

Labranda Rocca Nettuno Report and Commitments

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Labranda Rocca Nettuno (Hispanitalia Hotels) strives to embrace sustainability elements into our business operation while delivering the best hospitality and services to our guests. We are proud to be certified by Travelife, an international company that recognizes the accommodation sustainability initiatives in the areas of environment, society and governance. The hotel continuously improves and develops new programs to enhance a positive environmental management, fair labour practices, human rights and community support. Through many impactful initiatives, we ensure that we treat our environment, people and community with respect and continuously find ways to improve the key indicators for the better future.

Please learn below more about our sustainability commitments, goals and progress.
Together we care!

Scope of application

This policy applies to all operations, from management to the executive level of our company. Staff, suppliers and partners are expected to fully comply with the objectives of this policy whenever possible, within the framework of applicable regulations.

The internal sustainability coordinator is responsible for implementing the company's sustainability policy.

Sustainability management and legal compliance

Commitment to sustainability

The leadership of Hispanitalia Hotels is fully committed to the company's sustainability performance and endorses the company's sustainability statement and policy.

We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate our progress. We are committed to communicating our sustainability performance by publishing an annual sustainability report.

Sustainability management and compliance with legal requirements

Hispanitalia Hotels is committed to continuous improvement in sustainability practices, including ongoing monitoring and evaluation of our sustainability policy, with dedicated staff and resources to achieve our sustainability goals.

Hispanitalia Hotels follows all local, regional, national and international regulations regarding human resources, human rights, children's rights, land rights, environmental management,



wildlife and land use. We follow a strict Code of Ethics, which includes a zero-tolerance policy for corruption, bribery, forced labor and discrimination.

Internal management: social policy and human rights

Employees

- We understand that our employees are our most important resource for providing impeccable guest experiences for our customers. Therefore, we maintain a clear human resources policy to ensure :
 - Legal compliance in all aspects
 - A safe, healthy and welcoming workplace
 - Fair contract terms, including fair compensation
 - Training opportunities, including trainings on issues of sustainability, sexual harassment, and exploitation in the workplace and industry.
 - Participation in sustainability planning activities
 - Inclusion and equal opportunity for all employees, particularly in compensation, promotion, benefit distribution, and professional development opportunities.

In addition:

- Hispanitalia Hotels is committed to monitoring the application and compliance with the human rights policy and code of conduct within its corporate boundaries, promoting the principles to its business partners and suppliers
- Hispanitalia Hotels is committed to the principle of fair and equal pay for similar work of equal value for all of its employees and contractors, regardless of sex/gender, race, national origin, marital status, age, and religion.
- Hispanitalia Hotels is committed to a zero-tolerance policy toward acts of corruption, bribery, discrimination, and violation of human rights, including forced labor, human trafficking, and all children's rights.
- Hispanitalia Hotels also expects this commitment from all partners and suppliers.

Internal management: environment

Environmental management of operations

- We strive to maintain the direct footprint of our operations as much as possible and actively follow the principles of circularity/the 5Rs (reject, reduce, reuse, recycle)/sustainability/environmental sustainability. We have implemented the following measures:
 - Follow all local and national environmental law regulations
 - Measure, monitor and evaluate the use of all raw materials and products purchased, especially in terms of water, waste, energy and carbon.
 - Buy supplies locally, seasonally, fair trade, in bulk, with limited packaging and sustainability certification when possible.
 - Print only as strictly necessary, and if printing, always print double-sided. Paper should always be FSC certified or equivalent, with preference given to the highest percentage of post-consumer materials.

- Digitization of all documents (operational, administrative, management)
- Energy-saving measures in all common areas
- All equipment and lighting are energy efficient and are turned off/unplugged/sleep mode when not in use.
- Water-saving measures have been taken in all common areas and restrooms, including filters for drinking fountains.
- Waste is separated into the following categories: [plastic, organic, paper products, hazardous] and is properly disposed of by the City of Tropea.
- Hispanitalia Hotels aims at reducing single use plastic by 25% by the year 2025.
- Hispanitalia Hotels aims at reducing water consumption by 25% by the year 2025.

