



## Tour Partner Group Sustainability and ESG Policy

### 1. Introduction

At Tour Partner Group, we are dedicated to operating as a responsible and sustainable business. We recognise the importance of integrating sustainability and Environmental, Social & Governance (ESG) principles into our operations and decision-making processes. This Sustainability and ESG Policy outlines our commitment to environmental stewardship, social responsibility, and ethical governance.

### 2. Environmental Responsibility

- **Environmental Sustainability:** We are committed to reducing our environmental impact by adopting sustainable practices, minimising waste, conserving resources, reduce paper and print and continuously seeking opportunities to reduce our carbon footprint.
- **Climate Action:** We actively support efforts to combat climate change by reducing greenhouse gas emissions, increasing energy efficiency, and promoting sustainable transportation options.
- **Biodiversity Conservation:** We respect and protect the ecosystems in which we operate, promoting biodiversity conservation and responsible natural resource management.

### 3. Social Responsibility

- **Diversity and Inclusion:** We value diversity and inclusion, both within our organisation and in our interactions with customers, partners, and communities.
- **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 in all aspects of our business operations and supply chain.



#### 4. Governance Excellence

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

#### 5. Compliance and Standards

- We pledge to comply with all relevant laws and regulations pertaining to sustainability and ESG in the countries where we operate.
- We are committed to adhering to industry-specific best practices and guidelines.
- We actively monitor and respond to developments in sustainability and ESG standards to continually improve our practices.

#### 6. Continuous Improvement

- We are dedicated to continuously improving our sustainability and ESG practices through innovation, education, and stakeholder engagement.
- We actively seek feedback from employees, customers, suppliers, and communities to enhance our sustainability and ESG initiatives.

#### 7. 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 stakeholders and the public about our sustainability and ESG efforts.

Tour Partner Group's commitment to sustainability and ESG is integral to our identity and guides our actions every day. We believe that through responsible business practices, we can create a better, more sustainable future for all.



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



Group Marketing & ESG Strategy Director

**Tour Partner Group**, September 2023

