

Sustainability Policy

1. Introduction

As DTS, we are aware of the impacts of tourism on the natural environment, local communities, and cultural heritage.

We commit to carrying out our activities within the framework of environmental responsibility, social contribution, and economic sustainability principles.

1.1 Mission

Our mission is to implement a balanced and responsible tourism approach that meets today's needs while respecting the rights of future generations. Our goal is to explain the philosophy of sustainability in a clear, precise, and applicable way and to integrate sustainability principles into our business model.

1.2 Continuous Improvement

DTS commits to continuous improvement of sustainability practices, including ongoing monitoring and evaluation of our sustainability policy, with dedicated personnel and resources to achieve our sustainability goals.

DTS follows all local, regional, national, and international regulations as they relate to human resources, human rights, children's rights, land rights, environmental management, wildlife, and land use. We follow a strict Code of Ethics, including a zero-tolerance policy for corruption, bribery, forced labor, and discrimination.

We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate progress. We are committed to (publicly) communicating our sustainability performance (by means of the Travelife report) every two years.

2. Sustainability Principles

2.1 Energy and environmental management

- The company is committed to minimizing the environmental footprint of its office operations through environmentally responsible and circular principles.
- Compliance with all applicable local and national environmental legislation is ensured.
- Resource consumption (energy, water, materials, waste, and carbon) is monitored and reduced where possible.
- Energy-efficient lighting and equipment (e.g. LED systems) are used, and devices are switched off or set to energy-saving modes outside working hours.
- Water-saving measures and fixtures are implemented, and water use is monitored.
- Paper consumption is minimized through digital processes and responsible printing practices using certified paper.
- Waste reduction, reuse, separation, and recycling are actively promoted and managed through local disposal systems.
- Responsible procurement practices are applied, prioritizing local, fairly traded, bulk, and sustainably certified products with minimal packaging.
- Measures are in place to minimize noise, light, and air pollution.
- Business travel is undertaken only when necessary. When travel is unavoidable, environmentally friendly transport options are preferred. Digital alternatives are prioritized.

- Employees are regularly informed and encouraged to use resources responsibly.

2.2 Contribution to Local Community and Economy

- We source our service procurements from regional business partners such as local hotels, guides, and transportation companies.
- We strengthen the local economy by supporting the promotion and consumption of regional products and services.
- We actively participate in projects aimed at preserving local culture, traditions, and lifestyles.
- We support local employment, plan and implement maximum utilization of the local workforce as a priority.

3. Human Rights, Business Ethics and Code of Conduct

3.1 Human Rights

- We recognize that our employees are our biggest asset for delivering meaningful travel experiences to our customers. Therefore, we maintain a clear human resource policy to ensure:
 - Legal compliance in all regards
 - A safe, healthy, and welcoming workplace
 - Fair contract conditions including fair compensation
 - Training opportunities including trainings on topics of sustainability, sexual harassment and exploitation in the workplace and in the tourism industry
 - Participation in the sustainability planning activities
 - Inclusion and equal opportunity for all employees, particularly regarding compensation, promotion, benefits, and professional development
 - Freedom of association and the right to organize and engage in collective bargaining without restriction

3.2 Business Ethics and Code of Conduct

- DTS works exclusively with suppliers that adhere to the company's Code of Conduct. The Code of Conduct sets minimum standards regarding ethical business practices, legal compliance, human rights, labour conditions, and environmental responsibility.
- We expect our suppliers and business partners to adopt the same ethical and human rights-respecting approach.
- All kinds of verbal, physical, psychological, or sexual harassment, intimidation (mobbing), mistreatment, and bullying are strictly prohibited.

3.3 Tour leaders, local representatives, and guides

- DTS commits to hiring qualified local guides, porters, drivers or other local staff, paying them living wages and providing safe and fair working conditions. We expect the same from our suppliers that are hiring local staff on behalf of DTS.
- DTS understands that guides are the intermediaries between the guests and the socio-cultural and environmental context of the destination, conveying the appropriate behaviour to them. Therefore, we make sure that all guides hired by or leading tours on behalf of DTS are trained regularly and knowledgeable in the sustainability topics of the destination.
- Our guides are specifically trained on the critical issue of sexual exploitation of children in tourism.
- DTS provides guides with learning opportunities on sustainability topics including providing free access to the Travelife online learning platform.

4. Excursions and Protection of Cultural Heritage

- DTS only works with excursion providers that adhere to the company's Code of Conduct. This ensures that excursions respect local customs, cultural heritage, animal welfare, human rights, and environmental protection.
- All excursions and activities run by or on behalf of DTS respect local customs, traditions, cultural integrity, and natural resources.
- DTS commits to not offering any excursions that harm humans, wildlife, environment, or natural resources such as water and energy.
- DTS gives preference to excursions and activities that benefit local communities, respect animal welfare and support environmental protection.
- DTS has clear Codes of Conduct requirements in place for environmentally and culturally sensitive excursions offered by or on behalf of the company. These guidelines are actively communicated to guests as well as distributed and implemented by excursion providers and guides.
- DTS provides excursion and attraction providers opportunities for sustainability learning and management, including free access to the Travelife online learning and reporting platform.
- DTS ensures that guests are informed about and encouraged to respect local cultural values, religious sites, traditions, and social norms of the destinations visited.

4.1 Environmental stewardship in destinations

- DTS commits to environmental stewardship in the destination by ensuring that natural resources remain intact and ecosystems are respected.
- DTS educates guests about responsible travel behaviour.
- **Where possible, DTS supports local environmental protection and conservation initiatives.**

5. Transport

- DTS only works with transport providers that adhere to the company's Code of Conduct including requirements related to legal compliance, safety standards, fair working conditions, and environmental responsibility.
- When selecting transport for guests and business related travel, DTS commits to choosing the most environmentally friendly options available for travelling to, from, and within the destination – taking into consideration distance, price, route, and comfort.

6. Monitoring and Continuous Improvement

- DTS monitors the implementation of this Sustainability Policy through internal reviews and the Travelife reporting platform.
- Sustainability performance is reviewed regularly and updated where necessary.

7. Action Plan and Implementation

- We set annual sustainability targets and create strategic action plans to achieve these targets.
- We monitor applications through our sustainability coordinator and prepare evaluation reports.

- We continuously increase the knowledge and awareness of our employees on sustainability through training programs to support implementation of the sustainability policy

8. Policy Sharing and Access

- Our sustainability policy and any future certificates and documents will be shared on our corporate platforms accessible to all employees:
 - o DTS Wiki: <http://10.181.31.194/>
 - o Company Policies Portal: <https://booking.dtsturkiye.com/kvkk/>

9. Our Commitment

As DTS, we believe that sustainable tourism will provide long-term benefits for the environment, society, culture, and the business world. This policy is adopted in all departments of our company and is regularly reviewed according to changing conditions.

Our goal is to build a future that respects nature, people, and cultural heritage while enriching travel experiences.

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