



**BRETANIDE**

★★★★ SPORT & WELLNESS RESORT

# Sustainability and Environmental Impact Policy

BRETANIDE Resort, located in Bol, Croatia, is dedicated to preserving the environment and reducing its impact. This policy outlines the guidelines and approaches that the resort will implement to reduce, minimize, and manage its environmental impacts, contributing to sustainability and nature conservation.

## SUSTAINABILITY MANAGEMENT

1. **Energy Consumption Reduction:** BRETANIDE Resort will continuously work on reducing energy consumption by efficiently using lighting, air conditioning, and other devices, while promoting awareness among staff and guests about energy conservation.
2. **Water and Water Resources:** The resort will strive to decrease water consumption through the application of water-saving technologies, water recycling, and reuse practices, along with educating about effective water usage.
3. **Waste Management:** BRETANIDE Resort will promote waste reduction through recycling, composting, and reducing the use of single-use items. Employees and guests will be educated on proper waste disposal practices.
4. **Biodiversity Conservation:** The resort will support local initiatives for preserving natural habitats, encourage the protection of endemic species, and limit the negative impact of activities on ecosystems.

## IMPACT MINIMIZATION

1. **Responsible Chemical Use:** BRETANIDE Resort will employ environmentally friendly chemicals and practices for cleaning and maintenance, aiming to minimize negative effects on air, water, and soil.
2. **Pollution Control:** The resort will make efforts to prevent environmental pollution, conduct regular air and water quality measurements, and take steps to reduce emissions and discharges of pollutants.
3. **Sustainable Procurement:** BRETANIDE Resort will prioritize the procurement of products and services that are environmentally friendly and/or produced sustainably, supporting local producers and reducing the carbon footprint.

## CRISIS MANAGEMENT

BRETANIDE Resort will develop and maintain a crisis management plan to ensure a swift and efficient response to natural disasters, pollution incidents, and other emergencies that could have a negative environmental impact.

## EDUCATION AND COLLABORATION

BRETANIDE Resort will regularly educate its employees about sustainability and environmental impact, encourage guests to participate in eco-friendly initiatives, and collaborate with local communities, authorities, and organizations to achieve better environmental outcomes.

This policy will be periodically reviewed to ensure that the guidelines remain current and in line with best practices for sustainability and environmental protection. BRETANIDE Resort will actively work towards achieving its sustainability goals and become a role model in environmental care within the tourism sector.

10.10.2023

This company policy is reviewed and updated once a year.  
Person responsible for environment issues is : Martin Ćosić  
Person responsible for human rights and employees welfare is Vedran Kusanović  
Person responsible for local community relationships is Natalija Bilić



# Employee Working Conditions and Human Rights Protection Policy

BRETANIDE Resort is committed to providing a safe, healthy, and inclusive working environment for all its employees. We uphold the principles of human rights, equality, and dignity in our operations. This policy outlines our approach to ensuring good working conditions and protecting human rights within the resort.

## 1. EQUAL OPPORTUNITY AND NON-DISCRIMINATION:

We embrace diversity and promote equal opportunities for all employees, regardless of their background, gender, ethnicity, religion, age, disability, or sexual orientation. Discrimination or harassment of any kind will not be tolerated.

## 2. HEALTH AND SAFETY:

We prioritize the health and safety of our employees. We maintain a comprehensive Health and Safety program that includes regular training, risk assessments, emergency response plans, and the provision of necessary safety equipment.

## 3. FAIR COMPENSATION:

We provide competitive and fair compensation to all employees, in accordance with industry standards and local regulations. We ensure transparent wage structures and timely payment of salaries.

## 4. WORKING HOURS AND REST PERIODS:

We adhere to legal working hour limits and ensure that employees have adequate rest periods between shifts. Overtime work is voluntary and compensated as per legal requirements.

## 5. EMPLOYEE WELFARE:

We offer employee benefits such as health insurance, wellness programs, and access to recreational facilities. We strive to create an environment that promotes work-life balance and employee well-being.

