PALAZZETTO

MyVenice

BOUTIQUE HOTEL
AND RESTAURANT

SUSTAINABILITY REPORT

2025

ROMANTICA SRL
Venice

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I. LETTER TO STAKEHOLDERS

Dear Stakeholders,

Venice is a unique place, fragile and precious, that calls for a shared sense of responsibility in how it is experienced, portrayed and protected. As a boutique hotel deeply rooted in the city's cultural and social fabric, we feel a duty to contribute actively to a form of tourism that respects the environment, people and Venetian identity.

With this letter, we would like to share our journey towards producing the hotel's first **Sustainability Report** and our decision to pursue **certification under the GSTC (Global Sustainable Tourism Council) standards**, an international benchmark for sustainable tourism.

A long-term vision

For us, sustainability is a strategic vision that guides our daily decisions. We believe that excellence in hospitality must now embrace four fundamental dimensions, in line with the GSTC criteria:

- **Sustainable and transparent management**
- **Protection of the environment and natural resources**
- **Enhancement of cultural heritage**
- **Economic and social well-being of the local community**

Our actions

During 2025, we began a structured process of assessment and improvement, including:

- measuring and progressively reducing energy and water consumption;
- adopting practices to reduce waste and eliminate single-use plastics;
- carefully selecting local and responsible suppliers;
- promoting authentic experiences that respect the city's rhythms and traditions;

This Sustainability Report is a key tool for **reporting, listening and continuous improvement**, as well as an expression of our responsibility towards all of you.

A shared commitment

We know that change requires collective action. That is why we consider dialogue essential with:

- our guests, so they can play an active part in a responsible stay;
- our employees, the true heart of our hotel;
- our suppliers and partners, with whom we can build a more ethical supply chain;
- the local community and institutions, the guardians of Venice's future.

Your contribution, whether direct or indirect, is essential to making this journey credible, effective and lasting.

Looking ahead

The path towards GSTC certification marks the beginning of a structured commitment that can be verified over time. We undertake to monitor results, communicate them transparently and continually review our goals in response to new environmental and social challenges.

Thank you for your trust, support and attention. Together, we can contribute to a model of hospitality that protects Venice and preserves its soul for future generations.

Yours sincerely,

The Management

Palazzetto MyVenice
Romantica srl

10 April 2026, Venice

2. OUR APPROACH TO SUSTAINABILITY

2.1 INTRODUCTION AND REPORTING GUIDELINES

Palazzetto MyVenice is a boutique hotel in Venice's historic centre, owned by Romantica srl.

For our first Sustainability Report, we have chosen to base our reporting on the Basic and Comprehensive Modules of the VSME standard, the *Voluntary Sustainability Reporting Standard for non-listed SMEs*, covering micro, small and medium-sized enterprises, published by EFRAG in December 2024.

The purpose of this Report is to communicate our social, environmental and economic impacts to all stakeholders clearly and transparently, along with the commitments our organisation has made on the issues considered most relevant.

Palazzetto MyVenice is a young establishment, opened in February 2024 and officially inaugurated in July 2024. Our first year of operation was therefore a settling-in period, as not all areas of the hotel were immediately available to the public.

2025 marked the first year of relative operational stability: all the spaces and services planned by Management were finally completed and fully aligned with the project's expectations. This report therefore covers the 2025 financial year.

3. COMPANY PROFILE

3.1 WHO WE ARE

Set in one of Venice's most evocative corners, just steps from the Grand Canal, Palazzetto MyVenice Boutique Hotel occupies a historic 16th-century palazzo that preserves and reinterprets the city's authentic, timeless soul. Its ten exclusive rooms blend centuries of Venetian style with contemporary elegance, offering an intimate and refined stay.

MyVenice is more than a boutique hotel and restaurant: it is a complete hospitality concept. The brand was created to combine Venice's authentic charm with a modern, sophisticated approach to welcoming guests. At its heart is our desire to offer an immersive experience that evokes the magic of the lagoon city through distinctive spaces, highly personalised service and fine cuisine.

The MyVenice project grew from the idea of creating a recognisable and distinctive brand capable of extending the experience of a Venetian palazzo beyond the city itself. Celebrating craftsmanship, design and local culture is fundamental to the brand's identity. Elegance, comfort and attention to detail form a scalable hospitality model that tells a story of style, authenticity and respect for cultural heritage.

On 16 July 2024, we officially inaugurated Palazzetto MyVenice, the first step in a broader vision that brings the MyVenice brand to life: a project dedicated to celebrating the hospitality, style and authentic soul of the lagoon city. The inauguration marked the rebirth of a historic palazzo, transformed into an exclusive boutique hotel. In the heart of Dorsoduro, the Palazzetto combines the elegance of the past with contemporary comfort, embodying the brand's values, aesthetic and philosophy.

Sustainability informs every aspect of our design and management decisions: from improving energy efficiency and selecting furnishings to supporting local supply chains and putting people first. The boutique hotel thus embodies responsible hospitality, mindful of its impact on the local area, on people and on the future.

3.2 THE COMPANY

Registered office

NAME	Romantica
LEGAL FORM	Limited liability company
ATECO/NACE CODE	55.10.00 Hotels and similar accommodation
SOLE DIRECTOR	Eleonora Canella

Office	Address	City	Geographical coordinates
Registered and operating office	Sestiere Dorsoduro, 2785/786	Venice (VE)	45.433047, 12.325992

Our key figures

NUMBER OF EMPLOYEES IN 2025	**15**
NUMBER OF ROOMS	10
TURNOVER IN 2025	1,156,813
TOTAL GUEST NIGHTS IN 2025	4,643
AVERAGE LENGTH OF STAY	1.9 nights/person

3.3 THE PROPERTY

Rooms and suites

Palazzetto MyVenice Boutique Hotel has **ten rooms and suites**, each conceived as a contemporary reinterpretation of a Venetian noble residence.

