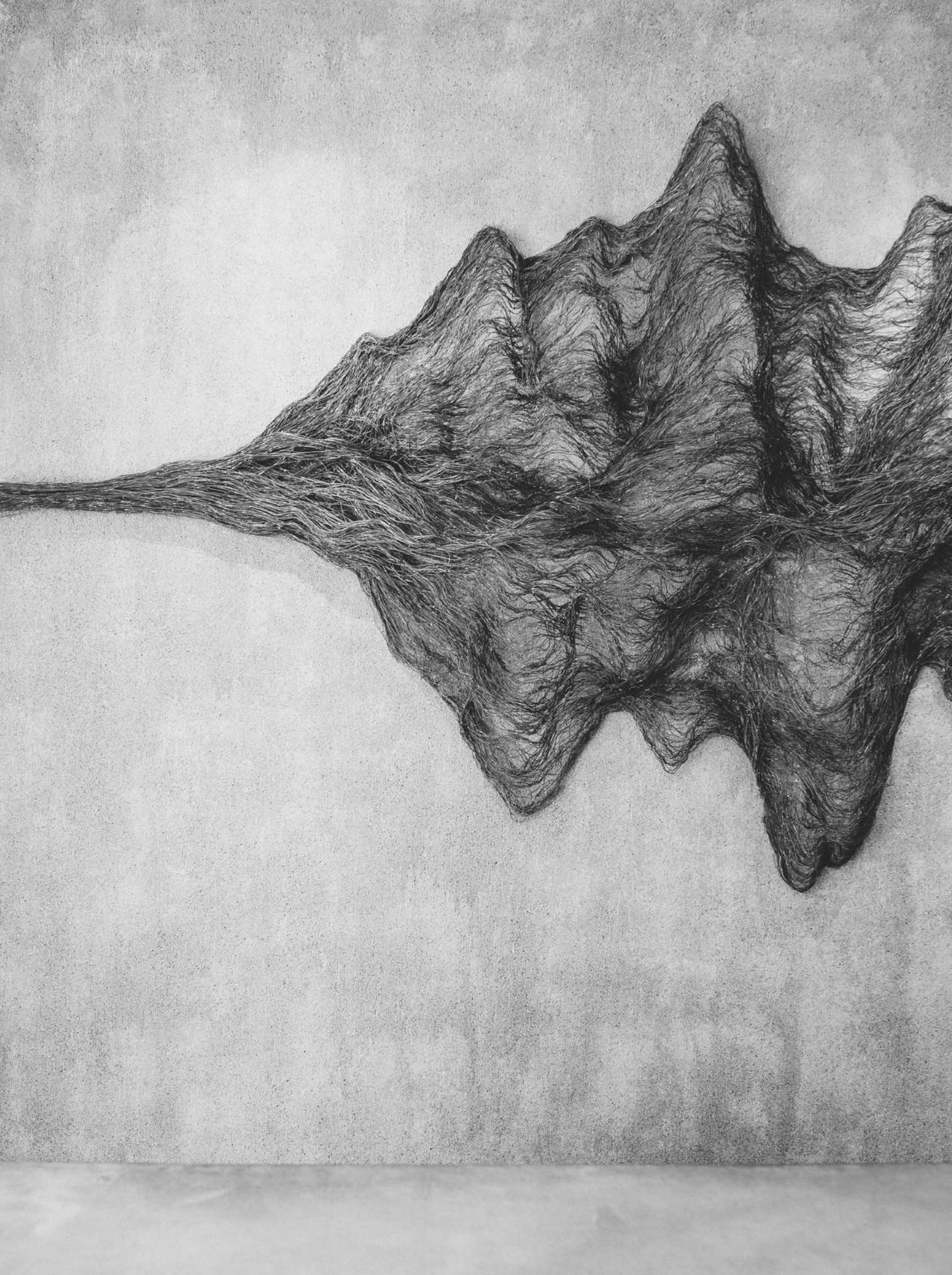
We understand that to be successful over time, we must earn the trust of our employees, guests, stakeholders, and local community. Our CSR Strategy outlines a comprehensive plan of initiatives for ethical, responsible, and sustainable business practices, including short and long-term goals, objectives, priorities, KPIs, measurement procedures and reporting of results. It includes our commitment to our people and their happiness, to sustainable luxury, sustainable consumption of resources, responsible waste management, sustainable building, protecting our natural resources, and supporting our local community.

