

RASTRELLO SRL

Boutique Hotel & Extra Virgin Olive Oil Producer
Umbria, Italy

CLIMATE ACTION PLAN

B Corp Recertification Document

Plan Period: July 2026 - June 2029 | Next Full Review: June 2029

Company	Rastrello SRL
Registered Office	Umbria, Italy
Business Activities	Boutique hotel hospitality; Production and sale of extra virgin olive oil
Plan Approved By	Board of Directors (Consiglio di Amministrazione)
Date of Board Approval	11 July 2026
Sustainability Lead	Chiara Verdacchi, director/general manager
Next Full Review	June 2029 (36 months from approval)
B Corp Status	Certified — Recertification in progress

1. Our Commitment to Limiting Global Warming to 1.5°C

Rastrello SRL formally commits to supporting the global ambition, as enshrined in the Paris Agreement, to limit global warming to 1.5°C above pre-industrial levels. This commitment is rooted in our identity as a land-connected business: the quality of our olive oil, the beauty of our Umbrian landscape, and the wellbeing of our guests are directly dependent on a stable climate, healthy soils, and thriving biodiversity.

Our climate commitment is structured across five strategic pillars:

Energy & Climate	Water & Land	Waste & Circular Economy	Guests & Community	Governance & Supply Chain
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We acknowledge that as a small enterprise we have a proportionate but meaningful role to play. We will demonstrate climate leadership within our sector, inspire guests and partners, and contribute to Italy's and the EU's climate objectives, including the European Green Deal and the Farm to Fork Strategy.

1.1 Alignment with a 1.5°C Pathway

While we do not set specific greenhouse gas reduction targets in this plan, all actions are directionally aligned with a 1.5°C pathway. Concretely, this means:

- Reducing absolute consumption of energy, water, and materials
- Transitioning to renewable energy sources where technically and economically feasible
- Enhancing carbon storage through improved land management and biodiversity restoration
- Eliminating waste to landfill and transitioning to a circular economy model
- Engaging our supply chain partners to adopt comparable practices

2. SMART Targets for Performance and Impact

Our targets are Specific, Measurable, Achievable, Relevant, and Time-bound. They cover non-emissions performance across all key areas of our operations and value chain, allow data collection and progress measurement, and will be formally reviewed every 36 months.

2.1 Energy

Focus Area	SMART Target	Timeline	Metric / Evidence
Renewable Energy	Install solar photovoltaic panels to cover at least 40% of total hotel electricity consumption	By December 2027	kWh generated by PV / total kWh consumed (electricity bills + monitoring)
Energy Efficiency	Commission an energy audit and implement the top three recommendations	Audit by Q1 2027; implementation by Q4 2027	Audit report; before-and-after consumption data per building zone
Olive Mill	Reduce electricity consumption per litre of olive oil produced by 15% vs 2024 baseline	By harvest 2028	kWh/litre of olive oil (mill sub-meter + production records)

2.2 Water

Focus Area	SMART Target	Timeline	Metric / Evidence
Hotel Water	Install sub-metering and reduce total water consumption per occupied room-night by 20% vs 2024 baseline	Sub-meters installed Q4 2026; target achieved by end 2028	m3/room-night (monthly water bills + occupancy records)
Irrigation (olive groves)	Implement soil-moisture monitoring and reduce irrigation water use by 25% vs 2023-24 average	System installed Q2 2027; target by 2028 growing season	m3 irrigated (flow meters + sensor data logs)
Wastewater	100% of hotel wastewater treated via certified phytodepuration or equivalent biological system	By end 2027	Annual compliance certificate from system operator

2.3 Waste and Circular Economy

Focus Area	SMART Target	Timeline	Metric / Evidence
Food Waste	Reduce hotel kitchen food waste by 30% vs 2024 baseline	By end 2027	kg food waste/cover (food waste log; waste contractor records)
Olive Processing By-products	Achieve 100% diversion of pomace and vegetation water from landfill (composting, energy recovery, or agronomic use)	By harvest 2027	Tonnes diverted / total by-products (processing records + compost/ collection receipts)
Packaging	Transition 80% of olive oil retail packaging to certified recycled, recyclable, or reusable materials	By end 2027	% SKUs with certified materials (supplier certificates + SKU audit)
Single-use Plastics	Eliminate single-use plastic in all guest-facing hotel operations	By end 2026	Zero single-use plastic items in procurement records; guest survey feedback

2.4 Land, Biodiversity and Soil Health

Focus Area	SMART Target	Timeline	Metric / Evidence
Organic Certification	Maintain 100% organic certification for all olive groves and hotel kitchen garden	Ongoing (annual renewal)	Valid Certificato Biologico from approved certification body
Soil Health	Achieve certified 'good' soil organic matter content ($\geq 2.5\%$) across all cultivated plots via green manure, cover crops, and compost	Baseline by Q2 2026; target achieved by 2028	Annual soil lab analyses (plot-level sampling report)
Biodiversity Margins	Establish and maintain at least 2 hectares of unmowed wildflower margins / hedgerows between olive groves and hotel grounds	By end 2027	GIS map + photographic evidence; annual biodiversity walk with local naturalist
Native Planting	Replace 100% of ornamental non-native invasive species in hotel grounds with certified native/regional cultivars	By end 2027	Planting plan; supplier invoices; annual photographic record

