



SUSTAINABILITY POLICY

Effective from 2024 - 2025

1. INTRODUCTION

At Compass India, we are committed to operating as a responsible and sustainable tour operator and destination management company. We recognize our responsibility to minimize our environmental impact, support local communities, promote cultural preservation, and foster social and economic well-being. This policy outlines our commitment to sustainability across all aspects of our operations.

2. ENVIRONMENTAL SUSTAINABILITY

2.1. Environmental Impact Reduction: a. We will implement measures to minimize our environmental footprint, including energy conservation, waste reduction, water management, and responsible use of natural resources. b. We will prioritize the use of eco-friendly transportation options and promote sustainable practices to minimize emissions and pollution.

2.2. Biodiversity Conservation: a. We will promote activities and initiatives that contribute to the conservation and protection of local ecosystems and biodiversity. b. We will raise awareness among our employees, partners, and customers about the importance of preserving natural habitats and respecting wildlife.

2.3. Climate Change Mitigation: a. We will assess and reduce our greenhouse gas emissions by adopting energy-efficient practices, promoting renewable energy sources, and implementing carbon offset programs where feasible.

3. SOCIO-CULTURAL RESPONSIBILITY

3.1. Support for Local Communities: a. We will prioritize partnerships with local suppliers, artisans, and service providers to support the local economy and promote sustainable livelihoods. b. We will actively seek opportunities to engage and collaborate with local communities, respecting their customs, traditions, and social structures.

3.2. Cultural Preservation: a. We will encourage and promote activities that contribute to the preservation and celebration of local cultural heritage, traditions, and arts. b. We will provide educational opportunities for our employees and customers to learn about the cultural significance and historical context of the destinations we operate in.

3.3. Respect for Human Rights: a. We are committed to upholding and promoting human rights, ensuring fair and ethical treatment of all individuals associated with our operations, including employees, partners, and local communities. b. We will adhere to relevant labor laws, including fair wages, non-discrimination, and safe working conditions.



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4. RESPONSIBLE BUSINESS PRACTICES

4.1. Responsible Supply Chain: a. We will conduct due diligence in selecting suppliers and partners who share our commitment to sustainability and ethical business practices. b. We will promote transparency and encourage our suppliers and partners to adhere to sustainability principles.

4.2. Stakeholder Engagement: a. We will foster open and transparent communication with our employees, customers, partners, and local communities to encourage dialogue, feedback, and collaboration on sustainability initiatives. b. We will actively seek input from stakeholders to improve our sustainability practices and address concerns.

4.3. Continuous Improvement: a. We will establish mechanisms to monitor and measure our sustainability performance, set targets for improvement, and regularly review our progress. b. We will invest in research, innovation, and training to continuously enhance our sustainability practices.

5. COMMUNICATION AND REPORTING

5.1. Transparency: a. We will communicate our sustainability commitments, goals, and progress through various channels, including our website, marketing materials, and annual sustainability reports. b. We will provide accurate and transparent information to our customers, employees, partners, and stakeholders regarding our sustainable practices.

6. COMPLIANCE AND CONSEQUENCES

6.1. Compliance: a. All employees and stakeholders are expected to adhere to this policy and support its implementation. b. Noncompliance with this policy may result in appropriate disciplinary actions, up to and including termination of employment or termination of partnerships.

By implementing this Sustainability Policy, we aim to integrate sustainability into our core business practices and contribute to the long-term well-being of the environment, communities, and cultures we operate in.

Compass India encourages feedback, suggestions, and collaboration from all stakeholders to help us continually improve and advance our sustainability efforts.

This policy will be reviewed periodically to ensure its ongoing relevance and effectiveness.