OUR PEOPLE

We wish to be an employer of choice; therefore, we take our responsibility towards our people very seriously. We strive to establish a positive and stimulating working environment where everyone is encouraged to take initiative, participate, and grow, creating a stimulating culture in the working space.

Furthermore, we take pride in our strong family legacy, and as a result we are committed to treating all our employees equally. We provide safe space for expression, where every opinion is heard and considered with respect.

We have developed and implemented special policies and protocols with regards to the Health & Safety of all employees, ensuring everyone's wellbeing in a secure and safe working environment, and encouraging everyone towards a healthy work-life balance. We address GDPR regulations through trainings and relevant policies. We strive to cultivate a culture of Togetherness and Openness through the distribution of employee opinion surveys. Our "no door policy" provides all employees with a safe space to discuss – in full confidentiality – any problems or concerns associated with their professions/careers. Our people can be sure that any issue they discuss with their respective supervisor will be treated with the outmost respect.



CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS

The 17 Sustainable Development Goals of the United Nations (SDGs) address the main challenges of humanity at a global level, such as poverty, climate change and environmental protection, gender equality, equal access to education etc.

Always acting with ethics, vision and responsibility towards the environment and society, we seek to create value through our operation, operating according to the principles of sustainable tourism.

Sustainable development is a key strategic priority for bluegr and an integral part of our value system and philosophy. In this context we seek in every possible way to protect the environment, the health and safety of our visitors and employees, to support local suppliers and producers, to promote contemporary creators and artists, as well as a number of social institutions and organizations with which we have developed long-term partnerships over the years.

In addition, we support the 10 principles of the Global Compact, a voluntary international initiative of the United Nations in which participating companies seek to operate with sustainable development in mind. The Universal Compact includes 10 principles related to human rights, working conditions, the environment and corruption.

SOCIAL CONTRIBUTION - LOCAL SUPPLIERS AND SUPPLY CHAIN

We always prioritize collaborating with local suppliers and producers for the needs of our operation. In this way, we support and create value for the local communities in the areas where we operate. In 2022, 93% of our procurement budget was spent on local suppliers.

The proper management of our supply chain is an important process for the smooth operation of the company, ensuring the top quality of the services we provide to our customers.

Similarly, as sustainability is an integral part of our strategy, we seek to collaborate with suppliers who operate according to the same standards of quality, responsibility and integrity that characterize us. For this reason, we have developed a Supplier Code of Conduct, which governs all our partnerships, and we expect all our partners and suppliers -old and new, to adhere to it. The role of the code is to clearly describe both the expectations and the requirements of the company from its partners and suppliers.

Monetary Value	2019	2020	2021	2022
Local employees	560	361	439	540
Local suppliers	100%	100%	100%	100%
Local products*	87%	89%	89%	90%
"Social Product"	18.536.982 (employee salaries & benefits: 8.539.964)	8.330.561 (employee salaries & benefits: 2.960.000)	15.241.173 (employee salaries & benefits: 5.406.149)	19 M

*for all products locally available.

SOCIAL CONTRIBUTION - LOCAL COMMUNITY

bluegr's ongoing goal is to contribute in a positive and impactful way to its local community, and to develop relationships of cooperation and mutual benefit with local institutions, organizations, businesses, and schools.

Being a part of the local society and by actively listening to their needs, we support health and mental health institutions, the Agios Nikolaos Hospital's blood bank -organizing two voluntary blood donations per year in our hotels- the Neapolis orphanage, "Make a Wish Greece", and multiple other non-profit local organizations, educational institutions, social groceries (Koinoniko Pantopolio), and the municipality of Agios Nikolaos. We provide donations, volunteering work, sponsorships, free meals and complimentary use of our services and facilities, as well as financial support.

In 2022, we organized 35 activities in total. Among them, two voluntary blood donation in our hotels, collecting more than 70 bottles of blood for the local hospitals. We supported the Children's Festival of Agios Nikolaos, the local "Street Food Festival" which highlights Cretan gastronomy, and the "Colour your Day for Autism" festival. In the context of the international ERASMUS project, we welcomed the students of the 1st Ag. Nikolaos high school along with visiting students from the Netherlands, Austria, and Spain. We donated in kind to the

During our "Volunteer Week" in October, we collaborated with some of our partners in delivering a week-full of activities for our local community, our people and our guests. Among others, we walked against breast cancer with "Race for the Cure", we organized workshops in local schools about environmental awareness (with We4All) and cultural heritage (with Branding Heritage) and we cleaned the depths of the Ag. Nikolaos port with WeDiveWeClean.



