

NATURAL RESOURCES AND ENERGY SOURCES MANAGEMENT



WATER

At Vivosa Apulia Resort the main areas of use of the water resource are:

- **The rooms:** the water used for personal hygiene comes from the public network of the Apulian Aqueduct, while the water used for flushing comes from the company purifier. Indeed, water is reused several times thanks to the efficiency of the purifier.
- **The pools** are filled with water from the public network of the Apulian Aqueduct. The wastewater from the swimming pools is sent to the company purifier, dechlorinated and used for toilet flushing, irrigation, and sub-irrigation.
- **The kitchen,** where only water from the public network of the Apulian Aqueduct is used, as required by current food regulations.
- **Green spaces:** water from the company purifier is used to sustain the plants that make up the gardens and the wooded areas during dry summer days.

The objective to reduce water consumption by 2.0% in 2021 has been achieved.

In fact, the consumption per night-guest was 111.4 litres with a total saving compared to 2020 of over **530,064 litres**.

The factors that determined this result were:

- The use of jet breakers on taps
- Continuous maintenance of water systems and swimming pools in order to reduce losses
- The optimization of consumption of dish washing equipment

For 2022, the reduction of water consumption aims at a further reduction of 1% compared to the previous year.

This achievement will continue to improve as a result of:

- Increased water consumption efficiency experimented on 50% of the rooms, through the reuse of purified water for flushing.
- Decreased consumption required by green areas becoming mature, thanks also to the use of humidity sensors in the soil that allow to irrigate only when actually needed, and always at night.

- The accumulation of rainwater during the rainy months, to be used for irrigation and firefighting.
- Increased customer awareness to the reduction of daily laundry requirements to a non-daily basis.

NATURAL RESOURCES AND ENERGY MANAGEMENT TABLE

RESOURCE	2021 % REDUCTION	YEAR 2021 LITRES/NIGHT GUEST	2022 % PREDICTED REDUCTION	YEAR 2020 LITRES /NIGHT GUEST
WATER	-2%	111,4	-1,0%	110,3

WATER CONSUMPTION IMPROVEMENT PROGRAMME

OBJECTIVE	YEAR 2021 % SUBSTITUTION	YEAR 2022 % SUBSTITUTION
Reuse of purified water for flushing	+15% total 45%	+10% total 49,5%



ELECTRIC POWER

In 2021 the consumption of electric power was diminished to 20,25 Kw/h per guest/night, therefore **achieving the predicted objective of -10%**.

The reasons are to be found in the energy efficiency policy sought by the management of Vivosa Apulia Resort. In fact, in 2018 **photovoltaic panels** were installed on the shading canopies of all the internal parking areas, in order to achieve the macro-objective of reducing the consumption of electricity from fossil sources

This has made possible to make great strides towards our goals. As a matter of fact, the percentage of use of electricity from alternative sources has risen from the average value of 3,6% in the years from 2015 to 2017, to average increases of up to 15% per year for the years from 2018 to 2021.

For 2022, a 5% increase in the production of electricity from the photovoltaic system is expected.

From 2019 to 2021, the goal of installing further "Twilight" ignition devices to an additional 15% of the parking lights was achieved, with the aim of adapting in real time the degree of illumination to the natural brightness and reduce electricity consumption at the same time.

For this improvement action, in 2022 we foresee the installation of an additional 5% of the "Twilight" ignition devices, reaching thus 100% of the total.

NATURAL RESOURCES AND ENERGY MANAGEMENT TABLE

PARAMETER	2020 % REDUCTION	YEAR 2020 KWH/NIGHT GUEST	2021 % REDUCTION	YEAR 2021 KWH/NIGHT GUEST	2022 % PREDICTED REDUCTION	YEAR 2022 KWH/NIGHT GUEST
ELECTRIC POWER	-10%	22,05	-10%	20,25	-5%	19,24

ENERGY SOURCES CONSUMPTION IMPROVEMENT PROGRAMME

OBJECTIVE	YEAR 2020 % SUBSTITUTION	YEAR 2021 % SUBSTITUTION	YEAR 2022 % SUBSTITUTION
Installation of "Twilight ignition" devices in parking lots	+10% (%INSTALLATION) Total 90%	+5% (%INSTALLATION) total 95%	+5% (%INSTALLATION) total 100%
Electric power production Photovoltaic panels	+10% (%INCREMENT) total 45%	+5% (%INCREMENT) total 50%	+5% (%INCREMENT) total 55%



WASTE MANAGEMENT

In 2021, the waste produced by the activity of Vivosa Apulia Resort decreased by 3% as compared to 2020, therefore achieving the prefixed the target.

