



THE SANI/IKOS GROUP ESG STRATEGY
Building a resilient, net zero future

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SANI
RESORT

SANI RESORT

Welcome to Sani Resort, Halkidiki, Greece

A world-class luxury destination, dedicated to preserving the environment

- Five multiple award-winning 5* hotels - Sani Beach, Sani Club, Porto Sani, Sani Asterias and Sani Dunes
- Nestled within a 1,000-acre ecological reserve
- 7 private beaches and a private harbor, 10 Blue Flag awards
- Sani Wetlands (Natura area) with 225 species of birds
- Ratio of planted space to built meterage (total m²) is at 1.32
- 120,946 m² of planted spaces





· 5 hotels and a Marina

OUR ESG APPROACH

Sani Resort Goals & Actions

Decrease water use and ensure clean wastewater

- Treated wastewater is used for garden irrigation in the resorts, from state-of-the-art waste water treatment plants
- Rooms and common areas are fitted with low-flowing water features (5lt/min for taps and 10lt/min for showers)
- Continuous training of our staff on efficient water management
- Introduction of a zero-plastic strategy in order to reduce plastic pollution that ends up polluting water sources

Get our carbon footprint as close to zero as possible

- Solar panels used for hot water production in Sani Beach
- Sani Resort has been running on 100% renewable electricity since 2019 (with guarantee of origin certificates)
- Sani Resort attained carbon neutral status for Scopes I&II, through investing in trustworthy renewable energy Clean Development Mechanism Projects (CDM) in the developing world certified by the United Nations

Monitor the impact of our operations on energy, water, waste and biodiversity

- Adopted tailor made tools to monitor our performance with KPIs
- All key suppliers are evaluated with sustainability criteria
- Preference to local producers

Protect our ecosystems and enhance biodiversity

- Ongoing partnerships with NGOs such as the Hellenic Ornithological Society for the protection of local wetlands.

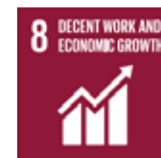
Continuous and quality development our employees

- Provide learning and development opportunities for all our employees
- Provide career advancement opportunities

Inclusive, full & productive employment for all

- Attract, employ and retain local employees to support the communities where we operate
- Provide equal opportunities for employment

