



CORPORATE SUSTAINABILITY POLICY

Since its opening, **COSTA RICA BIBIONE** has placed the utmost importance on sustainability, which encompasses not only environmental sustainability but also social and cultural sustainability. For this reason, we at **COSTA RICA BIBIONE** continue to invest every day in minimizing our impact on the environment. We have created a corporate sustainability policy as our, albeit small, contribution to building a more sustainable future, one that focuses on the responsible management of natural resources, the preservation of natural balances, and the development and involvement of local communities.

Below, we outline our philosophy for managing the Aparthotel, where sustainability is not limited to the hospitality area alone but is integrated across various business functions: through the implementation of renewable energy and proper waste management in our operations; in logistics, by improving the efficiency of travel for both guests and employees; in marketing, with the primary goal of communicating our sustainable ethics.

We also encourage the use of reusable materials, prioritize the purchase of eco-friendly and fair-trade products, and have virtually eliminated the use of plastic bottles by promoting tap water consumption, which is fully potable, and providing filtered water pitchers. Given that the property is located in an area with medium-high water risk, we are particularly sensitive to minimizing water waste by training our staff to follow these best practices in their daily tasks and by encouraging our guests to do the same.

At **COSTA RICA BIBIONE**, we believe that the only form of hospitality is inclusive hospitality, which provides a service that is accessible to all. We think of everyone, ensuring that each guest can enjoy their vacation without compromise and without encountering obstacles. We are proud to be certified by **Village for All**, as an inclusive hospitality provider.

We are also active in promoting territorial sustainability by supporting small local businesses, as well as historical and cultural sites between the sea and the inland. We believe in the importance of making informed choices, which is why we prefer suppliers who adopt a green strategy and actively make choices in this direction, such as obtaining environmental, process, or product certifications (*e.g., Ecolabel or FSC*), and who prioritize low-impact transportation for their deliveries. Whenever possible, we select local suppliers and have always been committed to transparent and fair management of our employees.

We strongly embrace a policy against all forms of exploitation and harassment, particularly child, adolescent, and female exploitation, as well as towards minorities and other vulnerable groups. We are also committed to offering equal employment opportunities without any discrimination based on gender, race, religion, disability, or any other form of discrimination, and to ensuring good working conditions and career development opportunities whenever possible. Consequently, we also ask our suppliers to align with these values.

This philosophy is not something imposed upon us; it is a way of being and acting that belongs to all of us—owners and employees alike—and that we have chosen to share with our guests, staff, and suppliers. We ask everyone to contribute and help us in this journey, which requires commitment, awareness, and constant goals for improvement. As a result, we have been able to implement a sustainable management model that has led us to receive **GSTC certification**, the international body that sets sustainability standards for the global tourism and hospitality industry.

We all have a part to play in the well-being of our planet, which is why the involvement and commitment of everyone is essential, including for thinking about future projects in the spirit of continuous improvement.

Alessandro Pericolo