



Equity Sustainability Policy 2021

We believe that when the experience of educational travel is delivered in the right way it offers an optimal learning environment of immense educational value, giving rise to a memorable life experience and helping with the personal and holistic development of young people.

However, we acknowledge tourism's impacts on the worldwide and local environment and communities, which can be both positive and negative. In response, we try to take every reasonable step towards becoming the leading sustainable provider in educational travel, considering environmental, economic and social issues across the breadth of our operation.

We do our utmost to conduct our business in a socially responsible and ethical manner with consideration to our environment.

We will respect the laws of the countries in which we operate and seek to make only a positive contribution to the local communities on which our business activities have an impact. In order to support this policy we ensure that relevant people follow ABTA's policy on sustainable tourism and undertake their training.

We will expect the same standards from any of our suppliers and will withhold or withdraw our business from any supplier where it is shown that their actions are not in accordance with our intentions.

This Policy will be reviewed and amended, where necessary on an annual basis and ensure it is appropriately communicated across the company.

Our Head Office is situated in central Brighton, a city with environmental credentials; having excellent public transport links, multiple traffic reduction schemes, being one of the UK's 18 nationally selected Cycling Towns, with the first and only Green Party led Local Authority Council.

We endeavour to better our Brighton office through paperless practices:

- We limit the printing of documents/brochures and when used ensure they are produced on FSC paper.
- Using 'Signable' or 'DocuSign' as tool to sign documents via email.
- All quotes, itineraries and paperwork to our customers are sent via email.
- Most tickets are now sent electronically.

Recycling and Waste:

- We recycle paper, plastics, card, ink cartridges, batteries and IT (The Waste Electrical and Electronic Equipment Directive).
- Anything that can't be recycled, is incinerated to create energy for local homes, rather than sent to landfill.

Travel:

- A cycle to work scheme is in operation
- The majority of our people walk, cycle or use public transport to / from work.
- People are increasingly working more flexibly including working from home.