ACME Voyages Sustainability Policy

Executive Summary

ACME Voyages is committed to fostering sustainable and ethical tourism practices by reducing our environmental footprint, empowering local communities, and promoting responsible travel. We aim to positively influence our clients, partners, and suppliers to adopt sustainability in their operations. This policy is designed to provide clear guidelines, principles, and actions to ensure sustainability in every aspect of our business, from internal management to customer communication.

Our policy is structured into **10 comprehensive themes** supported by practical actions, measurable targets, and a focus on continuous improvement.

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1. Sustainability Management & Legal Compliance

- Appoint a Sustainability Coordinator responsible for policy implementation.
- Maintain a published sustainability mission statement accessible to clients, suppliers, and staff.
- Ensure a written, accessible policy reducing environmental, social, cultural, and economic impacts.
- Collaborate actively with tourism sustainability forums and working groups.
- Conduct regular assessments of sustainable practices across company operations.
- Maintain sustainability guidelines and supplier evaluation systems.
- Create a detailed action plan with timelines and clear accountability.
- Implement monitoring systems for continuous evaluation.
- Ensure full transparency through annual sustainability reports.
- Comply with all national laws, codes, and regulations.

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2. Internal Management: Social Policy & Human Rights

- Provide clear contracts with wages above or equal to national minimums.

- Offer medical insurance and benefits according to Indian law.

- Allow paid sick leave, medical leave, and unused leave carry-over.

- Guarantee a safe workplace with first-aid training and equipment.

- Maintain a grievance redressal system for employee concerns.

- Encourage inclusion and equal opportunities regardless of gender, ethnicity, disability, or beliefs.

- Provide training on safety, disaster preparedness, and rights.

- Encourage employment of differently-abled individuals and internships for students.

- Respect freedom of association and trade union participation.

3. Internal Management: Environment, Community Relations & Sustainable Purchasing

- Prioritize eco-friendly, certified, and fair-trade products.

- Reduce waste with bulk purchasing, recycling, and avoiding single-use plastics.

- Implement energy and water conservation programs with measurable targets.

- Adopt energy-efficient appliances, lighting, and smart automation.

- Train employees in sustainable practices and raise awareness of environmental impacts.

- Collaborate with local communities to promote culturally respectful, locally sourced products.

- Continuously review and improve purchasing policies.

4. Partner Agency Engagement

- Work with partners adopting sustainability practices.

- Maintain sustainability records for partner agencies and accommodations.

- Include sustainability clauses in contracts.
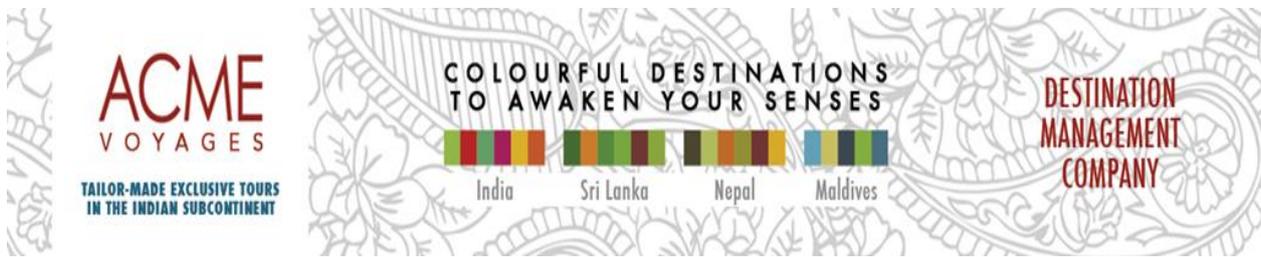
- Encourage partner training, awareness campaigns, and adherence to national codes of conduct.
- Conduct regular evaluations of partner practices to ensure compliance.

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5. Transport

- Choose vehicles and services with low emissions.
- Encourage use of public or shared transportation for staff and clients.
- Maintain company vehicles to meet emission standards.
- Incorporate sustainable transport in itineraries where feasible.

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6. Accommodations

- Partner with eco-certified accommodations.
- Promote locally owned hotels to benefit communities.
- Encourage partners to adopt waste management, energy-saving, and child protection measures.
- Include sustainability clauses in accommodation contracts.
- Terminate relationships with accommodations involved in unethical or illegal practices.

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7. Excursions & Activities

- Avoid tours harming wildlife, environment, or local communities.
- Partner with certified, ethical excursion providers.
- Promote cultural and environmental sensitivity among guests.
- Support local artisans, conservation efforts, and cultural heritage.

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8. Tour Leaders, Local Representatives, and Guides

- Prefer hiring local staff and provide training in responsible tourism.
- Pay fair wages above legal standards.

- Train staff to educate clients about environmental conservation and cultural sensitivity.

- Provide training to prevent child exploitation and abuse.

9. Destination Management

- Prioritize destinations that encourage sustainable travel.

- Avoid over-tourism areas unless contributing positively to local development.

- Support biodiversity conservation, local economies, and cultural preservation.

- Avoid promotion of illegal or harmful souvenirs.

10. Customer Communication & Protection

- Maintain transparency in product pricing and sustainability claims.

- Provide fact-based information on destinations, transport, and accommodations.

- Educate clients on responsible tourism practices.

- Offer 24/7 emergency assistance.

- Conduct regular client satisfaction surveys, integrating feedback into service improvements.

Energy Efficiency and Equipment Shutdown Policy

1. **Awareness Campaign:** Regular communication through posters, emails, and workshops.

2. **Assigned Responsibilities:** Each department will have an energy coordinator.

3. **Clear Procedures:** Accessible step-by-step equipment shutdown guidelines.

4. **Automation:** Implement timers and smart plugs where feasible.

5. **Monitoring:** Regular audits and reporting on energy consumption.

6. **Training:** Mandatory onboarding sessions for all employees.

Procurement Guidelines for Electronics and Electricals
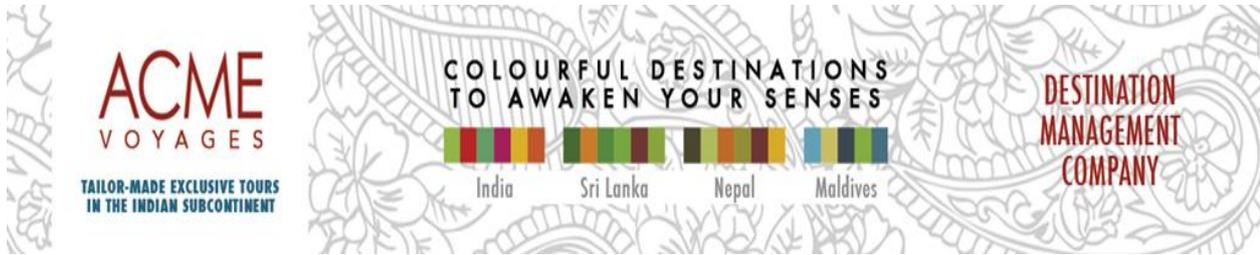
- Prioritize energy efficiency and low-energy devices.

- Compare energy ratings and consider lifecycle costs.

- Collaborate with vendors for energy-efficient solutions.

- Evaluate ROI of purchases with an energy-saving focus.

Enforcement and Accountability

All staff are responsible for contributing to ACME Voyages' sustainability efforts. Non-compliance with policy measures may result in disciplinary action. The policy will be **reviewed annually** to ensure alignment with global best practices and regulatory updates.

This policy is the foundation of our long-term strategy to create positive social, cultural, and environmental impact while delivering exceptional travel experiences.