

# Sustainability Report

Year 2025



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# Sustainability Report

Year 2025

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*Bike, Breathe & Discover*



# Sustainability Report 2025

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## Organizational Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

S-Cape Partners is an active tourism tour operator specializing in walking, cycling, cultural and foodie travel experiences across Italy and Europe. It organizes self-guided holidays, small guided groups, family trips, and tailor-made itineraries. Local gastronomy, quality hospitality, nature, and a slow pace—on foot or by bike—are essential elements in its programs. Destinations are selected based on their beauty and cultural heritage.

The company's mission is to offer unique, immersive, and enriching travel experiences. It does so by designing inspirational, responsible, and sustainable travel programs that promote the protection and conservation of natural and cultural resources in the destinations served.

This report refers to the corporate structure of the company's registered office located at: Borgo Allegri 16R50122 – Florence, Italy

Legal form: Limited Liability Company (Società a Responsabilità Limitata)

NACE Code: 7912

Total Assets/Liabilities: €1566283 Production Value: €10148050

The company operates facilities (offices, operational spaces, storage areas, etc.) covering a total area of 180 sqm.

“

*Sustainability has always been at the core of what we do. For me, adopting sustainable practices is not only ethically correct, but also strategically advantageous for the company, as it enhances profitability, resilience, and competitiveness in the international market.*

**Tullia Caballero**  
S-Cape Countryside Travels Srl Owner



## Reporting Information

### GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its environmental, social, and governance sustainability results in a dedicated report, developed in a semi-automated format through the Synesgy View platform.

The Sustainability Report has been prepared based on the questionnaire administered to **S-Cape Countryside Travels Srl** by Synesgy. This tool enabled the identification of corporate ESG values for the reporting period **01/01/2025 – 31/12/2025**.



Synesgy is an official **Licensed Software and Tools Partner** of GRI at a global level. This ensures that the use, within the Report, of the statements contained therein is compliant with GRI Standards.

The Standards are designed to provide a comprehensive, comparable and credible framework of an organization's relevant topics, the related impacts, and the way in which they are managed.

The Sustainability Report is therefore aligned with the GRI Sustainability Reporting Standards, updated to the latest revisions as of 1 January 2023, and also with the ESRS included in the new CSRD.

The latter are the European Sustainability Reporting Standards (ESRS), adopted by the European Commission on 31 July 2023 as a common basis for ESG reporting for companies falling within the scope of the Corporate Sustainability Reporting Directive (CSRD).

On 25 September 2024, the Italian transposition decree (Legislative Decree 2024/125) officially entered into force. The ESRS show a significant degree of alignment with the GRI Standards.

- ✔ **GRI Sustainability Reporting Standards**
- ✔ **ESRS European Sustainability Reporting Standards**

For non-listed SMEs that do not fall within the scope of the Corporate Sustainability Reporting Directive (CSRD), EFRAG has developed a voluntary Standard (VSME – Voluntary Sustainability Reporting Standard for SMEs) that encourages and guides them to report their ESG performance. This Standard covers the same sustainability topics as the European Sustainability Reporting Standards (ESRS) applicable to large companies; however, it is proportionate and takes into account the fundamental characteristics of micro, small and medium-sized enterprises. By completing the Synesgy assessment, SMEs are therefore compliant with the voluntary requirements set out in the VSME Standard.

This statement is published on the website of **S-Cape Countryside Travels Srl** at: **www.s-capepartners.eu** For further information, please contact: [info@s-cape.it](mailto:info@s-cape.it)  
The Sustainability Report has been developed through Synesgy View.



The representation of a company’s true value, through ESG, is determined by the integration of economic performance with environmental sustainability outcomes, social impact, and governance results. More specifically, ESG primarily refers to a set of operational procedures for measuring and benchmarking performance, as well as best practices that enable organizations to understand and manage their environmental, social, and governance impacts. These criteria generate evaluations that are used by employees, suppliers, citizens, institutions, investors, financial analysts, banks and insurance companies to assess an organization’s commitment and performance in terms of sustainability, as well as its exposure to related risks. The ESG score represents an assessment of a company’s level of adequacy with respect to ESG factors, also considering the sector in which it operates and its geographical area.

The ESG score is divided into five classes:

- 1 **Class A** > Excellent Level of Sustainability
- 2 **Class B** > Good Level of Sustainability
- 3 **Class C** > Satisfactory Level of Sustainability
- 4 **Class D** > Adequate Level of Sustainability
- 5 **Class E** > Low Level of Sustainability

Since 2024, the company has embarked on an ambitious sustainability journey, integrating ESG principles into every strategic and operational process. This commitment has translated into concrete actions aimed at reducing environmental impact, promoting social responsibility, and ensuring transparent governance. The results have not been long in coming: the company achieved an overall score of B in both 2024 and 2025, confirming the consistency and robustness of its initiatives. This recognition reflects the company's ability to translate objectives into measurable performance, while maintaining a strong focus on innovation and continuous improvement. The journey does not stop here: the company is aiming for increasingly ambitious milestones to create sustainable long-term value.

## Benchmark Statistics



## Why was it important for S-Cape Countryside Travels Srl to complete the Synesgy questionnaire?

- ✔ It enabled the company to create a virtuous cycle with its clients, suppliers, and all stakeholders.
- ✔ It is supported by a platform that enables data collection within minutes.
- ✔ It is a questionnaire recognized by the entire banking system, as it is based on internationally recognized measurement criteria (GRI and ESRS).
- ✔ It is developed by CRIF, an internationally recognized player.
- ✔ Data are shared in real time.
- ✔ It enables the automatic generation of this Report through integration with the Synesgy View platform.

# The Stakeholder Engagement

GRI 2-29

ESRS 1

Based on the European Sustainability Reporting Standards (ESRS), stakeholders are those who can either influence the company or be influenced by the company. Strengthening a **sustainable business model** therefore requires not only a commitment to improving the adoption of sustainable corporate practices, but also active **engagement with stakeholders** who are directly or indirectly involved in the company’s operations.

The ability to understand and assess stakeholders’ needs and expectations is particularly relevant in terms of **aligning objectives and generating shared value**. This approach contributes both to improving **the quality of life and well-being of stakeholders and to enhancing the company’s efficiency and legitimacy to operate**. Through listening and dialogue with local actors, the company can create the conditions to guide its **sustainability strategies** by defining objectives that serve the common interest.

Within the ESRS General Requirements, the company’s main stakeholders are divided into two groups:

- ✔ Affected stakeholders: Individuals or groups whose interests are or could be affected by the company’s activities and by its direct and indirect business relationships throughout the value chain (identified in the table with “C” – **Concerned**).
- ✔ Users of sustainability statements: Primary users of general-purpose financial reporting and other users, including business partners, civil society, and public authorities (identified in the table with “F” – **Financial statement users**).

