

Sustainability policy of Evasion Tropicale Inc.

Evasion Tropicale



TRAVEL & TOURS

The purpose of this policy is to establish a framework for delivering exceptional travel experiences that prioritize environmental stewardship, community empowerment, and cultural preservation. By adhering to our Sustainability Policy, Evasion Tropicale ensures that our operations reflect our commitment to responsible tourism in alignment with our mission and vision.

Scope

This policy applies to all employees and suppliers of Evasion Tropicale Inc . This Policy will be communicated to our customers and partner agencies.

The Sustainability Coordinator is responsible for implementing the company's sustainability policy.

Sustainability management & legal compliance

Sustainability commitment

Evasion Tropicale Inc. leadership is wholly committed to the company's sustainability performance and endorses the company's sustainability mission statement and policy.

We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate progress. We are committed to (publicly) communicating our sustainability performance (by means of the Travelife report) every two years.

Sustainability management & legal compliance

Evasion Tropicale Inc. commits 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.

Evasion Tropicale Inc. follows 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, and discrimination.

Internal management: social policy & human rights

Employees

- Evasion Tropicale supports both career-related and job-related professional development activities.
- Evasion Tropicale is committed to the principle of fair and equal pay for like work and for work of equal value for all its employees, and contractors, regardless of gender/sex, race, national origin, marital status, age, religion.
- Evasion Tropicale is committed to fostering a safe, healthy, and inclusive work place/work culture where all employees are able to perform their duties/to recognise their potential.

- Evasion Tropicale is committed to a zero-tolerance policy for acts of bribery, corruption, discrimination, and violation of human rights, including forced labour, human trafficking, and all rights of children.
- Evasion Tropicale further expects this commitment from all partners and suppliers.

Internal management: environment

- Evasion Tropicale Inc. is committed to managing environmental impact as an integral part of our operations. It is our policy to assure the environmental integrity of our processes and products at all times by:
- Continuously seeking opportunities to improve our environmental performance by establishing objectives and targets, measuring progress, and reporting our results, including but not limited to energy, water, paper, and carbon.
- Practising a waste hierarchical approach to always reduce, reuse, and recycle commodities and products instead of waste, particularly waste to landfill.
- Promoting participation and communicating our commitment to responsible environmental management by promoting environmental responsibility amongst our employees and stakeholders and soliciting input from them to better achieve our environmental goals.
- Minimising pollution including light, noise, and any soil, water, or air contaminants, and avoiding use of any toxic or hazardous substances.

Carbon management of office operations

- Evasion Tropicale Inc. is committed to reducing our carbon footprint and endeavours to reduce the amount we travel as much as possible by:
 - Reduce the amount we travel as much as possible
 - Monitoring and measuring carbon footprint with the aim to reduce as much as possible and offset remaining amounts.
 - Encouraging remote work whenever possible, and when it is not possible, making it easier for employees to limit their carbon footprint by use of eco modes of transportation.
 - We commit to offsetting our remaining direct and indirect carbon from travel and fossil energy use via [carbon offset company].
 - Implementing procedures such as [e.g. following proper maintenance for vehicle fleet, offering incentives such as bike rental stipend and showers].
 - Installing energy efficient equipment and appliances [where appropriate/possible]

Land use

- Evasion Tropicale Inc. offices are located in an urban area and abides by all local land use laws, respects local cultural and natural resources in our business operations, and favours sustainable architecture and design.

General suppliers policy

- Evasion Tropicale Inc. is committed to sourcing its products and services responsibly, avoiding harmful impacts on society, culture and nature as much as possible. We expect the same level of engagement and

commitment from our suppliers.