The interiors retain original historic features, such as frescoed ceilings and exposed beams, while incorporating modern comforts and advanced technology.

The limited number of rooms ensures an intimate, personalised welcome. Each room is designed to offer guests a sense of well-being and harmony, with spacious bathrooms featuring waterfall showers or bathtubs, and smart controls that allow guests to adjust the lighting and atmosphere.

The restaurant

At the Palazzetto MyVenice Restaurant, tradition meets culinary innovation. The cuisine **celebrates Italian and Veneto produce**, with a particular focus on the quality of ingredients and a contemporary interpretation of tradition.

In summer, guests can enjoy both the welcoming restaurant dining room and the outdoor courtyard, a peaceful and beautiful setting overlooking a picturesque canal.

The Champagnerie

An exclusive setting defined by understated elegance and impeccable service, offering tastings that make each guest's experience even more distinctive.

The restaurant, the Champagnerie and the Piano Nobile are open both to hotel guests and to external visitors, strengthening our ties with the local community and the city's economy.

The ground-floor public areas and restaurant are easily accessible, including for people with reduced mobility. The property also has a lift and an accessible guest room with an en-suite bathroom.

3.4 EXPERIENCES, EVENTS AND CULTURAL ACTIVITIES

At MyVenice, our approach to hospitality extends beyond overnight stays, with themed experiences designed to explore Venetian and Italian culture, including:

- Culinary journeys and tastings
- Experiences celebrating craftsmanship, design and Italian style
- Experience packages for themed stays
- Private events and celebrations in historic settings

The Palazzetto's spaces also serve as venues for events, combining hospitality, dining and dedicated services.

3.5 DESIGN, CRAFTSMANSHIP AND MADE IN ITALY

A distinctive feature of the MyVenice project is its close attention to design and craftsmanship as expressions of local identity. The interiors evoke Venetian style through a choice of materials, colours and furnishings that draw on local traditions, reinterpreted in a contemporary way.

This vision is also reflected in Shop MyVenice, which offers an original, eclectic collection of objects and home accessories made exclusively for MyVenice by artisans and master glassmakers from Venice and the Veneto region.

Our ties to the local area also shine through in our food products, created to convey and celebrate the authentic flavours of Venice and Veneto.

3.6 OUR MISSION AND COMPANY VALUES

Our mission is to offer authentic, elegant and personalised hospitality that celebrates Venice's cultural identity and guests' well-being, with full respect for the environment, the local community and future generations.

Our vision is to become a benchmark for sustainable luxury hospitality in Venice, championing Made in Italy and demonstrating how responsible tourism can bring together quality, authenticity and responsibility.

We aim to contribute actively to protecting Venice's cultural and environmental heritage, progressively reducing our impacts and creating shared value for the local community. By involving guests, staff and stakeholders, we seek to promote a culture of respectful tourism that safeguards the city's uniqueness and strengthens its long-term resilience.

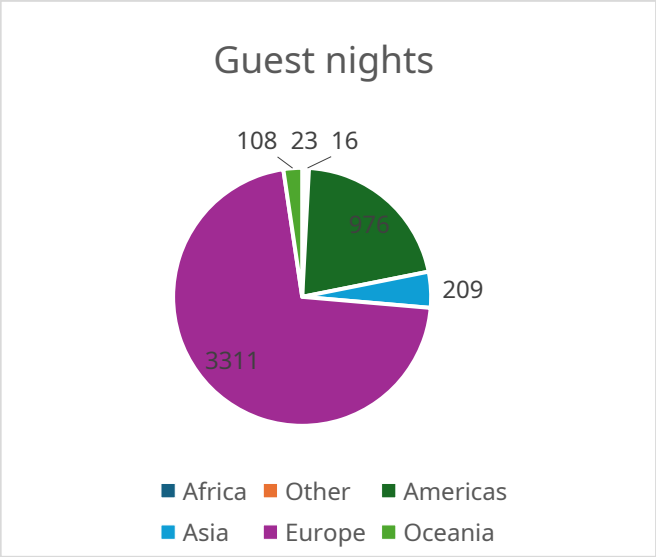
3.7 OUR GUESTS AND SUPPLIERS

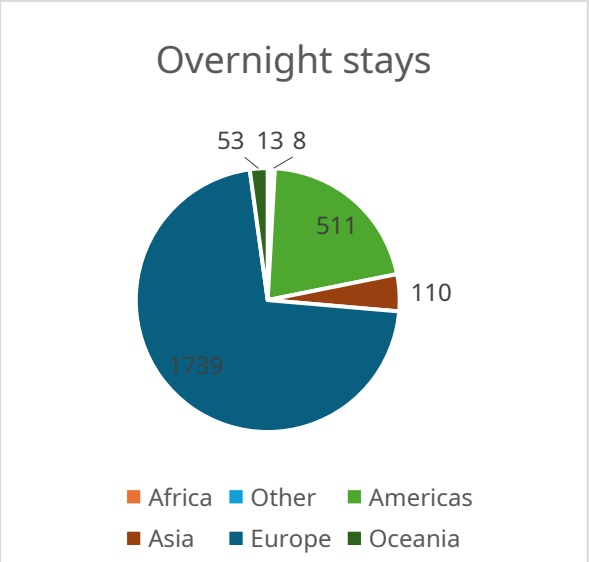
Our guests

Our guests are predominantly tourists visiting Venice, largely from international markets.