The company’s stakeholder engagement system includes activities, tools, channels, and methods of involvement that take into account the **different stakeholder profiles and needs**, as well as the overall structure of the institutional framework.

Stakeholders	Definition	Engagement Tools
Workers	C	Company assemblies and dedicated meetings; employee climate surveys and internal surveys; internal communication tools (press review, intranet, corporate email, internal social network, etc.); group activities and training initiatives.
Suppliers	C	Selection procedures; meetings and on-site visits; definition and sharing of standards; questionnaires; co-design initiatives; dedicated supplier portals.
Impacted Communities	C/F	Communication and marketing campaigns; meetings with local community representatives; sponsorships and events.
Consumers/Clients	C	Direct sales activities, business meetings and visits; market research and customer satisfaction surveys; testing activities and focus groups; social media and corporate website; dedicated meetings and industry events.
Trade Unions	F	Support and dialogue initiatives; exchange of communications.

# Double Materiality Matrix

GRI 2-9  
ESRS 1 • ESRS 2

Una volta individuati gli Stakeholders fondamentali per l'azienda, il passaggio successivo consiste nella prioritizzazione dei temi di maggior rilevanza per questi e per l'azienda.

Once the company's key stakeholders have been identified, the next step consists of prioritizing the topics that are most relevant both to them and to the organization. The materiality assessment process is carried out in accordance with the guidelines set out in the GRI Universal Standards 2021, in particular "GRI 3: Material Topics 2021", and in line with the provisions contained in ESRS 1. Under ESRS 1, a sustainability matter is considered **material from an impact perspective** when it relates to actual or potential positive or negative impacts on people and the environment in the short, medium, or long term. The current European reference standards adopt a **double materiality approach**. This term refers to the process of assessing impacts from both an "inside-out" perspective (Impact Materiality) and an "outside-in" perspective (Financial Materiality). The first perspective identifies the impacts generated, effectively or potentially, by the organization and its value chain on the external environment and society. The second perspective considers the risks and opportunities that may influence value creation, strategy, financial performance, and the company's positioning in the short, medium, or long term.

More directly, the double materiality approach answers two key questions:

- ✔ **Financial materiality:**  
How can ESG factors influence the financial and operational stability of the organization?
- ✔ **Impact materiality:**  
How can the organization's decisions and activities influence the environment and society?

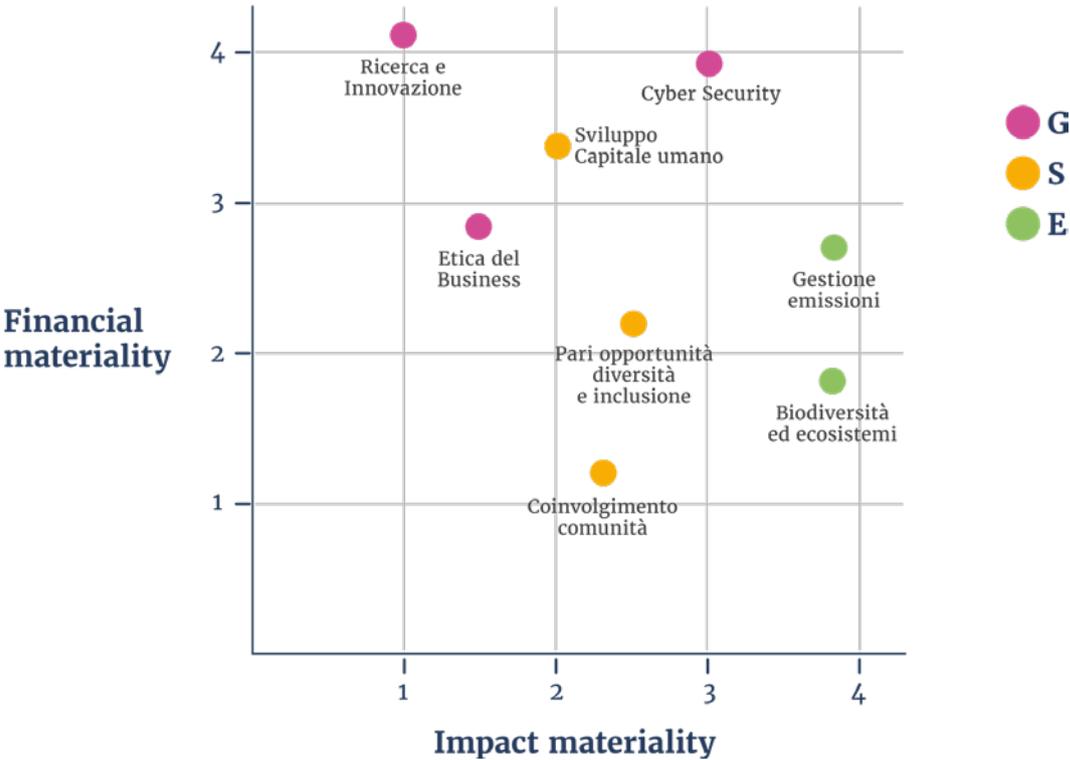


The graphical representation of this analysis takes the form of a matrix that provides an immediate overview of the material topics considered highly relevant for both stakeholders and the company, and illustrates how these topics may generate positive or negative effects on external environmental and social impacts, as well as on the company's economic performance.

The following provides an example of the identification of the most common material topics:



In particular, as an application example for S-Cape Countryside Travels Srl (tertiary sector), an additional example of a materiality matrix tailored to the relevant macro-sector is provided below:



INNOVATION  
& INFRASTRUCTURE



1 NO POVERTY



8 DECENT WORK  
& ECONOMIC  
GROWTH



2 ZERO HUNGER



7 AFFORDABLE  
& CLEAN ENERGY



4 QUALITY  
EDUCATION



3 GOOD HEALTH  
& WELL-BEING



6 CLEAN WATER  
& SANITATION



5 GENDER

# SDGs: United Nations Sustainable Development Goals



On 25 September 2015, the governments of **193 United Nations Member States** adopted the **2030 Agenda for Sustainable Development**.

This action plan, approved by the United Nations General Assembly, includes 17 specific Sustainable Development Goals (SDGs), framed within a broader global action program that comprises a total of 169 targets.

The 17 Goals commit not only governments and nations, but also individual companies. ESG principles represent the way in which businesses translate these commitments into action.

## Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste disposal

## Social

- ✓ Conflicts with local communities
- ✓ Attention to employee health and safety
- ✓ Protection of diversity
- ✓ Proper interpersonal relations among employees

## Governance

- ✓ Disproportionate executive bonuses compared to employee salaries
- ✓ Involvement in corruption-related scandals
- ✓ Establishment of offshore subsidiaries for the purpose of tax avoidance

# S-Cape Countryside Travels Srl and SDGs

The Synesgy questionnaire enabled S-Cape Countryside Travels Srl to map its material topics and sustainability themes, highlighting the most relevant actions carried out during the reporting year and providing its stakeholders with an immediate, and above all certified — as it complies with internationally recognized parameters — overview of its activities. The awareness journey undertaken has demonstrated a virtuous path by S-Cape Countryside Travels Srl, evidenced by the alignment of its actions with 9 of the 17 Sustainable Development Goals (SDGs) recognized by the United Nations.



