



Sustainability Governance & Policy Framework Version 2025-2026

1. Purpose

This document defines the sustainability governance framework of ACME Voyages Pvt. Ltd. and outlines the structured approach through which environmental, social, labour, ethical and supply-chain responsibilities are managed across company operations.

2. Governance Structure

Sustainability oversight is integrated within company management. Responsibilities are assigned to designated personnel and reviewed periodically by senior management.

The framework includes:

- A formally adopted Sustainability Policy
- A Sustainability Action Plan
- A Sustainability Roadmap 2025-2026
- Defined operational responsibilities
- Monitoring and documentation procedures
- Periodic review and continuous improvement

3. Scope

This framework applies to:

- All ACME offices and employees
- Contracted tour leaders and guides
- Transport providers
- Accommodation partners
- Activity and excursion providers
- Procurement and purchasing operations

4. Policy Commitments

ACME commits to:

- Responsible environmental management
- Compliance with labour and legal regulations
- Respect for human rights and non-discrimination
- Ethical business conduct
- Responsible supplier engagement
- Transparent communication with clients and partners

5. Alignment

ACME's sustainability management system is aligned with the operational principles of the Travelife framework for tour operators and Destination Management Companies.

6. Review

This document is reviewed periodically to ensure continued relevance and compliance.

