

# SUSTAINABLE DEVELOPMENT POLICY

## ANTIPODE

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### OBJETIVE

Antipode Peru's sustainable development policy is of great importance to the company, its employees and its stakeholders, as it is in line with its mission to promote responsible tourism in Peru and Bolivia. This policy aims to promote fair remuneration for local staff, encourage cultural engagement between travellers and communities, and implement strict environmental conservation measures. Antipode seeks to establish itself as a socially and environmentally responsible entity. This commitment helps build positive relationships with stakeholders, including local communities and partners, and ultimately contributes to the long-term sustainability of responsible tourism in the region.

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### SCOPE OF APPLICATION

This policy covers all activities of Antipode Tour Operator, from operations to the management level. We will communicate it to all our employees partners, suppliers and customers, encouraging them to comply with it as a minimum standard or to exceed it wherever possible. This policy does not address specific procedures. All members of the Antipode team are responsible for implementing the company's sustainable development policy.

# 1. SUSTAINABILITY MANAGEMENT AND COMPLIANCE WITH LEGISLATION

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## 1.1. COMMITMENT TO SUSTAINABLE DEVELOPMENT

- ANTIPODE management is fully committed to the company's sustainability performance and supports the company's mission statement and sustainability policy. We use the Travelife platform to report, monitor and evaluate our sustainability progress. We are committed to (publicly) communicating our sustainability performance (via the Travelife report) every two years.
- ANTIPODE is committed to the continuous improvement of its sustainability practices, including the ongoing monitoring and evaluation of its sustainability policy, and to dedicating staff and resources to achieving its sustainability goals.

## 1.2. COMPLIANCE WITH REGULATIONS

- ANTIPODE complies with all local, regional, national and international regulations relating to human resources, human rights, children's rights, land rights, environmental management, wildlife and land use. We will follow a strict code of ethics, including a zero tolerance policy against corruption, bribery, forced labour and discrimination.

# 2. INTERNAL MANAGEMENT: SOCIAL POLICY AND HUMAN RIGHTS

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- ANTIPODE supports career and employment-related professional development activities.
- ANTIPODE is committed to respecting the principle of fair and equitable remuneration for similar work of equal value for all its employees and subcontractors, regardless of their sex, race, national origin, marital status, age or religion.
- ANTIPODE is committed to fostering a safe, healthy and inclusive workplace and work culture where all employees can develop their potential.
- ANTIPODE is committed to a zero tolerance policy towards bribery, corruption, discrimination and human rights violations, including forced labour, human trafficking and all children's rights.
- ANTIPODE is committed to supporting professional women and young mothers by offering them equal career and promotion opportunities and flexible working hours.
- ANTIPODE also expects this commitment from all its partners and suppliers.

# 3. INTERNAL MANAGEMENT: ENVIRONMENT AND COMMUNITY RELATIONS

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- ANTIPODE complies with all local and national environmental regulations.
- ANTIPODE is committed to its policy of reducing the use of disposable and consumable goods in the office.

## 3.1. OFFICE SUPPLIES REDUCTION POLICIES

### 3.1.1. Office supplies and purchases:

- ANTIPODE evaluates the use of all acquired goods and products, especially in terms of water, waste, energy and carbon.
- ANTIPODE purchases office supplies locally, seasonally, through fair trade, in bulk, with limited packaging and certified as sustainable whenever possible.
- ANTIPODE looks at energy consumption when purchasing new equipment. And we look at the ENERGY STAR symbol.
  - ANTIPODE takes sustainability into account in all its purchasing decisions:
    - Do we really need this product?
    - Can we rent or borrow it instead of buying it?
    - Will this product last a long time or is it disposable and/or breakable?

Does it create superfluous waste or damage to the planet (water, pollution, energy, transportation, waste, etc.)?  
Can we buy from trusted local companies (e.g. certified sustainable)?  
Is it possible to combine orders or buy spares or products in bulk to reduce the carbon footprint?

### 3.1.2. Reduce disposable goods:

- Antipode provides its employees with reusable ceramic tableware and cutlery.

