



## **SUSTAINABILITY POLICY**

We strongly want our company and business to respect the environment, people and local communities.

We are committed to growing our business making it sustainable to protect the next generations.

Being sustainable and caring is the heart of our business and it's a constant process involving the supply chain, employees and the management.

What we currently do:

- Training and support our staff
- Monitor the supply chain by choosing electric vehicles, newer models of cars, reducing fuel consumption and doubling the number of passengers
- Working with local small business
- Creating experiences and products in full respect of nature such as hiking tours and walking tours
- Create awareness in our customers encouraging the purchase of local souvenirs
- Selecting sustainable restaurants
- Sharing local codes of behaviors with travelers

In the offices:

- Heating and cooling system are of the newest generation with low consume of energy and only activated if necessary, and the staff is well informed of these procedures
- Evening, night and on weekends all the electronic devices are turned off
- The window fixtures are the newest generation to keep the temperature in the room without wasting energy
- During the day, and especially when the sun is shining, the light is turned off.
- We use energy saving light bulbs
- all the computers and printers, are of new generation with a very low energy absorption
- All the screens are set to to automatically go on stand-by after not being used for approx. 20 minutes;

- Set printers are switched off at night and outside office hours
- We do use plug boxes
- Coffee machine and grinder are switched on only when necessary
- Waste management and recycling
- Sustainable use of energy and water (no plastic bottles, newer light bulbs, no use of paper)
- No use of small packages
- No use of coffee machine with capsules
- Respect the employees, their ambitions and their diversity and guarantee a good working environment and salary according to the CCNL
- Constantly measuring the employees satisfaction, promoting team building activities, focus groups and meetings
- Purchasing stationery materials from locals, use of recyclable ink cartridges; only purchase cleaning materials
- Engage with cleaning companies that work sustainably, and select organic food and/or fair-trade food for catering.

Our Objectives in the future:

- Make our travelers more responsible and careful when visiting the world
- Encourage our clients to choose a sustainability travel option
- Prevent the Tourism growth that damage the local communities
- Contribute to a reduction in operational costs increasing the productivity with a more efficient usage of available means.
- Improve the quality of the destination supporting the continuity of the business relationship in a long term plan
- Promoting local events to involve also the locals in having a more sustainable lifestyle
- Optimize the social impact of tourism in our region involving locals in the construction of new experiences and tours