



PELLICANO

HOTELS

Environmental, Social,
& Governance

ESG

REPORT

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IL DOLCE FAR BENE

*Our vision of
sustainability*

Il Dolce Far Bene represents our vision of sustainability and the commitment we make to preserve the beauty and traditions of our locations for future generations. In every detail, Pellicano Hotels embodies the passion for Italian culture and highlights the wonders of the ecosystem surrounding our hotels, offering guests an unforgettable experience as true Italians. In the next chapter of the “Il Dolce Far Bene” journey, Pellicano Hotels aims to reinvigorate “La Dolce Vita”, which has always guided the modern traveler on a path reflecting an innate ethic for honest luxury and a more conscious approach.

Each hotel is immersed in the natural beauty of picturesque Italian landscapes and protected by the surrounding local heritage. It is essential that Pellicano Hotels plays its role in preserving the uniqueness of the natural environment.

Through the “Il Dolce Far Bene” project, the group will work to provide local communities with a positive and lasting value, offering guests a slower and more responsible way to travel, giving visitors the opportunity to truly experience “La Buona Vita” and learn its deeper meaning.

Hotel Il Pellicano in Porto Ercole, La Posta Vecchia Hotel in Palo Laziale, and Mezzatorre Hotel & Thermal Spa in Ischia, long-time symbols of La Dolce Vita, are among Italy’s most coveted destinations and, with great dedication, offer a more conscious travel experience to allow guests to enjoy sustainable luxury and create a positive impact on local communities.

*Messages from
management*

Marie Louise Sciò, CEO & Creative Director Pellicano Hotels

“Our philosophy has always been to offer unique experiences to our guests. On this journey toward sustainability, we also wanted to ensure responsibility in every aspect of the business—not only, for example, by favoring local producers or reducing plastic use, but also by prioritizing employee growth and ensuring that the impact on local communities is as positive as possible. Over the years, we have worked on several sustainable initiatives, but during the pandemic, we felt the need to increase our commitment, which is why we decided to begin a sustainability journey called ‘Il Dolce Far Bene,’ which also involves active participation from our guests. Now, perhaps more than ever, it is crucial to think about how our actions affect others and the world around us. We want to continue demonstrating our love for the planet and Italy, committing to work with respect and increasingly close collaboration with our communities and beyond; we also want to show love for our guests and offer them experiences that are increasingly sustainable over time. My father’s motto is ‘to be happily dissatisfied,’ which is why we pay attention to every little detail and constantly strive to improve our hospitality offering. Our approach is to create a dialogue between past and present, and this leads us to Il Dolce Far Bene.”

Our story



The story of Pellicano Hotels begins with entrepreneur Roberto Sciò, who, enamored and captivated by the charm of Il Pellicano in Tuscany and La Posta Vecchia near Rome, wanted to make them part of his life. These two spectacular properties became homes for his family and businesses, respectively, starting in the 1980s and 1990s.

Thirty years later, Mezzatorre was added, a secret place of rare beauty on the enchanted island of Ischia, irresistible.

The three properties today reflect the creativity of Marie-Louise Sciò, daughter of Roberto and dynamic Creative Director as well as CEO of the group. These gems scattered along the peninsula hide a unique charm that enchants and captivates many loyal guests.

Hotel Il Pellicano: A resort born from a great love story, that of Michael Graham and Patsy Daszel, who in the 1960s chose Porto Ercole to build a resort reminiscent of their first meeting years earlier in California, on a promontory called Pelican Point.

Michael Graham, a famous English aviator, was noticed by the American Patsy Daszel through an article about an unfortunate plane crash in central Africa, of which he was the sole survivor. She wished to meet him, and later, through fortuitous circumstances known only to life, Graham was introduced to the charming Patsy at a party in America, which he had attended reluctantly. They fell in love instantly. They traveled across Europe searching for a place as enchanting as their love, until their friend Tinti Borghese introduced them to an unexplored stretch of the Argentario coast. That enchanting view reminded them of the place of their first encounter at Pelican Point.

Thus, for love of love, Hotel Il Pellicano was opened, a magical place and destination for exclusive and private stays. Dr. Sciò became a guest in 1968, fell in love with the property, and purchased it in 1979 with the sole purpose of carrying forward what it represents.