Guest statistics for 2025 are shown below:

Origin	Guest nights	Overnight stays	Average length of stay
Africa	23	13	1.77
Other	16	8	2.00
Americas	976	511	1.91
Asia	209	110	1.90
Europe	3,311	1,739	1.90
Oceania	108	53	2.04





Our suppliers

We see local suppliers as essential strategic partners in protecting and enhancing the Venetian area, and favour collaborations with businesses rooted in the local community. With this in mind, we began a process of dialogue and engagement through a questionnaire on sustainability and responsible tourism.

The questionnaire results revealed a **high level of awareness** among our suppliers of sustainability and sustainable tourism.

In most cases, this awareness translates into **concrete action**. The most common initiatives concern:

- responsible management of natural resources and waste reduction;
- energy efficiency and the use of renewable energy;
- water conservation;
- the use of recycled materials or materials with a low environmental impact.

Many suppliers also reported using sustainable materials in their products or services, including recycled, biodegradable and low-impact materials, and, in some cases, glass.

Despite their growing commitment, suppliers highlighted **difficulties** that hinder the wider adoption of sustainable practices. In particular, the use of sustainable materials is often constrained by high costs, limited product availability and concerns about quality.

Similar difficulties arise in promoting sustainable tourism, where the main barriers identified are costs, resistance to change and a lack of specific knowledge. Collaboration with local suppliers presents similar challenges, particularly in terms of costs and material availability.

Despite these challenges, suppliers are generally very willing to work with our hotel to promote sustainable tourism. Interest centres particularly on education and awareness initiatives, seen as essential to fostering lasting cultural and operational change, in line with the sustainability goals Palazzetto MyVenice intends to implement progressively.

Supplier sustainability

Questionnaire results

Awareness of sustainable tourism practices

75%
Fairly aware

25%
Very aware

Importance of sustainability in tourism

69%
Very important

31%
Fairly important

Sustainable practices implemented

81% of suppliers have adopted sustainability practices in full or in part

Main practices adopted

- Waste reduction
- Natural resource management
- Energy efficiency

- Renewable energy
- Water conservation
- Recycled materials

Main challenges

- High costs
- Product availability
- Material quality

- Resistance to change
- Lack of knowledge

3.8 ESG TOPICS AND THE 2030 AGENDA

Area	Material topic	SDGs
ENVIRONMENT	Energy and greenhouse gas emissions	
	Air, water and soil pollution and biodiversity	
	Water	
	Resource use, circular economy and waste management	
SOCIAL	Occupational health and safety	
	Employee development and protection	
	Social matters	
GOVERNANCE	Compliance and anti-corruption	

4. ENVIRONMENTAL SUSTAINABILITY

4.1 POLICIES, PRACTICES AND FUTURE INITIATIVES

In 2025, Palazzetto MyVenice began a structured sustainability programme aimed at adopting the GSTC standards for hotels, with the goal of achieving certification in 2026 by implementing an integrated management system that combines quality with environmental, social and economic sustainability.

The hotel also receives funding under Italy's National Recovery and Resilience Plan (PNRR), Mission 1, Component 3, Investment 4.2, supporting the cultural and tourism sectors and strengthening our contribution to the sustainable development of the local area.

In line with these commitments, we seek to promote responsible hospitality that supports local supply chains, Venetian culture and craftsmanship, directing our policies and future initiatives towards sustainable growth that benefits the wider community.

To improve the sustainability of our business, we have assessed our impacts and set short- and long-term goals:

Waste reduction: replacing single-use guest amenities with refillable dispensers	
Sourcing renewable energy and reducing consumption	
Promoting a culture of sustainability through staff training and encouraging more responsible behaviour among guests.	
Circular economy: implementing separate waste collection	

