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Sustainability Policy

We are committed to supporting a healthy and sustainable environment through the establishment of environmental, sociocultural, and economic programs describing how we conduct our business activities safely and respectfully according to relevant laws and regulations.

Our operations reflect our focus on recycling, conservation of resources and cultural heritage, pollution prevention, and protection of children from all forms of exploitation.

Our Supplier Code of Conduct encourages our business partners to adopt practices aligned with our environmental principles, ethical business practices, human rights, and labor practices. We also motivate and train our employees with awareness-raising activities on the principles of sustainability and good environmental practices, improving sustainable management, and committing to continuous improvement in all areas of sustainability.

Sustainability Objectives

Environmental

- Promote the correct disposal of the final waste generated in the organization.
- Promote responsible use of water and energy.

Sociocultural

Raise awareness and promote actions with different stakeholders that allow us to generate awareness against:

- All forms of exploitation and abuse of children and adolescents.
- Flora and fauna commercialization
- The commercialization and illegal trafficking of goods with historical and cultural value at a regional, national, and global level.
- All forms of discrimination based on race, religion, sexual preference, disabilities, and any other established in the laws in force.
- Vulnerable communities.
- Welfare and health activities in workers.

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Economic

Establish and manage mechanisms that allow:

- Maintain direct employment under fair and equitable conditions.
- Carry out training programs for the community to generate employment opportunities within the company.
- Promote the purchase and use of goods and services produced by local communities in the branches where the company operates.
- Promote compliance with safety standards for suppliers in services provisions.

Safety

- Take actions to minimize hazards to suppliers, employees, and customers in our facilities and activities.
- Demand compliance with safety standards in our services.
- Inform clients of recommendations related to safety in the destinations that make up their experience.

With the disclosure of this policy, E&T Operadora de Turismo SAS urges its collaborators, suppliers, colleagues, and participants in the value chain of the tourism industry to make explicit their commitment to sustainable development.

- Program and monitoring of efficient water usage
- Efficient energy use program and follow-up
- Integral solid waste management program and follow-up
- Socio-cultural and economic program

Code of Conduct for CSEC prevention

E&T Operadora de Turismo SAS, identified with Nit 901.613.101-5, is committed by the provisions of Law 1336 of 2009 and Law 679 of 2001 with the purpose of counteracting the sexual exploitation of children and adolescents in tourist trips, it adopts the following prevention policies:

- We refrain from offering plans for sexual exploitation of children and adolescents.

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- We refrain from taking tourists, directly or through third parties, to establishments or places where sexual exploitation of children and adolescents is practiced, as well as leading them to places where tourists are staying.
- We prevent the entry of children and adolescents to hotels or places of lodging, bars, similar businesses, and other establishments in which tourist services are provided for exploitation or sexual abuse.
- We denounce before the Ministry of Commerce, Industry and Tourism, Fiscalía General de la Nación, the ICBF, and other competent entities, the events related to the sexual exploitation of minors.
- We train all the company's personnel in the prevention of commercial sexual exploitation of children and adolescents.
- We reject any form of child labor exploitation and any racial, gender, social, or economic discrimination against anyone.
- We inform users about Colombia's legal consequences of sexual exploitation and abuse of children and adolescents.
- This code of conduct is posted in a visible place for the establishment's employees.

Report any case of CSEC to www.teprotejo.org or the following entities:

ICBF

Telephone Bogotá: (571) 4377630

National Line: 01 8000 91 80 80

Mail: atencionalciudadano@icbf.gov.co

National Police

National Line: 018000 910 112

Emergency line: 123

Let's take care of our children and join the #OjosEnTodasPartes campaign. For more information on current legislation, please consult www.secretariassenado.gov.co

Communities

Crafting your own magical journey
Adventure • Culture • Leisure

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Social Programs

The company's charitable initiatives express our passion for helping others beyond just raising money, aiming to build the country and foster social improvement from the specific tourism and experiential activities we offer.

In Colombia, E&T Operadora de Turismo SAS supports and helps to build a better future for young future cyclists through the ESTEBAN CHAVES FOUNDATION,

FUNCHAVES:

<https://funchaves.org/>

info@funchaves.org

Natural Environment

We are dedicated to promoting environmentally sound travel practices that help minimize waste and reduce harmful air, water, and land emissions.

We recognize the risks posed by climate change, and we remain committed to supporting a healthy and sustainable environment by establishing policies and programs that specifically outline how we

conduct business in a safe and environmentally amicable manner, in compliance with relevant legislation and regulations.

Environmental care:

- Seek to choose plans or packages that are environmentally responsible and that show an attitude according to the local community.
- Dispose of garbage carefully, recycle when possible, reuse bottles, and reduce the use of plastic bags.
- Help us spread the word about responsible behavior and become a sustainable tourist, explaining to your friends and fellow travelers about this.
- Identify the different types of waste generated and classify them in the corresponding bins.
- Birds and other animals need flowers and fruits for their survival, please conserve them.

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Efficient use of water and energy:

- Efficient use of these resources means “doing more and better with less”, if we improve the efficiency of the resources usage we will reduce their scarcity and maximize the benefits provided.