2.5 Supply Chain and Procurement

Focus Area	SMART Target	Timeline	Metric / Evidence
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Supplier Code of Conduct	Adopt and obtain signatures from 100% of key suppliers (>80% of spend) on our Supplier Sustainability Code of Conduct	By end 2026	Signed codes on file; procurement register
Local Procurement	Increase locally sourced food and beverage products (within 100 km) to >=70% of total F&B spend	By end 2027	% spend from local suppliers (annual purchase ledger analysis)
Sustainable Seafood	100% of seafood purchased from MSC-certified or equivalent sustainable source	By end 2026	Supplier certificates; purchase records
Consolidated Shipping	Transition to consolidated/low-frequency shipping for olive oil export orders (max 4 dispatch runs/year per region)	By 2027	Dispatch logs; logistics partner written confirmation

2.6 Guest Experience and Social Impact

Focus Area	SMART Target	Timeline	Metric / Evidence
Guest Sustainability Education	Provide structured sustainability orientation to 100% of arriving hotel guests via digital or printed welcome materials	Live by end 2026	% guests who received materials (check-in records); guest survey score >=4/5
Local Employment	Maintain >=80% of seasonal hotel and farm staff recruited from within 30 km of the property	Annually from 2020	HR records; % local hires per season
Accessibility	Conduct annual accessibility audit and implement at least 2 improvements per year	Annual from 2026	Audit report; documented list of improvements implemented
Staff Wellbeing and Training	100% of permanent staff complete annual sustainability and wellbeing training (minimum 4 hrs/year)	From 2025	Training attendance register; completion certificates

3. Resource Allocation for Implementation

Rastrello SRL is committed to providing the human, technical, and material resources required to implement this plan. Resources are allocated proportionately to the size and nature of our business and reviewed annually by the Board.

Resource Type	Allocation	Responsible	Timeline
Human	Sustainability Lead role (0.5 FTE internal, existing staff reallocation)	General Manager	From Q3 2026

Human	Annual staff sustainability training — 4 hrs/year per employee	Sustainability Lead	Annually from 2025
Financial	Dedicated sustainability budget: minimum EUR 5,000/year (energy audits, packaging, certifications)	Board / CFO	Each fiscal year
Technical	Sub-metering devices for electricity and water per building zone	Sustainability Lead + contractor	By end 2026
Technical	Digital KPI monitoring tool (spreadsheet or B Impact platform)	Sustainability Lead	Q4 2026
Material	Transition to certified compostable or reusable packaging for olive oil and hotel F&B	Operations Manager	2025-2026
Material	On-site composting unit for organic kitchen and olive processing waste	Chef / Operations	Since 2020

3.1 Budget Principles

- The sustainability investment budget is approved annually by the Board of Directors as a ring-fenced line in the company budget.
- Where capital expenditure exceeds the annual budget, the company will seek EU agricultural and hospitality sustainability grants (PSR Umbria, PNRR measures) and green financing instruments.
- Cost savings arising from efficiency improvements (energy, water, waste reduction) will be tracked annually and partially reinvested into the sustainability programme.
- All material sustainability expenditure (>EUR 500 per item) will be recorded in a sustainability investment register, reviewed quarterly.

4. Stakeholder Engagement

Rastrello SRL recognises that a credible climate action plan must be co-created and continuously informed by its stakeholders. Stakeholder input shapes our targets, improves our operations, and strengthens accountability throughout the certification cycle.

Stakeholder Group	Engagement Method	Frequency	How Input Is Used
Employees	Team meetings, anonymous sustainability survey	Quarterly / annually	Inform operational targets and resource allocation
Hotel Guests	In-room sustainability leaflet, post-stay survey, website sustainability page	Continuous / quarterly review	Shape guest-facing programmes and communication

Suppliers (olive oil & F&B)	Supplier Code of Conduct, annual scorecard, face-to-face meetings	Annually	Refine supply chain targets; co-design packaging and transport improvements
Local community & municipality	Community open days, collaboration with Comune di Trevi / Spoleto	Bi-annually	Align land-use, biodiversity corridors, and cultural heritage actions
B Lab / certification body	BIA submission, assessor dialogue, Impact Reports	Per certification cycle	Validate targets, identify gaps, adopt evolving best practices
Guests with accessibility needs	Dedicated feedback channel, annual inclusivity review	Ongoing	Improve guest experience and social equity targets

4.1 How Stakeholder Input Shaped This Plan

The following elements of this plan were directly shaped by stakeholder feedback received during preparation of the 2026-2029 cycle:

- Guest survey data (2023-2024): Guests consistently rated 'local food provenance' and 'nature connection' as top values, leading directly to the local procurement target (Section 2.5) and the biodiversity margin target (Section 2.4).
- Supplier discussions: Key packaging suppliers confirmed that recycled-content glass is available at comparable cost, validating the packaging transition target (Section 2.3).
- Staff input (team meetings 2024): Staff identified food waste and single-use plastics as priority areas, resulting directly in Sections 2.3 targets.
- Local municipality (Comune di Panicale): Support for a regional biodiversity programme.