SDG Goals



UN Global Compact Member

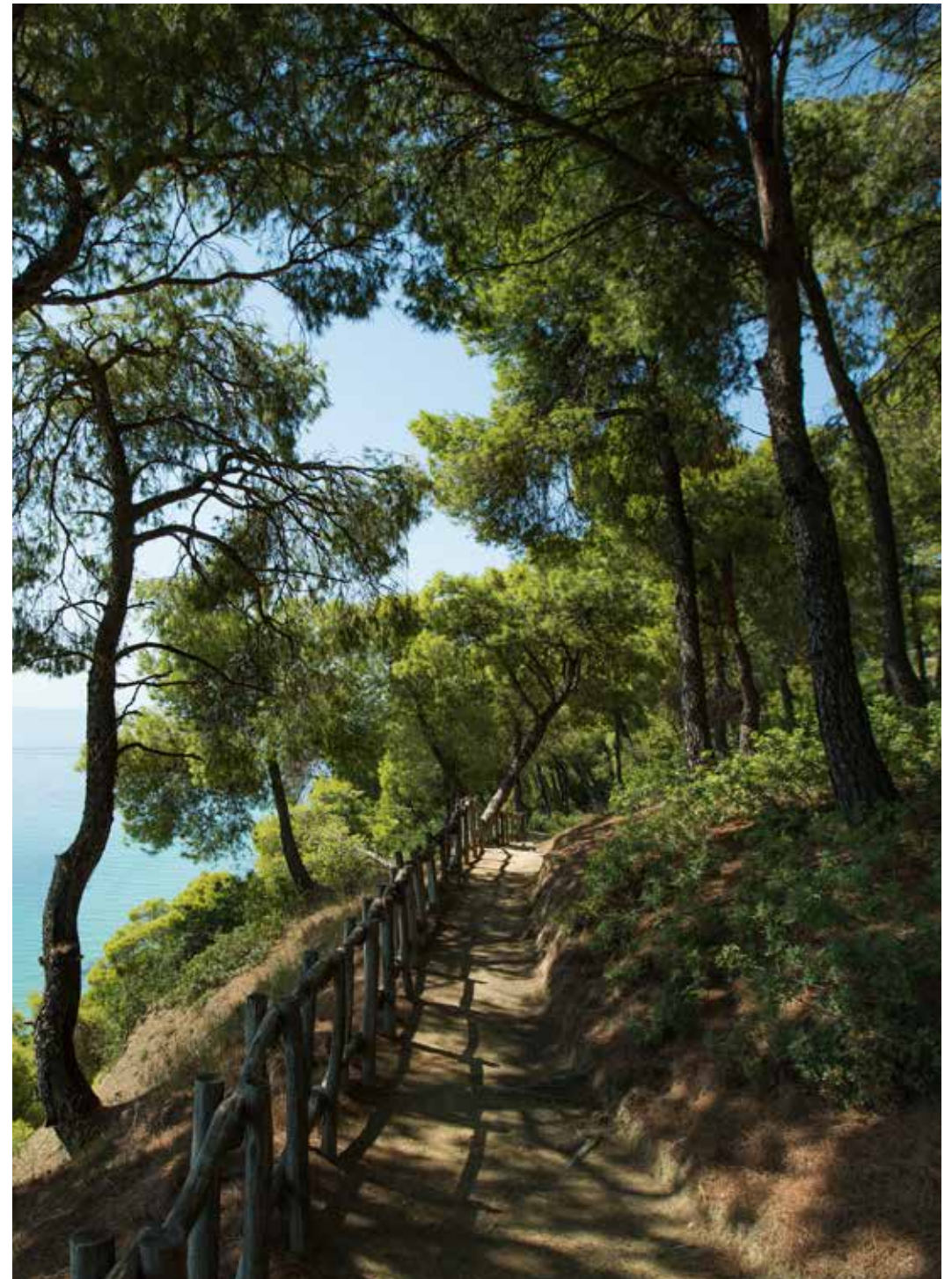


SANI GREEN PROGRAMME

Sani Resort implements, maintains and continually aims to improve a sustainability management program called Sani Green. Under Sani Green, the company is constantly working to improve its sustainability performance throughout the resort in areas such as energy efficiency, renewable energy use, water conservation, waste minimization and sustainable procurement.

Three pillars make up the Sani Green Program main objectives, which are underpinned by a well-defined set of policies, initiatives and measurable targets for each, all in line with the UN Sustainable Development Goals (SDGs):

1. Protection & Enhancement of Local Biodiversity
2. Sustainable Hotel Operations
3. Local Community support, Human Capital Development & Partnerships



AWARDS & RECOGNITIONS

BLUE FLAG AWARDS

A voluntary eco-label, awarded to beaches, yachts and marinas which meet and maintain stringent environmental, educational, safety and accessibility criteria. Sani is the only resort to have been awarded in all three categories: Marina, Beach and Yacht.

