



## Suppliers Code of Conduct

### 1. Introduction

At Amathus Beach Hotel, we provide exceptional service to our guests while upholding the highest standards of sustainability, ethics, and social responsibility. This Supplier Code of Conduct outlines the expectations and requirements for all suppliers who do business with us. By adhering to this code, our suppliers will contribute to our shared mission of promoting ethical business practices and minimizing environmental impact.

### 2. Scope

This Code of Conduct applies to all suppliers, vendors, contractors, and service providers who work with Amathus Beach Hotel. We expect our suppliers to communicate these standards to their employees, subcontractors, and supply chains to ensure alignment with our values.

### 3. Core Principles

Our Supplier Code of Conduct is based on the following core principles:

- **Ethical Business Conduct**
- **Human Rights and Fair Labour Practices**
- **Environmental Sustainability**
- **Health and Safety**
- **Legal and Regulatory Compliance**

### 4. Ethical Business Conduct

- **Integrity and Fairness:** Suppliers must conduct their business with the highest standards of integrity, honesty, and transparency. Any form of bribery, corruption, extortion, or fraud is strictly prohibited.
- **Confidentiality:** Suppliers must respect the confidentiality of all proprietary information shared by Amathus Beach Hotel, including guest data and sensitive business information. See our Suppliers Privacy Policy for more information available [here](#).
- **Fair Competition:** Suppliers are expected to uphold fair competition and comply with antitrust laws, avoiding any form of price-fixing, collusion, or market manipulation.

### 5. Human Rights and Fair Labor Practices



- **No Forced or Child Labor:** Suppliers must not engage in or support any form of forced, bonded, or involuntary labour, and must not employ children under the minimum legal working age.
- **Fair Wages and Working Hours:** Suppliers must provide fair wages and benefits that meet or exceed local minimum wage standards. Working hours, including overtime, must comply with local laws and be voluntary.
- **Diversity and Inclusion:** We encourage suppliers to promote diversity and inclusion in their workplaces, ensuring equal opportunities for all individuals regardless of race, gender, ethnicity, religion, sexual orientation, or other protected characteristics.
- **Safe and Respectful Work Environment:** Suppliers must provide a safe, healthy, and respectful workplace, free from harassment, discrimination, and abuse of any kind.

## 6. Environmental Sustainability

- **Resource Efficiency:** Suppliers should minimize the environmental impact of their operations by using resources efficiently, reducing waste, conserving water, and lowering energy consumption.
- **Sustainable Materials:** Suppliers are encouraged to use materials that are renewable, recyclable, and have low environmental impact. At Amathus, we prefer products and services that have been certified by recognized environmental standards (e.g., ISO14000, FSC, Fair Trade, Organic).
- **Waste Management:** Suppliers must actively minimize waste in their operations and have processes in place to reuse, recycle, and safely dispose of materials, including hazardous substances.
- **Climate Impact:** We expect suppliers to take action to reduce their greenhouse gas emissions and seek ways to lower their carbon footprint through innovation and energy-efficient practices.

## 7. Health and Safety

- **Safe Working Conditions:** Suppliers are responsible for ensuring a safe and healthy workplace for their employees. This includes providing proper training, maintaining safety equipment, and adhering to all local and international health and safety regulations.



- **Emergency Preparedness:** Suppliers must have emergency preparedness and response plans in place to address potential accidents, natural disasters, or other hazards that could affect their operations or workforce.

## **8. Legal and Regulatory Compliance**

- **Compliance with Laws:** Suppliers must comply with all applicable laws, regulations, and industry standards in the regions where they operate. This includes but is not limited to labour laws, environmental regulations, and anti-bribery laws.
- **Permits and Licenses:** Suppliers must hold all necessary licenses, permits, and certifications required for their operations.
- **Customs and Trade:** Suppliers must comply with all applicable import/export laws and regulations, including those governing the sourcing and distribution of goods.

## **9. Monitoring and Auditing**

Amathus Beach Hotel reserves the right to monitor and audit supplier practices to ensure compliance with this Code of Conduct. This may include site visits, document reviews, and interviews with employees. Suppliers must be willing to cooperate fully and transparently in such assessments.

## **10. Non-Compliance**

If a supplier is found to violate this Code of Conduct, Amathus Beach Hotel will engage in a remediation process to correct the issue. If the supplier fails to take corrective action or the violation is severe, the hotel reserves the right to terminate the business relationship.

## **11. Commitment to Continuous Improvement**

The hotel encourages all suppliers to continuously improve their environmental, social, and governance (ESG) practices. We will support our suppliers in adopting more sustainable and ethical practices through education, collaboration, and innovation.