4.2 Grievance and Feedback Mechanism

Any stakeholder may raise concerns or suggestions relating to Rastrello SRL's sustainability performance through:

- Email to the Sustainability Lead (dedicated address published on the website and in all guest rooms)
- Annual stakeholder survey (distributed each September)
- Direct conversation with the General Manager or a Board member at any time

All feedback is logged, reviewed at the next Sustainability Lead meeting, and a written response provided within 30 days.

5. Governance, Approval and Review

5.1 Highest Governing Body Approval

This Climate Action Plan has been reviewed, discussed, and formally approved by the Board of Directors (Consiglio di Amministrazione) of Rastrello SRL — the highest governing body within the scope of B Corp certification — at a duly convened Board meeting. Approval by this body confirms that climate action is embedded at the highest level of the company.

Name	Role	Signature & Date
Elida Wassmann	Legal Representative	 11.07.2026
Chiara Verdacchi	Director	_____

Board Resolution Reference: ClimatePlan **Date:** 11 July 2026

5.2 Internal Accountability Structure

- Board of Directors: Ultimate accountability for climate commitments; approves plan and annual sustainability budget; receives annual progress report.
- General Manager: Operational accountability; conducts quarterly progress reviews with Sustainability Lead; escalates material issues to Board.
- Sustainability Lead (0.5 FTE): Day-to-day implementation, KPI tracking, stakeholder liaison, preparation of annual sustainability report and 36-month plan reviews.
- Department Heads (Front of House, Kitchen, Farm / Olive Grove): Responsible for implementing targets within their areas; monthly check-ins with Sustainability Lead.
- All Staff: Complete annual sustainability and wellbeing training; contribute suggestions via team meetings and anonymous survey.

5.3 Mandatory 36-Month Review Cycle

In accordance with B Corp requirements and our commitment to continuous improvement, this plan is subject to full review and re-approval by the Board of Directors every 36 months. Annual interim reviews ensure that targets remain on track and are adjusted where circumstances change materially.

Review Cycle	Scheduled Date	Responsible Body	Record / Evidence
Full Plan Review (36 months)	June 2029 -> June 2032 -> ...	Board of Directors (CdA)	Board resolution + updated signed plan
Annual Progress Review	Every June (2027, 2028, 2029 ...)	General Manager + Sustainability Lead	Annual Sustainability Progress Report
Stakeholder Consultation	Every 12 months (September)	Sustainability Lead + external facilitator	Meeting minutes + feedback log

5.4 Evidence of Plan Updates — Document Retention

At each 36-month review, the following evidence will be generated and retained to demonstrate the plan has been formally updated:

- Board resolution (verbale del CdA) approving the updated plan, with date and signatures of all Directors
- Version-controlled plan document showing version number, date of approval, and name of author

- Summary of material changes from the previous plan: targets met, targets revised, and new targets added
- Annual Sustainability Progress Reports for each of the preceding three years
- Record of stakeholder consultation conducted in the six months prior to plan update

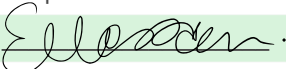
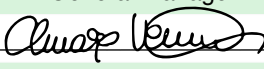
All documentation is retained for a minimum of 10 years and made available to B Lab and the certification body upon request.

Version	Date	Approved By	Summary of Changes
1.0	July 2026	Board of Directors	Initial plan issued for B Corp recertification
2.0 (scheduled)	June 2029	Board of Directors	Full 36-month review; targets updated based on 3 years of performance data
3.0 (scheduled)	June 2032	Board of Directors	Full 36-month review

6. Declaration and Board Signatures

We, the undersigned members of the Board of Directors of Rastrello SRL, declare that:

- This Climate Action Plan accurately reflects the company's commitment, targets, resource allocation, and stakeholder engagement approach.
- We are personally accountable for the implementation, monitoring, and periodic review of this plan.
- We commit to full transparency in reporting annual progress and to updating this plan every 36 months.
- This plan will be communicated to all employees, shared with key stakeholders, and published on the company website.

Name: Elida Wassmann	Name: Chiara Verdacchi
Role: Legal Representative	Role: Director General Manager
Signature: 	Signature: 
Date: 11 July 2026	Date: 11 July 2026

Rastrello SRL · Climate Action Plan v1.0 · July 2026