MARINA

Sani Marina

BEACHES

Sani Dunes

Sani Beach

Sani Club

Sani Asterias

YACHTS

Sani Cat

Sani Grace

Sani Riva

Sani Swan

Sani Wind

ISO 14001:2015, GREEN KEY AND TRAVELIFE GOLD CERTIFICATION

Sani Beach

Sani Asterias

Porto Sani

Sani Dunes

Sani Club

WORLD TRAVEL AWARDS™

World's Leading Family & Beach Resort 2019, 2020 & 2021

World's Leading Luxury Green Resort 2020, 2021

Europe's Leading Family Resort 2021

Greece's Leading Family Resort 2021

TRIPADVISOR TRAVELER'S CHOICE AWARDS

Sani Dunes

Top 25 Hotels in the World

Top 25 Hotels in Europe

Top 25 Hotels in Greece

Porto Sani

Top 25 Hotels in the World for Families

Top 25 Hotels in Greece

Sani Beach

Top 25 Hotels in Greece

Sani Asterias

Top 25 Hotels in Greece

CONDE NAST TRAVELLER

Top 30 European Resorts

Readers' Choice Awards 2020

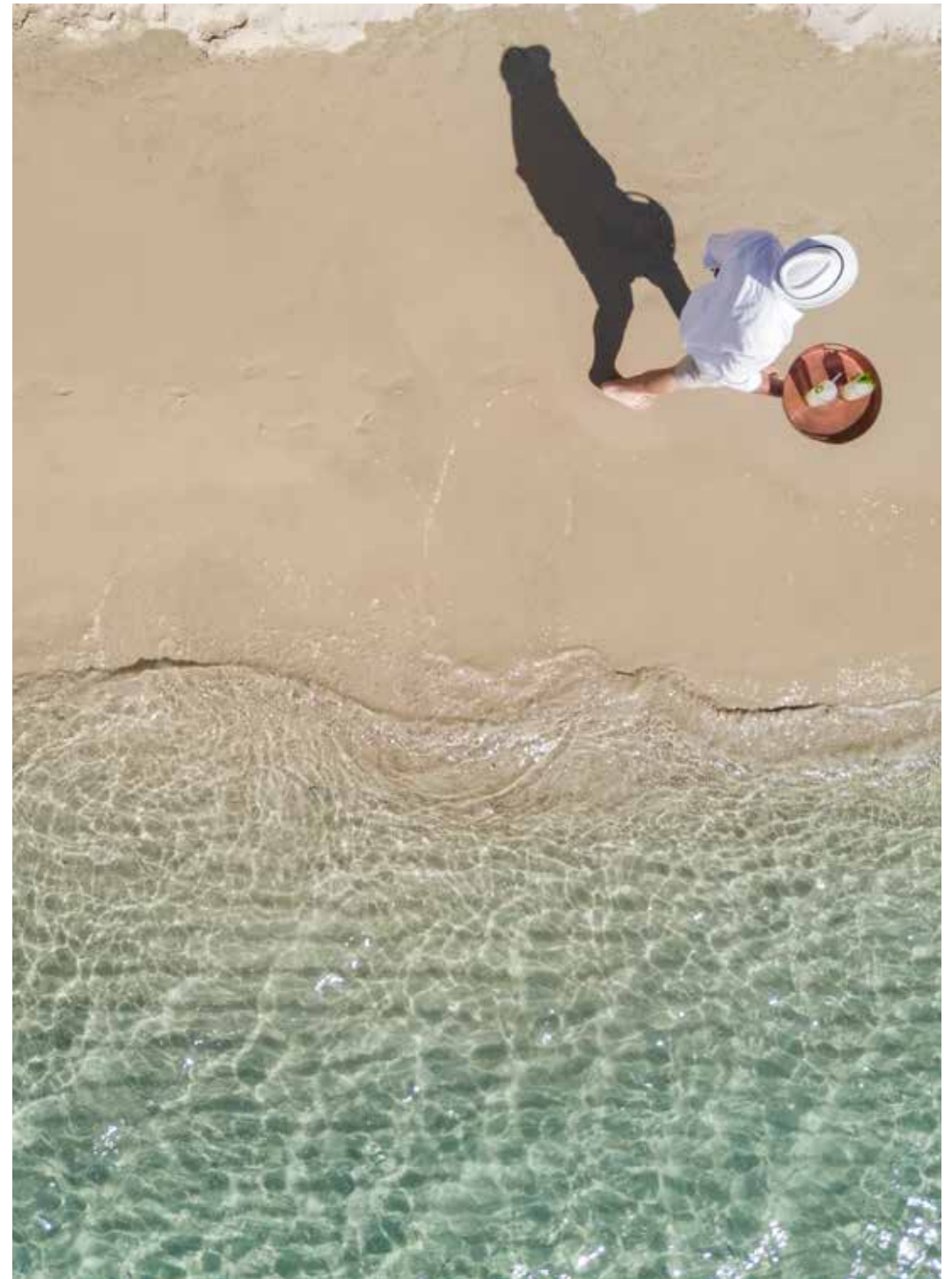
GREEK GRAPHIC DESIGN ILLUSTRATION AWARD

Sani Festival

THE ZERO-CARBON FOOTPRINT PROJECT

The company's aim to get its carbon footprint as close to zero as possible:

- A project aiming to mitigate emissions, increase renewable energy use and offset remaining unavoidable emissions
- In 2020, Sani Resort successfully became the first carbon neutral resort in Greece
- Sani Resort has been running on 100% renewable electricity with a Guarantee of Origins certification since 2019



A ROADMAP WITH MANY MILESTONES

Step 1:

Measurement of scope 1, and/or 2 and/or 3 emissions

Step 2:

Drafting of carbon reduction action plan including:

- RES investment (primarily PV installation)
- Energy efficiency plan
- Electrification and elimination of LPG
- Fleet replacement
- Other initiatives including food waste reduction

Step 3:

Implementation of the action plan

Step 4:

Monitoring of the action plan

Step 5:

Offset of remaining carbon



TRIPLE ZERO PROJECT

ZERO CARBON

ZERO PLASTIC

ZERO WASTE

Staff sustainability
training 8,200 hours
in 2020 alone

Over 100 KPIs
monitored across
Sani Resort

TRIPLE ZERO PROJECT PROGRESS

Zero carbon footprint project

- All electricity coming from renewable energy with GOs
- Plan to turn buildings A class EPC implemented
- Energy efficiency programme underway
- Large RES investment programme in licensing phase (Phase I to cover over 30% of energy needs)
- Conversion of fleet to EV begun
- Scope 3 emissions measurement underway
- Carbon neutral: all remaining Scope 1 & 2 emissions offset (ISO 14064)
- CDM offsets by United Nations
- Net zero target by 2030

