

sustainability manifesto



human
COMPANY

A natural choice.

The open air is the vital breath that has fuelled and fuels all our visions, together with the awareness that we must listen to Mother Nature and let it breathe.

Because in her breath, we all breathe.

And it is by leaving her space that we can find space to welcome and be welcomed.

We believe in an approach to development that makes use of the possibilities and strengths already present: in the environment, in society and in people.

Our deep commitment helps them to grow and thrive in a natural and vibrant way.

We are the Human Company and have been breathing the open air and in the open air since 1982. And we believe that the time for reconnection, participation and care is now.

Nature

We believe that the open air is the breath of life itself and that we must take care of Nature and allow it to breathe: this is our first pillar.



People

We strongly believe in People, in their responsible and creative growth by supporting their psycho-physical well-being: this is our second pillar.



Local communities

We believe in the enhancement of the area around us and in the regenerative participation of the local Communities that welcome us: this is our third pillar.

Our planet is the future.
People and communities
are the roots of our planet.
It is natural to defend, protect
and prosper both of them.
We at Human Company feel we
have a responsibility to act with
commitment while remaining
faithful to the principles and values
that have always guided us because
it is with respect and authenticity
that we feel involved and believe
we can play an active role towards
achieving these objectives.
For us, this means talking about
sustainability.



Goals and targets

Fight against climate change

- Inventory of Scopes 1 and 2 | 2024
- Sustainability Report | 2025



Biodiversity

- 100% villages offering nature activities related to the unique biodiversity of the site or to the local environment | 2027
- Porto Tolle Project: Conversion of an Enel Thermolectric Plant into an innovative eco-sustainable village | 2027
- Definition of the Environmental Policy | 2024



Responsible supply chain

- Implementation of a supplier evaluation system that assesses their sustainability practices | 2024
- Drafting of the Supplier Code of Conduct | 2024
- 50% local suppliers (100 km) at the operations level | 2026



Sustainable living

- Development of the Sustainable urbanisation guidelines | 2026
- 100% of mobile homes in Villages equipped with IOT systems to measure reduction in energy consumption | 2025



Responsible lifestyle

- Inclusion of sustainability courses in the company training catalogue | 2024
- 70% hybrid/electric cars | 2027
- Installation of 46 hybrid/electric car charging points | 2025



Well-being and inclusion

- Definition of the Diversity and Inclusion Policy | 2025
- Diversity and inclusion training | 2025
- Creation of a psychological support desk | 2024



Waste management

- Definition of the Waste Management Policy | 2026
- 100% of villages equipped with at least one reverse vending machine for cans and bottles | 2027



Water management

- Calculation of the water footprint | 2025



Welcoming is a natural choice.

We know this because we are the first guests in the places where we offer open-air hospitality, and every day we are committed to achieving spontaneous, respectful and harmonious growth of the connection between people and Nature.

It's a matter of respect.

That's why we choose to protect the natural landscape of the areas where our Sites are located, leaving it as intact as possible, so that it can be enjoyed as a place for relaxation and activities, with the least possible disruption and impact.

Hospitality is listening.

To listen you need to leave space. This is what we strive to do, in a way that nature is an ally and not a resource, continuing to forge ties and relationships with local companies and communities, creating a working environment that is based on listening, understanding, and belonging, where everyone is free to express their ideas and be themselves.

Brave by nature.

Our commitment to sustainability is about listening, supporting and respecting the people who, within the Human Company organisation, live in an inclusive and familiar environment and of whom we take care by spreading a culture of psycho-physical well-being that contributes to personal and professional development. **For local communities**, dedicating ourselves to getting to know their essence to understand their strengths and weaknesses, so that we can support and enhance their heritage and harmonious growth. **For Nature**, whose beauty we admire and respect, working so that it is no longer merely our appendage, but our ally, our home, improving the efficiency of our Sites and reducing the use of natural resources.

Being, part.

It's time to take an active part, be involved, and be present for a meaningful sustainability. Because we always want to remember and support what has fuelled our vision from the beginning, eliminating everything superfluous and multiplying senses and meanings. And to reiterate that thought means generation, reduction means growth, and acceptance means participation.

Doing is the difference.

Since 1982, we have been working with stakeholders to promote regenerative tourism that brings happiness, well-being and beauty through reconnection with nature. We have not stopped and will not stop, and we now take our steps in a more sedate - and weighted - manner because we are clear about the impact of each footprint. We also believe that any evolution is only truly sustainable when happiness, well-being and beauty are shared by all, protected at all times, and respected continuously.

In nature. Ours.

Open air hospitality is in our nature. We've always said it. Nature is in our open air hospitality. We are increasingly aware of this. And this is what drives us. Again and again.