Michael Graham e Patsy Daszel

Picture by



The location, history, food, and intangible factor make the hotel feel like a true “summer residence” and it remains one of the most dreamt-of destinations. From 1982 to 2013, it was part of the Relais & Châteaux Association. Since 2014, it has been part of the Leading Hotels of the World association.

La Posta Vecchia Hotel: Founded in 1640 by Prince Orsini as a resting point to host all refined travelers in the area. After more than two centuries, in 1918, operations were interrupted due to major restoration works. Later, in the early 1960s, the property was purchased by J. Paul Getty, who, driven by love for art and history, restored it to its former glory, enriching it with furnishings, treasures, and precious artworks from historic residences around the world. During the restoration, remains of an ancient Roman villa dating back to the 2nd century BC were uncovered beneath the central floor of the house, which today is still visited by scholars and historical associations.

In the 1980s, Roberto Sciò noticed its unique beauty and decided to purchase it, initially as a private residence, and in 1992 restored its original function. Today, the villa offers the right balance between the grandeur of a 17th-century residence and all modern comforts thanks to Marie-Louise Sciò, CEO & Creative Director. This precious gem has become one of Italy’s most prestigious hotels.

From 1992 to 2013, it was part of Relais & Châteaux.

Since 2014, it has been part of Leading Hotels of the World.

Mezzatorre Hotel & Thermal Spa: Built on the remains of a 16th-century watchtower located in Forio d’Ischia. Originally constructed as a lookout tower by the Aragonese family in the 16th–17th century, never completed (hence the name “Mezzatorre”), it was later expanded in the 18th century by the Dukes of Rancidello. In the 1930s, it was transformed into a guesthouse with rooms inside the tower and magnificent common areas surrounded by seven hectares of pine forest, making it unique.

Later, Luigi Patalano, a renowned scholar, politician, and poet, acquired the

property and turned it into a cultural hub, also building “La Colombaia,” a splendid villa that later belonged to Baron Fassini and, in the 1950s, to director Luchino Visconti.

In 2018, the Sciò family discovered Mezzatorre, fell in love with it, and decided to integrate it into the Pellicano Hotels Group, taking over management the following year.

Since 2002, it has been part of the Leading Hotels of the World association.

*Mission and
corporate
values*

MISSION

To be Ambassadors of Italian hospitality, distinguished by personality, style, care, and the uniqueness of each location, with the goal of becoming the first Italian Hospitality group in the world.

CORPORATE VALUES

JOY

It is the essence of life; joy generates joy, connecting us and fulfilling us. It is a positive energy, beneficial for ourselves and those around us.

AMBITION

We dream big and leave a mark, committing ourselves so that our work makes a difference for ourselves and others.

CARE

Care and attention in every detail, in every relationship with colleagues and guests.

CREATIVITY

It is the engine of innovation. Shaping thoughts generates creativity. Innovative solutions solve problems and help us create new ideas and growth opportunities.

TEAMWORK

Collaboration and mutual support form the foundation for achieving common goals.

CONTAMINATION

We share, communicate, and exchange ideas; there is always something to learn from each other and from fields different from our own.



IL DOLCE
FAR BENE

“Il Dolce Far Bene” is a project launched in 2020 to revisit the concept of “La Dolce Vita” from a different perspective, reflecting an innate ethic for honest luxury and a more conscious approach to travel.

Our goal has been to involve all those who wish to engage with our world and, together, create a greater positive impact.

The journey is structured around two main pillars: Doing Good for People (Far Bene per le Persone) and Doing Good for the Planet (Far Bene per il Pianeta).

The first pillar focuses on activities related to personal and professional growth of employees, promoting local excellence, and involving guests so that they can act responsibly.

Initiatives include:

- PelliTimes, an internal newsletter featuring columns of all kinds and news about Pellicano Hotels for cross-functional and transparent communication;
- Employee Value Proposition, questionnaires for employees to gather feedback on their experience within the hotels;
- Collaborations with non-profit organizations such as MareVivo, Ortogiusto Orbetello, Clean The World, food banks, Dynamo Camp, and others, through projects and donations supported by both the group and guests;
- Introduction of a detailed Code of Ethics addressing the interests of all stakeholders, both primary and secondary, and the environment;
- Promotion of the territory through selection of primarily local suppliers and development of initiatives such as Ischia Is More, Argentario & Friends, as well as promoting local businesses via our ISSIMO e-commerce and PR department;
- Continuous growth and feedback, through the introduction of structured evaluation procedures with hotel managers to monitor results and identify new opportunities;
- Digitalization of HR procedures, with new software simplifying document and request management, making processes more efficient and accessible.

