



## CODE OF ETHICS

Albergo-Bar-Ristorante-Campeggio Casavecchia di Merli Giuliano & C. SNC

is committed to pursuing sustainability in all its forms. Since 1921, Casavecchia has welcomed guests and collaborators with a simple idea of hospitality: respect, authenticity, care for people, and love for the territory of Valle di Ledro.

We believe in sustainable tourism capable of enhancing nature, people's work, local culture, and human relationships. For this reason, our establishment has decided to adopt this Code of Ethics, which guides all company activities.

The principles set out below are inspired by the 10 Principles of the UN Global Compact.

## HUMAN RIGHTS

1. Our establishment respects human rights and employees are encouraged to report any concerns.
2. The exploitation of human beings in any form, and in particular sexual exploitation, especially involving children, is contrary to the fundamental objectives of tourism and represents its denial. Therefore, in accordance with international law, it is strictly condemned.
3. Our establishment rejects all forms of forced labour and the confiscation of employees' original identity documents or similar items. Workers are guaranteed freedom of movement.
4. Child labour is never permitted. The minimum working age is 16 years old, or 15 within school-work alternation programs. Employees under the age of 18 may not perform night shifts or dangerous or heavy work.
5. Our establishment guarantees that no employee shall be discriminated against or mistreated on the basis of gender, nationality, sexual identity, skin colour, ethnicity, religious belief, disability, or sexual orientation. Diversity and equal opportunities, including career advancement, are encouraged.
6. No one may be subjected to corporal punishment, unlawful deprivation of liberty, or physical, sexual, psychological, or verbal abuse.
7. Our establishment respects the freedom of association of all employees and their right to collective bargaining.

## **WORKING CONDITIONS**

1. A written contract is provided for every employee, regardless of whether the employment relationship is temporary or permanent.
2. All employees receive fair wages that ensure a reasonable standard of living, in compliance with current legislation and applicable contracts.
3. All employees receive a payslip indicating their salary, any legal deductions, and overtime compensation where applicable.
4. Working hours and rest periods comply with national legislation.
5. All employees are entitled to paid holidays, sick leave, and paid parental leave.
6. Our establishment creates a healthy, safe, and respectful working environment. Injuries and accidents are recorded, reduced, and prevented.
7. All employees have access to clean drinking water, sanitary facilities, and a separate area for meals.
8. Hazardous work is documented and our establishment provides employees with appropriate protective equipment.
9. Our establishment has adequate fire safety and evacuation procedures in place.
10. All products and services provided comply with legal standards regarding consumer health and safety.

## **ENVIRONMENT**

1. Our establishment is committed to reducing its environmental impact and protecting public health and safety.
2. Casavecchia promotes sustainable and responsible hospitality, enhancing the territory of Valle di Ledro, nature, local traditions, and respect for the environment.
3. The establishment undertakes an environmental sustainability program with measurable objectives aimed at improving environmental performance and public health and safety.
4. Our establishment promotes energy saving, waste reduction, responsible waste management, and conscious use of water resources.
5. Whenever possible, preference is given to local suppliers and partners who share principles of environmental and social sustainability.
6. Our establishment is committed to raising awareness among employees and guests regarding environmentally respectful behaviour and care for the local territory.

# ANTI-CORRUPTION

1. Corruption in all its forms, including but not limited to extortion, abuse of office, nepotism, fraud, and money laundering, is strictly prohibited.
2. No one may offer, promise, give, or accept, directly or indirectly, any payment, gift, or benefit in exchange for special treatment intended to favour a sale or obtain a personal or business advantage.
3. Our establishment rejects any form of support for criminal or mafia-related organisations and complies with anti-mafia legislation and preventive measures.
4. All potential conflicts of interest are avoided. Business decisions must not be influenced by personal relationships or interests.
5. Fair competition is respected.
6. Our establishment complies with anti-corruption laws and encourages the adoption and reporting of internal control measures.
7. Our establishment is committed to transparency and to ensuring accurate, regular, reliable, and relevant information regarding activities and business transactions.

Employees and guests are encouraged to report any concerns to management. Any incidents related to the situations described above will be handled in accordance with applicable laws.

This Code of Ethics represents Casavecchia's concrete commitment to responsible tourism, respectful of people, the local territory, and future generations.

I, the undersigned Giuliano Merli, acting as legal representative of ALBERGO-BAR-RISTORANTE-CAMPEGGIO CASAVECCHIA di Merli Giuliano & C. SNC, hereby APPROVE this Code of Ethics.

Date: 21/05/2026

Signature: Merli Giuliano