

## SUSTAINABILITY POLICY - VENTULA TRAVEL DMC

Following the accession of the Republic of Croatia to the Paris Agreement on December 12, 2015, which requires all EU Member States to reduce their greenhouse gas emissions by at least 40% by 2030, to mitigate the effects of global warming and halt global temperature rise, since the end of 2019 our company has committed itself to introducing CO2 offsetting into its operations and programs for its customers and partners.

In order to achieve this goal and ultimately become climate neutral, we have developed a sustainability strategy based on the two following pillars:

### Pillar 1 - INTERNAL MANAGEMENT

With internal management, we are trying to clean up our own doorstep first and build a team that is ready to meet the challenges outlined in the second pillar. The most important elements of the first pillar are:

- ✓ Education and certification of staff
- ✓ Sustainable product management
- ✓ Control of suppliers and use of consumables
- ✓ Use of alternative transportation solutions
- ✓ Waste management
- ✓ Calculation of emitted greenhouse gases

### Pillar 2 - EXTERNAL MANAGEMENT

Proper contracting and scheduling can significantly reduce emissions at the outset, before even discharging them during programme execution. The remaining emissions are eliminated through compensation, using two different models: local and global. Locally we contribute by collective tree planting in collaboration with the local community, and globally through supporting foundations that have a very high percentage of efficiency in reducing greenhouse emissions in countries that are the world's largest pollutants. Therefore, the elements of the second pillar are:

- ✓ Focus on supplier selection and contracting
- ✓ Compensation of greenhouse emissions through the local model
- ✓ Collaboration with the local community
- ✓ Compensation of greenhouse emissions through the global model
- ✓ Stakeholder survey

It is also important to note that our company operates according to ethical principles and keeps abreast of new findings in the field of sustainable business, operating transparently and in accordance with applicable regulations. By introducing a quality control system in accordance with ISO 9001: 2015, we are continuously working on improving all our processes, and the company's Sustainability Policy is therefore aligned with its mission and vision and its strategic quality goals.

Ventula Travel DMC's sustainability policy is based on the preservation of natural, traditional and cultural values and on a modern way of doing business.