The second pillar, Doing Good for the Planet, arises from a deep sense of responsibility toward protecting the beauty and uniqueness of the ecosystems surrounding our properties. In this spirit, we pursue concrete actions to reduce our environmental impact, including:

- Use of 100% renewable electricity for responsible and sustainable resource management;
- Optimization of energy consumption through high-efficiency machinery, replacement of all bulbs with LED lights, installation of sensors for precise monitoring, with a long-term goal of achieving zero carbon footprint;
- Reduction of water consumption through flow reducers, minimum-calibrated toilets, and automated irrigation systems with timers;
- Responsible waste management, including the Plastic-Free project, mini-portions to reduce food waste, refill systems for bathroom products in rooms, and water dispensers in common areas;
- Reduction of paper use by promoting recycled paper and adopting digital solutions such as fast check-in/check-out.

Additional initiatives include the Meat Free Monday project, promoting healthier and more sustainable diets by eliminating meat from menus every Monday, offering menus inspired by local culinary culture, and primarily selecting non-intensive local suppliers.



DOING GOOD FOR PEOPLE

People are at the heart of Pellicano Hotels' vision. Our employees are the soul of the company, while our guests are the inspiring force.

We strive daily to nurture talent, providing concrete opportunities for personal and professional growth in an environment that promotes respect, collaboration, and excellence.

We also recognize our responsibility to the regions in which we operate: for this reason, we actively support local communities by creating employment, promoting local artisan and culinary excellence, and encouraging guests to experience responsible tourism, discovering the authentic beauty surrounding our properties. Below are our commitments and main social initiatives.

INTERNAL ACTIVITIES

Employee Wellbeing and Development

- Continuous training on sustainability and corporate values through workshops and webinars by external experts;
- Implementation of an HR management system to streamline procedures and improve internal communication and information sharing;
- Permanent HR presence in hotels to support employees directly and promptly;
- Structured feedback programs and regular meetings between teams and management to foster communication;
- Recognition of merit through awards, initiatives, and specific benefits;
- Access to corporate benefits (canteen, accommodations, dedicated spaces, meal vouchers, health insurance, discounts on products and services, company gadgets);
- Participation in the employee referral program to encourage internal recommendations;
- Supplemental healthcare for permanent employees;
- Peer evaluation, allowing all employees to anonymously express their opinions, with results analyzed and shared;

- Salary increases proportional to CNNL estimates, without absorbing the superminimum;
- For non-operational roles, one day per week plus four optional days per month of remote work.

Diversity, Equity, and Inclusion

- Training on gender inclusion and cultural diversity;
- Update of the Code of Ethics with anti-discrimination, anti-corruption, and anti-exploitation policies;
- Monitoring employment stability, including retention rates locally and otherwise.

Corporate Communication and Culture

- Cross-functional information sharing via PelliTimes and digital HR boards;
- Promotion of corporate culture through events, internal campaigns, and shared moments;
- Post-stay questionnaires assessing guest perception of sustainability initiatives.

Promotion of Culture and Territory

- Highlighting local culinary traditions in hotel restaurants (PelliGrill, La Baia, Da Aurelio);
- Showcasing local crafts and culture via ISSIMO and social channels.

EXTERNAL INITIATIVES

Education and Territory

- Collaborations with secondary schools and universities for educational projects and training programs;
- Development of orientation and introduction-to-work programs.

Solidarity and Third-Sector Collaboration

- Partnerships with local associations:
 - Il Pellicano: Don Adorno, La Farfalla, Orto Giusto Orbetello, Corri nella Maremma, Ristoratori contro la fame, Confraternita di Misericordia, Solidarietà e Crescita (Grosseto), Collaboration with Convento, free maintenance on call by our staff, daily food donations;



- La Posta Vecchia: Casa Ronald, Banco Alimentare Roma, Caritas Ladispoli;
- Mezzatorre Hotel: Mensa del Sorriso, Catena Alimentare Nunzia Mattera, Associazione Bambini Autistici;
- Collaborations with national entities: Dynamo Camp, Clean the World, Marevivo, Telethon;
- Donations and emergency support, e.g., fundraising for the Diocese of Ischia after the 26/11/2022 flood.

