CODE OF ETHICS

Hotel San Samuele is committed to pursuing sustainability in all its dimensions: environmental, social, cultural, and economic. We believe that hospitality in Venice means far more than hosting: it means offering a sanctuary for the soul based on calm, beauty, and care for both people and the local territory.

For this reason, the property adopts this **Code of Ethics**, a strategic document that guides all daily activities of our staff and the selection of our partners. The principles set forth herein are inspired by the 10 Principles of the UN Global Compact[1]

LABOR ETHICS AND HUMAN RIGHTS

Hotel San Samuele promotes an inclusive, safe, and inspiring working environment, rejecting all forms of exploitation or discrimination.

- **Compliance and Transparency:** All employment relationships are governed by written contracts in full compliance with Italian national legislation and the Collective Labor Agreement (CCNL) for Tourism, guaranteeing fair wages, paid leave, sick leave benefits, and adherence to working hour limits.
- **Health, Safety, and Well-being:** We guarantee a healthy and safe work environment. We maintain optimal standards of hygiene, ventilation, and lighting in indoor spaces, and regularly implement the fire safety and evacuation protocols established for the historic center of Venice.
- **Inclusion and Respect:** We reject any form of discrimination based on gender, nationality, sexual orientation, ethnicity, or belief. We promote equal opportunities, freedom of association, and the physical and mental well-being of all staff members.
- **Protection of Minors:** We support the growth of young people by rejecting child labor. Any educational/training collaborations (such as school-to-work internship programs) strictly comply with legal limits for minors (e.g., prohibition of night shifts or heavy duties).

[1] https://www.unglobalcompact.org/what-is-gc/mission/principles

ENVIRONMENTAL RESPONSIBILITY IN THE LAGOON ECOSYSTEM

Operating in the heart of Venice requires careful management to minimize our ecological footprint on the city's fragile ecosystem.

- **Resource Protection:** We implement a monitoring plan to reduce energy consumption and optimize water usage. We are committed to reducing waste at the source, with a primary focus on eliminating single-use plastics.
- **Suppliers and Sustainability:** We prioritize local partners and suppliers who adopt sustainable practices, supporting the local economy and favoring products and detergents with low environmental impact (certified EcoLabel or equivalent).
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COMMERCIAL INTEGRITY AND ANTI-CORRUPTION

Transparency and honesty are the foundational pillars of our hotel's reputation and that of MJH Hospitality Group.

- **Anti-Corruption:** Any form of corruption, extortion, or fraud is strictly prohibited and condemned. No employee or collaborator may offer or accept gifts or benefits aimed at obtaining improper commercial advantages.
- **Transparency and Competition:** We operate in full compliance with anti-mafia laws and fair competition regulations, conducting business transparently and preventing potential conflicts of interest.

REPORTING AND APPROVAL

Collaborators and guests are invited to report any behavior that does not comply with the principles outlined above to the management. Verified violations will be sanctioned in accordance with current statutory regulations.

The undersigned Massimiliano Schiavon, as the Legal Representative of Hotel San Samuele, hereby approves and signs this Code of Ethics.

Date: 15/09/2026

Signature: Massimiliano Schiavon