### 3.1.3. Paper usage in the office:

- ANTIPODE only prints when absolutely necessary and then always on both sides and in greyscale. Paper must always be FSC certified or equivalent.
- ANTIPODE prioritizes direct, electronic communication between employees. This saves the use of printed paper.

## 3.2. PRINTED PRODUCTS MARKETING POLICY

- ANTIPODE chooses not to use printed promotional material. All our campaigns and communications are designed electronically. This approach allows us to minimise our paper consumption, reduce our carbon footprint and contribute to preserving the environment.

## 3.3. ENERGY SAVING POLICY

- ANTIPODE applies energy saving measures in all common areas.
- At ANTIPODE, all equipment and lighting are energy efficient and are switched off/unplugged/put into standby mode when not in use.
- At ANTIPODE, 100% of our bulbs are LED.
- ANTIPODE does not have a heating system in the offices. The staff occasionally uses a gas system on colder days..
- ANTIPODE does not have air conditioning.
- ANTIPODE encourages all employees to turn off computers and other devices during breaks and at the end of the work day.
- ANTIPODE appoints a person to check that the energy saving measures are working correctly.
- At ANTIPODE, we use a kettle to heat the water and keep it warm in a thermos.
- ANTIPODE is committed to reducing the use of attachments when sending emails between employees, as well as to customers. We are aware that this will reduce the carbon footprint of our communications.
- ANTIPODE is committed to using energy-efficient appliances. Symbols such as ENERGY STAR are taken into account.

## 3.4. WATER SAVING POLICY

- At Antipode, water saving measures will be applied in all common areas and toilets.
- ANTIPODE employees are committed to reporting leak problems so that they can be repaired as soon as possible. Note: In Cusco, the water distribution system is restricted, and we are required to store water.

## 3.5. WASTE MANAGEMENT POLICY

- ANTIPODE is subject to the regulations imposed by the local authority for the final disposal of waste.
- ANTIPODE uses the public collection service for recyclable waste, such as cardboard and plastic bottles. The waste generated is classified according to municipal guidelines.
- ANTIPODE encourages employees to sort waste and recycle, and all waste bins will be removed and replaced by recycling points.
- ANTIPODE is committed to purchasing cleaning products in bulk.
- ANTIPODE is committed to taking measures to avoid waste.
- Paper printing in the office is strictly limited to administrative tasks. Double-sided printing is strongly recommended. A “think before you print” policy will be encouraged to reduce paper consumption. Staff are encouraged to use electronic filing, and key manuals are now electronic and accessible via the company intranet. The intranet serves as a central source of information, eliminating the need for paper communications.
- At ANTIPODE, advertising is exclusively electronic.
- At ANTIPODE, the tableware service is made available to the staff.

- ANTIPODE creates access to digital downloads, allowing customers to store and access all necessary documents on their mobile devices without the need to use the Internet.
- ANTIPODE has a digital travel itinerary.
- ANTIPODE asks travelers to carry reusable bottles with them from the beginning of the trip so they can refill their drinks and drastically reduce the use of disposable material.
- ANTIPODE does not use plastic to give gifts or any other type of material to its employees and clients.

### 3.6. POLLUTION REDUCTION POLICY

- ANTIPODE does not purchase products that may harm humans or our natural environment, particularly cleaning products, paint, pesticides, etc.
- ANTIPODE does not use air conditioning in the office.

### 3.7. MOBILITY POLICY

- ANTIPODE recognizes that our employees' travel has a negative impact on our planet. We encourage all our employees to travel to work by carpooling, using public transport, cycling or walking.
- Safety and compliance with current regulations are our top priority and are treated as such by all employees.
- Long distance travel is only done when necessary and for long periods of time.

### 3.8. SUSTAINABILITY TRAINING AND AWARENESS POLICY

- ANTIPODE has developed a continuous training program for employees.
- ANTIPODE will establish regular training for staff and environmental management. The training covers the general principles of sustainable development and responsible tourism, as well as respect for host cultures and populations, preservation of the environment and local heritage, controlled management of energy resources and the provision of adequate resources to carry out the necessary actions.

### 3.9. LAND USE POLICY

- ANTIPODE offices are located in an urban area and comply with all local land use laws, respect local cultural and natural resources in our business activities, and promote sustainable architecture and design.