**Health and Wellbeing**  
Ensure healthy and promote well-being for all at all ages.



**Sustainable Cities and Communities**  
Make cities and human settlements inclusive, safe, resilient and sustainable.



**Gender Equality**  
Achieve gender equality and empower all women and girls.



**Responsible Consumption and Production**  
Ensure sustainable consumption and production patterns.



**Affordable and Clean Energy**  
Ensure access to affordable, reliable, sustainable and modern energy for all.



**Climate Action**  
Take urgent action to combat climate change and its impacts.



**Decent Work and Economic Growth**  
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



**Life on Land**  
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.



**Industry, Innovation and Infrastructure**  
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

The identification and tracking of topics through Synesgy, and the 26 material themes attributable to the ESG framework, have initiated a genuine awareness journey. Based on these findings, the company has engaged all stakeholders through multiple communication channels, fostering a structured and ongoing sustainability pathway.





# Environment



## Environmental Impact Management

### GRI 305-5

ESRS E1-1 • ESRS E1-2 • ESRS E1-4 • ESRS E2-3 • ESRS E3-3 • ESRS E4-4 • ESRS E5-3  
 VSME B1 • VSME B2 • VSME C2

Organizations inherently generate environmental impacts either through their day-to-day operations or as a result of their relationships with stakeholders. It is therefore essential to identify and assess the main sources of impact, such as CO emissions and the consumption of natural resources, and subsequently to monitor and reduce their intensity.

The involvement of all relevant parties — from employees to the supply chain — is fundamental to promoting an environmentally responsible corporate culture, which is indispensable for achieving tangible improvements.

The company holds **ISO 14001 certification (Environmental Management System)**.

The company has implemented initiatives aimed at reducing its environmental impact and has established medium-term \*7-year+ and long-term \*32-year+ percentage reduction targets. Examples include DR5 and DR6. Operationally, in order to achieve these targets, the company has made investments over the past three years. For example, it has reduced the impact of its supply chain and supported the development of Nature-Based Solutions (PDU) projects \*see [givingbacktonature.org](https://givingbacktonature.org) and <https://www.reteclima.it/aziende/s-cape-travel/>.

The company has also implemented climate change adaptation initiatives and is undertaking measures to align with additional internal management system certifications \*e.g., health and safety, environmental management, quality management, etc. +



# Energy

GRI 302-1

ESRS E1-5

VSME B3

Corporate energy consumption is one of the key indicators that significantly influences not only socio-environmental performance metrics, but also a company's economic performance. The ability to improve energy efficiency across offices, facilities, operational processes and equipment is fundamental to generating positive impacts across all pillars of sustainability. During the latest reporting period, electricity consumption across company-owned and leased premises amounted to 38,222 kWh.

This electricity is **certified 100% renewable**.

# Emissions

GRI 305-1 • GRI 305-2 • GRI 305-3

ESRS E1-6

VSME B3 • VSME C3

Effective emissions management is essential for reducing environmental impact and addressing climate change. The first step involves measuring greenhouse gas (GHG) emissions arising from operational activities, transport, and energy consumption, using dedicated tools such as Life Cycle Assessment (LCA). Subsequently, the company may adopt reduction strategies, including process optimization, the use of renewable energy sources, and the implementation of low-emission technologies. Investments in Carbon Capture and Storage (CCS) systems and the promotion of emission offset initiatives through reforestation projects or carbon credits can further mitigate environmental impact. Transparency in emissions reporting and alignment with international frameworks such as the Paris Agreement help demonstrate commitment to sustainability and strengthen stakeholder trust.



The company measures atmospheric pollutant-related emissions and reports the following:

Total Scope 4 greenhouse gas emissions (indirect emissions from purchased electricity) amount to 5.5 tCO<sub>2</sub>e.

Total Scope 5 greenhouse gas emissions (indirect emissions across the value chain) amount to 972 tCO<sub>2</sub>e.

The company aims to maintain Scope 3 greenhouse gas emissions (direct emissions) at 2 tCO<sub>2</sub>e over the medium and long term.



## SlowBags Project – Zero-Emission Luggage Transfer

U-Cape Rartners offers a new luggage transfer service along the Xia Francigena<the first 322' electric luggage transport service operating on the NuccaóUiena route \*UlowDags+.In terms of results, during 4247 a total of **35,571 km** were covered. Y hen compared to the emissions that would have been generated by an internal combustion vehicle over the same distance, this has resulted in the avoidance of approximately 7,722 kg of CO e

# Waste

GRI 306-2-a • GRI 306-2  
ESRS E5-1 • ESRS E5-5  
VSME B7

Within the framework of the I TI Ustandards, the environmental dimension of sustainability concerns an organization's impacts on both living and non-living natural systems, including land, air, water, and ecosystems. In this context, waste management becomes a relevant issue, as waste may be generated not only by the organization's own activities but also by upstream and downstream actors within its value chain. Proper waste management begins with source reduction, minimizing waste generation at its origin. It is essential to separate waste by type (recyclable, hazardous, organic) and to ensure appropriate disposal in compliance with applicable regulations.

Promoting recycling and material reuse contributes to reducing environmental impact. The adoption of a structured waste management plan and employee awareness initiatives are fundamental to ensuring a sustainable and responsible approach.

The total amount of corporate waste generated during the latest reporting year amounted to 2.27 tons, of which 2.24 tons were classified as hazardous.

Within its premises, the company separates <

- ✔ IT equipment and electronic waste
- ✔ paper
- ✔ plastic
- ✔ glass
- ✔ organic waste







# People



## Employment

**GRI 2-7-a • GRI 2-7-b • GRI 2-29-a • GRI 2-30-a • GRI 401-2 • GRI 403-9 • GRI 405-1 • GRI 405-1-a-iii • GRI 405-2 ESRS S1-1 • ESRS S1-6 • ESRS S1-8 • ESRS S1-9 • ESRS S1-11 • ESRS S1-12 • ESRS S1-14 • ESRS S1-15 • ESRS S1-16  
VSME B1 • VSME C6 • VSME C7 • VSME B8 • VSME C5 • VSME B10 • VSME B9**

One of the key stakeholders for the success of an organization is undoubtedly its workforce.

Uustainable workforce management requires balancing employee well-being, business growth, and positive social impact.

First and foremost, it is essential to promote safe and healthy working conditions, ensuring compliance with human rights and labor regulations. Investing in continuous training and skills development enables employees to adapt to technological changes and grow professionally.

