



Sustainability Policy

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NEXT TRAVEL NORDIC Sustainability Policy – Purpose and Overview

This document states the meaning of sustainability for NEXT TRAVEL NORDIC and the actions that NEXT TRAVEL NORDIC is taking for sustainable business. The Sustainability Policy is written for the personnel, sub-contractors, clients, and business partners of BDPNEXT.

In Sweden, where we at NEXT TRAVEL NORDIC operate, the issues such as child labor and wildlife rights are included in the legislation and thus already into our procedures. That is why we aim to have an impact on other issues such as protecting the environment by correct waste disposal and giving back to the community by choosing local suppliers. We have high standards for employee welfare, and we always seek to have a safe and inspiring workplace for our employees.

We promote environmentally friendly activities and offer a myriad of excursion programs that minimize the impact on our precious environment, including walking and food tours, reindeer safaris, canoeing, kayaking and culture walks. Furthermore, we ensure all trash and waste is disposed of responsibly and we remain on the designated tracks during our nature walks to preserve the environment and not to disturb the local wildlife. That is why our policy is that we do not provide any activities with a negative impact on nature, animals or the environment.

We are proud to be associated with our tourism affiliates and cruise partners that also make an effort towards CSR and sustainable tourism, such as reducing CO2 emissions, reducing water waste and eliminating plastics.

Mission statement

Taking steps to minimize our impact on the environment, providing a safe and enjoyable workplace, and promoting the health and well-being of our team members, customers and the public is very important to us. We are always looking for ways to improve our services and widen our social and environmental responsibilities and that is why we have set the following goals for us:

1. To use buses only with European Emission Standards Euro V and Euro VI by 2027.
2. To use only electric boats for our tours by 2027
3. Constantly develop the selection of our Sustainable Tours in all destinations.
4. Work with hotels that care about the environment and apply relevant measures in all our destinations
5. Use only FSC paper in the office if needed
6. Continuing with paperless office by sending and receiving invoices digitally, continuing using shared cloud storage and receive pay slips digitally

Internal Sustainability

All employees are aware of our Sustainability Policy and are committed to improving and implementing the policy. Everybody is also involved in the recycling of our waste and trash at the office. To our internal sustainability is included the waste and energy management in our office and health and safety of our employees.

Water is not running unnecessarily, and dishwashing machine is being run only when it is full. In addition, our coffee machine turns off automatically when the coffee is done. In addition, our office operator implements an innovative approach to repurposing properties that would otherwise remain empty before demolition. By activating these spaces, our office operator creates affordable office solutions for small and medium-sized businesses like ours. This initiative not only supports our growth but also continues to environmental sustainability through more efficient resource utilization.

Waste & energy management

- We use double-sided and black-and-white printing as a default; we also encourage our employees to think twice before printing.
- We are mostly paperless by using shared cloud storage, digital pay slips and digital invoices from our suppliers and guides, we also invoice our clients digitally
- We use EU ECO labels and recycled paper.
- We reuse the wasted printing paper and boxes and cardboard wherever we can.
- We sort our waste (glass, paper, cardboard, metal, plastic) and recycle old toners, electric appliances, bottles, and batteries.
- We switch off the computers and lights whenever we are not at the office.
- We have the lights on at our office only when necessary (e.g. the meeting room light is on only when a meeting is taking place).
- We use environmentally friendly cleaners.
- We purchase in large quantities whenever possible.
- We do not use disposable tableware at the office, only reusable ones made of glass and porcelain.
- We have home office about twice a week; therefore, we can reduce employees' collective footprint by cooking at home and not travelling to work

Employee health and safety

- We have the occupational health system for our permanent employees.
- We are making sure that the working environment at the office and in the field is safe for our employees.
- We value the suggestions and concerns of our employees and are continuously trying to keep the working atmosphere encouraging.
- We make written contracts with our employees that state the salary and working conditions of the employee as per the Swedish Law.
- We follow the Swedish Law regarding young person's employment.
- We compensate our employees' overtime-working by giving them an extra week off and grant the annual paid holidays and sick leaves as per the Swedish Law.
- We do not discriminate against our employees based on gender, age, nationality, race, disability, religion/beliefs or sexual orientation at recruitment, conditions of employment and access to training and senior positions.

- We do not hinder trade union memberships.

External Sustainability

Our external sustainability includes our suppliers from transportation companies, hotels, restaurants and cafés to museums and venues. The Swedish Law defines the working conditions for the employees of our suppliers and this law includes for example a clause of young people's employment.

Transportation

We at NEXT TRAVEL NORDIC see transportation as one of the biggest influencers to the environment and we are always looking for ways to reduce the emissions caused by transportation. To make this happen, we need to involve our transportation suppliers as well. Our biggest bus supplier works daily to work and meet the requirements of ISO 9001 and the requirements of ISO 14001. Our biggest bus supplier runs fossil-free and has ISO 9001 and ISO 14001 certification. Furthermore:

- We encourage the bus companies to use newer buses, which have better emission filtering systems.
- We use smaller buses for smaller groups.
- We are always creating new tour ideas that involve minimal transportation (e.g. bike tours, walking and kayaking tours that use the shuttle from the cruise pier to the city center) and are encouraging our clients to choose the public transportation option whenever possible.
- Our employees take public transportation or bike to work

Accommodation, restaurants, cafés, and other venues

We work with hotels who also take the environment and sustainability into account and, for example, focus on energy and water saving, minimizing their environmental impact, purchasing locally grown ingredients and locally made furniture, getting relevant certificates and so forth. We pay attention to that our hotel partners follow the legislation regarding employees that is defined by the Swedish Law and take into consideration their environmental footprint.

Restaurants that we work with are mainly locally owned and use seasonable, local products whenever possible. We always seek to offer our clients the options with local products, which have the least transportation of, for example food supplies and this way also the local producers will be supported.

Sustainable tours by Next Travel Nordic

We are proud of our continuously growing selection of sustainable tours, which we are doing to meet regional needs. In Sweden, the biggest issue is not for example trash by the seaside that would need to be picked up but to concentrate more to the local community and ways to reduce the fossil fuel emissions on the tours.

Our sustainable tours use minimal amount of fossil fuel transportation. Tours that do not use or use minimal fossil fuel transportation are for example bike tours (no emissions), kayaking tours (only short transfer with a vehicle) and walking tours that use the shuttle bus for the pier-city-pier - transportation (only short transfer with a vehicle). We have recently introduced two more sustainable tours, a tour in an electric golf cart and a tour on an electric boat, both in Stockholm. Both tours are becoming very popular amongst our clients.

Whenever we can, we take advantage of the good public transportation system in Stockholm and give our clients the option to use, for example, public transportation, for the transfers in the city center. We also recommend for our guests to use the trams, metro and buses when they are exploring the city on their own.