Zero plastic

- Single-use plastic has been reduced by over 80% since 2013
- Zero plastic front of house by 2022 (except covid measures)
- Zero plastic kitchen pilot initiative underway
- Zero plastic back of house by 2024

Zero waste

- Over 50% of total waste generated recycled
- Food waste elimination project underway
- Initiatives across supply chain
- Waste management procedures handle sorting at source, recycling of all packaging & hazardous waste
- 100% composting of organic waste by 2023

THE PRESERVATION OF WATER ACROSS THE RESORT

Protecting an award-winning eco paradise

- Water-saving meters installed on-site to reduce consumption
- Recycled water used for irrigation
- 100% of wastewater recycled
- 100% of all liquid waste is treated
- Swimming waters have recorded no cases of algae, phytoplankton or other harmful nutrients which encourage eutrophication



THE SANI WETLANDS PROJECT

The resort is adjacent to the Sani Wetlands, a Natura European Network area of Protected Natural Beauty. The Sani Wetlands project focuses on biodiversity protection and education. With an area of approximately 110 hectares, the wetlands are home to over 225 species of birds – almost half the total of bird species found in the whole of Greece – with many of them rare and globally endangered.



FOREST PRESERVATION & PROTECTION

A dedicated Sani Forest team ensures the Sani Forest and its wildlife is protected. The team maintains kilometres of sign-posted forest trails to be experienced and enjoyed by guests and the local community. Other Sani Green initiatives include protecting local forests in the wider Halkidiki region. For example, the Plant a Tree program has grown and cared the last few years for over 10,000 trees in forests that were destroyed by devastating forest fires.

Sani is surrounded by old-growth forest

Mid-sized trees, contributing to the microclimate & preservation of biodiversity. Dominant species Aleppo Pine Tree (*Pinus halepensis*)

It's home to many species of fauna

Insects, reptiles (*Elaphe quatuorlineata*), mammals e.g. red fox (*Vulpes vulpes*), hedgehogs (*Erinaceidae*), and the protected Greek tortoise (*Testudo graeca*)



THE SANI BEE SPOT

The Sani Bee Spot is the fruit of a collaboration between Sani Resort and The Bee Camp, the first Greek NGO focusing on the protection of pollinators.

The largest and first interactive Bee Spot in Greece, which aims to protect the bees and other pollinators found at Sani Resort.

An innovative bee-friendly garden

- 7 different stations, each dedicated to the life cycle of solitary bees:

Water Station

Herbal Garden

Pollinator Hotel

Solitary Bee Tower

Observation Nursery

Ground Shelters

Pollination Game

- Informational signage and educational activities
- The Bee Spot is a resting spot for both people and pollinators, while raising awareness on biodiversity and the importance of bees.



MARINE CONSERVATION

- Protected Natura marine area because of Posidonia Oceanica
- Measuring and maintaining excellent seawater quality
- Documenting the resident dolphin species with ocean wildlife conservation organization iSea
- Ongoing beach and underwater cleanups



BIODIVERSITY AWARENESS PROGRAMMES

Guests have the opportunity to visit the onsite herb gardens and local wineries, go hiking, biking and birdwatching. We invite our guests to explore the unique biodiversity of each property, local products and customs. In 2019 alone, over 3,400 guests took part in a Sani eco-excursion during their stay, including the Sani Explorer activities for children and external excursions like beekeeping trips, olive harvesting and day farm trips.

Sani Resort Biodiversity Activities in 2020

654

Guests participated in eco-excursions

134

Guests attended organised forest walks

739

Hours of eco-learning completed by guests

170

Hours spent birdwatching



SUPPORTING A NETWORK OF ORGANISATIONS IN THE LOCAL COMMUNITY

- Thought for Food Project: providing scholarships to local farmers to learn sustainable farming methods
- Supporting over 35 organisations, such as unaccompanied refugee hostels, schools, orphanages, and hospitals.
- Past initiatives have included outfitting a local paediatric trauma unit, with over 18,000 kids so far benefiting from it, establishing a centre for abused women in Athens with the Salvation Army, renovating the kitchens of two Syrian unaccompanied refugee hostels up to a professional standard or supporting local families below the poverty line.





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