Diversity and inclusion must be prioritized, fostering a fair and open working environment for all. Promoting both physical and mental well-being is equally important, including through work-life balance policies and flexible working arrangements.

Finally, ongoing dialogue between management and employees, combined with transparency, helps build trust and strengthen employee engagement toward the company's sustainable objectives.

The company holds **ISO 45001 certification (Occupational Health and Safety Management System)**.

Our policy and procedure are in place to ensure regular consultations with key stakeholders, particularly employees. Employee satisfaction is monitored through periodic surveys.

The company has adopted and published on its website policies and procedures concerning respect for human rights, including the prohibition of child labor, forced labor, and compulsory labor.

Despite the presence of a human rights policy, the company has identified incidents related to child labor.



**Number of Female Employees, Interns/Trainees and Self-Employed Workers by Professional Category**

Managers	1
Employees	12

**Number of Male Employees, Interns/Trainees and Self-Employed Workers by Professional Category**

Managers	1
Employees	10
Interns/Trainees	1

The ratio between the highest remuneration in the company and the median remuneration is 3.1. The percentage of employees belonging to protected categories under Law 8: 1; or disadvantaged individuals under Law 5: 3; 3 and for underrepresented minorities amounts to 6.57% of the total workforce.

Workforce Distribution by Contract Type (%)	
Permanent Contract	83
Fixed-Term Contract	17
<b>Part-time</b> Contract	<b>13</b>

The number of workplace injuries recorded over the past five years has been fewer than three.

During the latest reporting period, total working hours performed by all employees amounted to 67,566.

From a corporate welfare perspective, the company

- ✔ provides agreements with local businesses (fuel vouchers, shopping vouchers, discounts);
- ✔ grants productivity bonuses;
- ✔ allows flexible working arrangements and smart working;
- ✔ provides third-party motor liability insurance (RCA) policies to employees.

The percentage of employees covered by a national collective labor agreement \*CCPN+ ranges between : 2' and 322' .



# Training and Development

GRI 403-5 · GRI 404-1

ESRS S1-13

VSME B10

Employee training within a sustainability-oriented organization is essential for integrating responsible practices and fostering a culture of sustainability.

Training programs should include courses and workshops on topics such as energy efficiency, waste management, responsible resource use, and emissions reduction.

It is important to raise employees' awareness of the environmental impact of corporate activities and actively involve them in green initiatives, such as recycling programs and the adoption of environmentally responsible behaviors.

Training should also promote the development of technical skills related to sustainable innovation and responsible supply chain management. Encouraging participation in continuous learning programs ensures that employees are equipped to contribute to the company's long-term sustainability objectives.

A dedicated training program on the Code of Ethics is in place and is addressed to employees, consultants, and suppliers.

The main topics covered during the latest reporting period included:

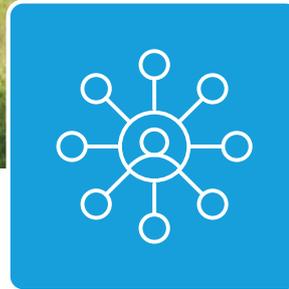
- ✔ sustainable transformation: its meaning, related opportunities and risks, and implications for businesses;
- ✔ primarily environmental topics (e.g., reduction of material and natural resource waste, waste management, water resource management, energy efficiency);
- ✔ sustainable development: the new paradigm and the UN 2030 Agenda, including key environmental, social and economic objectives;
- ✔ digital innovation in support of sustainable transformation;
- ✔ privacy and data protection (e.g., GDPR compliance);
- ✔ occupational health and safety.

The total number of training hours delivered during the year amounted to 842.





# Suppliers, Local Communities and Clients



## Local Communities and Responsible Initiatives

GRI 203-1

ESRS S3-1 • ESRS S3-2

VSME B2

A sustainable company must consider the impact of its activities not only on the environment, but also on people and the surrounding territories. Collaborating with local communities is essential to promote fair economic development by creating employment opportunities, investing in infrastructure, and supporting social initiatives. Companies can contribute to the sustainable growth of communities through Corporate Social Responsibility (CSR) programs, supporting educational, cultural, and environmental projects. Furthermore, organizations must act transparently and remain open to dialogue, involving communities in decisions that affect them, while respecting local traditions and resources. This approach not only strengthens social ties but also enhances the company's reputation and builds trust among stakeholders.

It is therefore essential that the relationship established between the company and local communities ensures that communities do not merely bear the effects of its operations, but instead become active participants, with a meaningful capacity to influence operational and development decisions.

Investments, innovation, technological development, and the pursuit of quality represent fundamental elements of economic strategies, as they generate a multiplier effect benefiting a wide range of stakeholders, including local communities.



The company carries out projects in schools and within the local community on sustainability-related topics and provides **donations, sponsorships, and contributions for the benefit of the communities in which it operates.**

Commissioners of **IRISH LIGHTS** | Navigation and Maritime Services | **GREAT LIGHTHOUSES OF IRELAND** | **CELEBRATING 10 YEARS**

**Session 5: Global Collaboration: Connecting People, Places and Stories**

**Speakers:**

 <b>Alice Mansergh</b> Tourism Ireland	 <b>David Roberts</b> Tourism Northern Ireland	 <b>Tullia Caballero</b> S-cape Travel & Sloways.eu	 <b>Captain Pedro Gil Miranda de Castro</b> Portuguese Maritime Authority	
 <b>Sebastián Espinar Cerrejón</b> Puertos del Estado	 <b>Espen Frøysland</b> European Route of Lighthouses	 <b>Mike Bullock</b> Northern Lighthouse Board	 <b>Mike Bae</b> Ministry of Oceans and Fisheries, Rep. of Korea	 <b>Rui Gomes</b> Council of Europe

**International Marine, Lighthouse Tourism & Maritime Heritage Conference**  
**DUBLIN CASTLE | 7th & 8th October 2025**

U-Cape Rartners is a member of the Cctive Tourism P etwork <https://activeitaly.it/members-4/>, which represents a unified voice for the small enterprises operating within the active and sustainable tourism sector in Italy.

The company has developed new travel programs, trekking itineraries, and cycling tours in less conventional destinations with the aim of reducing seasonality in tourist flows for ezample, winter trekking in O alta+ and redirecting them toward alternative destinations such as trekking in the Cilento region or around Nake Iseo+.



## Client Relationships

GRI 2-29-a

ESRS S4-1

Relationships with clients must be built on transparency, trust, and responsibility. A sustainable company is committed to clearly communicating its values and the actions undertaken to reduce environmental and social impacts, through verified labels, certifications, and detailed reporting. Customer education plays a key role; the company should raise awareness among its clients regarding the benefits of sustainable products and services, encouraging informed and responsible choices. Offering high-quality, safe products and services with extended life cycles and produced in an ethical manner strengthens customer relationships. Listening to customer feedback and involving clients in environmental or social initiatives is essential for building an active and responsible community. Consistency between corporate practices and marketing communications contributes to strengthening long-term trust and customer loyalty.