## 4. 4. PARTNERS – GENERAL PARTNER POLICY

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- ANTIPODE is committed to sourcing products and services responsibly, avoiding as far as possible adverse effects on society, culture and nature. We expect the same level of commitment from our suppliers.
- ANTIPODE prefers to work with partners who share its commitment to sustainable development. This means that we prefer partners who have a written declaration on sustainability as an integral part of their corporate policy and/or who have a clear sustainability policy in place.
- ANTIPODE prefers to work with locally managed service providers, who use local and seasonal products and services, and who benefit the local community by hiring locally and offering fair working conditions.
- ANTIPODE expects its suppliers to adhere to a CODE OF CONDUCT, which includes the following responsible business practices:
  - Comply with all local, regional, national and international regulations.
  - Respect all human rights, including labour rights, children's rights and women's rights.
  - Commit to respecting fair employment conditions.
  - Comply with policies against corruption, bribery, extortion and discrimination.
  - Protect children from (sexual) exploitation through tourism.
  - Protect the environment and natural resources.
  - Act in the interest of local communities.
- ANTIPODE is committed to raising awareness among its suppliers about the need to adopt sound social and environmental practices and to reduce their carbon footprint.
- ANTIPODE actively works with its suppliers to improve their sustainability performance. We encourage our suppliers to learn about sustainability on an ongoing basis and provide/support them in this learning whenever possible.

- ANTIPODE keeps the lines of communication open with its partners and encourages interested parties to send their comments at any time and on any topic, in particular on sustainable development.

## 5. 5. TRANSPORT POLICIES

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- ANTIPODE has no influence on the choice of international transport to our country of destination.
- Among the specifications that ANTIPODE requires from its transporters at the destination are those regulated by the Ministry of Transport and Communications and the General Directorate of the Environment, as well as some other Antipode requirements, such as the use of lead-free, non-polluting materials for cleaning and disinfecting the units, and the use of recyclable materials, among others.
- For transfers to/from the departure/arrival airport, ANTIPODE offers private transfers to ensure the safety of long-distance travel to/from the airport, with vehicles adapted to the number of passengers. Currently, public transport does not offer security for airport transfers.
- ANTIPODE has a system for checking and comparing transport services in terms of function, utility, route and use in protected environments. This allows transport to be used in a truly efficient way, ensuring the least possible pollution. All sales, reservations and operations staff are familiar with the system for minimising the use of polluting transport and know how to apply it.
- When selecting the means of transport for clients, ANTIPODE staff has the necessary tools to propose suitable alternatives to the client. All are governed by national regulations for the transport of passengers on urban and rural routes and, as mentioned above, in transport units with pollution levels regulated by the standard and by ourselves.
- ANTIPODE aims to promote the creation of “tailor-made” itineraries, which take into account the need to minimize carbon emissions by offering “green” travel experience options. By including responsible alternatives for transportation, accommodation and activities.
- ANTIPODE offers “responsible travel” on its website.
- ANTIPODE encourages transport service providers to train in eco-driving techniques.
- ANTIPODE plans to implement a reforestation and environmental care program in the places where we operate. It is understood that it is really impossible not to pollute with the means of transport, but to the extent we propose to counteract pollution in this way.

## 6. ACCOMMODATION POLICY

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- ANTIPODE's list of suppliers includes companies that meet several requirements, such as the responsible use of polluting materials, the use of non-polluting materials, recycling, sorting and responsible disposal of plastic, cardboard, paper and by-products, glass, metal, organic waste (generated mainly in the kitchen and dining room), liquids (derived from mixing water with detergents and/or oils) and hazardous waste (batteries or light bulbs, medical equipment in some cases).
- The accommodations with which ANTIPODE has commercial agreements condemn child exploitation in the premises and facilities of the subcontracted accommodations. ANTIPODE will terminate the commercial agreements if the accommodation does not take adequate measures to prevent and/or stop child sexual exploitation within the direct supply chain.
- As part of a process, ANTIPODE will give preference to accommodations that work with internationally recognized certifications, such as Travelife, or those recognized by the Global Sustainable Tourism Council (GSTC). Where certified accommodations are not available, preference will be given to those with a positive and verifiable reputation for sustainable practices.
- Where there is clear evidence that commercially arranged housing compromises the provision or integrity of basic services such as food, water, energy, healthcare or land for neighbouring communities, it may be justified to end cooperation with the housing.
- ANTIPODE offers different categories of accommodation depending on the expectations of the clients. The basic criteria that must be met are hygiene, health standards and safety, as well as the ability to offer good comfort and a service that meets the client's expectations. Sustainable accommodation practices can be found in all price ranges, so we try to identify the most sustainable options available within our clients' budgets.
- ANTIPODE offers accommodation in family homes. Guests are informed of the comfort conditions of these establishments, which are presented not only as accommodation places, but also as immersive experiences in themselves.
- In our efforts to select the most sustainable accommodation providers, we favour establishments that follow these fundamental principles:

- **Employee care:** Our goal is to work with establishments that take care of their human resources, something of vital importance for the hospitality sector. Therefore, we evaluate whether the establishment offers good working conditions to its staff.
- **Child protection:** The centre guarantees respect and protection of children's rights.
- **Local sourcing:** Accommodations are encouraged to purchase and use local food products, produced according to the principles of fair trade and sustainability.
- **Plastic-free policy:** The property minimizes the use of plastic and, as a standard practice, does not offer plastic water bottles to its guests. Instead, the property provides areas where guests can refill the jugs provided in the rooms and their own bottles.
- **Waste management:** We check that the accommodation separates at least organic waste for composting and plastics for recycling. Establishments capable of going beyond these basic waste management practices will be highly preferred.
- **Energy efficiency:** The establishment follows energy-efficient practices, such as energy-saving light bulbs and energy-saving appliances. The accommodation provider advises guests (for example, through signs in rooms and hallways) to turn off lights and electrical appliances when they are not in use or has a global shutdown plan (automated system).
- **Water efficiency:** The accommodation uses water efficiently. Places with a water-saving system for their western-style toilets and showers will be preferred.
- **Protection of biodiversity:** The accommodation limits its negative impact on local and global biodiversity as much as possible.
- **Authentic charm:** The accommodation building (exterior and/or interior) incorporates elements of local art, architecture or cultural heritage. Highlighting elements of local architecture, customs and traditions.
- **Community value:** The company respects the intellectual property rights of local communities and contributes to the local community to the extent possible (for example, through sponsorship of local events, donations to local heritage sites, etc.).
- **Respect and protection in land use.**

## 7. ACTIVITIES AND EXCURSIONS POLICIES

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The sustainability of a tour provider is of vital importance as it allows our company to extend sustainable practices to a key element of our tours and supply chain. When selecting tours/activities for our clients, our policy is to recommend the most sustainable options within their budget. When we have the opportunity to select tours, we strongly favour establishments that follow sustainable practices in all aspects of their operation.

- ANTIPODE only works with tour operators who adhere to our SUSTAINABLE DEVELOPMENT POLICY.
- All excursions and activities organized by or on behalf of ANTIPODE respect local customs, traditions, cultural integrity and natural resources.
- ANTIPODE undertakes not to offer excursions that are harmful to humans, flora and fauna, the environment or natural resources such as water and energy. Tour providers do not offer products or services that are harmful to humans, animals, plants, natural resources (e.g. water/energy), or socially or culturally unacceptable products.
- Activities involving the keeping of wild animals in captivity are not offered unless they are duly regulated and comply with local, national and international legislation. Excursions that include interaction with wild animals comply with relevant codes of conduct. Any disturbance to natural ecosystems is kept to a minimum. In the event of non-compliance with this rule, ANTIPODE will cease working with the service provider.
- Wild species are not collected, consumed, displayed, sold or traded. In case of non-compliance with this rule, ANTIPODE will stop working with the service provider.
- ANTIPODE promotes excursions and activities that benefit local communities, respect animal welfare and support environmental protection.
- ANTIPODE has implemented a system of control and qualification of tourist services to ensure that operational, emergency and sustainability procedures are respected.
- ANTIPODE promotes learning and sustainability management opportunities for tour providers, including free access to the Travelife online learning and reporting platform.
- ANTIPODE strives to identify the most sustainable options available within our clients' budgets.