## 6. TRAINING AND PROFESSIONAL DEVELOPMENT:

We invest in training and development opportunities for our employees to enhance their skills and advance their careers. This contributes to personal growth and increased job satisfaction.

## 7. GRIEVANCE MECHANISMS:

We provide clear channels for employees to express concerns, offer suggestions, or report violations of this policy. We guarantee protection against retaliation for whistleblowers.

## 8. HUMAN RIGHTS PROTECTION:

We are committed to upholding fundamental human rights and preventing their violation within our operations. We respect the Universal Declaration of Human Rights and the International Labor Organization's core conventions.

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## 9. SUPPLY CHAIN RESPONSIBILITY:

We extend our commitment to human rights and good working conditions to our suppliers and contractors. We expect them to adhere to similar standards and promote responsible business practices.

## 10. COMMUNITY ENGAGEMENT:

We actively engage with the local community, contributing positively to its social and economic development. We collaborate with community stakeholders to address shared challenges.

## 11. CONTINUOUS IMPROVEMENT:

We regularly review and enhance our policies and practices related to employee working conditions and human rights. Feedback from employees, industry developments, and emerging best practices guide our improvements.

**CONCLUSION:** At BRETANIDE Resort, we believe that our employees are our most valuable asset. We are dedicated to ensuring their well-being, upholding their human rights, and fostering a culture of respect and inclusivity. This policy serves as a testament to our commitment to maintaining good working conditions and safeguarding human rights within our resort.

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# Policy of Engaging with Local People and Businesses to Support the Economy and Community, and Protecting Local Traditions

BRETANIDE Resort is committed to actively engaging with the local community and businesses to support the economy, preserve local traditions, and contribute to the development of the island's spirit. This policy outlines our dedication to collaborating with local individuals and enterprises while safeguarding authentic practices, taking into consideration the unique characteristics of Bol and the island of Brač.

## 1. Collaboration with Local Residents:

We take pride in being an integral part of the local community and strive to establish positive relationships. We work towards providing opportunities for local residents to participate in our activities and events.

## 2. Support for Local Business Initiatives:

We actively endorse local businesses and initiatives. We prioritize working with local suppliers and incorporating local products to bolster the economy of Bol and Brač.

## 3. Preservation of Local Traditions:

Our resort is designed to capture the essence of a Dalmatian village. In our kitchen and restaurant, we promote local recipes and ingredients, nurturing the tradition of Dalmatian cuisine.

## 4. Community Involvement:

We organize events and activities that involve the local population, such as festivals, workshops, and cultural events. We encourage guests to engage in community activities and support local initiatives.

## 5. Knowledge and Experience Exchange:

We act as partners with local associations, sharing knowledge and experiences to collectively enhance Bol's tourism offerings. We also support educational initiatives for local youth.

## 6. Cultural Heritage Preservation:

We take care to preserve local traditions, customs, and crafts. We encourage guests to appreciate the cultural heritage of the island of Brač and contribute to its conservation.

## 7. Sustainable Business Practices:

As a responsible entity, we carefully plan our activities to minimize our impact on the environment and the island's resources. We promote sustainable business practices and conscious resource use.

**CONCLUSION:** BRETANIDE Resort is deeply rooted in the local community of Bol and the island of Brač. We take pride in actively supporting the economy and community while safeguarding local customs and traditions. This policy reflects our commitment to preserving the spirit of Dalmatia and contributing to the development of the island's identity.

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## Quality Assurance and Procedures Policy

BRETANIDE Resort is dedicated to providing a premium experience for its guests. Our quality assurance policy encompasses comprehensive procedures to ensure consistently high quality of services, amenities, and experiences within our premises. This policy particularly pertains to the housekeeping, hospitality, kitchen, reception, and technical departments.

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In the housekeeping sector, our policy includes regular maintenance and cleaning of all areas to ensure hygiene and comfort for all our guests. We meticulously inspect and ensure that rooms, public spaces, and facilities are always tidy and ready for use.

