



— Recycle —



Loop project - National research  
**INTERVIEWS:** Entry # 64



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## SOTIRIS NEOPHYTIDIS

Hotel Employee  
at Five Stars Hotels in Limassol



Authorized by Sotiris Neophytidis,  
Hotel Employee at Five Stars Hotels  
in Limassol

### **He have studied in Higher Hotel Institute of Cyprus**

where I gained my diploma in Hotel and Catering Operations. Then he have graduated from University of Nicosia with the Bsc in Hospitality Management. Moreover he have a Master's degree in International Hospitality and Tourism Management graduating from the Cyprus University of Technology. He have over 15 years years of experience in the Hospitality industry, working as a Sommelier.

### **WHAT recycling activities do you undertake on a regular basis?**

In the hotels I was working in there was a waste audit in a thorough examination of the amount and type of waste produced, as well as the source of the waste. There was a daily schedule of recycling wine bottles, plastic and other materials that could be recycled. We were having metrics that allowed us to capture essential information throughout the entire process. The guests were recycling shampoo bottles, mouthwash containers, water bottles, newspapers or other items. Needless to say, we had to deal with various types and a large amount of waste.



Plastic waste  
photo by Nick Fewings on unsplash

In addition, the hotels that I have worked accept empty hotel shampoo conditioners, body wash, lotion, mouthwash and aftershave bottles. Once these items were collected, they were separated before they're molded into new recycled plastic products to be used for many different purposes. The Housekeeping staff captures recyclable amenities bottles and are helping with bigger recycling and diversion goals.

Other aspects of the recycling procedures we undertook were the recycling of worn-out towels, sheets, quilts, tablecloths, aprons and whatever non usable fabrics we accumulated. All these materials that were not in a suitable condition to be repaired were given for fabric processing to external partners.

Our recycling activities went beyond the usual ones. It was common to often repair many of the hotel's machinery, such as laundry machines, dish washers, refrigerators, ovens, elevators or water pumps.

A large amount of the repaired parts were sent to recycling centers abroad. There they either used any parts that could be used in any other way or they used the parts as scrap in order to use it as raw material for new stuff.

This principal also applied to the vehicles of the hotels. We recycled the repaired parts of the vehicles and further more we recycled the old tires which now is a common practice in many countries, as I recall.

Finally, we recycled the oil used in the kitchen and the motor oil used at our vehicles with the collaboration of a program for producing diesel from those used oils.



Light bulbs waste photo by John Cameron on unsplash



Recycling Cardboard photo by Alfonso Navarro on unsplash



# HOW DID YOU INTEGRATE

## knowledge or technological processes to encourage a better circularity of your work?

The managing team of the hotel urged the whole hotel staff to participate in practices involving aspects of the circular economy.

We encouraged our staff by establishing individual green teams or even a weekly staff meeting to educate and evaluate regarding the actions running until that point of time and of actions we needed to consider or could try in the hotel.

The main task of the green team was to check and audit the processes and the frequency of the recycling in our hotel and provide with improvement points on how we can do better. The experience earned by following these simple policies proved to be very useful when new staff personnel arrived to work in the hotel. Old staff members took up mentoring the newly arrived members, educating and helping them adjust and work with more efficiency towards our green goals!



Recycling bins photo by Roy Perez on unsplash

In many occasions selected staff members attended seminars about recycling and circular economy in general, seminars that were organized both by local or international authorities.

Another aspect towards integrating the knowledge or technological processes to encourage a better circularity at work was to acquire devices and appliances in order to separate and better manage the materials we had to recycle and send them for processing to recycling centers.



Green team photo by Jason Goodman on unsplash

For example, shampoo containers had of course first to be washed and then refilled. We noticed quite quickly that the time spend for this activity was way too much and had an impact on the hotel in terms of lost workhours but also on the workload of the hotel stuff appointed with this task.



Eventually we had to decide either to buy brand new shampoo packages and forgetting all about recycling, to commission this task to an external partner and pay them to refill the shampoo containers for us or to buy an apparatus to assist us with the shampoo container refilling. Needless to say, option three was the one which won both arguments in terms of circularity and economic benefit!



**WHAT  
INNOVATIVE  
FUTURE**

## **projects or objectives does it arise in relation to recycling and the potential that this has in its economic activity?**

The future projects that Cyprus hotels are planning in the sectors of the circular economy are the widest collaboration between them but also between them and local communities to promote and promote recycling awareness and routines for all partners involved.