4.2 ENERGY AND GREENHOUSE GAS EMISSIONS

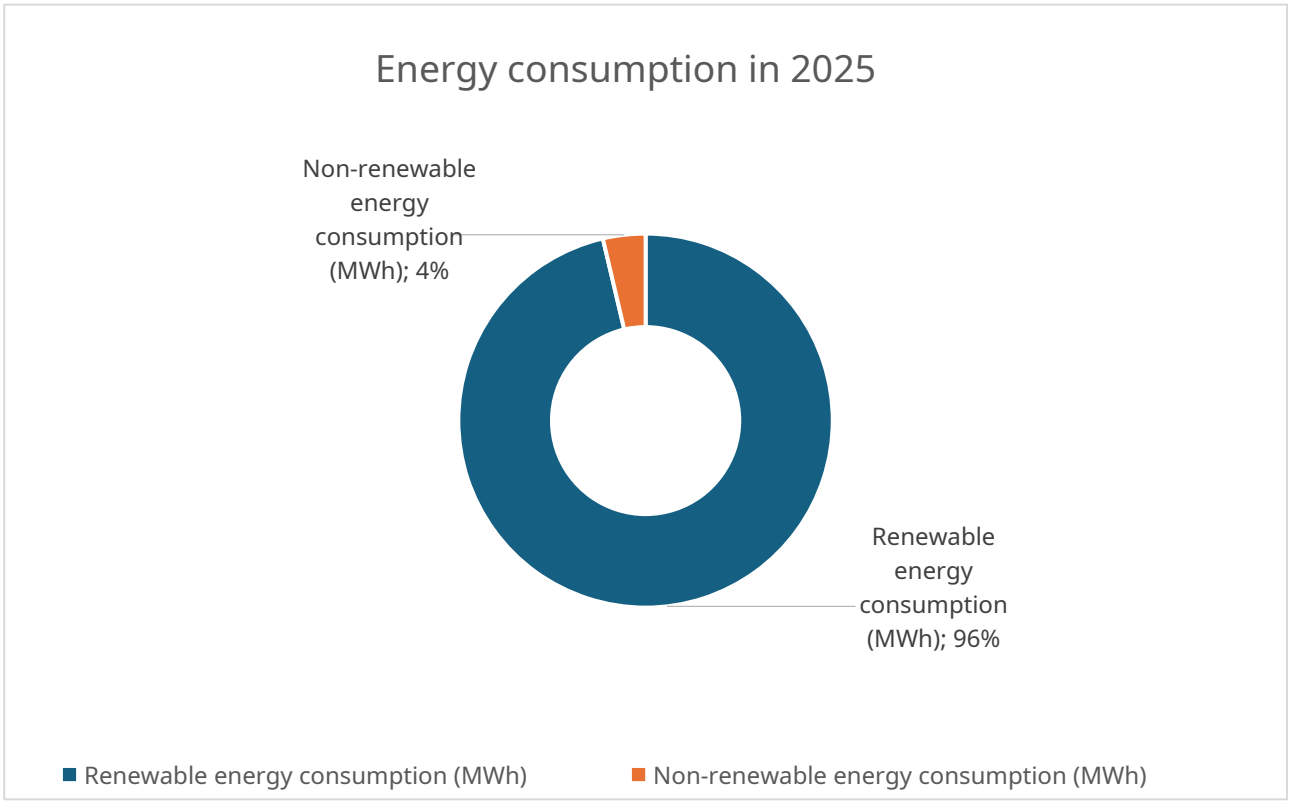
Energy

Palazzetto MyVenice's energy consumption can vary considerably throughout the year, depending on bookings and guest occupancy.

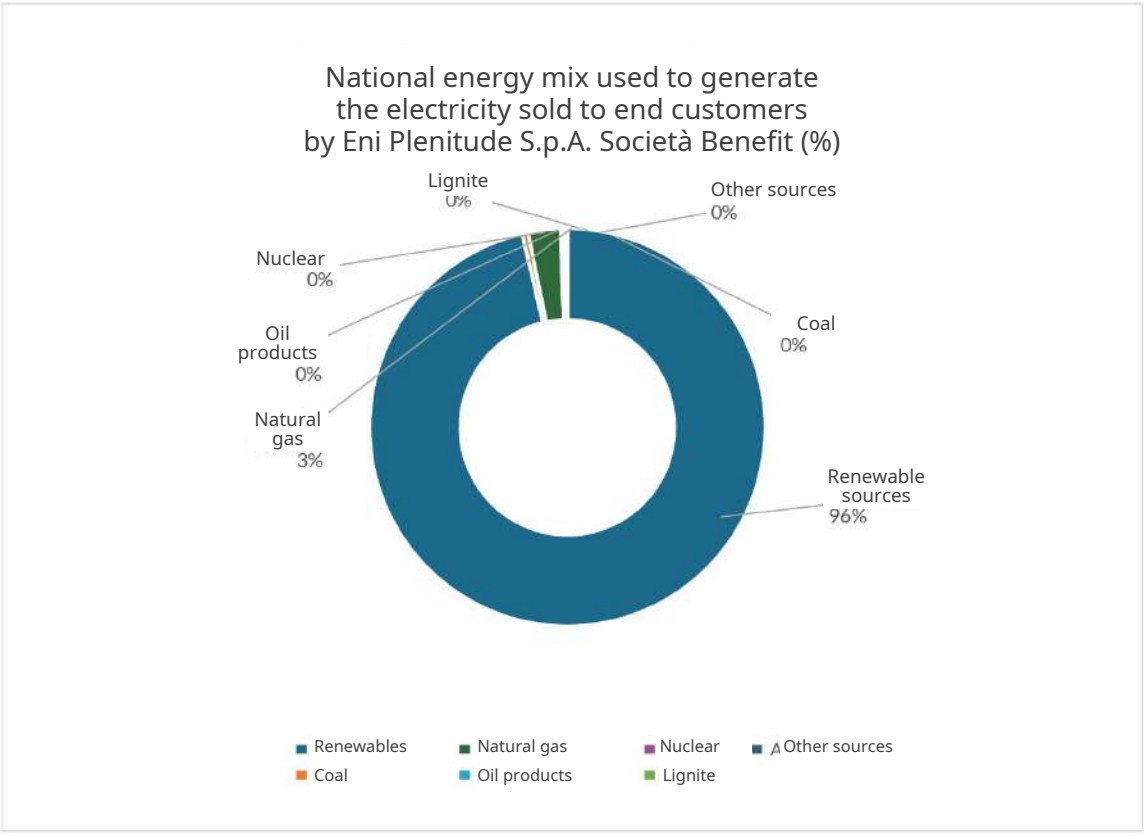
The main uses of energy are climate control (heating/cooling), domestic hot water production (DHW) and lighting.

Electricity consumption in 2025 is shown below:

	2025
Energy purchased and consumed (MWh)	5.2
Renewable energy consumption (MWh)	5.00968
Non-renewable energy consumption (MWh)	0.19032



Palazzetto MyVenice has signed an electricity supply contract certified through Guarantees of Origin as electricity generated from renewable sources and fed into the grid.



