SUSTAINABILITY POLICY

EKO EXPLORATIONS D.O.O.

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As a local destination management company from Croatia, Eko Explorations d.o.o. is dedicated to providing authentic and high-quality adventure experiences that are a great balance of activity, nature and culture.

1. VISION AND BASIC INFORMATION ON SUSTAINABILITY GOALS

We consider it our responsibility to focus on the impact that our activities have on the planet and all people involved. Our goal is to maximize our positive impact and minimize our negative impact as much as we can.

We do our best to give real meaning to the words responsible and sustainable tourism - in our personal lives, as well as in all aspects of our business.

We carefully select our guides based on their knowledge and skills to provide unforgettable and safe experiences for all our travelers.

2. SCOPE

This policy will apply to all operations, from management to the executive level of our company. All staff are expected to fully uphold objectives under this policy whenever possible within prevailing budgets.

3. SUSTAINABILITY MANAGEMENT & LEGAL COMPLIANCE

We commit to continuous improvement of sustainability practices, including the ongoing monitoring and evaluation of our sustainability policy, with dedicated personnel and resources to achieve our sustainability goals.

We follow all local, regional, national, and international regulations as they relate to human resources, human rights, children's rights, land rights, environmental management, wildlife, and land use. We follow a strict Code of Ethics, including a zero-tolerance policy for corruption, bribery, forced labor, exploitation and discrimination.

4. INTERNAL MANAGEMENT: SOCIAL POLICY & HUMAN RIGHTS

Employees

We recognize that our employees are our biggest asset for delivering meaningful travel experiences to our customers. Therefore, we maintain a clear human resource policy to ensure:

- Legal compliance in all regards
- A safe, healthy, and welcoming workplace

- Fair contract conditions including fair compensation
- Training opportunities including trainings on topics of sustainability, sexual harassment and exploitation in the workplace and in the industry
- Participation in the sustainability planning activities
- Inclusion and equal opportunity for all employees, particularly with regard to compensation, promotion, distribution of benefits, and professional development opportunities.

5. INTERNAL MANAGEMENT: ENVIRONMENT

Environmental management of operations

We are committed to keeping the direct footprint of our business operations as minimal as possible and actively follow environmentally sound principles. We have the following measures in place:

- Follow all local and national regulations concerning environmental law
- Actively work on reducing waste production, water and energy consumption to an absolute minimum. In our daily lives, as well as in all aspects of our business from the office to the field.
- ENERGY: Energy saving measures are in place. All equipment and lighting is energy-efficient and turned off/unplugged/on sleep mode when not in use.
- WATER: Water saving measures are in place.
- WASTE: Waste is separated into the following categories: plastic, organic, paper products, metal, hazardous, glass, e-waste and is disposed of properly by the municipality. Noise, light, and air pollution is minimized.
- Print only when absolutely necessary, and when printing for office purposes always print double-sided on grayscale. Paper must always be FSC or equivalent certified.
- Monitor, and evaluate use of all commodities and products purchased, especially in terms of water, waste and energy.
- Procure office supply and supply for tours locally, seasonally, fair trade, in bulk, with limited packaging, sustainability certified whenever possible.

Carbon management of operations

We are committed to reducing our carbon footprint by:

- Working from home. We are primarily an online agency, and as such, we have taken a significant step towards minimizing our carbon footprint.
- Using bicycles or public transportation as our mode of transport in our daily lives. We also frequently utilize carpooling services, such as Bla Bla Car, when traveling between cities.

- Asking our staff to adopt “green driving” as it is very important to minimize pollution and fuel consumption of the vehicles by using the right driving techniques.
- Offsetting part of our carbon emissions produced during multi-day tours by donating to Boranka campaign (www.boranka.hr) for reforestation in Dalmatia. For every guest that joins one of our multi-day trips, we contribute to the planting of 1 tree.
- Offering eco-friendly tours such as e-bike tours and island-hopping tours with public ferries.
- Installing energy efficient equipment and appliances (where appropriate/possible)
- Reducing the amount we travel as much as possible

Land use

Our office is located in an urban area (online agency, with operations conducted from the residential space of the branch manager in Zagreb city) and abides by all local land use laws, respects local cultural and natural resources in our business operations, and favors sustainable architecture and design.

6. OUR SERVICES & SUSTAINABILITY

Sustainable Excursion Policy

We prioritize excursions that show respect for local traditions by promoting respectful exchanges with local people and offering food that reflects the region's cuisine.

Additionally, we prioritize excursions that are respectful of the environment by adhering to regulations in protected areas, such as national parks. We give preference to slow and non-motorized modes of transportation, such as walking, hiking, cycling, kayaking and rafting.

To ensure the preservation of the visited site, we recommend small group sizes that align with its carrying capacity. We also emphasize leaving no rubbish behind and provide opportunities to refill water and purchase snacks, including local fruits. We ensure that customers are well-informed about environmental and cultural sensitivities.

Illegal Souvenirs Policy

We do not allow the purchase of souvenirs containing threatened flora and fauna species, any illegally obtained historic/archaeological artefacts, drugs or illegal substances, and abide by local and international laws in place to prevent this.

7. PARTNERS & SUSTAINABILITY

We prioritize partnerships with suppliers that demonstrate a commitment to environmental and community well-being. This includes all accommodations, excursion providers, partner agencies and all other providers we work with.

Contracted partners that jeopardize the local community's access to basic services or that jeopardize the integrity of such services may face termination of our partnership.

We do not support child labor or the sexual exploitation of children.

If it is determined that a contracted partner compromises the integrity of essential resources, essential services, livelihood, or important sites for the local community, Eko Explorations d.o.o. reserves the right to terminate the contract without prior notice.

When choosing partners for accommodation and excursions that are not operated by our staff, we additionally follow these guidelines:

Sustainable Accommodations

In terms of accommodation, preference is given to locally-owned and managed accommodations, eco-friendly guesthouses, and small family-owned hotels that are committed to sustainability.

Sustainable Excursion Providers

When working with an excursion provider, it is important to us that they provide a fair working environment for their employees, including licensed tour guides.

We also ensure that contracted companies do not offer products or services that harm humans, animals, plants, or natural resources such as water and energy. Furthermore, we expect them not to offer products that may be considered socially or culturally unacceptable.

8. HEALTH & SAFETY

The company has a Health & Safety Policy in place, which complies to legal standards and best practices. Accidents and incidents are investigated and corrective measures are taken. First aid kits and trained staff is available at all relevant locations.

9. CONTACT / RESPONSIBLE PERSON

All staff are responsible for the ownership and undertaking of this policy.

All staff are responsible for the promotion and implementation of this Sustainability Policy within their departments.

The implementation of this policy will be lead by the Sustainability Coordinator, Gorana Bajcetic, who can be reached at info@ingenioustraveler.com

EFFECTIVE DATE

This policy is effective from 28 June 2023.

REVISION HISTORY

This policy was revised on 28 June 2023.

This policy will be revised by 28 June 2025.