

## **Sustainability Policy:**

At European Cruise Service AS, we recognize our pivotal role and influence in the sustainable development of tourism. Therefore, we are steadfastly committed to promoting sustainability throughout our operations. Our aim is to adhere to, implement, and advocate for exemplary sustainability practices, maximizing positive impacts while minimizing negative effects on tourism. We also strive to inspire our clients and partners to embrace similar principles.

Our sustainability policy is structured around 10 core themes, each comprising a set of principles and actionable measures.

### **1. Sustainability Management & Legal Compliance:**

We pledge to robust sustainability management through:

- Appointing a dedicated sustainability coordinator.
- Communicating a clear sustainability mission statement to stakeholders.
- Maintaining a comprehensive written sustainability policy addressing social, cultural, economic, and environmental impacts.
- Active participation in external forums and working groups supportive of sustainable tourism.
- Conducting baseline assessments of sustainable practices performance.
- Establishing sustainability guidelines and assessment systems for key suppliers/partners.
- Formulating a sustainability action plan with precise targets, actions, responsibilities, and timelines.
- Developing procedures for monitoring and evaluating policy implementation.
- Ensuring transparency through public reporting and communication.
- Staff education and commitment to our Sustainability Policy.

### **2. Internal Management: Social Policy & Human Rights:**

We are committed to fostering a sustainable internal environment by:

- Upholding freedom of employment and contract termination as per legal standards.
- Ensuring labor conditions comply with government regulations and are stipulated in employment contracts.
- Providing adequate wages, medical insurance, and leave entitlements as per legal requirements.
- Implementing robust health and safety policies and procedures.
- Facilitating avenues for employee feedback and grievance resolution.
- Conducting regular assessments of employee satisfaction and offering guidance and training on health and safety.

## **Shaping change**

**ECS's suppliers are the key to a greener and greater future in the land-based cruise industry. By leading by example and supporting our partners, in our small way, we're helping to spread adoption of green solutions amongst our thousands of suppliers, towards our goal of emission-free tours at the end of 2026!**

### **3. Internal Management: Environment and Community Relations:**

Our commitment to environmental protection and community relations involves:

- Reducing disposable and consumer goods usage.
- Procuring sustainable products and services.
- Minimizing packaging waste and promoting paper-saving practices.
- Monitoring and reducing energy and water consumption.
- Ensuring responsible waste disposal and recycling practices.
- Mitigating transportation-related impacts and promoting sustainable travel options.
- Complying with land use and heritage preservation laws.
- Contributing to the protection of local cultural and natural heritage.

### **4. Partner Agencies:**

We have implemented a sustainability policy for our partner agencies, aiming to embed sustainable practices throughout our business collaborations. This includes:

- Assessing partner sustainability practices.
- Preferring partnerships with organizations committed to sustainability.
- Encouraging partners to develop their own sustainability policies.
- Ensuring alignment with sustainability standards and contractual agreements.

### **5. Transport:**

- We prioritize transport options with minimal environmental impact, considering sustainability, price, and comfort.
- Promotion of sustainable transport alternatives.
- Integration of sustainable holiday packages.

### **6. Excursions and Activities:**

- We prioritize excursions and activities that minimize environmental and cultural impact while supporting local communities.
- Avoidance of activities harmful to humans, animals, or the environment.
- Promotion of culturally sensitive and environmentally responsible tourism experiences.
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### **7. Tour Leaders, Local Representatives, and Guides:**

- We strive to employ and support local staff, ensuring fair wages, training, and compliance with labor laws.
- Preference for local employment.
- Training on sustainability and human rights for staff.
- Ensuring compliance with all relevant laws and regulations.

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#### **8. Destination:**

- We aim to maximize positive impacts and minimize negative effects on destinations, promoting sustainable development.
- Selection of destinations aligned with sustainability principles.
- Compliance with spatial planning and heritage regulations.
- Support for biodiversity conservation and local communities.

#### **Travelife Engagement:**

"We are actively engaged with the Travelife certification program and are committed to meeting its international sustainability standards."

"European Cruise Service AS aims to become a Travelife Partner by June 1, 2024, and subsequently pursue Certified status."

"Travelife is a comprehensive certification program for tour operators and travel agents, comprising three stages: (1) Travelife Engaged, (2) Travelife Partner, and (3) Travelife Certified."

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