We have paid particular attention to electricity management throughout the property and in guest rooms. A smart building system provides efficient control of lighting and climate control. Guests can adjust these settings independently from their rooms, choosing whether to illuminate the entire room or only the areas they need.

When rooms are unoccupied, Reception remotely controls lighting, heating and air conditioning to avoid wasting energy.

The entire lighting system is managed through smart controls, ensuring that lights remain off when they are not needed. Reception or designated staff control unoccupied rooms and public areas.

Almost all lighting uses LED technology. The exceptions are two traditional Murano glass chandeliers in the corridors, which use energy-saving bulbs because LED bulbs are unsuitable. These chandeliers are switched on only in the evening.

Greenhouse gas emissions

Reporting greenhouse gas emissions is central to our commitment to responsible and sustainable operations. In a sensitive and unique setting such as Venice, with its outstanding environmental, cultural and landscape value, reducing environmental impacts is particularly significant for the hospitality sector.

In line with the main international guidelines, this report considers greenhouse gas emissions generated directly and indirectly by the hotel's operations, covering **Scope 1 and Scope 2** as defined by the *Greenhouse Gas Protocol*.

Scope 1 emissions are direct emissions from sources owned or controlled by the hotel, such as fuels used for heating and any on-site systems. **Scope 2 emissions** are indirect emissions associated with the generation of electricity purchased and consumed by the hotel, expressed in tonnes of CO2 equivalent.

Emissions were calculated as follows:

Scope 1: direct emissions from natural gas consumption for heating, using the *CO2 emission coefficients in the national UNFCCC inventory (average values for 2022-2024; Standard Parameters, ISPRA 2025 data).*

Scope 2: indirect emissions, calculated using an average emission factor (kg of CO2 emitted per kWh consumed) based on the national residual mix (*European Residual Mixes 2024, AIB - Association of Issuing Bodies*). The 2024 figure was used because 2025 data were not yet available.

Actual consumption monitored for 2025* is shown below:

FUEL CONSUMPTION			
Type	Use (heating/cooking)	Smc	MWh
Natural gas	Heating	1,044.00	9.715

	2025
Energy purchased and consumed (MWh)	5.2
Renewable energy consumption (MWh)	5.00968
Non-renewable energy consumption (MWh)	0.19032

	Greenhouse gas emissions (tCO2e) 2025
Scope 1	2.12
Scope 2	2.29

*Reporting period: 1 February 2025 - 31 January 2026

Palazzetto MyVenice aims to reduce consumption further in 2026 by engaging our staff and guests and raising their awareness.

4.3 AIR, WATER AND SOIL POLLUTION AND BIODIVERSITY

Our property was recently restored. During the works, all permits relating to its environmental management were requested from municipal and regional authorities, particularly for water withdrawal from the public supply, wastewater discharge and waste management.

Air

Palazzetto MyVenice does not generate significant air emissions, apart from those from its heating system, which is regularly cleaned, serviced and inspected.

Water and soil

In the unique urban setting of Venice's historic centre, water is the most sensitive and strategic environmental resource. A hotel within this system continually interacts with the canal network, the lagoon and the city's water supply and drainage networks, generating impacts that must be properly managed.

Our hotel does not discharge industrial wastewater: its wastewater comes solely from sanitary facilities. These discharges, which flow into the canals and ultimately the lagoon, are managed through a treatment system consisting of:

- Two Imhoff tanks, one for the restaurant and one for the hotel
- A grease trap for greywater

We do not use environmentally hazardous products on the premises, only standard surface-cleaning detergents, which we record and assess for potential hazards.

The concept of "soil" has a particular meaning in Venice, where buildings rest on historic foundations of timber piles driven into lagoon sediments. A hotel therefore has no direct impact on natural soil, but its use and maintenance can affect the subsoil and structural stability.

The main impacts relate to the weight of the building, renovation work and the management of technical systems. Poorly planned works may contribute to deterioration of historic foundations or alter the local hydrogeological balance, increasing the risk of subsidence or water ingress. For this reason, we entrusted restoration to specialist companies with a thorough understanding of Venice, capable of designing, planning and carrying out work in this particularly sensitive setting.

Rising damp and salinity are another key concern: the constant presence of water encourages salts to crystallise in building materials, damaging masonry and flooring. If poorly managed, this may disperse materials and dust into the subsoil and indoor spaces, affecting the microclimate and the building's durability. We therefore ensure regular, appropriate maintenance, with works that respect both the architectural and environmental heritage.

Biodiversity

In Venice's historic centre, a hotel becomes an integral part of a unique urban ecosystem, where nature, architecture and human intervention have coexisted in a delicate balance for centuries.

Here, biodiversity takes subtle yet precious forms, adapted to an environment built on water, stone and light.

The building itself interacts with the lagoon environment: its courtyard, terraces and windowsills can host Mediterranean and lagoon plants, such as herbs, climbers, mosses and salt-tolerant species.

Even small green spaces help create microhabitats for pollinating insects, butterflies and small arthropods, which are vital to the health of the urban ecosystem.

The proximity of the canals and lagoon brings an indirect but ever-present aquatic biodiversity: gulls, cormorants, herons, pigeons and swallows form part of the daily landscape, finding places to rest and nest on roofs, eaves and quieter areas of the building.