Our policy and procedure are in place to ensure regular consultation with key stakeholders, particularly consumers and clients.

U-Cape Partners collects customer satisfaction feedback through structured questionnaires. Performance ratings are available on Feefo: <https://www.feefo.com/reviews/sloways>.



**Sloways**

<https://www.sloways.eu>

**Service**

★★★★★ 4.7/5

**Product**

★★★★★ 4.6/5

## Suppliers and Procurement Practices

GRI 204-1 • GRI 308-1 • GRI 414-1

ESRS S2-1 • ESRS 2 G1-2

With a view to continuous improvement and the mitigation of negative impacts, the organization is encouraged to select suppliers that share its environmental and social values, ensuring compliance with ethical standards, labor laws, and environmental regulations.

The quality of the final product or service derives from the commitment demonstrated at every stage of the value chain, and therefore from each company involved in the process. As a lead organization within its value chain, the company has the responsibility to guide its supply chain toward the adoption of sustainable best practices, through the exchange of knowledge, targeted investments in training, and the use of dedicated scoring platforms. Building long-term partnerships with suppliers, based on transparency and continuous improvement, strengthens the overall sustainability of the business.

The company conducts due diligence assessments of its suppliers, with particular attention to the possession of environmental certifications.

The following outlines the results of an internal questionnaire and of the assessment questionnaires completed by ; 2 suppliers of U-Cape Rartners, whom the company supported throughout the completion process<

### Type of Business Activity

<span style="color: blue;">●</span> Accoglienza	85
<span style="color: orange;">●</span> Trasporto	3
<span style="color: green;">●</span> Esperienze/Escursioni/Noleggio	2



Does your organization hold a sustainability certification issued by an independent third party?

<span style="color: blue;">●</span> Sì	10
<span style="color: orange;">●</span> No	80



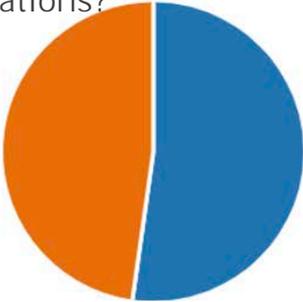
If not, do you intend to undertake a certification process in the near future?

<span style="color: blue;">●</span> Sì	10
<span style="color: orange;">●</span> No	24
<span style="color: green;">●</span> Forse	46

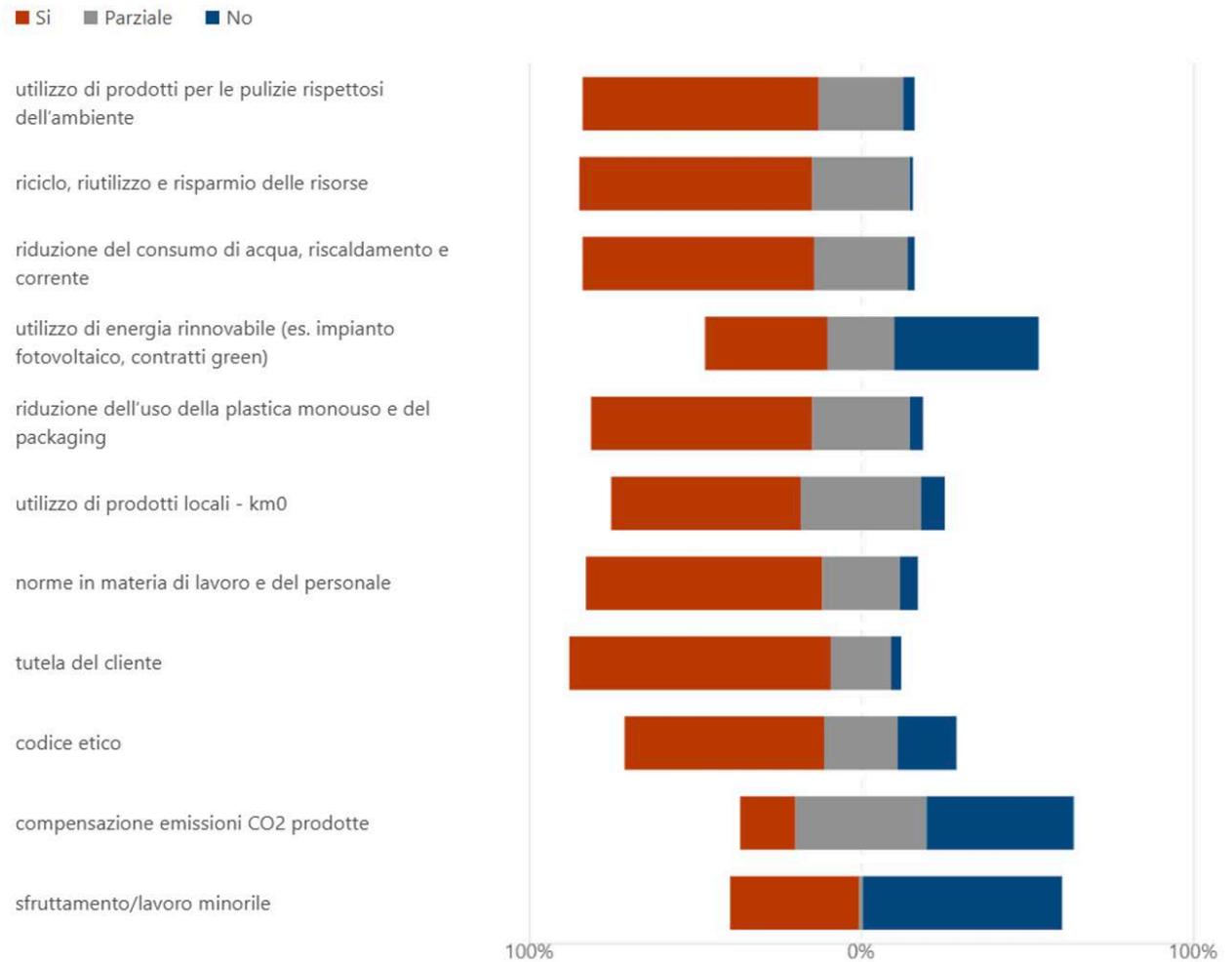


Has your organization developed sustainability guidelines or adopted an internal sustainability policy applied to its operations?

<span style="color: blue;">●</span> Sì	47
<span style="color: orange;">●</span> No	43



## Areas of application of the internal sustainability policy



The company further explored, through open-ended questions, the most significant sustainability initiatives and practices introduced in 4247, and whether suppliers within the cluster were aware of social and/or environmental sustainability projects at the local level on which they could collaborate and build virtuous partnerships.