Managing carbon emissions from operations

- Hispanitalia Hotels is committed to reducing its carbon footprint:
 - Monitoring and measuring the carbon footprint with the goal of reducing as much as possible and offsetting the remaining amounts.
 - Make it easier for employees to limit their carbon footprint by using environmentally friendly modes of transportation.
 - Installation of energy-efficient equipment and appliances [where possible].
 - Hispanitalia Hotels aims at reducing greenhouse emissions from water, waste and water by 35% by the year 2028.
 - Hispanitalia Hotels aims at reducing the purchase of red meat by 15% in 2024.

General supplier policy

- Hispanitalia Hotels is committed to sourcing products and services responsibly, avoiding harmful impacts on society, culture and nature as much as possible. We expect the same level of commitment and dedication from our suppliers.
- Hispanitalia Hotels prefers to work with partners who share the company's commitment to sustainability. This means that we prefer partners who have a written sustainability statement as part of their corporate program and/or a clear sustainability policy.
- Hispanitalia Hotels prefers to work with suppliers who use local and seasonal products and services and who benefit the local community by hiring locally and fairly and providing fair working conditions.
- Whenever possible, Hispanitalia Hotels prefers to select partner companies that comply with tourism-specific, internationally recognized certifications (GSTC accredited) or other sustainability certifications.
- Hispanitalia Hotels expects its suppliers to adhere to a Code of Conduct that includes the following responsible business practices:
 - Compliance with all local, regional, national and international regulations.
 - Respect all human rights, including the rights of workers, children and women
 - Commit to fair working conditions
 - Follow anti-corruption, anti-bribery, anti-extortion and anti-discrimination policies
 - Protecting children from (sexual) exploitation through tourism

- Protect the environment and natural resources
- Acting in the interest of local communities
- Applying a zero-tolerance policy, Hispanitalia Hotels will immediately terminate any relationship with suppliers who violate the Code of Conduct for Business partners, particularly through acts of corruption, discrimination and violation of human rights.
- Hispanitalia Hotels raises awareness among its suppliers to adopt sound social and environmental practices to minimize their carbon footprint.
- Hispanitalia Hotels actively collaborates with suppliers to improve their sustainability performance. We encourage our suppliers to continuously learn about sustainability and provide/support this learning whenever possible.
- Hispanitalia Hotels maintains open lines of communication with its suppliers and partners and encourages feedback from its stakeholders at any time and on any topic, particularly sustainability.

Safeguarding minors

Hispanitalia Hotels vigorously and tenaciously rejects any kind of mistreatment and any kind of instigation, promotion, or facilitation of the exploitation of child prostitution and persons with disabilities.

To this end, Hispanitalia Hotels takes all possible measures and precautions at its disposal to avoid such conduct and prevent the hotel business from being used for the purpose of exploiting Minors.

Hispanitalia Hotels is committed to:

- Raise awareness: we are committed to ensuring that staff, their representatives, and staff of Partner organizations are aware of issues related to sexual abuse and exploitation and the risks to children associated with them.
- Prevent: we are committed to ensuring that staff, their representatives, and staff of Partner organizations minimize risks in order to prevent possible harm on minors. An environment should be created in which the rights of children are always protected and possible abuse prevented.
- Reporting: we are committed to ensuring that staff, their representatives, and staff of Partner organizations are clear about when to report suspected possible abuse and what action to take.
- Respond: we are committed to ensuring effective intervention in response to every report of abuse by supporting, protecting and safeguarding the child involved.
- Comply with the United Nations Convention on the Rights of the Child and current and future national and community laws on children's rights.
- Personnel whose job description has direct and continuous contact with Children must submit copies of criminal records for any convictions related to child abuse or other relevant crimes as stipulated by law.

