



## Tour Partner Group Sustainability and ESG Statement

At Tour Partner Group, as the leading B2B tour operator & destination management company for Northern Europe, specialised in delivering tailor-made tours, we recognise our unique responsibility to promote sustainable practices and minimise the environmental and social impact of travel. We are dedicated to driving positive change in the world by integrating sustainability and ESG (Environmental, Social, and Governance) principles into every aspect of our business. We believe that our success is inseparable from the well-being of our planet, our communities, and our stakeholders. Therefore, we commit to the following principles:

### 1. Environmental Responsibility

- **Environmental Stewardship:** We are committed to minimising our environmental footprint by reducing waste, conserving resources, and adopting sustainable practices throughout our operations.
- **Climate Action:** We are actively working to reduce greenhouse gas emissions and increase energy efficiency in our operations. We support the global transition to a low-carbon economy.
- **Biodiversity Conservation:** We respect and protect the ecosystems in which we operate, promoting the conservation of biodiversity and the responsible use of natural resources.

### 2. Social Impact

- **Diversity and Inclusion:** We value diversity and inclusion and strive to create a workplace where every individual is respected, supported, and given equal opportunities.
- **Community Engagement:** We actively engage with and invest in the communities where we operate, aiming to create positive social impacts through partnerships, volunteering, and philanthropy.
- **Human Rights:** We respect and uphold human rights, both within our organisation and across our supply chain.



### 3. Governance Excellence

- **Ethical Conduct:** We maintain the highest standards of ethics and integrity in all our business dealings, ensuring transparency and accountability in our decision-making processes.
- **Corporate Governance:** We have robust governance structures in place to oversee our sustainability and ESG commitments, and we regularly report our progress to stakeholders.
- **Risk Management:** We identify and manage ESG-related risks to protect the long-term interests of our stakeholders.

### 4. Sustainable Supplier Practices

- In the travel industry, we understand the importance of collaborating with suppliers who share our commitment to sustainability.
- We work closely with our suppliers to encourage and support sustainable practices in areas such as transportation, accommodation, and local experiences.
- We prioritise partnerships with suppliers who adhere to responsible tourism practices, minimise their environmental impact, and prioritise the well-being of local communities.

### 5. Continuous Improvement

- **Stakeholder Engagement:** We actively seek feedback from our stakeholders, including employees, customers, suppliers, and the communities we serve, to continuously improve our sustainability and ESG efforts.
- **Innovation:** We encourage innovation in sustainable products, services, and practices to drive positive change.

### 6. Reporting and Transparency

- We are committed to transparently reporting our sustainability and ESG performance, including progress, challenges, and goals, in an accessible and comprehensible manner.
- We welcome inquiries from our stakeholders and the public about our sustainability and ESG initiatives.



At Tour Partner Group, sustainability and ESG are integral to our identity and guide our actions every day. We believe that by prioritising these principles, we can create a brighter, more sustainable future for all.

This statement reflects our dedication to these principles and our determination to make a positive impact on the world.

Tour Partner Group, September 2023