- Evasion Tropicale Inc. prefers to work with partners that share the company's commitment towards sustainability. This means that we prefer partners that have a written sustainability statement as an integral part of their business policy and/or a clear sustainability policy in place.
- Evasion Tropicale Inc. prefers to work with suppliers in the destinations that are locally owned or managed, use local and seasonal products and services and benefit the local community by hiring locally and equitably and by providing fair working conditions.
- Whenever possible, Evasion Tropicale Inc. prefers to select partner companies that comply with tourism-specific, internationally recognized (GSTC-accredited) certifications, or other sustainability certifications like B Corp or ISO.
- Evasion Tropicale Inc. expects its suppliers to adhere to a Code of Ethics, that includes the following responsible business practices:
 - Complying with all local, regional, national and international regulations
 - Respecting all human rights including labour rights, children's rights, and women's rights
 - Committing to fair employment conditions
 - Following anti-corruption, anti-bribery, anti-extortion, and anti-discrimination policies
 - Protecting children from (sexual) exploitation through tourism
 - Protecting the environment and natural resources
 - Acting in the best interest of local communities
 - Protecting the interests of Evasion Tropicale Inc.
- Following a zero-tolerance policy, Evasion Tropicale Inc. will immediately terminate any relationships with suppliers that violate our policies the Code of Ethics, specifically through acts of bribery, corruption, discrimination, and violation of human rights.
- Evasion Tropicale Inc. raises awareness amongst its suppliers to adopt sound social and environmental practices, and to minimize their carbon footprint.
- Evasion Tropicale Inc. actively collaborates with suppliers to improve their sustainability performance. We encourage our suppliers to continuously learn about sustainability and provide/support this learning whenever possible.
- Evasion Tropicale Inc. maintains open lines of communication with our suppliers and partners and encourage feedback from our stakeholders at any time and on any topic, particularly sustainability.

Inbound partner agencies

- Evasion Tropicale Inc. only works with partner agencies that adhere to the company's Code of Ethics.
- In the entire process of developing and operating our travel packages, Evasion Tropicale Inc. expects partner agencies to act in the best interests of the surrounding communities and environment as well as our guests.

Transport

- Evasion Tropicale Inc. only works with transport providers that adhere to the company's Code of Ethics.
- When selecting transport for guests and business related travel, Evasion Tropicale Inc. commits to choosing the most environmentally friendly options available for travelling to, from, and within the destination – taking into consideration distance, price, route, and comfort.
- Evasion Tropicale Inc. ensures that all our itineraries are meticulously designed to optimize transfers, limited transfers allow the guests not to waste their time in the transportation, instead they get the chance and the opportunity to discover a region in depth, hopping from a destination to the next one while minimizing carbon footprints.

Accommodations

- Evasion Tropicale Inc. prefers to work with accommodations that adhere to the company's Code of Ethics.
- In the accommodation selection process, Evasion Tropicale Inc. considers the sustainability practices of an accommodation by taking into account their sustainability management and social and environmental footprint.
- Evasion Tropicale Inc. favours the selection of accommodations that respect and protect land use, as well as respectfully highlight elements of local architecture, customs and traditions.

Activities & Excursions

- Evasion Tropicale Inc. only works with excursion providers that adhere to the company's Code of Ethics.
- All excursions and activities run by or on behalf of Evasion Tropicale Inc respect local customs, traditions, cultural integrity, and natural resources.
- Evasion Tropicale Inc. commits to not offering any excursions that harm humans, wildlife, environment, or natural resources such as water and energy.
- Evasion Tropicale Inc gives preference to excursions and activities that benefit local communities, respect animal welfare and support environmental protection.
- Evasion Tropicale Inc. has clear guidelines/Codes of Conduct in place for environmentally and culturally sensitive excursions offered by or on behalf of the company. These guidelines are actively communicated to guests as well as distributed and implemented by excursion providers and guides.
- Evasion Tropicale Inc aims to offer exclusive and authentic activities where the guests are not just passive viewers but they have the chance to interact directly with the local community in a private environment.

Tour leaders, local representatives, and guides

- Evasion Tropicale Inc. commits to hiring qualified local guides, porters, drivers or other local staff, paying them living wages and providing safe and fair working conditions. We expect the same from our suppliers that are hiring local staff on behalf of Evasion Tropicale Inc.
- Evasion Tropicale Inc. understands that guides are the intermediaries between the guests and the socio-cultural and environmental context of the destination, conveying the appropriate behaviour to them. Therefore, we make sure that all guides hired by or leading tours on behalf of Evasion are trained regularly and knowledgeable in the sustainability topics of the destination.
- Our guides are specifically trained on the critical issue of sexual exploitation of children in tourism.
- Evasion Tropicale Inc. provides guides with learning opportunities on sustainability topics including providing free access to the Travelife online learning platform.