Although our impact on local flora and fauna is limited by our location in the historic centre, Palazzetto MyVenice seeks to respect this distinctive, delicate ecosystem through operational choices that reduce impacts on urban and lagoon biodiversity:

- **Low-impact outdoor lighting:** smart controls ensure that lights are switched on only when needed, to avoid disturbing birds, insects and nocturnal wildlife.
- **Noise reduction and control:** a specific assessment of sound quality and acoustic comfort inside and outside the hotel also helps create a more liveable urban environment for residents and wildlife.

We recognise that our management choices can support biodiversity: using natural and local materials, limiting chemicals for cleaning and gardening, and managing water and waste responsibly create a more welcoming environment for living species.

Our pest management policy is limited to controlling urban pests, to ensure healthy, high-quality indoor and outdoor spaces and the well-being of our guests.

Palazzetto MyVenice has only potted plants, with no plants rooted in the ground. We have selected common houseplants and Mediterranean plants, avoiding invasive or harmful species.

Our selection took account of the lists of invasive alien species found in Veneto (https://www.regione.veneto.it/web/agricoltura-e-foreste/specie/) and across Italy (https://www.specieinvasive.isprambiente.it/specie-di-rilevanza-unionale/specie-di-rilevanza-unionale-2).

No captive animals are kept on the premises. We seek to protect and respect urban wildlife by avoiding acoustic or physical deterrents that could injure animals such as birds.

We do not promote activities involving interaction with, or the trade in, wildlife.

4.4 WATER

Responsible water management is a strategic priority for the hotel sector, especially in a fragile and unique setting such as Venice. The city is intimately connected to water, yet vulnerable to climate change, human pressures and intensive tourism. Using water thoughtfully and efficiently is therefore both sound environmental practice and a duty towards the local area and community.

Our daily activities, from guest accommodation and dining to laundry and cleaning, consume significant amounts of water. We therefore monitor consumption carefully, prevent waste and continually improve the efficiency of our systems and operating practices, in line with applicable regulations and industry best practice.

Palazzetto MyVenice's approach to water management rests on responsibility, prevention and awareness: responsible use, preventing inefficiencies, and actively involving employees and guests.

Daily water use mainly supports hospitality services: private bathrooms, the kitchen, cleaning and dining. Consumption therefore varies considerably with guest occupancy.

Water withdrawal:

Source	Average annual consumption in 2025 (m^3)
Public water supply	236

Most of this water is used for sanitary facilities and cleaning, and is then discharged as wastewater.

Uncontrolled high water consumption can increase pressure on the city's water supply network, already complex in layout and vulnerable to saline infiltration. We have therefore introduced procedures to reduce consumption. For example, each room has an information card on responsible linen use, allowing guests to choose to reuse their linen for more than one day.

Laundry cycles are not currently monitored, but a monitoring system will be introduced to assess the water consumption associated with this activity.

4.5 RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

Resource use and circular economy

Our approach to resources recognises their finite nature and the need to reduce waste throughout the life cycle of our services. Water, energy, materials and supplies must be monitored and used efficiently, taking account of the complexity of the city's networks and the cumulative impacts tourism can have on Venice's urban system.

In this context, circular economy principles play a strategic role. Palazzetto MyVenice favours procurement and management practices that reduce material use at source and involve local, responsible suppliers. This helps limit resource consumption and transport emissions, a particular concern in a city accessed mainly by water.

Waste

Waste management is a significant challenge in Venice's historic centre, where space is limited and collection follows specific arrangements. Our hotel is committed to preventing waste generation, correctly separating waste streams and complying with local recycling and collection systems.

We focus particularly on reducing food waste, single-use plastics and non-recyclable materials through our internal processes and by raising awareness among guests and staff.

In Venice's historic centre, waste is collected in the following groups:

- Food waste and residual waste
- Paper and cardboard
- Glass, plastic and cans

Space constraints mean that guest rooms currently have no separate recycling bins. Our housekeeping staff and porters are, however, properly trained to sort the waste generated by their activities.

The restaurant also separates waste. Used cooking oil is collected separately and handled as special waste by a specialist company, which issues a waste identification form.

Quantity of used oil generated in 2025

EWC	**Description**	**Quantity generated (kg)**	**Quantity (kg) sent for**	
Non-hazardous			**Recovery**	**Disposal**
20.01.25	used edible oils and fats	40	40	0

To optimise resource use and reduce waste generation, Palazzetto MyVenice adopts a range of sustainability measures:

- Food is purchased according to actual guest demand, taking bookings into account to avoid waste.
- Breakfast is served at the table instead of as a buffet, significantly reducing unnecessary food consumption.
- Water in returnable glass bottles is used in guest rooms and the restaurant. Plastic bottles are purchased only for employees, who ensure they are correctly sorted for recycling.
- Where possible, guest amenities use paper packaging, although this remains single-use. Palazzetto MyVenice's next goal is to replace the entire range of single-use amenities with refillable dispensers.
- Terry towels are used in the public-area bathrooms instead of disposable products.
- Printed information is kept to a minimum, with digital information preferred.

Among our next goals, we have committed to progressively reducing single-use products in guest rooms and replacing them with refillable dispensers.