In conclusion, 7 out of 2 suppliers formally subscribed to the Environmental Sustainability Commitment developed by U-Cape Partners.

We invite you to formally subscribe to the following Environmental Sustainability Commitment, thereby demonstrating a shared set of values and a concrete willingness to operate in protection of the planet.

As a supplier, we commit to:

#### Regulatory Compliance

Operating in full compliance with all applicable local, regional, national, and international environmental regulations.

#### Authorizations and Responsible Management

Ensuring possession of all necessary authorizations required to carry out our activities and reducing environmental impacts through the adoption of sustainable materials and processes, responsible consumption of renewable resources, and safe management of water use, waste, and emissions.

#### Respect for Human Rights

Fully respecting human rights, ensuring fair working conditions and combating all forms of exploitation, with particular attention to the rights of children and women.

#### Integrity and Transparency

Adhering to anti-corruption, anti-bribery, anti-extortion, and anti-discrimination policies, while maintaining high standards of ethics and transparency.

#### Protection of Minors

Adopting effective measures to prevent all forms of child exploitation, including abuses related to tourism activities.

#### Environmental Protection

Promoting the protection of natural resources and the environment by integrating sustainable practices into daily operations.

#### Support for Local Communities

Collaborating with local communities, acting in their best interest and contributing to their economic and social development.

#### Responsible Partnership

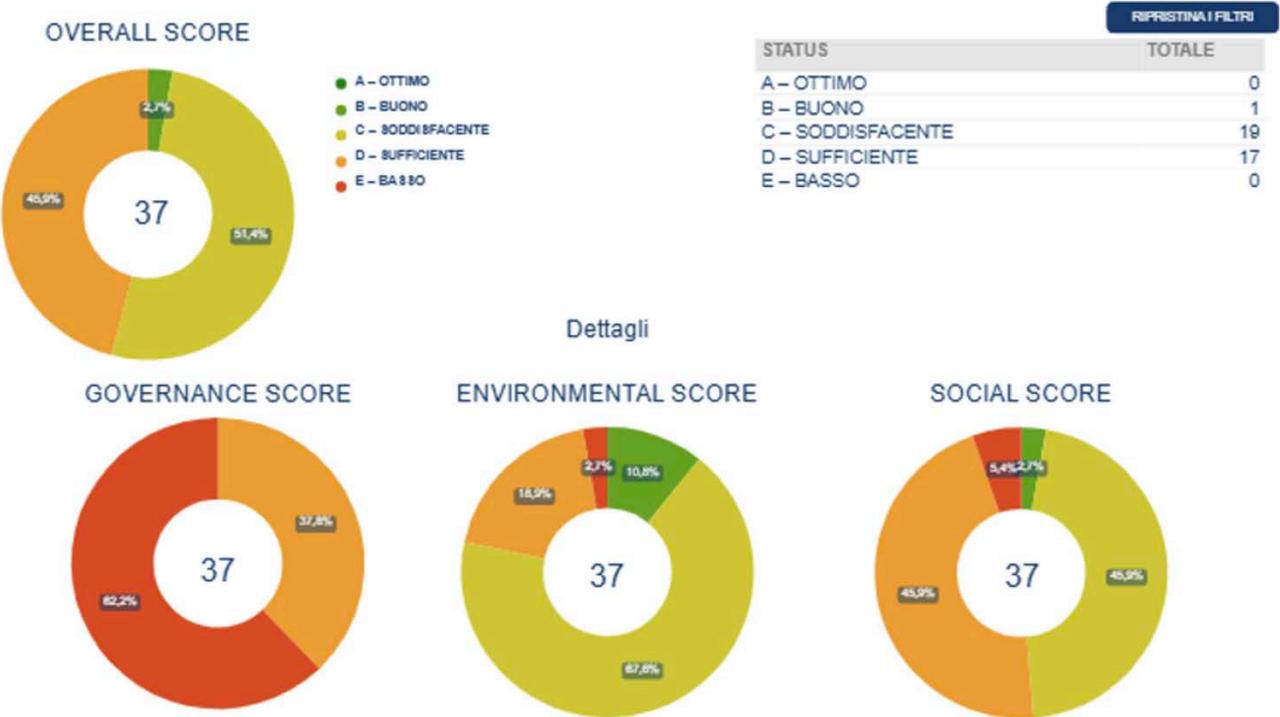
Working in synergy with U-Cape Partners to build a responsible supply system and contribute to a positive environmental and social impact.

[ Our adherence to this commitment represents an important step in strengthening cooperation between our organizations and building a more sustainable future together.

We remain at your disposal for any further clarification.

Through the Uynesgy platform, U-Cape Rartners has also monitored the GUI performance of its supplier portfolio.

As shown in the following dashboards, the 59 mapped companies achieve their strongest results in the Environmental dimension and, overall, maintain a Satisfactory/adequate overall GUI score.









# Leadership and Governance



## Governance

GRI 2-9-a

ESRS 2 GOV-1

VSME C9

C company oriented toward the adoption of sustainable practices should be directed and overseen by a leadership model that integrates sustainability into strategic decision-making, fostering alignment between economic objectives and environmental and social responsibilities. C fundamental element is the establishment of a governance structure that includes expertise in environmental and social matters and that promotes policies and procedures aimed at ensuring transparency and accountability with respect to the company's environmental and social impacts. Implementing sustainability-related risk management practices enables the organization to anticipate and mitigate potential negative impacts. Finally, setting measurable targets and ensuring periodic reporting allows for progress monitoring and accountability, contributing to a corporate culture grounded in sustainability.

The company's governing body consists of a Sole Director.

In conducting its business activities, the company pursues not only profit objectives but also one or more common benefit purposes (e.g., Benefit Corporation).

The company is insured against physical risks.

# Professional Ethics

GRI 1 • GRI 2-22 • GRI 2-23

ESRS 2 SBM-3 • ESRS 2 MDR-P • ESRS 2 IRO-1

VSME B2

Professional ethics within the company refers to a set of principles and values that guide the behavior of employees and managers in their daily interactions. It implies compliance with legal requirements but goes beyond them, encompassing moral standards that promote integrity, transparency, and accountability. A strong Code of Ethics establishes clear expectations on how to address complex situations, such as conflicts of interest, improper business practices, and the management of confidential information. Professional ethics encourage fairness and equity in relationships with colleagues, clients, and suppliers, contributing to the creation of a positive and productive working environment. Furthermore, a solid ethical framework enhances corporate reputation and stakeholder trust, positively influencing customer satisfaction and loyalty.

The company has conducted:

- ✓ a comprehensive assessment of its sustainability impacts on environmental and social factors;
- ✓ an analysis of risks arising from Environmental (E), Social (S), and Governance (G) factors.

The preparation of the Risk Assessment, carried out in relation to the company's activities, enables the preliminary identification and evaluation of relevant factors, as well as the identification of hazards and risks associated with job roles, workplaces, and equipment.

