

# PHĀEA Energy Management Policy

At PHĀEA, we recognize that responsible energy management is essential to reducing our environmental impact, combating climate change, and ensuring the long-term sustainability of our operations. Guided by our values of Consciousness, Community, and Innovation, we are committed to improving our energy performance across all our hotels and operations.

## Our Commitment

- Implement and maintain an Energy Management System (EnMS) in accordance with ISO 50001:2018, ensuring compliance with applicable legal, regulatory, and voluntary requirements.
- Continuously improve energy performance, energy efficiency, and the use of renewable energy sources across all PHĀEA properties.
- Set, review, and monitor energy objectives and targets, ensuring alignment with PHĀEA's sustainability strategy and climate goals.
- Integrate energy-conscious practices into daily operations, design, procurement, and long-term planning decisions.
- Ensure that employees at all levels are trained, empowered, and accountable for contributing to energy efficiency.
- Foster collaboration with suppliers, partners, and communities to promote energy-conscious practices and support the transition to a low-carbon economy.
- Provide the resources necessary to achieve our energy goals, including investments in innovative technologies and efficiency projects.
- Commit to transparency by measuring, reporting, and communicating energy performance to stakeholders.

## Our Values in Action

- **Consciousness** – We make mindful choices in how we consume and manage energy, reducing our footprint while safeguarding natural resources.
- **Community** – We work with local stakeholders, suppliers, and partners to promote renewable energy and responsible consumption across Crete.
- **Innovation** – We invest in energy-efficient technologies, smart systems, and renewable solutions to pioneer regenerative hospitality.

## Our Objectives

1. Reduce energy consumption and emissions year-on-year through efficiency measures and renewable energy adoption.
2. Increase the share of renewable energy across PHĀEA operations.
3. Incorporate energy efficiency criteria into procurement, building design, and renovation projects.
4. Engage employees and guests in energy-saving practices through awareness programs and initiatives.
5. Review the Energy Management Policy and objectives annually, ensuring continuous improvement and alignment with global climate challenges.

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## Our Responsibility

Energy management is a shared responsibility across PHĀEA. From leadership to frontline employees, we all play a vital role in reducing our footprint and advancing our commitment to a more sustainable future. By managing energy consciously, working with our communities, and embracing innovation, we ensure PHĀEA continues to lead in responsible hospitality.

This policy is reviewed annually and communicated to all employees, guests, suppliers, and stakeholders.

COO



Vasilis Minadakis

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