## 8. DESTINATIONS

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### Destinos sostenibles

ANTIPODE prefers to work in destinations that are committed to sustainable development policies, committed to community and destination development. ANTIPODE does not support destinations with questionable human rights records. ANTIPODE aims to direct visitors to secondary or lesser-known tourist areas to avoid overtourism. ANTIPODE takes into account the sustainability aspects of destinations when selecting new destinations and in the product development process. We want to bring social and environmental benefits to the communities we visit. We understand the importance of visitor dispersion and the need to not exceed destination capacity; therefore, we encourage the promotion of lesser-known regions (with the approval of the local community), in order to avoid overtourism and its negative effects.

### Contribution to local communities / local economic network

ANTIPODE is committed to making a positive contribution to the destinations in which it operates by:

Sourcing locally and responsibly, and supporting local and traditional arts and culture.

Encouraging customers to shop responsibly and informing them about illegal, banned or prohibited souvenirs.

Working with other local tourism stakeholders [including local government, other tourism businesses, academia, community groups] to support the sustainable tourism development of the destination.

Respecting and upholding all human rights (children's rights, women's rights, labour rights, etc.) and land rights.

Contribute to the conservation of our natural and cultural heritage:

ANTIPODE complies with international laws for the protection of natural and cultural heritage. ANTIPODE complies with local laws on Cultural Heritage of the Nation in all countries where we operate. In Peru: Law 28296.

ANTIPODE strictly complies with the instructions dictated by law in relation to the list of restricted and prohibited export goods. This list is published on the SUNAT website.

<https://sunat.gob.pe/orientacionaduanera/mercanciasrestringidas/>

ANTIPODE does not allow guests to purchase souvenirs containing endangered species of flora and fauna, illegally obtained historical/archaeological objects, drugs or illegal substances.

ANTIPODE is committed to respecting the environment by raising awareness among hosts about the principles of responsible travel and responsible behavior of visitors.

### **Communication and customer protection.**

#### Privacy

- The protection of our customers is our priority. That is why we apply a privacy policy to ensure legal compliance in all aspects so that customers and their data are protected and that customers know how their information is used..
- We are committed to protecting the privacy of all our customers and users, and we want to assure you that all information you provide to us is strictly private and confidential.

#### Marketing and communications

- ANTIPODE maintains direct communication with customers. Exchanges during the sales period are made by phone call, email and combining applications that allow for faster communication.  
ANTIPODE strives to be honest in all situations and at all times.  
ANTIPODE offers products and services exactly as we communicate them during our interactions with customers.  
ANTIPODE respects explicit and implicit commitments and promises.  
ANTIPODE is against greenwashing and 100% supports our sustainability claims.  
ANTIPODE strives to be inclusive and representative in our marketing and to always take into account cultural, religious and ethnic sensitivities.

#### Communication on sustainable development.

- Customers will be informed about the social and environmental impact of their trip and informed about sustainable choices they can make, in particular through transparent communication:

Certified accommodation.  
Compensation for the CO2 emissions of their trips.  
Activities and excursions in favour of local communities and environmental protection.  
Responsible shopping and illegal souvenirs.

Customer Experience.

- The company wants all customer experiences to be positive and has strict health and safety, marketing and excursion policies to ensure customer satisfaction. These policies cover specific topics (but are not limited to):
  - Health and safety.
  - Emergency procedures.
  - Privacy.
  - Group numbers.
  - Greenhouse gas emissions and offsetting.
  - Transport.
  - Shopping.
  - Sexual exploitation.
  - Children in tourism.
  - Satisfaction and complaints.
- ANTIPODE maintains open lines of communication with its customers and encourages feedback at any time and on any topic, particularly sustainability.

### **Contact / Responsible person.**

All staff are responsible for the ownership and compliance of this policy.  
All staff are responsible for the promotion and implementation of this sustainability policy within their departments.  
The implementation of this policy will be led by the Sustainability Coordinator, Melissa Lisbeth Cahuata Corrales, who can be contacted at [melissa@antipode-peru.com](mailto:melissa@antipode-peru.com).

### **Effective date.**

This policy takes effect on December 29, 2023.