

## **SUSTAINABILITY POLICY**

### **GREEN DISCOVERY**

As a travel company who engage with various stakeholders in tourism, namely consumers, tour guides, travel agencies, hotels, transport companies, restaurants, and attractions, Green Discovery understands our key role and influence in the sustainability development of tourism. Therefore, we are committed to promoting sustainability. We aim to follow, implement and promote good sustainability practices to maximize positive impacts and minimize negative impacts on tourism of our operations and to influence our clients and partners to do the same. Our sustainability policy covers different themes each of which consists of a set of principles and actions.

#### **Sustainability management & legal compliance**

- We have dedicated employee coordinates our sustainability related tasks
- We adopt a sustainability management system including a sustainability policy that is communicated to all relevant stakeholders, an action plan with clear targets, actions, and time planning, a procedure to monitor and evaluate our progress and a report that will be updated and published annually.
- We commit to complying with all national legislation, regulations, and codes of practice.

#### **Labour and Human Rights**

- We ensure equal opportunities and non-discriminative policies for all our employees in all processes such as recruitment, promotion, etc.
- We pay fair wages, respect labour laws including refusing any form of forced labour and child labour and ensuring good working conditions through paid holidays, social security, sick leave, overtime compensation, clear disciplinary and grievances procedures and much more.
- Offering training opportunities to all our employees for personal and professional development (role specific training, leadership training, etc.)
- We do not hinder trade union membership, collective labor negotiations and representation of members by trade unions.
- Collecting employee feedback to improve their well-being in the workplace
- Regularly training our employees on labour standards and human rights related issues and how they can help us to support our goals (yearly training on issues such as anti-discrimination, gender diversity and equality, health and safety, harassment and child safeguarding).

#### **Environmental Management**





- We measure our environmental impacts and set annual reduction targets. We commit to raise awareness of environmental challenges among all relevant stakeholders.
- We actively reduce the use of disposable and consumer goods
- We practice sustainable purchasing: buy in bulk to reduce packaging, favour sustainable and local products and services, always consider low energy equipment.
- We practice "switch off" policy in our office: lighting and equipment are turned off when not in use.
- We strive to conserve water
- We aim to reduce our paper consumption through adopting responsible printing policy: print only when necessary, including brochures, print double-sided, recycle single side printed paper, look for environmentally friendly paper brands locally.
- We adopt good waste management practices including waste separation, recycling, plastic reduction, etc.
- We encourage our employees to adopt low-carbon ways of commuting whenever possible
- We aim to calculate and offset our carbon emissions.

### Our suppliers

We actively involve our suppliers in our sustainability process through:

- Communicate our sustainability policies and goals to our suppliers
- Ask them to sign a Sustainability Code of Conducts
- Assess their sustainability performance through the Travelife supplier management system and encourage them to become third party certified.
- Promote suppliers who commit to sustainability (e.g., certified partners)
- Share information and best practices on sustainability
- Work together to improve the sustainability of our destination

### Our guests

We inspire our guests to join our sustainability commitment through the following actions:

- Communicate our sustainability policies and goals
- Provide them with relevant information and knowledge about the destination including how to travel responsibly, health and safety, etc.
- Share information about unsustainable matters while travelling such as illegal souvenirs, child abuse and sexual exploitation, environmental challenges and animal welfare.
- Promote sustainable activities and packages
- Ensure that customer privacy is not compromised.
- ensures that no marketing and advertisement document, statement, or other publication, shall contain misleading information, over advertise and under deliver. We guarantee that all our staff are aware of and ensure that what is offered can be delivered to our clients with ease





## Our communities

We support the development of local communities:

- We develop tourism products with positive social, cultural, environmental, and economic impacts for locals. We work with local service providers, involve and create additional income to local villagers through our tour programs.
- We support local projects and initiatives that improve the livelihood of local communities and protect biodiversity.
- We consider sustainability elements when selecting and developing new tourism destinations.
- We ensure that we are not directly or indirectly complicit in any human rights violations (e.g., sexual exploitation)



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