

SUSTAINABILITY POLICIES

Internal Changes

- Replaced paper with recyclable paper, including envelopes, A4, A3 etc.
- Replaced all cleaning material with environmentally friendly cleaning material (non-hazardous).
- Minimized electricity usage by implementing blackout hours after the end of the shift.
- Purchased equipment with lower energy consumption and implemented sleep mode to all computers and equipment when not operated.
- Measuring carbon emissions and electricity usage.
- Using the data from measuring emissions, attempt to reduce an average 5-10% of yearly consumption (Utilities and emissions).
- Implemented a recycling program in accordance with the Greek recycling program (normal bin and recycling bin) as well as train staff and employees to dispose of trash appropriately.
- Replaced all plastic cups with aluminum water bottles as to minimize plastic waste.
- Eliminated the use of non-refillable ink by replacing equipment.
- Provide incentives for the use of Public transport.
- Invest in replacing paper lists with digital counterparts.
- Encourage employees and staff to use public transports or carpool when applicable.

Excursions

- Diversification of sustainable tours in different excursion categories.
- Creation of social impact tours selection which aims to provide the perspective of the socially impacted in Greek society.
- Excursions Greece does not offer visits to attractions that include enclosed animals for educational or entertainment programs (i.e., Donkey services in Santorini, Zoo visits etc.).
- Our company complies with the Greek legislation on the use of licensed guides for excursions.

- Excursions Greece offers excursions that include interaction with wildlife only if it is jointly arranged with an NGO which make sure that such an activity will not impact the natural habitat of wildlife (i.e. Arktouros, Archelon).

Sustainable Management

- The company's core values and mission has been adjusted to incorporate sustainable management and operations in its practices.
- Responsible for overseeing and reporting that sustainable practices are implemented is the sustainability manager, certified by Travelife.
- Assist operations staff with the adoption of sustainable practices in day to day operations.
- Keep track of data relevant to the sustainable policies the company has adopted (i.e. Energy consumption, emissions, Paper usage, Waste etc.).
- Yearly internal report of the progress of sustainability plan implementation and new action plans.
- Maintain and actively manage the discrimination complaint report that is available for staff and employees on our website.

Suppliers & Staff

- Suppliers are required by law to provide compensation equal or greater than the minimum wage to employees as well as provide them with all legally required benefits for work.
- Inform and update supplier in supply chain about sustainability plans and incorporate them in decision making.
- Promote sustainability training for suppliers.
- Train staff to be able to inform clients about relevant social and environmental issues that may arise during service.
- All guides employed are certified from the national guides school.

- All suppliers must abide to all relevant legislation. This includes living wage legislation, pension, and health insurance. No underage workers, animal abuse or similar abusive and illegal behavior will be tolerated and is grounds for voiding any contract with the supplier.

B2B Clients

- Promoting sustainable excursions to corporate clients.
- Encourage minimizing emissions during transportation.
- Train staff and employees on the procedures of each corporate clients as well as .
- Provide insights on sustainability issues certain destinations may have.
- Incorporate and propose programmes in cooperation with NGOs.
- Store and Analyze incident reports from corporate clients to enhance service product.
- Always have a physical point of contact with client during operations.
- Provide sustainable options where available to clients.
- Business transactions with clients are under contractual agreements and renewed to incorporate changes that may arise in legislation, sustainability or best practices of the industry.

B2C Clients

- Informing clients that all personal information acquired during transactions will be stored safely for the minimum required time limit according to European legislation (GDPR).
- Clearly communicate all relevant information on package sales and what is included to clients.
- Request anonymous feedback for quality control.
- Provide and promote sustainable option when available.
- All tour guides employed are certified by the National Guides school.

Accommodations & Transportation

- Prefer using sustainable accommodations (Certified hotels or other accommodation providers) during operations and in tour packages.
- Support local culture by promoting it in tour packages.
- Clearly communicate that all services provided by Excursions Greece must meet certain sustainability criteria which holds for the accommodation provider as well.
- Due to the limited availability of certain services in the Greek island certain sustainability conditions focused on emissions may not apply to the same extent as it will in the mainland.
- Newer vehicles are preferred for services, although final selection depends on quality, price and availability.
- Communicate and promote the use of sustainable materials in accommodations (cleaning material, utilities etc.).
- Ensuring that all staff, employees, or partner employees are compensate greater than the minimum wage, including health insurance and pension.

Future Policies

- Incorporating zero-emission vehicles in transfers.
- Offer carbon offsetting for services provided.
- Incorporate electric vehicle transportation for work trips when financially and operationally viable.
- Training seminars for employees and part-time staff.
- Eliminate the use of paper waste by introducing smart solutions to operations where available.

Above policies are subject to change and adjustments according to their viability and effect on operations.

The management team of Excursions Greece,