



ACME Voyages Sustainability Policy Staff Involvement in Development and Implementation

Executive Summary

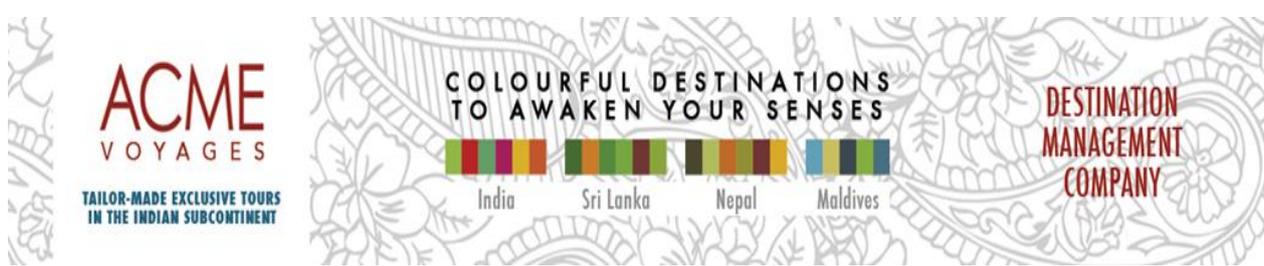
ACME Voyages is committed to fostering sustainable and ethical tourism practices by reducing our environmental footprint, empowering local communities, and promoting responsible travel. We aim to positively influence our clients, partners, and suppliers to adopt sustainability in their operations. This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

Staff Involvement in Development and Implementation

The development and implementation of this Sustainability Action Plan has been a collaborative effort across all levels of ACME Voyages. Staff members have been actively involved in the following ways:

1. **Workshops and Brainstorming Sessions:** Employees from various departments contributed ideas and identified priority areas for environmental and social impact improvement through workshops and interactive planning sessions.
2. **Departmental Representation:** Each department appointed sustainability champions to represent their team's perspectives and challenges, ensuring the plan reflects operational realities and staff insights.
3. **Pilot Testing Initiatives:** Staff members volunteered to test eco-friendly practices, such as digital workflows, waste sorting systems, and energy-saving measures, before company-wide implementation.
4. **Feedback Loops:** Regular staff feedback sessions were organized to refine targets, assess feasibility, and improve processes, fostering a sense of ownership over sustainability goals.
5. **Training and Awareness:** Staff received comprehensive training on sustainable practices, making them integral to implementation and internal ambassadors of ACME Voyages' sustainability commitments.
6. **Continuous Participation:** Employees play an ongoing role in monitoring and reporting progress, suggesting improvements, and helping ACME Voyages adapt to new sustainability standards.

This inclusive approach ensures the action plan is practical, achievable, and embedded in the company culture.



Core Areas of Commitment

- Sustainability Management & Legal Compliance
- Social Policy & Human Rights
- Environmental Management
- Sustainable Procurement
- Transport Policy
- Accommodation Standards
- Partner and Supplier Engagement
- Excursions & Activities Standards
- Training & Awareness Programs
- Destination Stewardship
- Customer Communication & Protection

Each area contains measurable actions, assigned responsibilities, deadlines, and cost-benefit analysis to ensure long-term impact.