



UNDISCOVERED MOUNTAINS

Sustainable Excursion Suppliers Policy

Date of approval: March 2023

Undiscovered Mountains is committed to promoting sustainable excursions.

Sustainability of an excursion provider is of key importance, as it enables our company to extend sustainability practice throughout a core element in our tours / supply chain. When selecting excursions/activities for clients, it is our policy to recommend the most sustainable excursion options within their budget range. When we do have a chance to select the excursions, we will give strong preference to establishments that follow sustainable practices throughout all aspects of their operation.

Scope

This policy will be part of the Sustainability Policy. The policy is applicable to the selection of excursion suppliers that our company collaborates with.

This policy is effective immediately after approval by Managing Director and circulation to staff. The policy will be formally reviewed every 2 years to ensure its relevancy. The Managing Director or an officer delegated with such authority must approve any deviations to this policy.

Sustainable Excursion Principles

In our effort of selecting the most sustainable excursion suppliers available, we prefer establishments who follow these core principles:

1. The right product for the right price

The establishment is hygienic, sanitary and safe and is able to offer a good comfort and service to the expectation of our clients. Sustainable excursion practices can be

found in all price ranges; hence we aim to identify the most sustainable options available within the budget of our clients.

1. Fair business

The establishment follows fair business practices, including transparency and adherence to law, human rights and economic/social equity, and environmental and animal protection.

1. Minimises impact on the environment and society

The establishment places high priority on sustainable practices, aiming at minimising its effect on the surrounding environment and society.

General Sustainability Considerations

When choosing new suppliers or putting together a new excursion our company looks at their practices to identify the more responsible suppliers.

Evaluations of the excursions by our company can be made in several ways:

- Site visit by our company's sustainability coordinator / manager

- Observations from our guide

- Client feedback form

The following considerations will be made in the evaluation of excursion suppliers and will inform our company preference:

Human care

We aim to work with excursion suppliers with sound care for their human resources, which is of key importance to the tourism sector. Hence, we assess if the supplier maintains good labor conditions for their staff (minimum wage, reasonable working times, proper lunch hours, etc.).

No plastic policy

The excursion providers minimise the use of plastic and as a common practice do not offer plastic water bottles to its guests. Instead, the supplier makes available places where guests can re-fill jugs that are provided in the room and their own bottles. It is also recommended to clients to bring their own re-usable lunch boxes for the same reasons.

Waste management

We verify that the excursion provider separates at least organic waste for composting and plastic for recycling where possible. Suppliers that are able to go beyond these basic waste management practices will be highly preferred.

Energy efficiency

The excursion providers follow energy efficiency practices, such as energy saving light bulbs, and energy efficient equipment. The supplier advises their clients (e.g. through signs and

verbal communication) to switch off lights and electric appliances when not in use or has put in place an overall switch off plan (automated system).

Child protection

The excursion supplier ensures that the rights of children are respected and safeguarded. As all our suppliers are in France, French employment law is applied to all employees including minors where the legal hour and working restrictions are applied. No children below the age of 14 are employed.

Local supplies

Excursion suppliers are stimulated to purchase and use local food products, which are produced based on fair trade and sustainability principles.

Biodiversity care

The excursion suppliers limit their negative effect on local and global biodiversity wherever feasible (e.g. do not offer red listed species on the menu).

Authentic charm

The excursion suppliers building (exterior and/or interior) incorporates elements of local art, architecture, or cultural heritage.

Community value

The excursion suppliers respect the intellectual property rights of local communities and contributes to the local community in whichever way they can (e.g. sponsoring of local events, donation to local heritage sites).

Stimulating enhanced sustainable practice

Our company follows a long-term strategy to improve the sustainability of regular excursion suppliers. Upon request or self-initiative, we support collaborative initiatives with other tour operators and/or stakeholders to promote sustainability among excursions in our destinations.

When possible, we talk to the excursion owner / manager about their current practices and what they could do to follow more sustainable practices (e.g. by visit from our manager or through our guides).

In addition, we may share best practice standards and guidance to our excursion suppliers, including:

- Information about certification, such as Travelife for Tour Operators

- Self-evaluation tools

Sanctions

If it is revealed that an excursion supplier acts on unsustainable practices, our company will give them a warning. If that supplier does not amend its practice, our company will end any form of collaboration (informal and contractual) and will blacklist that company from any further association.

Communication to excursion providers

Our company communicates with excursion suppliers in various ways.

Email

Our most common communication is via email and phone. Particularly when sending emails, we are able to communicate on some sustainability aspects.

Voucher

Once a booking is made, we supply the excursion suppliers with a voucher to claim their payment. With our regular suppliers we have agreed to send this voucher via telephone application, to avoid paper waste.

Contract

We sign contracts with excursion suppliers that we work with on a regular basis and with sufficient volume of clients. These contracts include an overview of our codes of conduct and sanctions, which the suppliers read and sign upon agreement.

In-person visit

When we have the opportunity, we visit the excursion in person and talk to them about how they could improve on their services and become more sustainable. In many instances it is our guides who deliver these messages.

What we communicate

Our company promotes as a mandatory policy:

- Child labour

- Anti-corruption / bribery

- Waste management

- Protection of biodiversity

Incentives

Our company will give preference to working with those excursion suppliers who are able to operate in a sustainable manner, taking responsibility for their impact on environment and society. Where we have enough volume, we may offer additional benefits, such as marketing of the hotel on our website or special contract conditions.

