



VILLA D'ESTE®
LAGO DI COMO

Sustainability Management Plan



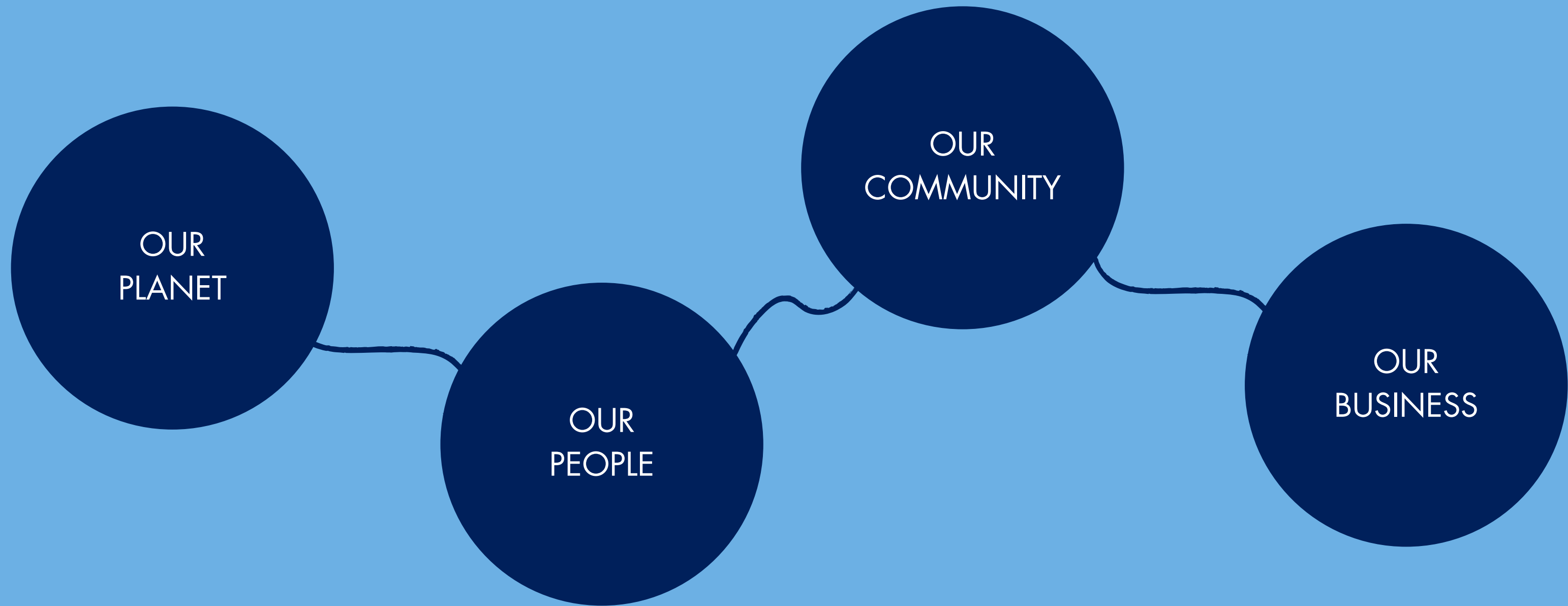


Villa d'Este sustainability strategy

Villa d'Este's sustainability strategy is the blueprint of an ongoing process to develop and enhance people, culture and the planet.

The strategy is designed to reinforce this commitment with ambitious targets.

