

# ACME VOYAGES

TAILOR-MADE EXCLUSIVE TOURS  
IN THE INDIAN SUBCONTINENT

## COLOURFUL DESTINATIONS TO AWAKEN YOUR SENSES



## DESTINATION MANAGEMENT COMPANY

### ACME Voyages Sustainability Action Plan (INR Costs & 2026 Deadlines)

Policy Objective	Target	Aspect Considered	Action	Responsible Person/Department	Participants	Deadline	Cost (INR)	Expected Benefits (INR / working)
Sustainability Management & Legal Compliance	Achieve 100% compliance with sustainability laws & standards	Compliance with regulations & certifications	Establish sustainability coordinator role and annual compliance audit.	Sustainability Manager	All department heads	31/03/2026	₹180,000	Avoid legal risks, improved brand reputation.
Sustainability Management & Legal Compliance	Publish annual sustainability report	Transparency & communication	Prepare and publish sustainability report annually.	Sustainability Manager & Marketing	Marketing, Ops	30/06/2026	₹135,000	Enhanced stakeholder trust, improved client acquisition.
Social Policy & Human Rights	Provide safe, fair workplace for 100% staff	Staff well-being	Conduct annual staff satisfaction surveys and improve benefits.	HR Manager	HR Team, Managers	31/05/2026	₹90,000	Higher staff retention & productivity.
Social Policy & Human Rights	Zero workplace discrimination	Diversity & inclusion	Implement anti-discrimination training.	HR Manager	All staff	Ongoing	₹135,000/year	Diverse workforce, stronger brand equity.
Environmental Management	Reduce energy use by 20% over 3 years	Energy efficiency	Install LED lights, motion sensors, and promote remote work.	Facilities Manager	IT, Admin, HR	31/12/2026	₹450,000	Lower energy bills, improved sustainability certifications.
Environmental	Reduce paper	Paper waste	Implement digital	IT & Admin	All staff	30/06/2026	₹72,000	Lower printing

Management	use by 80%		invoices, default duplex printing.					costs, improved efficiency.
Environmental Management	Recycle 100% of paper	Waste management	Partner with recycling vendors and install sorting bins.	Facilities Manager	Cleaning staff, Admin	31/03/2026	₹45,000	Lower waste disposal costs, eco-friendly image.
Environmental Management	Reduce water use by 25% over 3 years	Water conservation	Install low-flow fixtures, monitor water usage.	Facilities Manager	All departments	31/12/2026	₹108,000	Lower utility bills, water conservation.
Sustainable Procurement	50% suppliers to meet eco-criteria by 2026	Supplier compliance	Audit suppliers, add sustainability clauses in contracts.	Procurement Manager	Finance, Ops	30/06/2026	₹180,000	Stronger supply chain sustainability.
Transport	Cut company travel emissions by 30% by 2026	CO <sub>2</sub> emissions	Promote rail/public transport; carbon offset program.	Travel Coordinator	HR, Sales	31/12/2026	₹270,000/year	Carbon reduction, improved sustainability ratings.
Accommodations	80% certified sustainable hotels by 2027	Hotel partnerships	Require Travelife or GSTC certification in contracts.	Contracting Manager	Product & Ops	31/12/2027	₹90,000/year	Premium partnerships, eco-conscious travelers attracted.
Excursions & Activities	100% ethical excursions	Wildlife & culture	Ban harmful wildlife tourism; promote cultural immersion.	Product Manager	Local partners	Ongoing	₹45,000/year	Strong ethical brand reputation.
Training & Awareness	Train 100% staff annually	Staff education	Conduct sustainability workshops and onboarding.	Sustainability Manager & HR	All staff	Annual	₹180,000/year	Staff buy-in, consistent policy application.
Destination Stewardship	Support 3 community projects per year	Local development	Fund local initiatives, partner with NGOs.	CSR Manager	Marketing, Ops	Annual	₹900,000/year	Community goodwill, responsible tourism image.
Customer Communication & Protection	100% clear sustainability communication	Client engagement	Add eco-labels to packages, inform clients about impacts and tips.	Marketing Manager	Sales, Product	Ongoing	₹90,000/year	Eco-conscious travelers, stronger client loyalty.