Destinations

Sustainable destinations

- Evasion Tropicale Inc. prefers to work in destinations that have committed to sustainability as an integral part of community and destination development.
- Evasion Tropicale Inc. aims to send visitors to secondary or lesser-known tourist areas to avoid overtourism.

- Evasion Tropicale Inc. does not support destinations that have a questionable human rights track record.

Contribution to local communities / local economic network

- Evasion Tropicale Inc. commits to positive contribution to the destinations in which we operate, by:
 - Sourcing locally and responsibly, and supporting local and traditional arts and culture
 - Encouraging guests to shop responsibly and educating them about illegal/prohibited/forbidden souvenirs
 - Collaborating with other local tourism stakeholders [including local government, other tourism businesses, academia, community groups] to further the sustainable tourism development of the destination
 - Respecting and advocating for all human rights (i.e. children's rights, women's rights, labour rights, etc.) as well as land rights

Environmental stewardship in destinations

- Evasion Tropicale Inc. commits to environmental stewardship in the destinations in which we operate by:
 - Ensuring natural resources remain intact
 - Educating guests about the principles of responsible travel and responsible visitor behaviour

Customer communication and protection

Privacy

- Our customer protection is our priority. Therefore, we maintain a clear privacy policy [bit.ly/4hr4FX3] to ensure
 - Legal compliance in all regards
 - Customers and their data are protected
 - Customers know how their information is being used

Marketing and communication

- Evasion Tropicale Inc. strives to be truthful in all situations and at all times. We offer products and services that do what we claim in our communications.

- We honour our explicit and implicit commitments and promises.
- We are anti-greenwashing and stand behind our sustainability claims 100%.
- We endeavour to be inclusive and representative in our marketing, and to always take into account cultural, religious, and ethnic sensitivities.

Sustainability communication

- Customers are informed about the social and environmental impact of their journey, and are educated about the sustainable choices they can make, including transparent communication on:
 - Certified accommodations
 - Compensation of their trips CO2 emissions
 - Activities and excursions that benefit the local communities and environmental protection
 - Responsible shopping and illegal souvenirs

Customer experience

- The company aims for all customer experiences to be positive, and follows strict health and safety, marketing, and excursion policies to ensure customer satisfaction. These policies cover specific topics of (but not limited to):
 - Health and safety
 - Emergency procedures
 - Privacy
 - Group numbers
 - Greenhouse Gas emissions and offsetting
 - Transport
 - Shopping
 - Sexual exploitation
 - Children in tourism
 - Satisfaction and complaints
- Evasion Tropicale Inc. maintains open lines of communication with our customers and encourages feedback at any time and on any topic, particularly sustainability.

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, Ms. Jennylene Delima, who can be reached at jen@evasiontropicale.ph.

Definitions

- **“Personal Data”** is defined as “any information that relates to an identified or identifiable individual, including but not limited to names, contact details, identification numbers, reservation details, and any other information that can be used to identify or contact an individual.”
- **“Data Subject”** is defined as “an individual whose personal data is collected, processed, or stored by Evasion Tropicale, including clients, guests, and potential customers.”
- **“Data Controller”** is defined as “Evasion Tropicale, the entity responsible for determining the purposes and means of processing personal data.”
- **“Data Processor”** is defined as “a third party who processes personal data on behalf of the Data Controller, such as service providers or contractors.”
- **“Processing”** is defined as “any operation or set of operations performed on personal data, whether or not by automated means, including collection, recording, organization, structuring, storage, adaptation, or alteration, retrieval, consultation, use, disclosure by transmission, dissemination, or otherwise making available, alignment, or combination, restriction, erasure, or destruction.”
- **“Consent”** is defined as “any freely given, specific, informed, and unambiguous indication of the Data Subject’s wishes by which they signify their agreement to the processing of their personal data.”
- **“Data Breach”** is defined as “a security incident that results in the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to personal data.”
- **“Cookies”** are defined as “small text files placed on a user’s device by a website to store and retrieve information about the user’s browsing activities and preferences.”

Effective date

This policy is effective from August 16,2024.

Revision history

This policy was revised on August 16,2024

This policy will be revised by August 16,2026