

SUSTAINABLE TRAVEL POLICY

Our Commitment

We love what we do and have a deep passion for travel in our destinations. We are so privileged to work and live in these countries with such diverse cultures and incredible nature. We believe that travel can have a positive impact on both the destination and the traveler, if done well. It is our mission to provide our travelers with authentic and immerse experiences and educate them on treading lightly, understanding cultural differences and the respect that comes with it and to share the beauty of our natural surroundings, that cannot continue to exist without the support and understanding that we need to protect and preserve.

We truly believe that responsible travel is the only way for the future of travel and that together we can make this world a better place.

Our core values

1. We Build open, respectful and honest relationships

We believe by strong positive relationships that are respectful, open and honest, we will accomplish much more than we would be able otherwise.

2. We are a team and a family

We want to create an environment that inspires synergy, solidarity, is warm, supportive and understanding.

3. We do the right thing

We will do the right thing, always.

4. We build bridges and safeguard our cultural heritage

We believe in diverse backgrounds, ideas and perspectives and believe by building bridges between our cultures we will learn, understand and essentially become a better person.

Our activities and excursions are conducted with respect for the artistic, archeological and cultural heritage.

5. We safeguard our natural environment

We plan our excursions and activities in such a way as to protect the natural heritage composed of ecosystems and biodiversity and to preserve endangered species of wildlife.

6. We keep it local

We protect the economy of the local communities. Keeping the profit in the community will both ensure that the destination continues to exist, and the local community can prosper.

7. We embrace and drive change

'The only constant in life is change' (herakleitos a greek philosopher c. 535BC)

We understand that our environment is changing, our customers are changing and essentially our business model is changing. Embracing and driving change, will help us grow.

8. We share our passion about travel

We love traveling and sharing our passion for our countries with our travelers. We will give our travelers a real, authentic, possibly life changing experience. We will go out of our way to ensure a travel experience beyond their dreams.

9. We aim to be responsible

We understand the world we live in will become unsustainable if we do not change. We are committed to form part of the solution, not the problem.

Sustainability Policy

1. We care about the Environment

Our offices:

We are committed to reducing the environmental footprint our offices leave and have developed and implemented best practices regarding Purchasing, Energy, Water, Waste management and the use of Paper. Our objective is to:

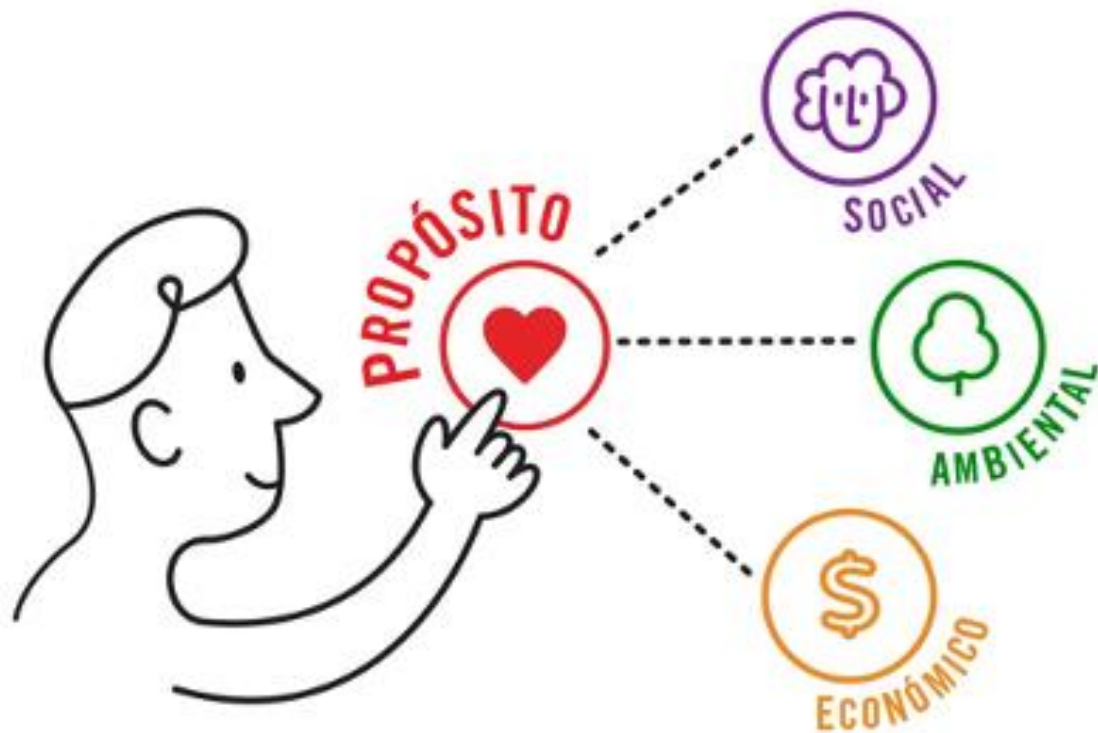
- Reduce (Waste, Water and Energy), Reuse and Recycle
- Purchase certified, recyclable and/or organic
- Reduce our paper as much and offer our programs and travel documents digital

Our excursions:

We are committed to

- Ensure that all our preferred suppliers understand our sustainability objectives and to encourage them to adopt a similar approach.
- Improve the overall sustainability of all excursions by implementing best practices.
- Increase the number of responsible excursions to 40% of our excursions database.
- Promote sustainable and responsible excursions actively among our customers.
- Actively develop more sustainable excursions with our providers.
- Empower people to think and act sustainable

We actively look and promote the **triple impact** in every excursion and analyze how we can optimize this for all of our experiences:



Our transportation

Choosing how to travel within the destination or to the destination have long-lasting impacts on the environment.