Social Investments

In 2025 Pellicano Hotels allocated 47.110,91€ –plus numerous food and service donations—to social and environmental initiatives. Funds were distributed to local NGOs, educational projects, and food programs, directly contributing to the well-being of the regions in which we operate.

All activities align with GRI 203-1 and GRI 413-1 standards, reinforcing the group's commitment to responsible, inclusive, and positive-impact management.

DOING GOOD FOR THE PLANET

We have a duty to preserve the beauty and uniqueness of the natural systems around us. We are committed to reducing our environmental impact by lowering energy consumption and emissions wherever possible, managing water use responsibly, and minimizing waste, while also promoting responsible practices in the regions where we operate.

Below are our commitments and initiatives in environmental sustainability.

INTERNAL INITIATIVES

Energy and Climate

- Adoption of 100% renewable and carbon-free energy;
- Implementation of internal audits to monitor energy efficiency;
- Installation of LED lighting in all rooms and common areas;
- Progressive replacement of obsolete machinery with high-efficiency equipment;
- Implementation of CO2 offset initiatives and achievement of carbon neutrality by 2030;

- Measurement of Scope 1, 2, and 3 emissions across all facilities;
- Adoption of an ESG platform for detailed monitoring of emissions and development of reduction plans;
- Scheduling of regular review meetings with the management team to assess progress towards established goals;
- Installation of charging stations for electric vehicles and introduction of electric vehicle rental services;
- Reduction of Scope 1 emissions by 20% by 2026 through the use of fuel cards with carbon offset (green credits);
- Reduction of energy consumption by 6% through the installation of sensors in suitable areas;
- Support for local producers through selection of non-intensive suppliers and promotion in hotel restaurants and boutiques;
- Development of partnerships for recycling and sustainable waste management by 2027.

Water

- Reduction of water consumption by 3% by 2026 through low-flow systems, automated sensors, and monitoring systems;
- Installation of water dispensers for guests and staff;
- Monitoring of linen usage (beach towels, sheets, towels) in rooms by 2026.

Waste and Materials

- Plastic-Free program: elimination of all single-use or short-life plastic products by 2027, re-placing them with biodegradable or reusable alternatives;
- Implementation of waste separation in all facilities, supported by dedicated training programs for staff;
- Target of reducing waste by 15% by 2027 through the use of composting machines and col-laboration with suppliers to minimize packaging;
- Reduction of paper consumption by 7% and exclusive use of recycled paper by 2026;

- Digitalization of operational processes, including check-in and check-out, to further reduce pa-per usage;
- Launch of a recycling program for damaged ceramic dishes, which are returned to the supplier, refurbished, and reintroduced into service;
- Adoption of natural solutions to replace chemical pesticides, such as the use of *Cryptolaemus montrouzieri* for mealybug control

Food and Sourcing

- Meat Free Monday: plant-based menus every Monday to promote sustainable eating;
- Creation of on-site gardens for vegetables, fruits, and herbs for use in restaurants and staff canteens;
- Mapping and engagement of suppliers, promoting sustainable practices and adherence to our Code of Ethics.

EXTERNAL INITIATIVES

Partnerships and Awareness

- Collaboration with Marevivo for beach protection and cleanup, donations, awareness activities, and guest engagement through volunteer contributions;
- Collaboration with Clean the World (CTW) for collection and reuse of bathroom products.

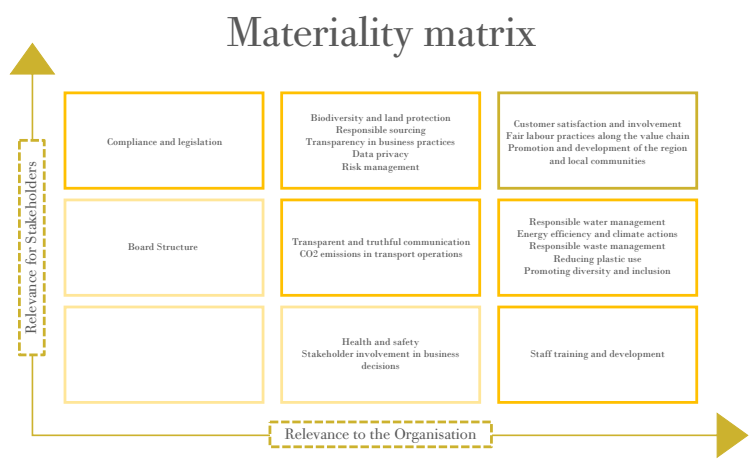
Territory Promotion

- Enhancement of local heritage through initiatives such as Ischia Is More,

*Materiality
matrix*

MATERIALITY MATRIX

The materiality matrix is a tool used to identify and evaluate the most relevant (material) issues affecting a company’s performance. These issues can have significant impacts on both internal and external stakeholders.



