

THE GLOBAL COMPACT PRINCIPLES

For three years, we at BLUEGR MAMIDAKIS HOTELS have been strongly committed to making the UN GLOBAL COMPACT and its ten principles part of our strategy, culture and day-to-day operation.

We hereby communicate to you our progress in implementing these principles within our sphere of influence

1. Businesses should support and respect the protection of internationally proclaimed human rights (Annex 2 –Annex3)

Equal opportunities for all employees and full respect for human rights are a priority for our company.

Our philosophy of work is based on interpersonal relationships arising out of a predominantly family atmosphere. In this environment and with this rationale we have created a set of Staff Regulations to ensure that the company runs smoothly and that the rights of our employees are protected.

We do not tolerate gender-based pay discrimination of any kind. Basic salaries are calculated according to length of service, level of education and experience.

New hirings are approved and decided on by the management of each hotel and by the company board, following the criteria which have been laid down in each case.

Our company hiring policy does not discriminate against any social group (such as women, people with disabilities, religious minorities, foreign nationals, or people with other specific social characteristics).

Importantly, we support the communities in which we are active by choosing local-based staff, business partners and suppliers. This gives a significant boost to local employment and manufacturing, and to local economies.

2. Businesses should make sure they are not complicit in human rights abuses (Annex2/ Annex 3)

The procurement policy we follow in order to keep up to date with the latest trends in the suppliers' market, to comply with the social and environmental regulations of Greece and the European Union and to meet the needs of our company, has increased control mechanisms for the entire supply chain. We are also careful to ensure that we are not complicit in human rights abuses.

At the same time, our Procurement Regulations are in line with the best practices of large organisations and meet the needs of our company.

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining .

Our Staff Regulations ensure that political and philosophical beliefs are respected and guaranteed by the company, within the framework laid down by the Constitution and the law. In practice, the right to collective bargaining is supported and protected in the best way possible. All the company's employees, without exception, are covered by agreements that are the result of collective bargaining.

4. Businesses should uphold the elimination of all forms of forced and compulsory labour (Annex 2).

The company's employment policies and the procedures that guarantee them prevent and prohibit compulsory labour.

Moreover, neither we nor our suppliers turn a blind eye to any form of physical or other illegal exploitation or harassment, or the use of forced or other compulsory labour in any of our business activities.

5. Businesses should uphold the effective abolition of child labour (Annex 2).

The company's employment policies and the procedures that guarantee them prevent and prohibit phenomena such as child labour.

We take initiatives that commit us to aligning our operations and our strategies in this direction.

At the same time, we have developed supplier control mechanisms to ensure that they do not employ any underage children.

6. Businesses should uphold the elimination of discrimination in respect of employment and occupation (Annex 2).

We guarantee equal opportunities as basic company policy, which is also supported in the Staff Regulations.

We have also developed an Employee Evaluation System, whereby all those who are evaluated are immediately informed of their performance and discuss it with their evaluators during personal interviews.

There is also a system for our employees to evaluate the company, which in combination with our open door policy, shows our commitment to the elimination of every form of discrimination.

The decision of our company to systematically support the local communities in which we are active has resulted in employees, business partners and suppliers being impartially selected from them.

7. Businesses should support a precautionary approach to environmental challenges (Annex 1).

Our company supports the principle of prevention, taking a precautionary approach to measuring and reducing its impact on the environment.

We adhere to environmental legislation in every aspect of our operation, on the basis of our environmental policy. We analyse the effect of our services on the environment and aim to improve our environmental performance.

At the same time, we take initiatives to limit our environmental impact through the three planks of our environmental policy:

- Environmental impact of our company's operation
- Measures to reduce energy use and greenhouse gas emissions
- Management of raw materials and waste

8. Businesses should undertake initiatives to promote greater environmental responsibility (Annex 1)

At our company, we systematically record our environmental footprint and undertake initiatives to save energy and reduce CO₂ emissions.

Because we consider energy consumption one of the environmental impacts of our operation, we have begun a programme for monitoring energy consumption to meet the needs of the company.

We are also taking measures to reduce energy use and greenhouse gas emissions.

Finally, we utilise renewable energy sources, implement energy-saving actions, limit our transport activity and design services that help reduce greenhouse gas emissions.

9. Businesses should encourage the development and diffusion of environmentally friendly technologies (Annex 1).

Our company promotes the use of renewable energy sources and the use of non-energy intensive lighting and heating/cooling systems in our buildings.

In addition to the above, we make sure that we save energy and use it properly. We have chosen to do so in order to improve our environmental performance in a cost-effective manner. There are three main categories of intervention

- General energy-saving actions in buildings
- Energy-saving actions in facilities
- Renewal of equipment

10. Businesses should work against corruption in all its forms, including extortion and bribery (Annex 3)

Our policy includes special measures to tackle bribery and corruption.

By strengthening our procedures and structures, we ensure compliance with the regulatory framework and the law, as well as the development of a corporate culture based on the values of business ethics and protection of the interests of shareholders and all stakeholders.

Furthermore, through our company's training programmes, we aim to improve and promote the new educational philosophy of multiple skills and the techniques necessary for good communication and quality customer service, as well as the more effective promotion of our services.

“We systematically ensure that we make a contribution to local communities through donations. We support institutions, families and non-profit organisations, offering free services and material help such as linen, towels and furniture.”

“Because we are a family business, we are able to build meaningful relationships. Our day-to-day activity, based on trust and mutual respect, relies on an open door policy in which we communicate directly, without intermediaries, creating bonds that are based on strong principles and values”