

Sustainability Action Plan

DTS HELLAS ACTION PLAN 2024

DTS Incoming Hellas S.A.

Introduction

This action plan will be implemented in 2024 in order to increase our sustainability engagement and actions within our company

Overview

Action plan period: 18-05-2024 to 31-12-2024

Status overview: 18-05-2024

Criteria involved: 13

Criteria with all tasks completed: 2



Tasks involved: 21

Tasks completed: 2



Sustainability coordinator: Iraklis Basogiannis

Staff members involved: Elina Papadaki, Christianna Skouloudaki, Nikolaos Aspiotis, Antigoni Dimou, Konstantinos Koutsomanolis, Konstantinos Lenetis, Pelagia Makridaki, Kiriakos Mastrides, Despina Stylianou, Evita Tampaki, Irini Tioupala, Fotis Tzimogiannis, Nikolaos Valvis, Nikos Vynichakis,

Staff hours planned: 260

Financial resources planned: 1050 EUR

Action plan

0. Company characteristics

No tasks planned

1. Sustainability management & legal compliance

Social cooperation

	Responsible	Start / End	EUR	Hours
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1.4 Collaboration

A. Collaboration with external forum

- Research and find the most suitable option (external forum) for our business - Reach the respective requirements in order to get involved - Exchange initiatives and plan new actions

Iraklis Basogiannis;	01-07-2023 / 31-12-2023	0	0
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Baseline assessment

1.7 Overview partners/suppliers

A. Update and evaluate all partners and suppliers ✓
DTS will evaluate all partners and suppliers by mid 2024. DTS will have a system in place to identify the sustainability performance of the key supply chain businesses it works with, whether directly or indirectly.

Iraklis Basogiannis; Elina Papadaki;	22-12-2023 / 30-04-2024	0	12
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Policy

1.10 Communication

Nikolaos Aspiotis;	31-12-2023 /	0	0
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A. Promote policy ✓

Promote policy, add a link to the email signature

Iraklis
 Basogiannis;
 Antigoni Dimou;
 Konstantinos
 Koutsomanolis;
 Konstantinos
 Lenetis; Pelagia
 Makridaki;
 Kiriakos
 Mastrides; Elina
 Papadaki;
 Christianna
 Skouloudaki;
 Despina Stylianou;
 Evita Tampaki;
 Irimi Tioupala;
 Fotis
 Tzimogiannis;
 Nikolaos Valvis;
 Nikos Vynichakis;

31-12-2024

Action plan

1.11 Action plan

A. DER Foundation engagement

We aim to get engaged into DER Touristic Foundation and plan an activity with a local NGO or community regarding the safeguarding of environment and/or tradition. We have already created a list with possible NGOs in order to assess

Iraklis
 Basogiannis;

/
 16-09-2024

0 0

our options and select the best fit for us. We are focused on engaging to actions with our customers.

<p>B. Collaboration with NGO</p> <p>Collaboration with a local NGO on sustainability related issues. This will allow us to do some donations and actions</p>	<p>Christianna Skouloudaki; Iraklis Basogiannis; Elina Papadaki;</p>	<p>22-12-2023 / 31-12-2024</p>	<p>300</p>	<p>8</p>
<p>C. Public Reporting</p> <p>A public report is expected to be published mid of 2024 with the key achievements of 2023</p>	<p>Iraklis Basogiannis; Elina Papadaki;</p>	<p>22-12-2023 / 16-09-2024</p>	<p>150</p>	<p>100</p>
<p>D. Reduce energy for 2% for 2024</p> <p>We are aiming to reduce our energy consumptions by 2% compared to 2023. This will be done with the following actions 1. Training of all employees regarding energy management 2. Installation of LED where missing</p>	<p>Iraklis Basogiannis;</p>	<p>02-01-2024 / 31-12-2024</p>	<p>300</p>	<p>16</p>
<p>E. Continue monitoring energy and water</p> <p>We will continue monitoring energy and water in all locations</p>	<p>Iraklis Basogiannis;</p>	<p>02-01-2024 / 31-12-2024</p>	<p>0</p>	<p>12</p>
<p>F. Waste management Recycling Reduction of waste</p> <p>1. Reduce waste produced 2. Ensure that all waste is recycled 3. Train employees on recycling principles 3. Ensure that recycling facilities are available by the municipality in each area of operation</p>	<p>Nikolaos Aspiotis; Antigoni Dimou; Konstantinos Koutsomanolis; Konstantinos Lenetis; Pelagia Makridaki; Kiriakos Mastrides; Elina Papadaki;</p>	<p>02-01-2024 / 31-12-2024</p>	<p>0</p>	<p>12</p>