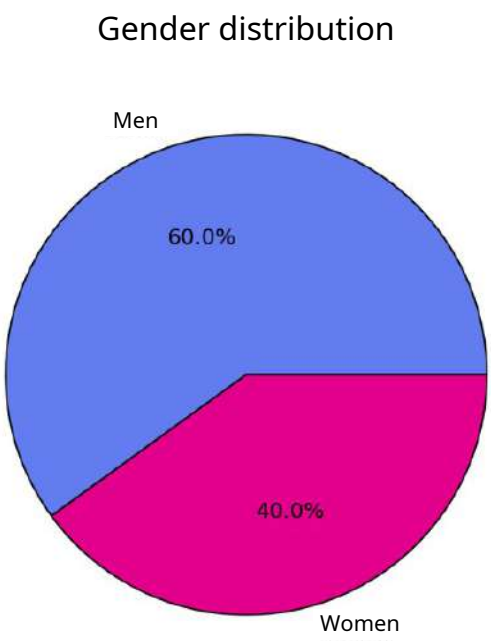
We also plan to eliminate plastic bottles entirely, including those used by staff, by introducing alternatives such as water dispensers.

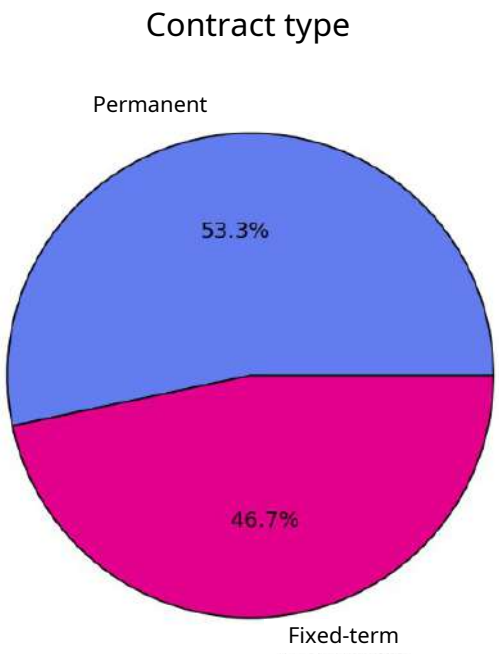
5. SOCIAL SUSTAINABILITY

5.1 OUR PEOPLE

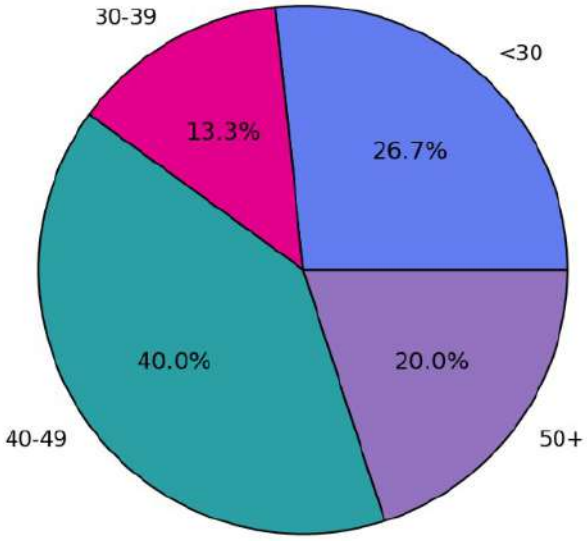
Workforce: general characteristics

People are at the heart of Palazzetto MyVenice. We promote a safe, inclusive working environment that supports professional growth, recognising that our staff's well-being and motivation are fundamental to the quality of our services.





Age distribution



Age profile and generational sustainability

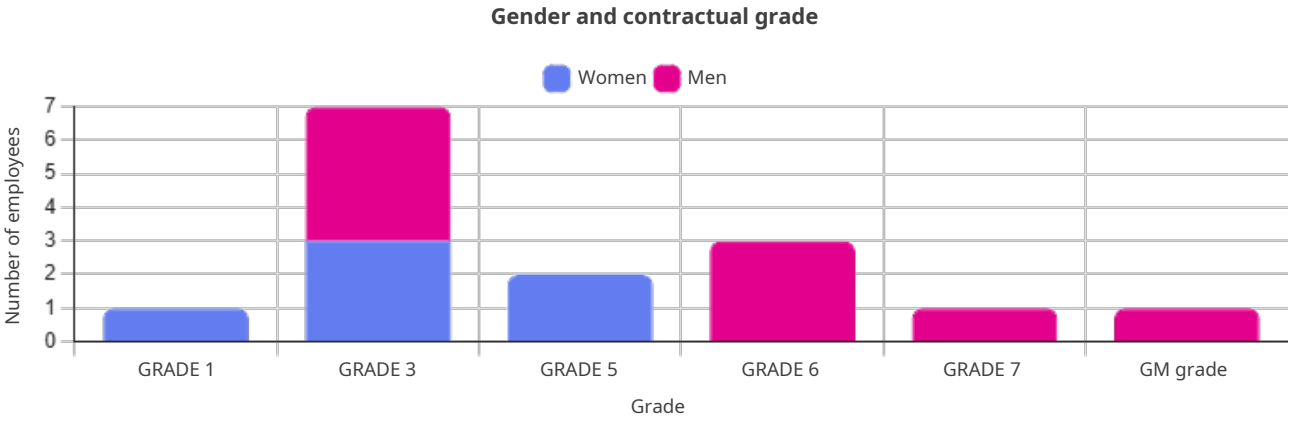
The age distribution shows a **diverse workforce**, including:

- young employees under 30
- employees in the middle age groups (30-49)
- employees aged 50 and over