Preservation of biodiversity

Hispanitalia Hotels is committed to reducing the environmental impact of its operations and value chain and to supporting nature-based and sustainable negative emission technologies.



Hispanitalia Hotels is constantly striving to improve its environmental behavior, with actions to conserve energy and water, reduce waste production, consume responsibly, manage the facility while respecting the surrounding environment, involve staff and customers in environmental management, and support local development and land conservation by supporting the best local products.

By implementing the Green Room Policy we are limiting excessive use of detergent, water and energy: our guests can make their own contribution by choosing to request linen changes only when necessary.

We also recommend taking out the electronic key once you leave the room to turn off the lights and air conditioner, thus contributing to energy savings.

Sensors on the balcony window frames also prevent the use of air conditioning if the window is open.

Destination

Contribution to local communities/local economic network and Environmental management

- Hispanitalia Hotels is proud to be an integral part of the wealth generation chain in the place where it operates, respecting the culture of local people and supporting the local economy.
- Hispanitalia Hotels is committed to contributing positively and safeguarding the environment in the destination in which it operates, through:
- Collaborate with other local tourism stakeholders (including local government and other tourism enterprises) to promote sustainable tourism development of the destination.
- Ensuring that natural resources remain intact
- Educating guests on the principles of responsible travel and responsible visitor behavior.

Communication and customer protection

Privacy

The protection of our customers and employees is our priority. Therefore, we maintain a clear privacy policy to ensure:

- Legal compliance in all areas.
- The protection of customer and employee data
- That clients and collaborators know how their information is being used

Marketing and communication

- Hispanitalia Hotels is committed to being truthful in every situation and at all times. We offer products and services that do what we state in our communications.
- We honor explicit and implicit commitments and promises.
- We oppose greenwashing and stand behind our sustainability claims 100%.
- We strive to be inclusive and representative in our marketing and always take into account cultural, religious and ethnic sensitivities.



Sustainability communication

Customers are informed about the social and environmental impact of their trip and are educated about the sustainable choices they can make, including through transparent communication.

Customer experience

Hispanitalia Hotels wants all customer experiences to be positive and follows strict health and safety, marketing and excursion policies to ensure customer satisfaction. These policies cover specific topics of:

- Health and Safety
- Emergency procedures
- Privacy
- Greenhouse gas emissions and offsetting
- Sexual exploitation Children in tourism.
- Satisfaction and complaints

Hispanitalia Hotels maintains open lines of communication with its customers and encourages feedback at any time and on any topic, especially sustainability.

In 2024/2025 we are implementing a number of new initiatives throughout our operation to help us achieve our 2028 greenhouse gas emissions goal. We encourage our valued guests, staff and visitors to support us by following the reminders we have provided throughout the hotel about saving water and energy, as well as minimizing waste

We are committed to reducing our greenhouse gas emissions and to protecting and supporting biodiversity. As part of that commitment, in 2024 we set ourselves a target of reducing our greenhouse gas emissions from energy, water and waste by 35% before the end of 2028.

Contact / Responsible

All staff are responsible for compliance with and enforcement of this policy.

All staff are responsible for promoting and implementing this sustainability policy within their departments.



Our progress towards our sustainability goals:

We have made significant progress in reducing the carbon footprint associated with guest stays. By implementing sustainable practices, optimizing energy usage, and promoting eco-friendly choices, we successfully lowered the average CO₂ emissions associated with each guest night from 2022 to 2023 by 34%.

In line with our commitment to continuous improvement, we welcome feedback from our guests, community, and talents concerning our ongoing efforts to enhance our environmental and social impact, including suggestions about how we can improve. Please feel free to share your comments and ideas with us by emailing info.roccanettunotropea@labranda.com

Hispanitalia Hotels is committed to achieve our sustainability commitments and goals, while inviting you to support us in realizing them.

Signature

Giovanni Imperato – C.E.O.

Date:

