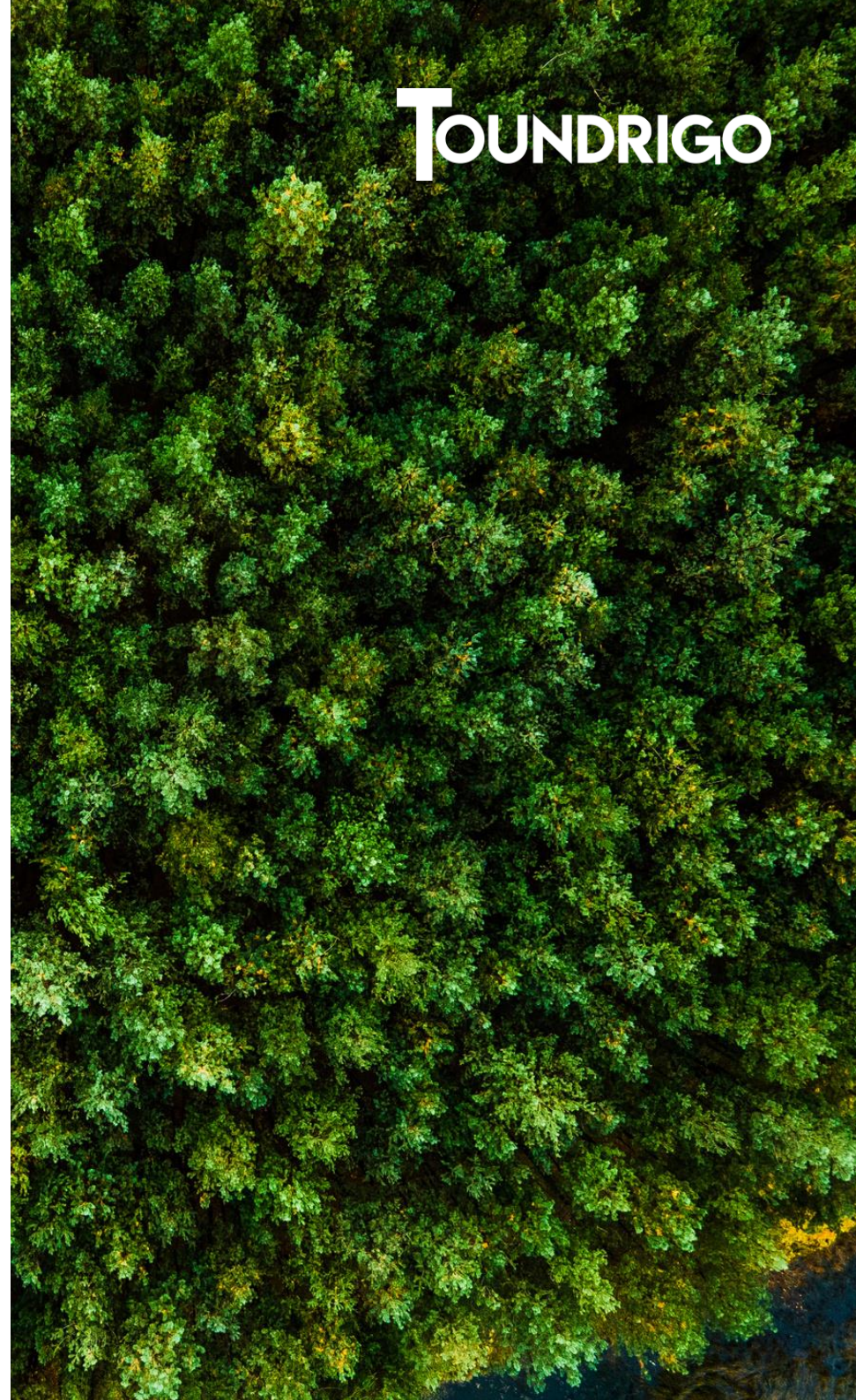




Sustainability commitments

Activities

Updated 2024/09



Since 2021, the ToundriGo group and its associated brands (Toundra Voyages, Think Incentive, Receptour Canada and Windigo Aventure) commits to promote more sustainable activities.

