

SUSTAINABILITY POLICY OF CAMBODIA TRAVEL PARTNER



PURPOSE

The company is committed to have a positive impact on the environment and the local community through its operations. The purpose of this policy is to regenerate where possible, but as a minimum provide sustainable travel experiences by researching and setting thoughtful practices throughout our tours and activities.

SCOPE

This policy applies to internal office operations and where possible, to the services offered to our guests.

Toby Pearson, the General Manager is responsible for implementing the company's **sustainability policy**.

SUSTAINABILITY COMMITMENT

Cambodian Travel Partner 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 AND COMPLIANCE

Cambodian Travel Partner 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.

Cambodian Travel Partner 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 labour, and discrimination.

INTERNAL MANAGEMENT: SOCIAL POLICY & HUMAN RIGHTS EMPLOYEES

Cambodian Travel Partner supports both career-related and job-related professional development activities and 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. We are 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. This includes regular inspections of activities and services we offer.

Cambodian Travel Partner 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.

We strive to support and improve this commitment from all partners and suppliers.



INTERNAL MANAGEMENT

ENVIRONMENTAL MANAGEMENT OF OFFICE OPERATIONS

We are committed to keeping the direct footprint of our business operations as minimal as possible and actively follow the 5Rs (refuse, reduce, reuse, recycle, rot)

We have the following measures in place:

- We have a 9.9KW solar installation at the office, which was installed in 2019. This accounts for more than 50% of office energy usage.
- Follow all local and national regulations concerning environmental law
- Measure, monitor, and evaluate use of all commodities and products purchased, especially in terms of water, waste, energy, and carbon.
- When possible, procure office supply. locally, seasonally, fair trade, in bulk, with limited packaging, sustainability certified whenever possible
- Print only when absolutely necessary, and when printing, always print double-sided on grayscale.

- Energy saving measures are in place in all areas
- All equipment and lighting is energy-efficient and turned off/unplugged/on sleep mode when not in use.
- We have our own well, water is filtered, and drinking water is available to staff and visitors. Water saving measures are in place in all common areas and restrooms, including water capture in external areas
- Waste is minimized through reuseable water flasks. Staff are strongly encouraged to refrain from using single use plastics.
- Waste is picked up by Gaea, a local government certified company.
- Our offices do not emit noise, light, or air pollution.

CARBON MANAGEMENT OF OFFICE OPERATIONS

Cambodian Travel Partner is committed to reducing our carbon footprint and endeavours to reduce the amount we travel as much as possible.

LAND USE

Cambodian Travel Partner offices are located in a rural 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

Cambodian Travel Partner 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.

Cambodian Travel Partner 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.

Cambodian Travel Partner 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, we select partner companies that comply with tourism-specific, internationally recognized (GSTC-accredited) certifications, or other sustainability certifications like B Corp or ISO.

Cambodian Travel Partner 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 Cambodian Travel Partner

- Following a zero-tolerance policy, we will immediately terminate any relationships with suppliers that violate our policies specifically through acts of bribery, corruption, discrimination, and violation of human rights.
- We maintain open lines of communication with our suppliers and partners and encourage feedback from our stakeholders at any time and on any topic, particularly sustainability.



TRANSPORT

When selecting transport for guests and business-related travel, we commit to choosing the most environmentally friendly options available for travelling to, from, and within the destination – taking into consideration distance, price, route, and comfort.

Cambodian Travel Partner regularly promotes the use of sustainable transportation, especially within the activities that we offer. For example, we frequently use bicycles / e-bikes / cyclols on city and temple tours and prefer to select the use of tuk tuks over cars / SUV transfers. The core to our tours and itineraries are immersing our guests into local communities and cultures.

- Preferring ground transport over air transport for short-haul travel destinations
- Avoiding in-destination flights as much as possible
- Using public transportation options in the destinations
- Using appropriate vehicle sizes for group sizes and purchasing most efficient vehicles available

ACCOMMODATIONS

Cambodian Travel Partner favours the selection of accommodations that respect and protect land use, as well as respectfully highlight elements of local architecture, customs and traditions.

Demonstrated sustainable actions and procedures such as dispensable bathroom containers, use of local products and refillable water bottles, will gain preference in our accommodation selection criteria.

We also regularly select locally owned boutique resorts over international hotel brands.

ACTIVITIES & EXCURSIONS

All excursions and activities run by or on behalf of Cambodian Travel Partner respect local customs, traditions, cultural integrity, and natural resources. We commit to not offering any excursions that harm humans, wildlife, environment, or natural resources such as water and energy.

Cambodian travel Partner always gives preference to excursions and activities that benefit local communities, respect animal welfare and support environmental protection.

TOUR LEADERS, LOCAL REPRESENTATIVES & GUIDES

Cambodian Travel Partner 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 our behalf. We understand that guides are the intermediaries between the guests and the sociocultural 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 our behalf 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. We will provide guides with learning opportunities on sustainability topics including providing free access to the Travelife online learning platform.

SUSTAINABLE DESTINATIONS

Cambodian Travel Partner prefers to work in destinations that have committed to sustainability as an integral part of community and destination development.

As part of our DNA, Cambodian Travel Partner prefers to send visitors to secondary or lesser-known tourist areas to enhance the local guest experience. We do not support destinations that have a questionable human rights track record.

CONTRIBUTION TO LOCAL COMMUNITIES / LOCAL ECONOMY

Cambodian Travel Partner strongly commits to have a 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
- Respecting and advocating for all human rights (i.e. children's, women's, labour, etc.) as well as land rights



ENVIRONMENTAL STEWARDSHIP IN DESTINATIONS

We commit to environmental stewardship in the destinations in which we operate by ensuring natural resources remain intact and educating guests about the principles of responsible travel and responsible visitor behaviour



SUSTAINABILITY COMMUNICATION

On arrival, guests 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
- Activities and excursions that benefit the local communities and environmental protection
- Responsible shopping and illegal souvenirs

SATISFACTION & COMPLAINTS

Before, during and after the guest's tour Cambodian Travel Partner maintains open lines of communication, offering support and information on daily activities and transfers 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.

The implementation of this policy will be led by the Sustainability Coordinator, Toby Pearson, who can be reached at manager@cambodia-travelpartner.com.

EFFECTIVE DATE

This policy is effective from 1st October 2025

This policy will be revised by 30th September 2027