Within the hospitality sector, we adhere to the highest standards in food preparation and beverage service. We use fresh and quality ingredients and collaborate with local suppliers whenever possible. Our chefs follow strict hygiene and safety protocols to provide guests with an enjoyment of authentic Dalmatian flavors.

At the reception, our friendly and trained staff are always available to provide guests with warm welcomes and essential information. Our aim is to ensure that each guest feels valued and welcomed.

The technical department routinely maintains all technical aspects of our premises to ensure a safe and functional environment. All technical installations, devices, and systems are regularly inspected and serviced to prevent irregularities.

Across these departments, we implement rigorous quality-check procedures to ensure that our guests consistently experience an exceptional stay at our resort.

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## Health and Safety Policies

BRETANIDE Resort is dedicated to the health and safety of its guests and staff. Our written health and safety policy encompasses detailed processes to ensure a high level of protection and well-being for all present. Here are some key processes from our policy:

Wir führen regelmäßig gründliche Risikobewertungen durch, um potenzielle Gefahren zu identifizieren und Strategien zu entwickeln, um diese zu minimieren. Dies umfasst Risikobewertungen für Einrichtungen, Ausrüstungen und Aktivitäten innerhalb des Resorts.

### 1. RISK ASSESSMENT:

We regularly conduct thorough risk assessments to identify potential hazards and develop strategies to minimize them. This includes risk assessments for facilities, equipment, and activities within the resort.

### 2. HYGIENE AND SANITATION:

We implement rigorous cleaning, disinfection, and hygiene maintenance procedures in all areas. Special attention is given to frequently touched surfaces such as handles, switches, and handrails.

### 3. POOL AREA SAFETY:

For pools and surrounding areas, we enforce strict safety measures to ensure a secure water environment. Swimming rules, the presence of lifeguards, and the technical soundness of equipment are prioritized.

### 4. EMERGENCY SITUATIONS AND EVACUATION:

We ensure that all our staff members know how to respond in emergency situations such as fires, earthquakes, or medical interventions. We also conduct regular evacuation drills.

### 5. DIET AND ALLERGIES:

Our kitchen adheres to high food preparation standards. Special attention is paid to guests' specific dietary needs and allergies to ensure safe and delicious dining for everyone.

### 6. MAINTENANCE OF TECHNICAL SAFETY:

We regularly inspect and maintain technical systems to ensure that all installations, such as electrical and gas systems, are in good condition and safe for use.

Our written health and safety policy is based on industry best practices and standards, reflecting our commitment to ensuring that every guest experiences a safe, comfortable, and worry-free stay in our resort.

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## CHILD PROTECTION

BRETANIDE Resort is extremely sensitive to all matters related to the safety and protection of children and their rights. We are aware that sexual exploitation and other forms of child abuse can occur in the tourism industry. Therefore, our hotel is committed to protecting children within our premises. Children up to the age of 18 may be exposed to various forms of abuse and exploitation, including but not limited to:

- Physical and verbal abuse by family members/guardians, other guests, employees, or visitors
- Confinement, being left alone in a room for a specified period
- Abandonment, being left on the premises without adequate supervision
- Undertaking tasks intended for adults or without specific protection conditions
- Pornography
- Human trafficking
- Sexual abuse
- Prostitution

### TO ENSURE THIS, WE:

- Ensure that all our employees understand why safeguarding children's rights is important and how it is the responsibility of every employee to protect children from harmful situations within our hotel.
- Ensure that children are not employed to perform inappropriate tasks typically reserved for adults and that there are age-appropriate working conditions for children working in the hotel.
- Ensure that employees under the age of 18 are employed in accordance with national regulations and with the consent of their families.
- Educate our staff to recognize and respond to suspicions of child abuse or exploitation.
- Ensure the identification and reporting of all incidents to local authorities and relevant child protection organizations if necessary.

Contact details for child protection organizations and the police are as follows:

Child Protection Organization Brave Phone - Tel: 0800 0800

Police Brač - Tel: 021 631 145

We have a zero-tolerance policy regarding incidents involving children in our hotel.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

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