

MARMEDSA CRUISE SERVICES NOATUM MARITIME

Sustainability Policy

Sustainability Management & Legal Compliance

SUSTAINABILITY COMMITMENT

Marmedsa Cruise Services is fully committed to the company's work to achieve sustainability, and endorses the company's sustainability mission statement and policy.

We will use the Travelife platform to report on our progress in sustainability issues, and to monitor and evaluate progress. We are committed to reporting our sustainability performance every two years.

SUSTAINABILITY COMMITMENT

Marmedsa Cruise Services undertakes to improve its sustainability practices on a continuous basis, including the ongoing monitoring and evaluation of our sustainability policy, with specialist personnel and resources to achieve our sustainability goals.

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

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Internal Management: Social Policy & Human Rights

EMPLOYEES

- » Marmedsa Cruise Services supports both career-related and job-related professional development activities.
- » Marmedsa Cruise Services pays all its employees and contractors a living wage, regardless of their gender/sex, race, country of origin, marital status, age, or religion.
- » Marmedsa Cruise Services is committed to nurturing a safe, healthy, and inclusive workplace.
- » Marmedsa Cruise Services is committed to a zero-tolerance policy for acts of bribery, corruption, discrimination and violation of human rights, including forced labour, human trafficking, and all rights of children.
- » Marmedsa Cruise Services also expects this commitment from all partners and suppliers.
- » All Marmedsa Cruise Services personnel are trained on how to deal with emergencies.

Internal Management: Environment

ENVIRONMENTAL MANAGEMENT OF OFFICE OPERATIONS

We are committed to keeping the direct footprint of our business operations as minimal as possible, and actively pursuing follow circularity/the 5Rs (refuse, reduce, reuse, repurpose, recycle)/sustainability/environmentally-sound principles. We have the following measures in place:

- » Follow all local and national regulations concerning environmental law.
- » Procure office supplies, locally, seasonally, by fair trade, in bulk, with limited packaging, and sustainability certified whenever possible.
- » Use of FSC certified or equivalent paper in our offices.
- » Printing only when necessary, and when always printing double-sided in grayscale.
- » Energy saving measures are in place in all common areas.
- » All equipment (including air-conditioning) and lighting used in our offices is energy-efficient and turned off/unplugged/in sleep mode when not in use.
- » Equipment is set to the energy-saving mode by default.
- » Water saving measures are in place in all common areas and restrooms.
- » Waste is separated into the following categories: plastic, organic and paper products, and is disposed of properly by a private company.
- » Noise, light, and air pollution is minimized.

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CARBON MANAGEMENT OF OFFICE OPERATIONS

We are committed to reducing our carbon footprint by minimising our travel as much as possible and installing energy efficient equipment and appliances (where appropriate/possible).

LAND USE

Marmedsa Cruise Services offices are located in urban areas and as well as all local land use laws, respect local cultural and natural resources in our business operations.

General Suppliers Policy

- » Marmedsa Cruise Services is committed to sourcing its products and services responsibly, avoiding harmful impacts on society, culture as much as possible. We expect the same level of engagement and commitment from our suppliers.
- » Marmedsa Cruise Services seeks suppliers in our destinations which use local and seasonal products and services and benefit the local community.
- » Whenever possible, Marmedsa Cruise Services prefers to select suppliers with some form of sustainability certification such as B Corp or ISO

Transport

- » When selecting transport for guests and business-related travel, Marmedsa Cruise Services undertakes to choose the most sustainable options available, taking distance, price, route and comfort into consideration.
- » Marmedsa Cruise Services works to minimize minimise the carbon emissions from transport, implementing the following measures:
 - Using public transportation options in the destinations.
 - Using the most efficient vehicles available whenever possible.
 - Preferring ground transport to air transport for short-haul travel destinations.
 - Avoiding in-destination flights as much as possible.

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Activities & Excursions

- » Marmedsa Cruise Services to offer activities and excursions that respect local customs, traditions, cultural integrity, and natural resources. We undertake not to offer any excursion or activity that harms humans, wildlife, environment, or natural resources.
- » Marmedsa Cruise Services gives preference to excursions and activities that benefit local communities, respect animal welfare and support environmental protection.
- » Wildlife species are not harvested, consumed, displayed, sold or traded. Marmedsa Cruise Services will only offer regulated activities with guaranteed compliance with local, national and international law

Tour Leaders, Local Representatives, And Guides

- » Marmedsa Cruise Services is committed to hiring qualified local guides, paying them a living wage, and providing safe and fair working conditions. We expect the same from our suppliers who hire local staff on behalf of Marmedsa Cruise Services.
- » The guides provide guests with relevant information about sustainability, social norms and values, and human rights. We therefore ensure that all the guides we hire receive training on sustainability issues.
- » The guides we work with are specifically trained on the critical issue of sexual exploitation of children in tourism.

Destinations

CONTRIBUTION TO LOCAL COMMUNITIES / LOCAL ECONOMIC NETWORKS

Marmedsa Cruise Services commits to environmental stewardship in the destinations in which we operate, by:

- » Ensuring natural resources remain intact
- » Educating guests about the principles of responsible travel and responsible visitor behaviour.

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Customer Communication And Protection

MARKETING AND COMMUNICATION

- » Marmedsa Cruise Services offers products and services that do what we claim in our communications.
- » We honour our explicit and implicit commitments and promises.
- » We endeavor to be inclusive and representative in our marketing.
- » We are anti-greenwashing, and fully stand behind our sustainability claims.

SUSTAINABILITY COMMUNICATION

- » Our customers are informed about sustainability in the destination, as well as actions that benefit local communities.
- » We educate our guests about shopping responsibly and illegal souvenirs.