

INSTITUTIONAL PRESENTATION

At Colombian Journeys, we conceive tourism as a transformative activity that should contribute to the comprehensive development of Colombia, generating environmental, sociocultural, and economic benefits. We are aware that our role as a travel agency implies a great responsibility toward the preservation of natural and cultural heritage, the protection of human rights, and the strengthening of local communities.

For this reason, we adopt this 2025 Sustainability Policy, aligned with the Colombian Technical Sector Standard NTS-TS 003 and current national legislation, as a framework that guides our operations and commitments toward responsible and sustainable tourism.

SUSTAINABILITY MISSION

At Colombian Journeys, our mission is to contribute to the development of sustainable tourism in Colombia by generating decent employment opportunities, fostering social equity, and promoting the preservation of the country's natural and cultural heritage. We design and operate tourism experiences that respect and value biodiversity and local communities, ensuring a fair economic contribution throughout the entire value chain.

Our commitment is to share Colombia's cultural and natural richness with the world, strengthening transparent and responsible relationships with clients, suppliers, partners, and communities, under the highest principles of sustainability and quality standards.

OBJECTIVE

To establish the institutional sustainability commitments of Colombian Journeys, applicable to all our collaborators, clients, suppliers, subcontractors, local communities, and strategic partners, in order to ensure that our tourism activities contribute to environmental conservation, social equity, cultural respect, and the economic strengthening of the territories where we operate.

GUIDING PRINCIPLES OF COLOMBIAN JOURNEYS

- ✓ Strict compliance with NTS-TS 003 and Colombian legislation regarding tourism, environmental, cultural, labor, and human rights matters.
- ✓ Transparency, business ethics, and zero tolerance for corruption.
- ✓ Respect for cultural, ethnic, and social diversity.
- ✓ Protection of the rights of children and vulnerable groups.
- ✓ Continuous improvement through impact assessment, the establishment of goals, and the updating of our action plans.

SUSTAINABILITY COMMITMENTS

Environmental

- ✓ Reduce the carbon footprint through the efficient use of energy, water and fuels.
- ✓ Implement the progressive reduction of single-use plastics in our operations and tourism experiences.

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- ✓ Promote the separation, reduction, reuse and recycling of waste together with our partners and suppliers.
 - ✓ Contribute to the conservation of biodiversity and ecosystems in the destinations where we operate, avoiding invasive species and supporting restoration projects.
 - ✓ Have protocols in place for the prevention and response to environmental emergencies.

Sociocultural

- ✓ Respect, value, and promote Colombia's cultural and natural heritage, contributing to its protection and dissemination.
- ✓ Ensure universal accessibility in the provision of our tourism services.
- ✓ Reject and report all forms of commercial sexual exploitation of children and adolescents (CSEC), in compliance with Law 679 of 2001 and Law 1336 of 2009.
- ✓ Raise awareness among our clients and travelers about the importance of responsible tourism that respects local communities, Indigenous peoples, and living traditions.

Economic

- ✓ Promote the hiring of local and sustainable suppliers, prioritizing fair trade and community-based initiatives.
- ✓ Encourage value chain development that strengthens the regional economy.
- ✓ Establish responsible procurement criteria, rejecting suppliers that violate human or environmental rights.

Labor and Human Rights

- ✓ Comply with Colombian labor legislation and with the conventions of the International Labour Organization ratified by Colombia.
- ✓ Ensure equal opportunities and non-discrimination based on gender, age, race, religion, sexual orientation, gender identity, or disability.
- ✓ Promote fair, safe, and decent working conditions for all employees.
- ✓ Provide regular training in sustainability, responsible tourism, and human rights.

Animal welfare

- ✓ Promote tourism experiences involving wildlife under principles of responsible observation, such as whale watching, Llanos safari, and birdwatching.
- ✓ Reject any practice that involves mistreatment, exploitation, or illegal wildlife trade.
- ✓ Require our suppliers to comply with best practices in the management of activities related to wildlife.

IMPLEMENTATION AND MANAGEMENT

- ✓ Management and the Sustainability Committee are responsible for the implementation, monitoring, and updating of this policy.
- ✓ An Annual Sustainability Action Plan will be developed, with objectives and targets reviewed on a regular basis.
- ✓ All employees and strategic suppliers will be informed and trained on the principles of this policy.

COMMUNICATION AND TRANSPARENCY

- ✓ This policy will be public and available on our website and other communication channels.
- ✓ We will periodically publish our sustainability progress through reports and updates.
- ✓ We will implement feedback mechanisms with clients, suppliers, communities, and authorities.

MONITORING AND CONTINUOUS IMPROVEMENT

- ✓ This policy will be reviewed every two years or when relevant changes occur in legislation or operational conditions.
- ✓ The established commitments will be evaluated through internal management indicators, ensuring continuous improvement in all areas of sustainability.

APPLICABLE REGULATIONS

Colombian Journeys S.A.S. declares compliance with the following national regulations:

- ✓ Law 300 of 1996 – General Tourism Law.
- ✓ Law 679 of 2001 and Law 1336 of 2009 – Prevention of commercial sexual exploitation of children and adolescents.
- ✓ Law 99 of 1993 – Creation of the Ministry of Environment and National Environmental System (SINA).
- ✓ Law 1333 of 2009 – Environmental sanctioning regime.
- ✓ Decree 1076 of 2015 – Single Regulatory Decree of the Environment sector.
- ✓ Law 1931 of 2018 – Guidelines for climate change management.
- ✓ Law 397 of 1997 and Law 1185 of 2008 – Protection of cultural heritage.
- ✓ Colombian Labor Code and ILO Conventions ratified by Colombia.
- ✓ Colombian Technical Sector Standard NTS-TS 003 – Travel agencies – Sustainability requirements.
- ✓ NTC 5133 – Nature tourism – Sustainability requirements.
- ✓ NTS USNA 001 – Nature tourism – Wildlife observation operators.

APPROVAL AND EFFECTIVENESS

This policy comes into effect upon approval by the General Management of Colombian Journeys S.A.S. and will remain in force until its review in 2027.