- We commit to measure travel carbon emissions with the aim to reduce and compensate.
- We give preference to public transportation alternatives
- We give preference to fuel-efficient vehicles and models built within the past 3 years. We inform drivers to turn off their engines when waiting.
- We promote excursions on foot and bike and offer city tours using a combination of walking/biking and using public transportation.

Our accommodation

The accommodation we choose doesn't only have an impact on the environment but is also a big part of the experience we offer. We believe in authentic experiences and choose our accommodation with this in mind:

- We prefer small boutique style hotels representing their countries' culture
- We look for a personalized service and 'heart'
- We give preference to responsible accommodation and help our preferred partners in optimizing their sustainability best practices by offering training and suggestions.

Our guides

Tour guides have a play a big part in tackling the challenges of sustainability in the tourism industry. The guide is at the frontline of educating travelers and local communities alike; they must be the inspiration and example for sustainable travel behavior that will help towards protecting our destinations and communities alike.

2. Respecting destinations and local cultures

We promote positive and meaningful exchanges between our company, our travelers and the local places we visit.

- Our activities and excursions are conducted with respect for the artistic, archeological and cultural heritage.
- Our objective is to highlight the diversity and richness of culture and heritage in destinations.
- There is a genuine and respectful interaction between travelers and the local community.
- We are Portraying destinations fairly and respectfully in our communications and marketing material
- Our cultural experiences are developed in direct cooperation with the community

3. Protecting vulnerable people (women, minorities and children)

- We encourage respect and opportunities for vulnerable groups and to reject business related to illegal trafficking, consumption of illegal substances, sexual harassment, sexual exploitation of minors and terrorism in compliance with the code of conduct as set forth by the GCET (Global Code of Ethics for Tourism) and the ECPAT (End Child Prostitution, Child Pornography and Trafficking of Children for sexual purposes)
- Putting Child welfare first: we are committed to the guidelines set forth by the International ChildSafe movement and ensure we are not directly or indirectly complicit.

4. Protecting animals

We believe that wild animals should be kept in the wild and not caged or staged for tourism activities with negative impacts for the animal itself. Any wild animals that have been held captive must be released to the wild responsibly, or where this is not possible, for the welfare of the animal it is to be rehomed into sanctuaries or rehabilitation centers where their freedoms are maintained. We work closely with our in-destination teams to ensure that any visits of these sanctuaries are closely monitored, and outcomes are to the animals' best interest.

5. We support local people and communities

We work to maximize the benefits generated by tourism for local economies and communities:

- We employ predominantly local staff
- We select local and suppliers that are invested in their community and that help from their end their local economy
- We design our excursions and experiences in such a way that we include elements that help alleviate poverty in the destination
- We purchase sustainable and locally produced products
- We promote sustainable purchases of souvenirs, craft and art with our travelers
- We involve the local community in designing the experience for our travelers

6. We invest in Fair relationships

- We provide a healthy and safe working environment for our employees, promote equal opportunities, respect labor law, offer fair wages, medical insurance and invest in training, and provide possibilities for personal growth
- We commit to open and honest relationships with our clients: Everything we do, we do for travelers. They are our reason for existence. They are seeking a unique, authentic, safe and pleasant experience, and it is our duty to make our best efforts to deliver an experience that meets their every expectation. We must absolutely inspire the trust of travelers and do everything to make sure we deserve it.
- We invest in long lasting relationships with our local providers. They are our local representatives and we invest in their knowledge; we pay the fair price and we hold our suppliers to the same standards of integrity to which we hold ourselves.

7. Carbon compensation programs

While we work hard to increase the positive impact travel can have on our destinations, we also understand that when we travel, there is an environmental cost involved.

Most of our programs include already a carbon compensation, but this can also be added optionally.

We are working with two carbon offset programs:

Reforestation: for our program in Costa Rica we plant trees in Guanacaste where for the past 80 years big parts of tropical dry forest have disappeared and made place for large cattle farms. We have purchased over 100 hectares of protected land and started planting native tree species for the last 4 years, we planted around 2500 trees so far.

Forest Protection: In Brazil, we support a community-based forest management project that combats deforestation and protects vulnerable and endangered species in the Amazon. The project not only protects the forest, but also provides healthcare, education and knowledge to the communities living in the protected areas. Their goal is to give the community alternative ways of providing for their income, instead of cutting down trees and to teach them to live in the forest in a different way.