WATER MANAGEMENT

We strive for the optimal management of water consumption, focusing on actions to minimise unnecessary consumption, with the implementation of control mechanisms and good practices.

A water management system is in place to preserve and maintain the sustainable consumption of resources, including automated irrigation systems, smart usage policies, efficient water saving equipment and continuous staff training. Our consumption is recorder daily by the maintenance team, and compared to previous years.

Water L/stay			
	2021	2022	
Minos Beach art hotel	1109	1130,22	Increase 1,91%
Minos Palace hotel & suites	1093	962,04	Decrease 11,98
Candia Park village	1112,74	657,74	Decrease 40,89
*Excluding Sunprime Miramare and Life Gallery Athens			

Water L/stay	
	2023 Goal
Minos Beach art hotel	1085,01
Minos Palace hotel & suites	923,56
Candia Park village	631,43

ENERGY CONSUMPTION AND CLIMATE CHANGE

Protecting the environment is a key priority for bluegr and is interwoven into the way we operate. In this context, we take all necessary measures in order to achieve a continuous reduction of our energy footprint.

In this direction, we have adopted and apply the following practices:

- We comply with the national legislative framework as well as international good practices on environmental issues.
- We are certified and operate based on an Environmental Management System according to the international standard ISO 14001:2015.
- We record our consumption daily, compare to previous years, and set goals.

In 2022, the KNX automation system was installed in all rooms of Minos Beach art hotel and Minos Palace hotel & suites, making them energy efficient by controlling heating, cooling, ventilation, and lighting.

Between 2021 and 2022, at Minos Palace hotel & suites, Minos Beach art hotel and Candia Park village, we reduced our electricity consumption by more than 10%.

Solar energy collected by individual panels is used for warm water in our hotels.

Electricity/stay			
	KWh/stay		
	2021	2022	Decrease %
Minos Beach art hotel	31,8	28,53	10,28
Minos Palace hotel & suites	28,89	25,88	10,42
Candia Park village	13,01	11,05	15,06
*Excluding Sunprime Miramare and Life Gallery Athens			

Energy Consumption (kWh)	
	2023 Goal - 5% Decrease
Minos Beach art hotel	33,82
Minos Palace hotel & suites	32,39
Candia Park village	11,97

CIRCULAR ECONOMY & WASTE MANAGEMENT

Our solid waste management system is focused on reducing waste at the source by using reusable materials and minimizing the use of plastic in our hotels. The recycling performance is monitored monthly and our plan includes the recycling of glass, paper, batteries, light bulbs, scrap metals and electronic devices. Recycling policies are followed by staff members, and our guests are also encouraged to participate. Pollution of natural resources is controlled by conducting monthly chemical and microbiological analyses by a certified laboratory member of Tentamus group.

A strategic partnership is made with Diversey Inc. and most of cleaning agents and detergents used are, eco labelled and plant based. The landscape of our hotels is part of our environmental culture, preserving local flower and herbs species.

2022 Certified Recycling			
	Minos Beach	Minos Palace	Candia Park village
Lamps	20	15	30
Electrical equipent	510	1205	795
Metals kg (copper, aluminum)	1170	235	1255
Coffee capsules	235,44	255,36	67,37
Glass (kg)	9130	6740	4580
Oils (kg)	1875	1100	1125





