



Metaxa Hospitality Group

BIODIVERSITY POLICY

2026



Metaxa Hospitality Group

Biodiversity Policy

Metaxa Hospitality Group | Validation year 2026

Vision & Commitment

This policy applies to Metaxa Hospitality Group and covers the activities and services provided by the Group's hotel properties that interact directly or indirectly with biodiversity and ecosystems.

At Metaxa Hospitality Group, we recognize that our operations are closely connected to the health of local ecosystems and the conservation of biodiversity.

Biodiversity conservation is integrated into the operation and management of the Group's hotel properties. Our properties interact directly with the natural environment and the surrounding areas adjacent to their facilities.

The Group's approach to biodiversity conservation and enhancement takes into account the 2050 Goals and 2030 Targets of the Kunming-Montreal Global Biodiversity Framework, with an emphasis on preventing and reducing pressures on nature, protecting and restoring ecosystems, and integrating biodiversity considerations into the Group's business activities and relevant decision-making processes.

We recognize the strong connection between hospitality and nature: our hotel operations are located in destinations with distinctive natural and ecological characteristics, reinforcing our responsibility to protect and responsibly manage the natural environment.

Within this framework, we are committed to:

- protecting and supporting the conservation of local and endemic flora and fauna species
- taking local biodiversity into account in the design, maintenance, and operation of our facilities
- promoting responsible management practices for land, gardens, and agricultural areas, with the aim of protecting biodiversity, soil, and ecosystem functions
- limiting activities that may contribute to habitat degradation, biodiversity loss, or disturbance of significant natural features

The Group conducts surveys and records of flora, fauna, and other elements of natural interest within areas under its responsibility, with the aim of improving the understanding and monitoring of local biodiversity.

Strategic Approach

“Protection – Integration – Activation”

Within the framework of the Group’s strategy for the conservation and enhancement of local biodiversity, we adopt an approach based on three key areas:

Protection

The first and fundamental principle is the preventive protection of sensitive natural areas, particularly where these areas host endemic species or other features of high ecological value, or where they contribute to the regulation of the local microclimate.

Where feasible, the Group seeks to avoid activities that may place pressure on existing ecosystems and to implement appropriate mitigation or restoration measures where required.

Integration

A key pillar is the integration of local biodiversity considerations into the broader operation and management of hotel activities.

This includes the use of local or otherwise appropriate plant species in landscaped areas, the preservation of key landscape characteristics, the responsible management of gardens, and cooperation with relevant local bodies or specialized partners.

Activation

The adoption of practices that can enhance the functionality and connectivity of natural ecosystems is assessed and, where feasible, implemented.

Indicative measures include the creation and maintenance of biodiversity zones, the enhancement of suitable features for local fauna, soil protection, and the conservation of natural landscape elements.

Plant Protection Framework

Priority is given to the protection and enhancement of biodiversity through appropriate practices, including the reduction of chemical plant protection products and the planting of species that support soil health, pollinators, and the functioning of local ecosystems. Together, these measures form part of an integrated and responsible plant protection framework.

Within this framework, the systematic monitoring of populations of harmful organisms is pursued through sampling, recording, and repeated observations.

Particular importance is placed on protecting soil quality and fertility, reducing erosion, and applying organic regenerative agricultural practices. This is supported through the Group’s programs:

- [“Sustainable Hotel Farming”](#) and
- [“Regenerating Lassithi Plateau and Its People | Towards a Sustainable Food Destination”](#) .



Species & Natural Area Management

In the management of gardens and other green areas, preference is given to species that are suited to local climatic and ecological conditions and, where feasible, to the increased use of local and native species.

At the same time, the introduction of species that may display invasive characteristics and negatively affect local ecosystems is avoided or limited where possible.

Interventions in natural or semi-natural areas are designed to take into account potential impacts on species and ecosystem functions.

Monitoring & Indicators

The implementation of this policy is periodically evaluated through the monitoring of specific quantitative and qualitative indicators.

Indicators vary depending on the characteristics, geographical location, and monitoring capabilities of each hotel property. Indicative indicators include:

- number of recorded flora and fauna species, where relevant surveys are conducted
- area of green spaces planted with local or native species
- area of green roofs or other green infrastructure
- area or number of regenerative agriculture zones or other areas managed with the aim of enhancing biodiversity
- elimination of the use of chemical plant protection products
- data relating to on-site production and the application of organic or regenerative agricultural practices
- actions or initiatives for the protection and restoration of ecosystems and natural areas
- progress against relevant Group biodiversity targets and commitments, where established

Available data are used to monitor the Group's biodiversity performance, identify potential impacts and opportunities for improvement, and support the planning of relevant actions.

Training, Awareness & Stakeholder Engagement

Effective biodiversity protection requires both appropriate employee information and training and cooperation with the Group's key stakeholders. Within this framework, the Group seeks to strengthen knowledge, awareness, and participation in matters relating to biodiversity, ecosystems, and the conservation of the natural environment.

- **Employees:** Employees are informed and trained, according to their roles and responsibilities, on biodiversity, ecosystem protection, green area management, and maintaining soil health
- **Guests:** Guests are informed and made aware of the distinctive characteristics of the local natural environment through appropriate communication, organised activities, or experiential initiatives
- **Suppliers and business partners:** Suppliers and business partners are encouraged to adopt practices that limit potential negative impacts on nature, soil, and ecosystems



- **Local bodies, scientific partners, and communities:** Cooperation and knowledge-sharing are pursued through initiatives that can contribute to the protection, restoration, or enhancement of local biodiversity

Oversight

The implementation of the policy is monitored centrally by the Group's Sustainability Department and Management, in collaboration with the relevant Gardens Departments of the hotel properties and specialised partners where required.

Within this framework, available data are collected and assessed, relevant indicators are monitored, and progress in the implementation of the Policy and related actions is periodically reviewed.

The Policy is updated when new regulatory or scientific requirements arise, local environmental conditions change, new data become available through surveys or assessments, operational needs evolve, or new Group targets are established.

Any proposals for revision or amendment are reviewed by the relevant departments and the Group's Management and, where approved, are incorporated into the respective updated version of the Policy.

Emmanouil Borboudakis

COO

Metaxa Hospitality Group





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