The Health and Safety Officer (TURR), on behalf of the Employer (FDN), identifies workplace hazards related to activities, facilities, substances, systems, and machinery that may affect personnel in the performance of their duties.

The company has adopted a Code of Conduct.



## Regulatory Compliance

**GRI 1 • GRI 2-3 • GRI 2-4 • GRI 2-22 • GRI 2-23**

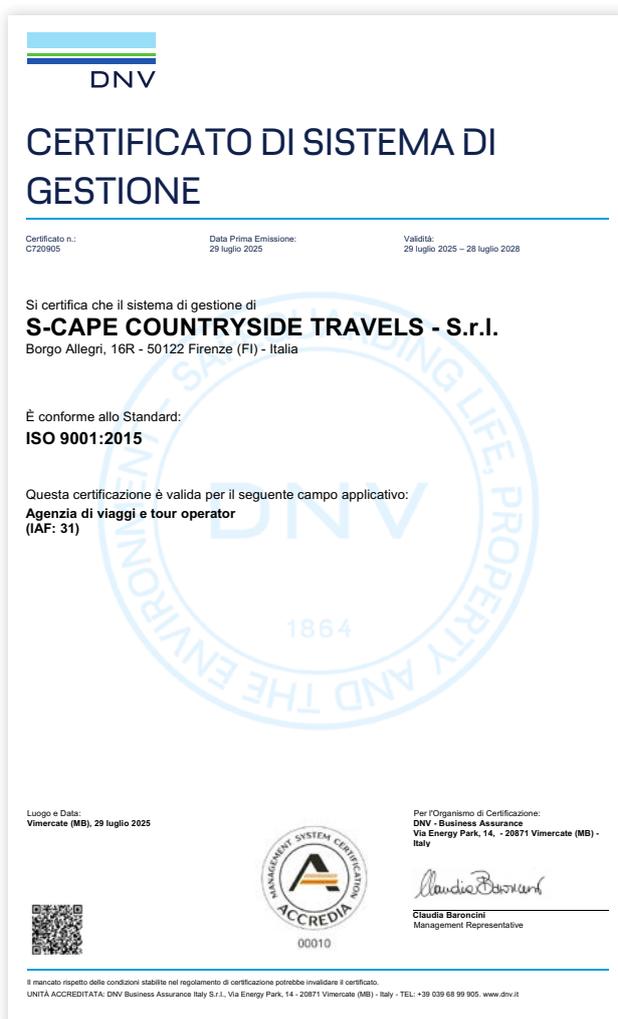
**ESRS 2 MDR-P • ESRS 2 IRO-2 • ESRS 2 BP-1 • ESRS 2 BP-2**

**VSME B1**

Organizational compliance refers to the ability of governing bodies to ensure that operations are carried out in accordance with defined performance parameters and internationally recognized standards. In this context, obtaining certifications that attest to a high level of conformity of business activities, sectors, or procedures represents a guarantee for stakeholders and for all parties directly or indirectly involved in the company's value chain. This contributes to the reduction and mitigation of potential negative impacts related to sustainability issues across the social, environmental, and economic dimensions.

The company publishes its environmental, social, and economic sustainability results at the following link <  
<https://www.sloways.eu/it/chi-siamo/sostenibilita>.

The company holds **ISO 9001 certification (Quality Management System)** and **Travelife Certified status (recognized by the Global Sustainable Tourism Council - GSTC)**, in addition to the certifications already mentioned in this Sustainability Report.



The company adheres to one or more international initiatives, protocols, frameworks, and standards, such as the Global Reporting Initiative (GRI) and the Transparency International (TI).

The company has adopted:

- ✓ a Privacy and Data Protection Policy;
- ✓ a Code of Ethics;
- ✓ a Legality Rating, for which it has been awarded a score of 2 stars;
- ✓ a Whistleblowing Policy and Procedure.



# Actions Recommended by Synesgy



## Business and Corporate Governance

- Strengthen governance oversight mechanisms.
- Consider extending the governing body to a collegiate structure.



## Environmental Certifications

- Adopt ISO 50001 certification for Energy Management Systems.



## Workforce Management, Certifications and Regulatory Framework

- Publish on the company website its corporate policy regarding Quality, Diversity and Inclusion (QDI).
- Adopt policies covering topics such as occupational health and safety.
- Strengthen regular consultations with key stakeholders.
- Broaden training topics to include, for example, anti-corruption measures.



## Regulatory Certifications

- Adopt ISO 37001 certification for Anti-Bribery Management Systems.



## GRI - Key Concepts

### Key Concepts (GRI 1, Sezione 2, Pagina 8)

Understanding the fundamental concepts of sustainability reporting is essential both for those who collect and prepare information for reporting purposes and for those who read and use such information in accordance with the I TI Ustandards. The main concepts are:

#### ✔ **Impacts:**

The effects of an organization's activities on the economy, environment, and people, including impacts on human rights. These impacts may be direct or indirect, short-term or long-term, and may occur within or outside the organization. When assessing impacts, it is essential to consider the entire value chain of the organization.

#### ✔ **Material Topics:**

Determined through a due diligence process that takes into account the organization's impacts, stakeholder expectations, and the context in which it operates. Material topics must be relevant \*significant for the organization and its stakeholders+, complete \*covering all significant impacts+, and comparable \*allowing comparisons over time and across organizations and sectors+.

#### ✔ **Due diligence:**

An ongoing process that includes identification \*recognizing and understanding potential impacts+, assessment \*evaluating the severity and likelihood of impacts+, prevention and mitigation \*developing and implementing measures to avoid or minimize negative impacts+, and monitoring and reporting \*tracking the effectiveness of measures taken and reporting on progress+.

#### ✔ **Stakeholders:**

Individuals or groups that can be positively or negatively affected by the organization's activities.

### Requirements for Reporting in Accordance with the GRI Standards (GRI 1, Sezione 3, Pagina 11)

Reporting in accordance with the I TI Ustandards enables an organization to provide a comprehensive overview of its most significant impacts on the economy, environment, and people, including impacts on human rights, and how these impacts are managed. This allows users of the information to assess the organization's impacts and its contribution to sustainable development, and to make informed decisions.

### Requirements for Reporting with Reference to the GRI Standards (GRI 1, Sezione 3, Pagina 11)

An organization may prepare a report with reference to the I TI Ustandards when it is not able to meet all the reporting requirements necessary to claim reporting in accordance with the I TI Ustandards. Over time, the organization should transition to reporting in accordance with the I TI Ustandards in order to provide a complete overview of its most significant impacts on the economy, environment, and people, including impacts on human rights. An organization may also prepare a report with reference to the I TI Ustandards when it uses selected Ustandards or specific disclosures to report information on particular topics and for specific purposes, such as compliance with climate-related reporting regulations.