We went from 1.55 kg per guest-night in 2020 to 1.52 kg in 2021.

In 2022, a further 2% reduction in waste per guest-night is expected as compared to the previous year.

The target can be achieved thanks to the reduction in the use of beverages in plastic packaging as well as single-use plastic (Zero Plastic objective), and, therefore, owing to management's commitment to reduce the production of waste that cannot be recovered, recycled, or reused, and thus sent to landfills.

Management maintains the goal of purchasing foodstuffs capable of reducing waste and strengthening the ability to perform a fully sorted waste collection service.

All operators, thanks to targeted training courses, were made aware of how to carry out waste collection correctly and in a timelier manner.

WASTE MANAGEMENT TABLE

PARAMETER	2020 % REDUCTION	YEAR 2020 KG/NIGHT- GUEST	2020 % REDUCTION	YEAR 2021 KG/NIGHT- GUEST	2022 % FORESEEN REDUCTION	YEAR 2022 KG/NIGHT- GUEST
WASTE PRODUCED	-3%	1,55	- 2%	1,52	- 2%	1,49



CO₂ EMISSIONS

In 2018, thanks to the installation of a photovoltaic panel system on all the internal parking shelters, Vivosa Apulia Resort began its path of strong commitment to the reduction of CO2 emissions resulting from its activities.

Indeed, this has made it possible to make great strides in reducing CO2 emissions. The percentage of use of electricity from alternative sources in 2021 has increased up to 51% of the total consumption of Kw/h, approaching the set target thus reducing CO2 emissions by 24%. A 59% target has been set for 2022.

The factors that have allowed reaching this excellent milestone are:

- Reduction of consumption of fossils derived energy

- Increase of the production of energy from non-fossil sources by achieving 39% **self-produced power from the photovoltaic implant** as compared to the reached objective relating to the total use from renewable source of 51%

- Increase of use of suppliers with operational headquarters in the immediate vicinity of the Resort.

The average value of CO2 emissions in 2021 reached the target of 9.70 kg per night - guest!

In 2022, with the increase in the functionality of the photovoltaic system, the reduction of CO2 will allow a further reduction of 12% compared to 2019.

The commitment of management for 2022 will be to keep this trend of reduction of the average value of CO2 emissions constant compared to the ongoing year.

CO₂ EMISSIONS TABLE

PARAMETER	2020 % REDUCTION	YEAR 2020 KG/NIGHT GUEST	2021 % REDUCTION	YEAR 2021 KG/NIGHT GUEST	2022 % REDUCTION	YEAR 2022 KG/NIGHT GUEST
CO₂ EMISSIONS	- 12%	10,31	- 12%	9,07	- 10%	8,20

IMPROVEMENT PROGRAMME CO₂ EMISSIONS REDUCTION

OBJECTIVE	YEAR 2020 %	YEAR 2021 %	YEAR 2022 %
okm-Suppliers Selection	+10% totale 55%	+10% totale 65%	+10% totale 75%
Electric Power from renewable sources	Tot 47%	Tot prefixed 59% Tot. Achieved 51%	Tot 59%



SOCIAL SUSTAINABILITY

Vivosa Apulia Resort benefits from a strong collaboration with various associations committed to sustainability.

The resort organizes targeted training courses to sensitize all operators in the chain to the impact of their actions on the social, economic, and environmental ecosystem, as well as on training relating to the implementation and adoption of the principles of Circular Economy.

Furthermore, specific training courses related to sustainability policy and its application are organized for its employees in collaboration with experts and institutions.

Vivosa Apulia Resort supports the Local Church through donations and plans to extend it to other associations involved in the social sector.

Additionally, corporate hiring practices are geared towards achieving several sustainable goals. In fact, Vivosa Apulia Resort hires most of its employees from nearby towns to support the local economy.

In the year 2021, local employees living within 20 km from the resort were 70.1% compared to those employees who came from between 20 and 60 km away from the resort, which were 13.4%.

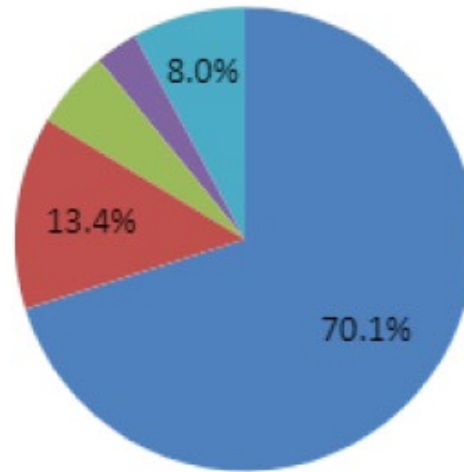
In the year 2022, local employees from within 20 km from the resort were 77.2% compared to employees who came from between 20 and 60 km away from the resort, which are 9.4%.