Sustainability in activities' practices is essential nowadays, as it allows us to extent our sustainability principles in our daily activities, regarding a key element of our tours, and to which our clients give a particular attention.

Proposing tailor-made travels, we do not select activities for our clients without previous consulting with them, regarding their needs/desires/budget, etc. Consequently, our policy here is to recommend to our clients the most sustainable and responsible accommodations options, corresponding to their price range and that meet their requirements.

Assessment methods can be applied in several ways:

- Visit by one or several employees
- Customer or guide feedback form
- Voluntary disclosure by the companies (survey, contractual agreements, etc.)

The following aspects will be considered in our evaluation (if applicable):

Waste management

The accommodation separates its residual materials using the various methods available (deposit, composting, recycling). The use of plastic is also minimized, if not eliminated. A thoughtful management of these residual materials and any other efforts that go beyond these basic waste management practices will be truly appreciated.

Minimizing environmental impact

The organization implements various practices to minimize its environmental impact (reduction of GHG emissions, rational management of various resources, use of more environmentally friendly products, eco-design, circular economy practices, etc.).

Respect for biodiversity and animal welfare

The company's activities do not harm the surrounding biodiversity (flora and fauna). All efforts to preserve and/or restore biodiversity are highly valued. Activities involving animal observation respect animal welfare at all times and adopt practices that limit the impact of these activities on the various species (adapted boats, raising customer awareness, proposing alternatives, etc.). We ban all practices involving modification of the animal's natural behavior.

Achats responsables

All purchases made, whether "common" purchases (required materials for the smooth running of activities, promotional products, food, etc.) or more important and occasional purchases (boats, furniture ...), are carefully thought out and come as much as possible from local and/or organic suppliers, using natural or recycled materials, being aware of sustainable development, or other.

Energy Management

The company follows various best practices related to energy efficiency. We consider each effort gradually and regarding of the accomodactions's capabilities. This goes from the smallest efforts (energy-saving light bulbs, guest awareness, energy-efficient equipment, etc.) to the most significant ones (eco-design, renewable or low carbon energy sources, automated systems, etc.)

HR management / EDI

We aim to work with establishments that give a particular importance to their human resources. This translates into good working conditions, but also into a corporate culture whose values are defined and applied. We also promote all practices associated with EDI's efforts (equity, diversity, inclusion): pay equity, employment access for visible and invisible minorities, an inclusive environment, etc., and condemn all types of discrimination.

Governance

Local/national governance and ownership structures will be promoted, aiming to reduce economical leakage.

Support of the local economy

Compagny's implementation of practices aimed at reinjecting capital/resources into the local economy (local purchasing, donations, volunteering, charitable giving, employment of local communities, etc.).

Promoting regional environment

Any promotion of the accommodation's regional environment will be encouraged (partnerships with other services, information for customers, participation in local committees, etc.).

Accessibility

The activities center/the company has facilities and infrastructure to facilitate access for people with reduced mobility (e.g. ramps, adapted activities, wheelchair accessible, etc.).

Transparency and information access

Transparency is one of our fundamental sustainability principles. Therefore, any sharing of sustainability-related information (positive or otherwise) through any channel will be highlighted and highly appreciated.

At all times, we invite you to share with us the progress of your practices, so that we can learn about them and promote it to our customers. Any information relating to this subject can be shared with us at the following address: **wecare@toundrigo.com**

We also have a questionnaire, which we invite you to fill in so that we can learn about your current (or future) practices: [click here](#)

Lastly, we are making available to everyone a small guide of best practices, in order to inform/raise awareness and take action to adopt more sustainable and responsible practices: [click here](#)

This policy is part of our various sustainability procedures, and forms part of the Group's sustainable development policy. It applies to all our suppliers with whom we work and will come into force in September 2024. The policy will be reviewed annually to ensure its continued relevance.