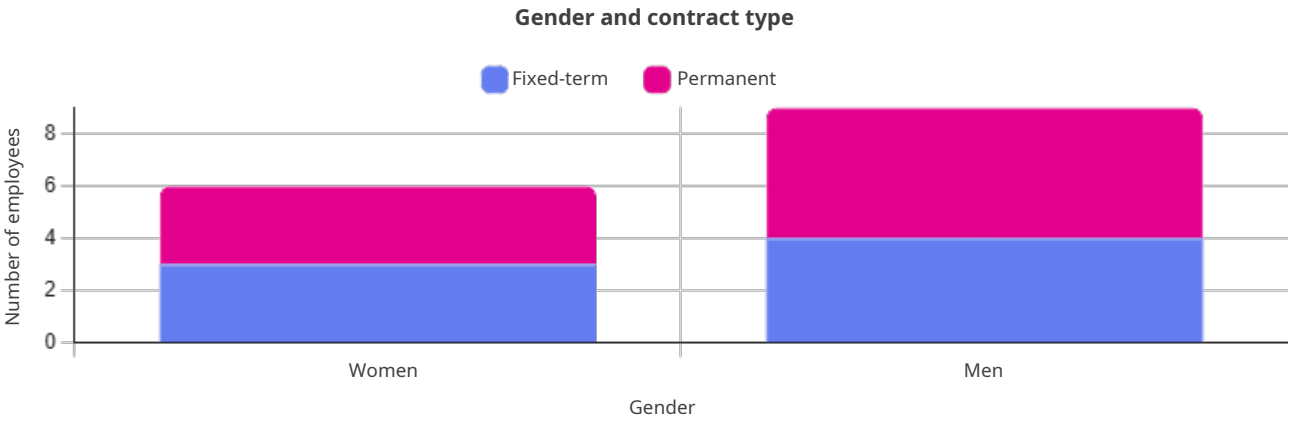
This ensures a good balance between:

- experience (older age groups)
- energy and more recent skills (younger age groups)

Gender equality



The workforce has a reasonably balanced gender composition, in line with equal opportunity and non-discrimination principles. Women also hold positions at medium-to-high contractual grades and in office roles, a positive sign that their employment extends beyond operational duties.



Workforce: pay, collective bargaining and training

We apply a fair and transparent pay policy designed to recognise the value of each employee's work.

In 2025, pay exceeded the minimum standards set by the applicable National Collective Labour Agreement. All staff received **pay 15% to 20% above the contractual minimum**, depending on their role and length of service.

In addition to regular pay, benefits provided in 2025 included meal vouchers and access to accommodation in Venice at a reduced rate.

These measures demonstrate our commitment to valuing our people's contribution and promoting a fair, motivating and sustainable working environment.

In 2025, we also invested in ongoing staff training to strengthen technical and regulatory skills in key areas of safety and HACCP compliance. All employees were also offered training in broader areas, including accounting and sustainability.

5.2 OCCUPATIONAL HEALTH AND SAFETY

Protecting employees' health and safety is a priority for Palazzetto MyVenice. We aim to build a culture that encourages everyone to contribute to a healthy, safe workplace, ensuring safe working conditions that comply with applicable regulations.

In 2025, **no workplace accidents occurred and no occupational diseases were recorded** among employees. This reflects our ongoing commitment to prevention through:

- up-to-date safety measures that comply with applicable regulations;
- regular staff training on specific risks;
- continuous monitoring of the working environment.

We aim to continue investing in a culture of safety and to maintain these standards in the years ahead.

5.3 EMPLOYEE DEVELOPMENT AND PROTECTION

In line with our published Policy, Palazzetto MyVenice is committed to a safe, respectful and inclusive workplace, founded on the highest ethical standards:

- **Zero tolerance** of any form of exploitation, harassment, abuse or human trafficking.
- **Strict prohibition of discrimination** based on gender, age, race, nationality, ethnic origin, colour, religion, sexual orientation, gender identity or expression, marital or family status, genetic characteristics, disability or any other factor unrelated to merit.
- **Commitment to fair and equitable opportunities** in recruitment, employee development and human resource management.

6. ECONOMIC SUSTAINABILITY

6.1 OUR GOVERNANCE

During 2025, our company, operating as Palazzetto MyVenice and Romantica srl, received no criminal convictions or administrative penalties for offences involving corruption or extortion by a public official.

We reaffirm our commitment to complying with applicable regulations on integrity and transparency.

Romantica srl, the owner of Palazzetto MyVenice, is a limited liability company managed by a sole director. This enables streamlined, efficient management while ensuring a high level of oversight and accountability.

APPENDIX

General information	
VSME	**Main reference section**
B1	Section 3: Company profile
B2, C1, C2	Section 3: 3.2, 3.3, 3.4, 3.5
C1	Section 3: 3.7 Our guests and suppliers

Environmental metrics		
VSME	**Main reference section**	**SDGs**
B2, C2	Section 4: 4.1 Policies, practices and future initiatives	
B3, C3	Section 4: 4.2 Energy and greenhouse gas emissions	
B2, B4, B5, C2	Section 4: 4.3 Air, water and soil pollution and biodiversity	
B2, B6, C2	Section 4: 4.4 Water	
B2, B7, C2	Section 4: 4.5 Resource use, circular economy and waste management	

Social metrics		
VSME	**Main reference section**	**SDGs**
B8, B10	Section 5: 5.1 Our people	
B10	Section 5: 5.2 Occupational health and safety	
C6	Section 5: 5.3 Employee development and protection	
B11, C9	Section 6: 6.1 Our governance	

PALAZZETTO

MyVenice

BOUTIQUE HOTEL
AND RESTAURANT

Sustainability Report 2025

Palazzetto MyVenice | Romantica Srl