## Reporting Principles and Related Requirements (GRI 1, Sezione 4, Pagina 20)

Reporting principles are fundamental to achieving high-quality sustainability reporting. They guide the organization in ensuring the quality and accuracy of the information presented.

There are eight Reporting Principles:

- ✔ **Accuracy:** The organization shall report information that is correct and sufficiently detailed to enable an assessment of its impacts.
- ✔ **Balance:** The organization shall present information in an objective manner, providing a fair representation of both positive and negative impacts.
- ✔ **Clarity:** The organization shall present information in a way that is understandable and accessible.
- ✔ **Comparability:** The organization shall select, compile, and report information consistently, enabling analysis of changes in its impacts over time.
- ✔ **Completeness:** The organization shall provide sufficient information to enable an assessment of its impacts during the reporting period.
- ✔ **Sustainability Context:** The organization shall report information about its impacts in the broader context of sustainable development.
- ✔ **Timeliness:** The organization shall report information on a regular schedule and make it available in a timely manner to enable users to make informed decisions.
- ✔ **Verifiability:** The organization shall collect, record, compile, and analyze information in such a way that it can be examined to establish its quality.

## Additional Recommendations for Reporting (GRI 1, Sezione 5, Pagina 25)

An organization should align its sustainability reporting with regulatory and legislative reporting requirements, particularly financial reporting. There are various ways to enhance the credibility of an organization's sustainability reporting, including:

- ✔ **Internal Controls:**  
Examples include:
  - establishing procedures to ensure the integrity and reliability of data
  - assessing the adequacy of financial controls in relation to sustainability reporting.
- ✔ **External Assurance:** Examples include:
  - verifying the quality and credibility of the reported information
  - implementing an assurance process that is accessible to the public.
- ✔ **Stakeholder Engagement:**  
Examples include:
  - requesting feedback
  - seeking advice on the data to be reported.

## GRI Content Index

Statement of Use S-Cape Countryside Travels Srl has reported with reference to the I TI Standards for the period 23/12/2023-31/12/2024.

GRI Standard		Titolo del Gri	Capitolo/paragrafo	Pagina
GRI 1: Foundation 2021			Compliance normativa	44
			Etica professionale	43
GRI 2: General Disclosure 2021	2-1	Dettagli organizzativi	Profilo dell'organizzazione	7
	2-2	Entità incluse nella rendicontazione di sostenibilità dell'organizzazione	Profilo dell'organizzazione	7
	2-3	Periodo di rendicontazione, frequenza e punto di contatto	Informazioni di rendicontazione	9
	2-3	Periodo di rendicontazione, frequenza e punto di contatto	Compliance normativa	44
	2-4	Revisione delle informazioni	Informazioni di rendicontazione	9
	2-4	Revisione delle informazioni	Compliance normativa	44
	2-5	Assurance esterna	Informazioni di rendicontazione	9
	2-6	Attività, catena del valore e altri rapporti di business	Profilo dell'organizzazione	7
	2-7-a	Rendicontare il numero totale di dipendenti e una ripartizione per genere e per area geografica	Occupazione	26
	2-7-b	Rendicontare il numero totale di dipendenti in base alla tipologia di contratto sottoscritto	Occupazione	26
	2-9-a	Descrivere la struttura di governance, e il massimo organo di governo	Governance	42
	2-22	Dichiarazione sulla strategia di sviluppo sostenibile	Compliance normativa	44
	2-22	Dichiarazione sulla strategia di sviluppo sostenibile	Etica professionale	43
	2-23	Impegno in termini di policy	Compliance normativa	44
	2-23	Impegno in termini di policy	Etica professionale	43
2-29-a	Descrivere il suo approccio al coinvolgimento degli stakeholder	Etica professionale	43	
2-29-a	Descrivere il suo approccio al coinvolgimento degli stakeholder	Rapporti con la clientela	34	
2-30-a	Rendicontare la percentuale di dipendenti totali inquadrati in contratti collettivi	Occupazione	26	
GRI 203: Impatti economici indiretti 2016	203-1	Investimenti in infrastrutture e servizi supportati	Comunità locali e iniziative virtuose	32
GRI 204: Prassi di approvvigionamento 2016	204-1	Proporzione della spesa effettuata a favore di fornitori locali	Fornitori e pratiche di approvvigionamento	34

GRI Standard		Titolo del Gri	Capitolo/paragrafo	Pagina
GRI 302: Energia 2016	302-1	Consumo di energia interno all'organizzazione	Energia	21
GRI 305: Emissioni 2016	305-1	Emissioni di gas a effetto serra (GHG) dirette (Scope 1)	Emissioni	21
	305-2	Emissioni di gas a effetto serra (GHG) indirette da consumi energetici (Scope 2)	Emissioni	21
	305-3	Altre emissioni di gas a effetto serra (GHG) indirette (Scope 3)	Emissioni	21
	305-5	Riduzione di emissioni di gas a effetto serra (GHG)	Gestione degli impatti ambientali	20
GRI 306: Rifiuti 2020	306-2	Gestione di impatti significativi correlati ai rifiuti	Rifiuti	23
	306-2-a	Misure adottate, comprese misurazioni della circolarità, per prevenire la generazione di rifiuti nelle attività dell'organizzazione a monte e a valle nella sua catena del valore e per gestire impatti significativi risultanti dai rifiuti generati	Rifiuti	23
GRI 308: Valutazione ambientale dei fornitori 2016	308-1	Nuovi fornitori che sono stati selezionati utilizzando criteri ambientali	Fornitori e pratiche di approvvigionamento	34
GRI 401: Occupazione 2016	401-2	Benefici per i dipendenti a tempo pieno che non sono disponibili per i dipendenti a tempo determinato o part-time	Occupazione	26
GRI 403: Salute e sicurezza sul lavoro 2018	403-5	Formazione dei lavoratori sulla salute e sicurezza sul lavoro	Occupazione	26
	403-9	Infortuni sul lavoro	Occupazione	26
GRI 404: Formazione e istruzione 2016	404-1	Numero medio di ore di formazione all'anno per dipendente	Formazione	29
GRI 405: Diversità e pari opportunità 2016	405-1	Diversità negli organi di governance e tra i dipendenti	Occupazione	26
	405-1	Diversità negli organi di governance e tra i dipendenti	Occupazione	26
	405-1-a-iii	Percentuale di persone all'interno degli organi di governance dell'organizzazione appartenenti ad altri indicatori di diversità, se rilevanti (come minoranze o categorie vulnerabili)	Occupazione	26
	405-2	Rapporto tra salario di base e retribuzione delle donne rispetto agli uomini	Occupazione	26
GRI 414: Valutazione sociale dei fornitori 2016	414-1	Nuovi fornitori che sono stati selezionati utilizzando criteri sociali	Fornitori e pratiche di approvvigionamento	34

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