We invite you to participate, and support the different initiatives in favor of caring, and saving water and energy in the destinations you visit:

- Be responsible with the amount of water you use.
- Do not turn on the lights if it is not necessary.
- Disconnect equipment from electrical outlets when not in use.
- Take showers instead of baths. A bath uses approximately 100 liters of water, while a quick shower uses approximately 30 liters.
- Do not let the water run unnecessarily.

Waste management and monitoring program:

Waste management is crucial to mitigate environmental impacts. Our Waste Management and Monitoring Program has an integrated approach, where we meticulously analyze the characteristics of generated waste including volume, origin, treatment costs, recovery possibilities, commercialization avenues, and final disposal methods. This ensures that we make the most environmentally sound decisions regarding waste management, ultimately striving for sustainable outcomes.

Fauna and Flora

E&T Operadora de Turismo SAS, in its commitment to offering environmentally responsible tourism and experiences, specifically with its BIRDING tourism program, has as its main and relevant policy the care of the fauna and flora of our country.

Colombia has the greatest diversity of bird species in the world, close to 1,800, as well as 700 species of amphibian. Additionally, our country occupies the fourth place in terms of the most varied population of mammals in the world.

Despite conservation efforts, many species are threatened or at risk of extinction due, among other things, to the trafficking of illegal species and the introduction of exotic species. For this reason, E&T Operadora de Turismo SAS is committed to educating and promoting educational campaigns both in its tourists - through its experiences - and its

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collaborators to create awareness and develop a sense of responsibility about the illegal trafficking of species and the preservation of fauna and flora.

E&T Operadora de Turismo SAS, identified with National Tourism Registry number 152510, warns of the legal consequences of failing to comply with the provisions of the current legislation in the fight against the commercialization and trafficking of species of wild fauna and flora, according to Law 17 of 1981 and Resolution 1367 of 2000.

For more information about the current legislation, we invite you to consult www.secretariasenado.gov.co

Report any case of commercialization and trafficking of wild fauna and flora species:

In Bogotá:

District Secretariat of Environment

Fixed Telephone: +57 (1) 3778854 / 3778855

Cell Phone: 300 3197888

Corporate Whatsapp: +57 3102213891

Email: atencionalciudadano@ambientebogota.gov.co

National level:

Ministry of Environment

Tel: 01 8000 915 060

Email: fauna@secretariadeambiente.gov.co

For more information click here :

www.minambiente.gov.co

www.colombia.travel

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Cultural Heritage

The illicit trafficking of cultural property is a problem that has affected Colombia for decades. The great cultural wealth of the country is the target of traffickers who seek to take them out of the country to be sold through galleries, auction houses, or the black market.

This illicit activity jeopardizes historical memory and deprives future generations of the knowledge of their roots and cultural expressions.

E&T Operadora de Turismo SAS, identified with National Tourism Registry number 152510, rejects the commercialization and illegal traffic of regional and national cultural goods according to:

Law 103 of 1931, Decree 904 of 1941, Law 397 of 1997, Decree 833 of 2002, and Law 1185 of 2008.

For more information on the current legislation, we invite you to consult

here: www.secretariasenado.gov.co

Report any case of illegal commercialization and trafficking of cultural property:

Ministry of Culture:

In Bogotá:

Telephone: (571) 3424100

Fax: (571) 3816353 ext. 1183

At national level: Tel: 01 8000 938 081

Email: programanacionalcti@mincultura.gov.co

For more information, please click here:

www.mincultura.gov.co

www.artesantiasdecolombia.com.co

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Rights and Duties

Rights	Duties
<ul style="list-style-type: none">• Knowledge of the Sustainability policy.• Knowledge of the company's programs and campaigns on sustainability aspects.• Receive services according to the established agreements.• To be treated with respect, and equality, under no kind of discrimination.• Knowledge of the safety recommendations in order to be followed in the visited destinations.• Communicate any complaint, claim, or comment regarding the service provision.	<ul style="list-style-type: none">• Reject and denounce any case of exploitation, abuse, and sexual violence against children, adolescents, and youth (CSEC).• Be informed about sustainability issues.• Make good use of natural resources and cultural heritage in the destinations visited.• Do not engage in discriminatory or exclusionary behavior with other users, collaborators, and communities of the destinations visited.• Respect the culture, beliefs, traditions, and habits of the people of the destination to be visited.

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Suppliers

Rights	Duties
<ul style="list-style-type: none">• Be familiar with the Sustainability Policy.• Receive timely payment according to the contracted services.• To know the programs and campaigns related to Sustainability managed by E&T Operadora de Turismo SAS.• To be treated with dignity and respect.• To be evaluated impartially and objectively.	<ul style="list-style-type: none">• Complying with legal requirements for the prevention of commercial sexual exploitation of minors, and report in case of evidence.• Comply with the contractual conditions for the provision of the service.• Promote the improvement of its processes so that they are more environmentally responsible.• Communicate any impact on environmental, socio-cultural, and economic aspects that may be evidenced in the agency.• To make rational and efficient use of natural resources in the service provision process.• Assign competent personnel to carry out the contracted activities.