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SUSTAINABILITY POLICY

ALMAR LIDO, JESOLO

1. INTRODUCTION

Almar Lido, in Jesolo, a reference facility in the luxury segment of the HNH Hospitality S.p.A. group, integrates the principles of sustainability into its strategy and daily operations. Consistent with what is outlined in the HNH Hospitality Sustainability Report, the Resort considers sustainability a central element for long-term value creation, risk management, and the strengthening of competitiveness.

The adopted approach is based on the integration of environmental, social, and governance (ESG) factors into decision-making and operational processes, with the aim of promoting a responsible hospitality model capable of combining service excellence, guest well-being, and respect for the local area.

2. STRATEGIC APPROACH TO SUSTAINABILITY

For Almar Lido, sustainability does not represent a set of isolated initiatives, but a structured system that involves all corporate functions. The Resort adopts an approach oriented towards continuous improvement, based on:

- monitoring performance through KPIs
- integration of ESG risk management
- involvement of management and people
- alignment with sustainable development goals (SDGs)

3. ENVIRONMENTAL DIMENSION

3.1 Energy efficiency

The Resort constantly monitors energy consumption, adopting technological solutions to improve the efficiency of the systems, including LED lighting, microclimate regulation systems, and scheduled maintenance.

3.2 Water resource management

Particular attention is paid to water consumption, considering the coastal context. Measures are implemented to reduce waste and optimize water use.

3.3 Waste management

The Resort promotes the reduction of waste and the progressive elimination of single-use plastics, encouraging circular economy practices.

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4. SOCIAL DIMENSION

4.1 People

The well-being of collaborators is central: training, workplace safety, and skills development represent strategic priorities.

4.2 Guests

The guest experience integrates elements of sustainability, encouraging conscious behavior during the stay.

4.3 Territory

The Resort enhances the Jesolo area through collaborations with local suppliers and the promotion of local excellence.

5. GOVERNANCE

Sustainability is integrated into governance through:

- compliance with the Code of Ethics and Model 231
- ESG criteria in supplier selection
- continuous risk monitoring

6. OBJECTIVES

In line with HNH Hospitality:

- reduction of energy consumption
- reduction of water consumption
- improvement of operational efficiency

7. CONCLUSIONS

Almar Lido confirms its commitment to a sustainable hospitality model, contributing to the creation of value for stakeholders and the territory.