For example, there are plans to create a recycling network involving as many hotels as possible. This recycling network would be able to recycle a greater amount of otherwise useless waste, making the recycling process more efficient, with less expense. Consequently, waste for the environment would be further reduced.

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Another example of a recycling network between hotels and local communities this time, in addition to the classic example cited above, would be to establish activities and actions to promote recycling routines among community members. With the assistance of simple outreach activities, such as the distribution of information brochures, we may be able to promote domestic activities recycle and thus reduce waste even more, as well as creating a culture of recycling for every citizen of the community and a model for future generations.



Creative lamps photo by Javier Graterol on unsplash

This planning will, of course, also include the various stores located throughout the community. In addition to recycling and waste reduction, stores could act as information beacons for the rest of the world the community but also for other visitors, such as tourists. Taking into account that tourism is the main economic source for Cyprus, these initiatives would have a positive impact beyond our borders!



Creative lamps photo by Javier Graterol on unsplash

Alongside the aforementioned ideas and plans, all interactive partners of these recycling networks can share any economic profits obtained from recycling procedures. Part of the profits will be donated to various non-profit organizations thus preserving their businesses and helping the less privileged. Another great idea is for hotels in the same area to work together for the recycling of low-volume services.

# RECYCLE

# QUESTIONNAIRE

## 1. What is the so-called “circular economy”?

A	B	C
53%	20%	27%

## 2. Do you believe that a more sustainable economic system can be equally productive than the current one?

A	B	C
30%	43%	27%

## 3. Which of these consumer choices have you decided to implement in the last 10 years to protect the environment?

A	B	C
27%	50%	23%

## 4. How will the so-called “circular economy” affect the job market?

A	B	C
14%	63%	23%

## 5. In your work, how many strategic choices related to sustainability have been made in the last 10 years?

A	B	C
10%	50%	40%

**6. Which of these 4 “Rs” is more important to ensure a better future for humanity?**

A	B	C	D
10%	23%	40%	27%

**7. Which of these 4 “Rs” is most present in your family’s daily life?**

A	B	C	D
13%	27%	43%	17%

**8. In your opinion, what link is there between technology and the “circular economy”?**

A	B	C
67%	23%	10%

**9. Do you think we will be able to change the way we consume so as not to affect the environment and its limited resources?**

A	B	C
20%	57%	23%

**10. Are you familiar with the UN 2030 Agenda or have you ever heard of SDGs?**

A	B	C
73%	20%	7%

## QUESTIONNAIRE



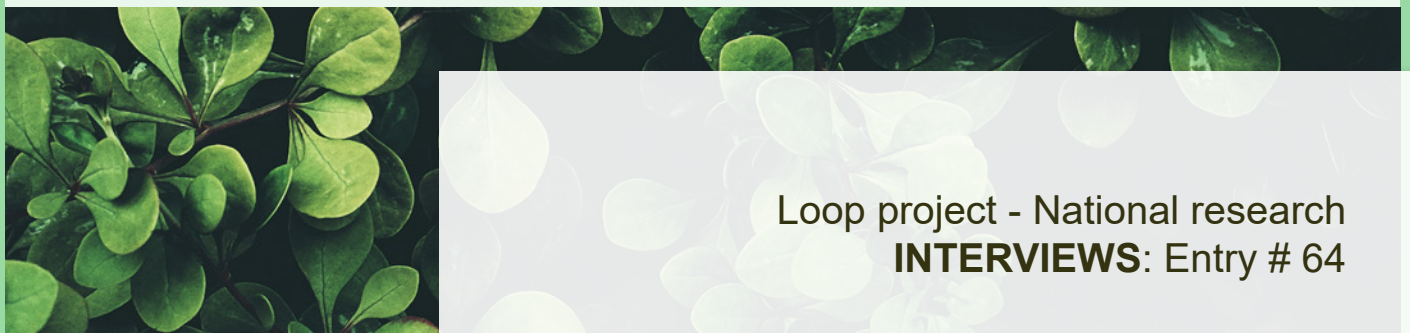
# QUESTIONNAIRE

**11. Do you think that the economy in the past was more sustainable than it is today?**

A	B	C
47%	27%	26%

**12. Which of these 3 statements do you consider the most true and important?**

A	B	C
26%	57%	17%



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