BLUE FLAG

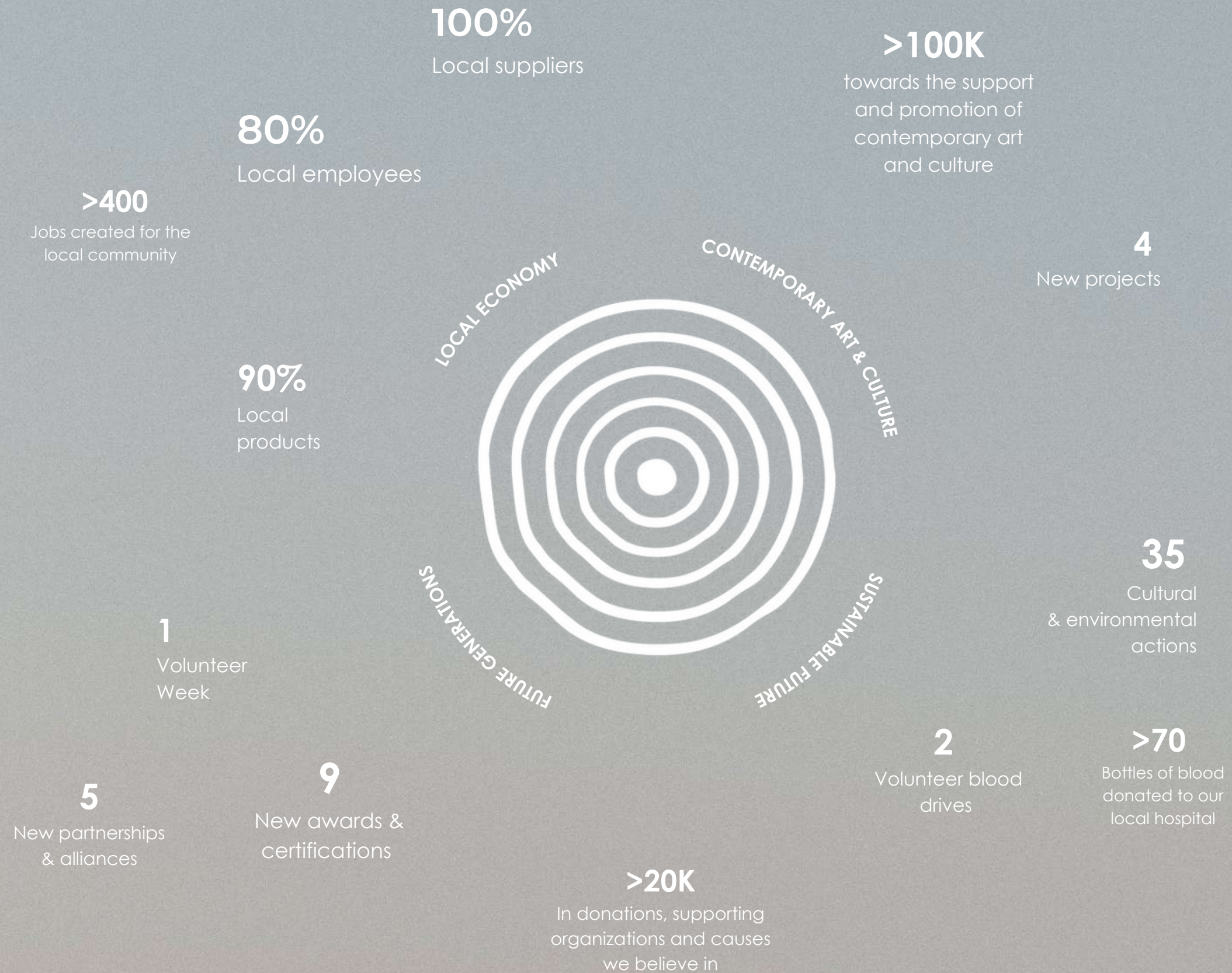
Our beaches are annually awarded with Blue flag. The “BLUE FLAG” Voluntary Program started in the 80’s. Today, 51 countries from almost all continents, not just Europe, are participating in this voluntary program. The internationally responsible operator of the Program, the Fee (Foundation for Environmental Education), in collaboration with the Coordinators of its member countries, from time to time reforms the award criteria, making their implementation more stringent, with the aim of improving coastal conditions and eliminate the sea pollution.

TRAVELIFE

Our Hotels have been awarded with the Travelife Gold award, an internationally recognized sustainability certification system for hotels and other tourism enterprises for their environmental, social and financial footprint, in accordance to over 160 strict criteria concerning all levels of operation.

SUSTAINABILITY, LOCALITY, EXCELLENCE

OUR 2022 HIGHLIGHTS & ACHIEVEMENTS



100%
Local suppliers

>100K
towards the support
and promotion of
contemporary art
and culture

4
New projects

35
Cultural
& environmental
actions

2
Volunteer blood
drives

>70
Bottles of blood
donated to our
local hospital

>20K
In donations, supporting
organizations and causes
we believe in

80%
Local employees

>400
Jobs created for the
local community

90%
Local
products

1
Volunteer
Week

5
New partnerships
& alliances

9
New awards &
certifications

The cradle of authentic hospitality