Moving forward with purpose



OUR PLANET

**We are committed to shaping our operations
to reduce our footprint**

Mitigate our impact on climate change

Preserve the ecosystems

Embrace circular thinking





OUR PEOPLE

**We are committed to an inclusive, creative
and fair workplace**

Champion diversity and promote inclusion

Foster creativity and preserve expertise

Ensure wellbeing and a fair workplace

OUR COMMUNITY

**We are committed to sharing our values
and building a sustainable society**

Contribute to the cultural debate

Further sustainability literacy

Inspire scientific evolution

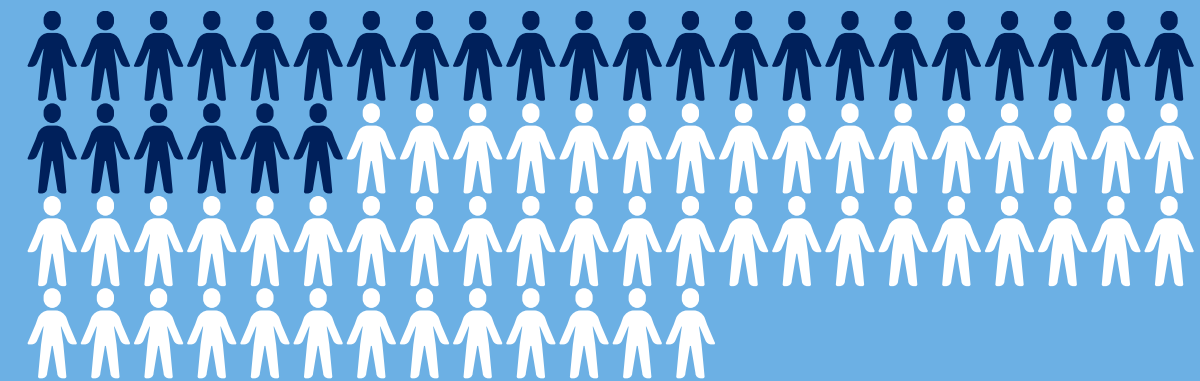




OUR BUSINESS

**We are committed to acting with integrity, honesty
and without prejudice at all times**

We constantly strive to improve and develop
our sustainable business initiatives



**WORK TOGHETER
TO ACHIEVE OUR PILLARS**

PARTNERSHIPS



Clean the World Global®

2023 initiatives

Digital Newspaper – Introduced Press Reader
Transitioned to digital newspapers to reduce paper waste

Staff Canteen Suggestios Box
Encouraged employee input for sustainable practices in our staff canteen

Used Oils Recycled into Biofuel
Implemented a program to recycle used oils, contributing to the production of biofuel

Bedroom Linen & Towel Green Program
Implemented a program to promote sustainable practices in the use and laundering of bedroom linen and towels

Reduced PET Bottles by 44% vs 2022
Reduced the use of PET bottles, contributing to a significant decrease in plastic waste

Glass Bottled Water throughout Guest's Rooms, Bars & Restaurants
Transitioned to glass bottled to reduce single-use plastic in guest areas

Electric Company Cars
Incorporated electric cars into our company fleet to reduce carbon emissions

Electric Boats
Utilized electric boats to further decrease our carbon footprint

Support Local Community Initiatives
Actively participated in and supported various local community sustainability initiatives

2024 initiatives

Green Globe Sustainability Accreditation

Achieved the Green Globe Sustainability Accreditation, showcasing our commitment to sustainable practices

Sustainability Training Programs

Implemented comprehensive training programs to educate our staff about sustainable practices

Partnership with Clean the World.org

Established a partnership with Clean the World.org to contribute to global hygiene and waste reduction efforts

E-bicycles for Guest Use

Introduced e-bicycles for guest use, promoting eco-friendly transportation options

No PET Bottles Policy in 2024

Phased out PET bottles entirely, adopting aluminum packaging and water dispensers

No Plastic for In-room Bathroom Amenities

Eliminated plastic in-room bathroom amenities, transitioning to sustainable aluminum alternatives

2025

Elimination of single-use plastic

Research reusable alternatives for items such as water bottles and shopping bags, and prefer products packaged in more sustainable materials.

Share information about the problem of disposable plastic with colleagues to increase awareness about the importance of reducing the use of plastic.



*We are proud to share these accomplishments
and look forward to continually improving our sustainability efforts.*

*Together, we can make a positive impact on the environment
and contribute to a greener, more sustainable future.*



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