LOCAL ECONOMY SUPPORT IMPROVEMENT PROGRAMME

PARAMETER	INCREASE % 2021	YEAR 2021	INCREASE % 2021	YEAR 2022
Local Employees	0	70,1%	+10%	77,26%

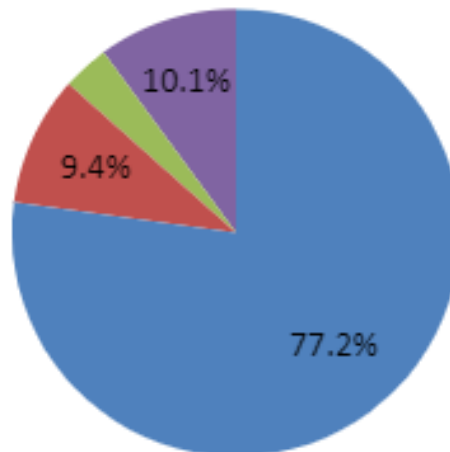
Provenienza 2021

- L=Locale entro 20 km ● P=Provincia tra 20km e 60km
● R=Regione tra 60km e 450km ● N=Nazione più di 450 ● EE= Estero



Provenienza 2022

- L=Locale entro 20 km ● P=Provincia tra 20km e 60km
● R=Regione tra 60km e 450km ● N=Nazione più di 450





ZERO MILES

Vivosa Apulia Resort has established a strong and fruitful collaboration with the local business community for the procurement of goods and services.

All local productions are preferred in order to support the local economy and reduce transport distances, and therefore the emission of CO2 into the air.

On the official site of the Vivosa Apulia resort and on VivosApp, on the "**VIVOSA SELECTION**" page, visibility is given to a selection of the most excellent companies in the Salento area (without any profit intentions) with a call to action on their e-commerce sites: <https://ecom.vivosaresort.com/it/content/6-vivosa-selection> ;

Moreover:

- During the "**SALENTO TRADITION AND CULTURE MARKET**" the same companies and other local companies are invited to propose, explain, and sell their products every week.
- Also, during the **TAILOR-MADE EXPERIENCES TO EXPLORE SALENTO** with local suppliers, we invite our guests to explore the wonders of our land: <https://www.vivosaresort.com/it/experiences>

In Vivosa Apulia Resort the "**ECOKIDS**" world works with local realities. The novelty of 2022 is the "PASTORI E CASARI" (shepherds and dairymen) laboratory with the Melissano-based farming activity "OLTRE KMo" <https://it-it.facebook.com/qquaioltreilkmo>

Additionally:

- the beekeeping experience with Melissano beekeepers.
- the experience of contact with farm animals with "LA FAZENDA" in Ruffano.
- the recycling workshop with a snack in the organic vegetable garden with bread and tomatoes to teach children "**playing by learning**".
- We give children an organic cotton t-shirt and a pencil that can be planted.

In the year 2021 Vivosa Apulia Resort chose to make 76% of purchases from suppliers of local goods and services, and for the remaining 24% from national suppliers. It is hoped to achieve an increase of 10% for the year 2022.

LOCAL ECONOMY SUPPORT IMPROVEMENT PROGRAMME

PARAMETER	INCREASE % 2021	YEAR 2021	INCREASE % 2021	YEAR 2022
Local Suppliers	0	70%	+10%	86%



GENDER EQUALITY

VIVOSA APULIA RESORT in its economic and social sustainability project adheres to the objectives of the 2030 Agenda regarding gender equality.

The company has set up procedures, information divulgation through the sustainability policy, and training for employees in order to protect personal integrity and put an end to all forms of discrimination against all female employees in the workplace.

It is planned to increase the full and effective female participation and equal leadership opportunities at every decision-making level within the resort's organizational structure. In the year 2021, the percentage of female staff was 46.8%, while in 2022 it increased to 49%.

GENDER EQUALITY SUPPORT IMPROVEMENT PROGRAMME

PARAMETER	INCREASE % 2021	YEAR 2021	INCREASE % 2021	YEAR 2022
Female Personnel	0	46,8%	+4,5%	49%

