



## Sustainability Manifesto

At Villa Nai 3.3, we are committed to achieving sustainability by conducting our activities in a manner that positively contributes to the environment, the local community, and our employees.

The hotel's design follows the natural contours of the land on which it stands and is built entirely from materials sourced on the island of Dugi Otok. This thoughtful approach allows Villa Nai 3.3 to achieve an A+ energy certification, making it one of the most energy-efficient buildings in the region. Our green roof helps reduce heating and cooling requirements by more than 20%.

Our values are deeply rooted in sustainability. The ingredients for our culinary experiences come directly from our organic farm and from local fishermen who respectfully take from the sea only what it generously offers. To reduce the ecological footprint of our gardens, we exclusively use in-house desalinated water to water our olives, tomatoes, and other plants using a drop-by-drop system.

As a prestigious oil producer, we take great pride in our sustainable olive farming practices. Our olive trees are watered only using recycled and purified water. Our olive fertilizers are completely in-house, sustainably made. The pomace from olive pressing is mixed with pruned branches from olive and fruit trees, aged in a concrete tank, and later returned to our gardens as nutrient-rich, zero-emission humus.

Where possible, we always use eco-friendly products, materials, and protocols to give you the best of what is good for the people and the planet. To contribute to forest ecosystem preservation, we provide a paperless check-in and check-out. Our bathrooms use only in-house desalinated water purified using the highest quality bio purifier to reduce water consumption. Water consumption is additionally reduced by filling our pools with the Adriatic Sea water that is sourced from the bay near Villa Nai 3.3.

Following our sustainable development principles, we maintain and clean our facilities exclusively with desalinated water and steam cleaners. To protect the environment, no chemical cleaning agents are used anywhere on the property.

We use and offer only the highest-quality products - durable, efficient, and supportive of sustainability. Our employees are continuously educated and encouraged to take responsibility for environmental protection. We are deeply committed to their well-being and personal growth, ensuring harmony between our guests, our people, and the land of Dugi Otok.

All our employees are continuously involved and trained to be more responsible for the environment. We take the greatest care of our employees to ensure their well-being and personal growth. This is to achieve the synergy that maximizes your experience and satisfies the land and the people of Dugi Otok Island.

Our sustainability strategy aims to identify, manage, and minimize the environmental impacts of our operations while offering only the finest guest experience.



In accordance with our sustainability statement, Villa Nai 3.3 adopted LHW sustainability standards in 2023. At the beginning of 2025, the owners and management team further strengthened this commitment by introducing additional sustainability goals across all four sustainability pillars, which we aim to achieve in the coming period. The specific areas and commitments are as follows:

**1. GREEN HOUSE REDUCTION**

Villa Nai 3.3 is committed to reducing greenhouse gas emissions by 5% and has installed solar panels to increase the share of renewable sources in energy consumption by 2026.

**2. WILD LIFE PROTECTION AND DIVERSITY IN NATURE**

Villa Nai 3.3 is committed to protecting local wildlife and preserving the island's biodiversity by planting wild gardens and autochthonous plants each year, which attract numerous butterfly species and pollinators. Villa Nai 3.3 is committed to preserving local ecosystems and has built 5 km of dry-stone wall that helps prevent erosion, a problem occurring in this geographical region.

**3. PROMISE TO OUR EMPLOYEES**

Villa Nai 3.3 is committed to creating a workplace where all employees are treated with fairness, dignity, and respect. This commitment is reflected in our policies, practices, and the way we interact with each other. We are dedicated to respecting labor laws and human rights laws.

**4. HUMAN RIGHTS**

Villa Nai 3.3 is committed to respecting and supporting human rights by practicing equal pay, ethical hiring, respect for people, and ensuring equality and diversity by preventing discrimination, promoting a peaceful relationship among members of various vulnerable groups, protecting the right to privacy, and having an ethical and responsible management that guarantees well-being in the work environment.

**5. COMMITMENT TO LOCAL COMMUNITY**

Villa Nai 3.3 is dedicated to preserving and strengthening the local community of Dugi Otok and participates through donations - food, olive oil, or money - for Trekking tours, Regattas, pre-Easter pilgrimage, Wild herb education tours, and other events taking place on the island.

**6. CHILDREN PROTECTION**

Villa Nai 3.3 is dedicated to safeguarding children, and in case of suspicion of child abuse or exploitation, will immediately report such case to the appropriate authorities.

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