Our kpis

OUR KPIs

Key Performance Indicators (KPIs) are tools the group uses to concretely monitor our commitment to environmental, social, and economic sustainability. Their function is not only to measure progress but also to guide strategic decisions and ensure transparency toward stakeholders.

Main sustainability KPIs include:

- **Greenhouse gas emissions** (Scope 1, 2, and 3): continuous monitoring of direct and indirect emissions, with progressive reduction targets;
- **Energy consumption**: analysis of electricity and thermal consumption, reduced through efficiency interventions and renewable energy use;
- **Water consumption**: monitoring and implementation of efficiency and recycling systems;
- **Waste management**: reduction of total waste and increased reuse/recycling to minimize environmental impact;
- **Diversity and inclusion**: monitoring gender and minority representation, with programs fostering an equitable and inclusive work environment;
- **Employee health and safety**: recording and analyzing accidents and occupational illnesses, with targeted actions for continuous improvement;
- **Donations and social engagement**: tracking and reporting philanthropic initiatives and support for local communities;
- **Transparency and reporting**: regular publication of environmental and social data to ensure clarity and accountability to stakeholders.

Initiatives

Some of our most structured ESG initiatives deserve special mention as they demonstrate Pellicano Hotels' concrete commitment to combining hospitality, social responsibility, and environmental respect.

Charity Partnerships

- **Marevivo:** Since 2024, Pellicano Hotels has collaborated with Marevivo, an NGO dedicated to marine biodiversity protection, promotion of protected areas, and environmental education. The group “adopts” three beaches, protected and maintained by hotel teams. Staff and guests actively participate, creating a long-term, participatory conservation project.
- **Dynamo Camp:** Since 2019, we have supported Italy's first recreational therapy camp for children with serious illnesses. The group contributes annually through initiatives such as purchasing Christmas panettone for staff and guests or donating ISSIMO gadgets for Dynamo's Open Day. We are developing a more structured collaboration program to support fundraising for the camp.

Support for Local Producers

Through the “Il Dolce Far Bene” project, we actively promote local excellence, integrating local products into events, activities, and guests' daily experiences:

- Our chefs prioritize ingredients from local producers for freshness, quality, and authenticity;
- Room and boutique products also reflect this commitment, strengthening connections with regional culinary culture.

Territory Promotion

Hospitality also means openness to the local area. Guests are offered authentic experiences, such as guided tours exploring the uniqueness of Tuscany, Lazio, and Campania. We are founding members of Ischia Is More, a consortium promoting Ischia as a sustainable, year-round destination to strengthen the economy and preserve cultural identity.

Waste Reduction

- **Plastic:** We have a structured plan to gradually eliminate single-use plastics:
 - Reusable bottles for employees and guests;
 - Water dispensers installed in all properties;
 - Replacement of plastic straws with biodegradable alternatives;
 - Introduction of sanitizer dispensers to reduce single-use bottles;
 - New amenities line with recycled or plant-based packaging.
- **Food:** In collaboration with Banco Alimentare, edible but unused food is donated to reduce waste and support local communities.

Employee Training and Engagement

Our employees are active participants in sustainability. Beyond team-building initiatives and training courses, staff engage in activities such as beach cleanups with Marevivo, strengthening both awareness and team cohesion.

Sustainable Food

- **MeatFree Monday:** Every Monday, chefs offer fully plant-based menus, reducing the carbon footprint of meat consumption and promoting conscious food culture;
- **On-site Gardens:** Green spaces for herbs, citrus, and vegetables are cultivated for restaurant use. At La Posta Vecchia Hotel, gardens supply the kitchens directly, while other locations collaborate with local partners like Orto Giusto di Orbetello, combining agricultural quality with work inclusion for people with disabilities.

Why is sustainability important in travel and hospitality?

