

PHĀEA Environmental Policy

At PHĀEA, we are committed to protecting the environment and fostering sustainable development as an integral part of our vision to redefine luxury hospitality. Guided by our values of Consciousness, Community, and Innovation, we take responsibility for minimizing our environmental impact and creating positive change for people and the planet.

Our Commitment

- Operate an Environmental Management System (EMS) in accordance with ISO 14001:2015, ensuring compliance with all applicable legal and regulatory requirements.
- Integrate environmental consciousness into all aspects of our operations, recognizing the interconnection between our business, local communities, and natural ecosystems.
- Prevent pollution, reduce waste, and manage resources efficiently, with a focus on energy conservation, water stewardship, circular waste practices, and biodiversity protection.
- Engage and support local communities and suppliers in responsible practices that safeguard Crete's unique natural and cultural heritage.
- Drive continuous improvement by setting measurable environmental objectives, monitoring performance, and reviewing progress annually.
- Foster open communication with our employees, guests, partners, and stakeholders, raising awareness and encouraging active participation in our environmental journey.
- Promote innovation in sustainability through the adoption of new technologies, nature-based solutions, and collaborations with academic and industry partners.

Our Values in Action

- **Consciousness** – We act responsibly and transparently, making mindful choices to reduce our footprint and protect natural resources for future generations.
- **Community** – We work with local producers, NGOs, and institutions to preserve landscapes, revive ancient Cretan seeds, and support initiatives such as PHĀEA Farmers, PHĀEA Roofs, and PHĀEA Plan Bee.
- **Innovation** – We embrace forward-thinking solutions in energy efficiency, waste reduction, water management, and sustainable design to lead regenerative hospitality.

Our Objectives

1. Reduce carbon emissions and energy consumption through efficiency measures, renewable energy, and continuous monitoring.
2. Enhance water stewardship, ensuring efficient use, conservation, and recycling where possible.
3. Promote circular economy practices, minimizing waste to landfill through reuse, recycling, and composting.
4. Protect biodiversity and natural heritage by cultivating organic gardens, supporting pollinator habitats, and integrating sustainable landscaping.
5. Raise environmental awareness among employees, guests, and partners through training, engagement, and responsible communication.
6. Review and improve annually to ensure our EMS remains effective, relevant, and aligned with PHĀEA's sustainability strategy.

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Our Responsibility

Every member of the PHĀEA family shares responsibility for protecting the environment. Together, we act with purpose and accountability to ensure that our hotels not only celebrate a timeless Greece but also help regenerate the natural and cultural landscapes that inspire us.

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

COO



Vasilis Minadakis

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