	Christianna Skouloudaki; Despina Stylianou; Evita Tampaki; Irimi Tioupala; Fotis Tzimogiannis; Nikolaos Valvis; Nikos Vynichakis; Iraklis Basogiannis;			
G. Travelife training	Nikolaos Aspiotis;	01-03-2024 /	0	90
Update the TRAVELIFE TRAINING to all members	Iraklis Basogiannis; Antigoni Dimou; Konstantinos Koutsomanolis; Konstantinos Lenetis; Pelagia Makridaki; Kiriakos Mastrides; Elina Papadaki; Christianna Skouloudaki; Despina Stylianou; Evita Tampaki; Irimi Tioupala; Fotis	31-03-2024		

<p>H. Health and safety training to all employees Provide training sessions for employees regarding Health and Safety</p>	<p>Tzimogiannis; Nikolaos Valvis; Nikos Vynichakis; Nikolaos Aspiotis; Iraklis Basogiannis; Antigoni Dimou; Konstantinos Koutsomanolis; Konstantinos Lenetis; Pelagia Makridaki; Kiriakos Mastrides; Elina Papadaki; Christianna Skouloudaki; Despina Stylianou; Evita Tampaki; Irimi Tioupala; Fotis Tzimogiannis; Nikolaos Valvis; Nikos Vynichakis;</p>	<p>01-03-2024 / 16-09-2024</p>	<p>300</p>	<p>3</p>
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Monitoring and evaluation

1.13 Monitoring and evaluation

<p>A. CO2 emissions</p> <p>We plan on starting monitoring our CO2 emissions produced by our electricity and services (transfers, offices) This includes Scope I and Scope II emissions.</p>	<p>Iraklis / Basogiannis;</p>	<p>31-12-2023</p>	<p>0</p>	<p>0</p>
<p>B. Keeping meeting notes</p> <p>As regularly arrange team calls with the sustainability committee and the destination managers in order to review the action plan implementation, we will keep internal notes and minutes</p>	<p>Iraklis Basogiannis; Elina Papadaki; Christianna Skouloudaki;</p>	<p>06-05-2024 / 31-12-2024</p>	<p>0</p>	<p>4</p>

1.14 Staff Communication

<p>A. Staff Communication</p> <p>We aim to inform the total of our employees for our sustainability progress via email and informative material on a regular basis. We have already informed them for the online awareness program. At least one training will be conducted annually.</p>	<p>Nikolaos Aspiotis; Iraklis Basogiannis; Antigoni Dimou; Konstantinos Koutsomanolis; Konstantinos Lenetis; Kiriakos Mastrides; Elina Papadaki; Christianna Skouloudaki; Irini Tioupala; Fotis Tzimogiannis; Nikolaos Valvis; Nikos Vynichakis;</p>	<p>01-12-2022 / 30-11-2024</p>	<p>0</p>	<p>0</p>
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External reporting and communication

1.16 Public reporting

A. Report 2022	Iraklis	/	0	0
We plan on sharing our sustainable actions and footprint as a sustainability report for the year 2022. We will include our energy and water consumptions, our trainings and initiatives for the year and our waste management techniques. Last but not least we plan on mentioning our goals for the year 2023	Basogiannis;	31-12-2024		

2. Internal management: social policy & human rights

Training and education

2.20 Health and safety

A. Training on Health and Safety for all employees		/	0	0
Provide training sessions for employees regarding Health and Safety		31-12-2023		

2.21 Personal development

A. Trainings - Personal Development		ongoing	0	0
We aim to provide further trainings to employees regarding personal development				

3. Internal management: environment and community relations

Water

3.19 Water reduction policy

A. Water Reduction Policy	Iraklis	01-01-2023 /	0	0
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We have been monitoring our water consumption and we aim to set new objectives on water reduction by the net year.

Basogiannis;

31-12-2023

Waste management

3.23 Waste reduction

A. Waste

We plan on monitoring all of our waste streams in our offices (paper, glass, organic etc) and finally understand our biggest waste type consumption.

Iraklis

Basogiannis;

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31-01-2024

0

0

Sustainability training and awareness raising

3.36 Staff environmental training and information

A. Staff training on sustainability

Staff to be trained for sustainability and Travlife

Iraklis

Basogiannis; Elina

Papadaki;

01-03-2024 /

16-09-2024

0

3

4. Inbound partner agencies

No tasks planned

5. Transport

No tasks planned

6. Accommodations

No tasks planned

7. Activities

7.4 Distribution of codes of conduct/guidelines for sensitive excursions or activities.

Iraklis

21-01-2024 /

0

0

A. Distribution of codes of conduct/guidelines for sensitive excursions or activities. Basogiannis; 31-12-2024

Distribute code of conduct with suppliers

8. Tour leaders, local representatives, and guides

No tasks planned

9. Destinations

No tasks planned

10. Customer communication and protection

No tasks planned