

# Sustainability Policy

At **Heritage Expediciones (Pvt) Ltd.**, sustainability and responsibility are integral to our operations and ethos. As a leading tour operator, we are dedicated to making a measurable, positive impact on the destinations we explore and the communities we engage with.

We recognize the critical role that travel, and tourism play in protecting natural habitats, preserving biodiversity, and conserving the environment. Equally, we are committed to enhancing the socio-economic well-being of local communities by creating opportunities for sustainable economic growth, cultural exchange, and community empowerment.

Our approach to tourism is guided by a balance between environmental stewardship, community collaboration, and delivering exceptional experiences, ensuring that the benefits of tourism are shared equitably and sustainably across all stakeholders.

To achieve this, our dedication extends to the following:

## Environmental Protection and promoting responsible tourism

1. Plan tours that minimize physical impact on the planet and the places visited.
2. Protect nature and the environment by using resources efficiently and responsibly.
3. Curtail the use of disposable and consumable goods, promoting recycling and waste management.
4. Develop 5 new products or segments and upgrade existing ones with sustainability components to reduce environmental impact and promote responsible tourism
5. Consume water and electricity responsibly to reduce our environmental footprint.

## Wildlife and Animal Welfare

6. **Elephant and Interactions:**
  - Actively discourage the use of captive elephant attractions and other exploitative wildlife activities.
  - Feeding elephants by the roadside is prohibited to ensure safety and welfare.
7. **Turtle Hatcheries:**
  - Partnering with turtle hatcheries that operate ethically and adhere to conservation best practices.
  - Educating clients on responsible behavior, such as avoiding flash photography that may disturb turtles.
  - Ensuring hatchlings are released during early mornings or late evenings to minimize predation risks.
8. **Coral Reefs:**
  - Ensure corals are not touched or damaged, avoiding gloves and applying non-toxic sunscreen.
  - Maintain a safe distance and adhere to planned entry/exit points to minimize contact with the reef.
  - Support coral restoration efforts by promoting awareness and collaborating with organizations involved in reef conservation.

#### 9. **Wildlife Safaris:**

- Collaborate only with trained and licensed safari jeep drivers who understand and comply with national park regulations.
- Require drivers to follow ethical wildlife viewing practices, including maintaining safe distances and avoiding disruption to animals and their habitats.
- Feeding or touching animals and collecting natural items (e.g., feathers, bones) is strictly prohibited.
- For roadside elephant encounters, wait for the animals to cross safely before proceeding.
- Conduct regular assessments of driver performance to ensure adherence to safety and sustainability standards.

#### 10. **Marine Life Protection:**

- Boat operators must maintain stipulated distances during whale and dolphin watching and avoid chasing or blocking their paths.
- Feeding marine life and ocean littering are strictly prohibited.

### **Children's Welfare**

11. Prohibit any activity that exploits or endangers children, including child labor, begging, or unsafe working conditions.
12. Educate clients on ethical behavior regarding children, discouraging giving money directly to child beggars and promoting contributions to reputable charities.
13. Collaborate with organizations that protect children's physical and emotional well-being.
14. Train tour guides to identify and address concerns regarding the welfare of children during tours.

### **Community Empowerment**

15. Share the economic gains of tourism by collaborating with local communities.
16. Collaborate with 5 new local artisans and village-based activities biannually to promote their craftsmanship, enhance their livelihoods, and integrate their unique creations into our sustainable tourism experiences
17. Foster community participation and ensure sustainability is prioritized when selecting new destinations.

### **Cultural and Ethical Practices**

18. Encourage clients to respect cultural sensitivities and traditions, including proper attire and behavior in sacred and historical sites.
19. Advocate against the exploitation of children and provide guidance on ethical support for local families.

### **Sustainable Operations**

20. Partner with 5 sustainable excursion suppliers biannually to enhance eco-friendly offerings and ensure alignment with our sustainability goals.
21. Prioritize sustainable transport methods and encourage associates to adopt responsible travel habits.
22. Reduce travel where possible and leverage technology for remote operations.

## Sustainable Accommodation Practices

23. Establish partnerships with 10 new hotel suppliers who adhere to sustainable practices, supporting our commitment to eco-friendly operations and responsible tourism.
24. Heritage Expediciones (Pvt) Ltd prioritize partnering with accommodations that align with our sustainability values. Our approach includes:
  - **Community Support:** Preference for locally owned and managed accommodations that employ local community members and celebrate local art, architecture, and heritage while respecting intellectual property rights.
  - **Sustainability Standards:** Selecting accommodations with up-to-date, internationally recognized sustainability certifications (e.g., Travelife, GSTC-accredited labels) and requiring sustainability language in contracts.
  - **Community Engagement:** Collaborating with partners on local CSR initiatives and community empowerment activities.
  - **Legal and Ethical Compliance:** Partnering only with accommodations that adhere to local and national labor laws and uphold the rights of employees and children, avoiding associations with exploitation or unethical practices.
  - **Resource Integrity:** Ending partnerships with accommodations that harm local access to essential resources like food, water, or energy.

## Employee Welfare

25. Fair Compensation and Treatment: Ensuring equitable pay, benefits, and opportunities for professional growth.
26. Health and Well-being: Promoting workplace safety, mental health, and work-life balance.
27. Training and Development: Providing education on sustainability, ethical practices, and skill enhancement with annual training programs.
28. Diversity and Inclusion: Upholding a culture of equality, respect, and non-discrimination.
29. Employee Engagement: Encouraging feedback, recognizing contributions, and involving employees in sustainability initiatives.

## Collaboration and Advocacy

30. Actively support collaborative initiatives with other tour operators to promote sustainability in accommodations and excursions.

## Implementation and Monitoring

- This policy will be regularly reviewed and updated to incorporate evolving best practices.
- Activities and operations will be monitored to ensure compliance with sustainability standards.
- Maintain transparency by sharing progress and challenges in our sustainability efforts.

At **Heritage Expediciones**, we are committed to creating meaningful travel experiences that respect the planet, empower communities, and ensure the well-being of all living beings. Together, we can lead the way in sustainable tourism.