The tourism sector has significant social and environmental impacts and, therefore, responsibility toward the environment and local communities.

Socially, a 2017 study found that travel and tourism generate 10% of global employment—1 in 10 jobs. Globally, 109 million people work directly in travel and tourism (equivalent to the combined populations of South Korea and Italy), not only as pilots, chefs, hotel staff, tour guides, or cruise ship employees, but also as accountants, designers, engineers, or in supporting services like laundry, food production, or crafts. Another 183 million depend indirectly on taxes and spending from tourism workers.

Environmentally, key figures (Ministry of Environment and Energy Security):

- Tourism is one of the top 10 economic sectors identified in UNEP's green economy report, which could increase prosperity, create jobs, and reduce poverty. In a green investment scenario, tourism could contribute even more to GDP, with significant environmental benefits:

- Water consumption reduction (18%);
- Energy consumption reduction (44%);
- CO₂ emissions reduction (52%).

- Tourism transport emissions represented 5% of all anthropogenic emissions in 2016 and are projected to rise to 5.3% by 2030. Emissions from tourism accounted for 22% of all transport-related emissions in 2016 and will remain similar by 2030 (21%) (Rotaris, 2019).

- In 2018, the hotel industry accounted for about 1% of global emissions. Research by the Sustainability Hospitality Alliance (pre-Covid) indicates the hotel sector must reduce carbon emissions by 66% by 2030 and 90% by 2050 to stay within the 2 °C target agreed at COP21.

From a tourist perspective, interest in sustainability has grown:

- 72% of travelers believe action is needed now and that sustainable travel choices are essential to save the planet for future generations;
- 80% of customers now prefer trips that benefit local populations and protect the planet, including Millennials, Gen X, and Gen Z (Booking);
- 86% of young people aged 18-29 consider it important that a company offers sustainable travel options when booking, and 63% of Gen Z seek eco-friendly transport options at destinations (Travel Pulse).

What is an ESG Report?

An ESG report (Environmental, Social, and Governance report) is a document companies prepare to communicate their performance and initiatives across three main areas: environmental, social, and governance. These reports inform stakeholders (investors, employees, customers, local communities, etc.) about the company's sustainable and responsible practices.

Objectives of an ESG Report:

- **Transparency:** Provide a clear view of corporate sustainability and responsibility practices;
- **Accountability:** Demonstrate commitment to ethical and sustainable practices;
- **Stakeholder Engagement:** Respond to the expectations of investors, customers, and other stakeholders;
- **Continuous Improvement:** Monitor and improve ESG performance over time.

Why is an ESG Report important for a hotel?

Creating an ESG report for a hotel is important for several reasons, from environmental sustainability and social responsibility to corporate transparency and competitive advantage.

1. Environmental Sustainability

- **Reducing Environmental Impact:** Monitors and reduces hotel activities' environmental footprint, including energy use, waste management, and water consumption;
- **Energy Efficiency:** Sustainable practices improve efficiency, lowering long-term costs and emissions;
- **Customer Attraction:** Many travelers prefer accommodations demonstrating sustainability commitment, increasing bookings and loyalty.

2. Social Responsibility

- **Local Community Impact:** Demonstrates hotel support for local communities via employment and community projects;
- **Work Conditions:** Promoting good labor practices improves employee satisfaction and loyalty;
- **Stakeholder Relations:** Transparency about social initiatives builds trust and respect with customers, suppliers, and other stakeholders.

3. Governance

- **Transparency and Trust:** ESG reporting strengthens trust with investors, customers, and partners;
- **Risk Management:** Helps identify and mitigate risks related to unethical or illegal behavior;
- **Regulatory Compliance:** ESG adherence ensures compliance with local and international regulations, avoiding penalties and enhancing reputation.

4. Competitive Advantage

- **Improved Reputation:** ESG-adopting hotels enjoy better reputation, attract new clients, and retain existing ones;
- **Access to Capital:** Investors increasingly fund sustainable companies. A strong ESG report can facilitate financing under favorable terms;
- **Customer Loyalty:** Sustainable practices enhance guest experience, increasing loyalty and positive word-of-mouth.

5. Innovation and Continuous Improvement

- **Operational Improvement:** ESG data collection encourages innovation and continuous improvement in hotel operations;
- **Market Adaptation:** Proactive ESG adoption allows hotels to better adapt to changing consumer preferences and market conditions.

