



# Adriatic Luxury Escapes Sustainability Policy

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## **Purpose**

This policy is important because it ensures that Adriatic Luxury Escapes, its employees, and partners operate responsibly, protecting the environment, supporting local communities, and preserving cultural heritage for future generations. It aims to integrate sustainable practices across all areas of the business through ongoing education, ethical partnerships, and continuous evaluation of our environmental and social impact.

## **Scope**

This policy applies to all areas of Adriatic Luxury Escapes' operations, from management and staff to external suppliers and business partners. Everyone involved in the planning and delivery of our travel experiences is expected to support and uphold the principles of this policy, within available resources and budgets. The policy does not extend to third-party services outside our operational control, though we encourage all collaborators to align with our sustainability values whenever possible.

## **Sustainability management & legal compliance**

Adriatic Luxury Escapes is committed to responsible and sustainable business practices in all areas of our work. We have appointed a Sustainability Coordinator, trained and certified through Travelife, who oversees the monitoring, reporting, and implementation of our Sustainability Policy and Action Plan.

We have defined and publicly shared our Sustainability Mission Statement and Policy and will continue to assess our performance to find ways to improve. We are committed to transparency, reporting our sustainability progress every two years through the Travelife platform, which helps us track and evaluate our results.

We fully comply with all local and national laws related to sustainability, labor, and business operations.

All future staff will be involved in our sustainability efforts, ensuring they understand and support our goals.

Our leadership is dedicated to integrating sustainable practices into every level of the company, promoting positive change for our guests, our team, and the communities we work with.



### **Sustainability management & legal compliance**

Adriatic Luxury Escapes is committed to continuously improving our sustainability practices and ensuring that we operate responsibly in every area of our business. We will regularly monitor and evaluate our progress to help us achieve our sustainability goals.

We strictly follow all local, regional, national, and international regulations related to human rights, child protection, labor rights, environmental protection, and wildlife conservation. Adriatic Luxury Escapes upholds a Code of Ethics that includes zero tolerance for corruption, bribery, forced labor, and discrimination.

Through these commitments, we aim to protect the environment, support local communities, and create a positive and fair workplace for our team and partners.

### **Children Protection:**

Protection of children's rights and the prevention of any form of exploitation or abuse, especially illegal child labor and sexual abuse, are among the core principles of our business. Adriatic Luxury Escapes is in full compliance with Articles 19 and 20 of the Croatian Labor Law, which prohibit child labor and child abuse. We strictly adhere to all national legislation and ethical business practices, ensuring that no form of child exploitation or abuse, including sexual exploitation, occurs within our operations. These principles are also applied in our supplier selection process, ensuring that all partners align with our commitment to child protection and ethical standards.

### **Internal management: social policy & human rights**

At Adriatic Luxury Escapes, the business is operated by a sole founder who is fully committed to responsible, ethical, and sustainable business practices. Even as a one-person company, we recognise our responsibility to uphold human rights, fair working standards, and integrity in all aspects of our operations and partnerships.

### **Internal management: environment**

#### **Environmental management of office operations**

At Adriatic Luxury Escapes, we are dedicated to protecting the environment and reducing the impact of our daily operations. We understand that small actions make a big difference, and we strive to operate our offices in a responsible and sustainable way. Our goal is to use resources wisely, minimize waste, and create awareness about how daily choices contribute to a greener future.



#### We are committed to:

- Complying with all local and national environmental regulations, ensuring our operations meet or exceed legal standards.
- Reducing paper use by printing only when necessary, using Eco friendly / certified paper.
- Saving energy through turning off or unplugging devices when not in use
- Separating and recycling waste into categories such as paper, plastic, glass, organic waste, ensuring proper disposal through municipal services.
- Reducing our carbon footprint by having meetings more as video calls, and remote work.

#### **Carbon management of office operations**

Adriatic Luxury Escapes is committed to reducing our carbon footprint and managing the impact of our operations.

We commit to:

- Encouraging remote work and video meetings to lower travel-related emissions.
- Supporting eco-friendly commuting, including walking, cycling, public transport

#### **General suppliers policy**

Adriatic Luxury Escapes is committed to sourcing products and services responsibly, avoiding negative impacts on society, culture, and nature wherever possible. We expect the same commitment from all our suppliers and partners.

We prefer to work with partners who share our sustainability values.

We prioritize working with locally owned or managed suppliers who use local and seasonal products, hire fairly within the community, and provide equitable working conditions.

Adriatic Luxury Escapes expects all suppliers to adhere to a Code of Conduct, including the following responsible business practices:

- ✓ Complying with all local, regional, national, and international regulations.
- ✓ Respecting all human rights, including labor rights, children's rights, and women's rights.
- ✓ Ensuring fair employment conditions.
- ✓ Following anti-corruption, anti-bribery, anti-extortion, and anti-discrimination policies.
- ✓ Protecting children from sexual exploitation in tourism.
- ✓ Protecting the environment and natural resources.
- ✓ Acting in the best interest of local communities.
- ✓ Protecting the interests of Adriatic Luxury Escapes.

In line with a zero-tolerance policy, Adriatic Luxury Escapes will immediately terminate any relationship with suppliers who violate our policies or the Code of Conduct, including acts of bribery, corruption, discrimination, or violations of human rights.

Adriatic Luxury Escapes d.o.o., za turizam i usluge, turistička agencija, Vladimira Nazora 21, 20000 Dubrovnik, OIB: 95911801847, tel / mob: +385958502935, [welcome@adriaticluxuryescapes.com](mailto:welcome@adriaticluxuryescapes.com), [www.adriaticluxuryescapes.com](http://www.adriaticluxuryescapes.com), upisana je u sudski registar trgovačkog suda u Dubrovniku pod brojem 090049594. Temeljni kapital društva iznosi 2.500,00 eura i uplaćen je u cijelosti. Uprava društva: Selma Avdić. Račun broj HR7524020061101254422 otvoren u Erste&Steiermärkische Bank d.d., 20000 Dubrovnik, Vukovarska 26.



Adriatic Luxury Escapes maintains open communication with all suppliers and partners and welcomes feedback at any time, particularly regarding sustainability practices.

### **Transport**

We commit to:

Choosing the most sustainable transport options whenever possible, while still considering price and comfort.

Giving preference to eco-friendly options for transfers and excursions that are practical and comfortable.

Using ground transport instead of flights for short-distance travel whenever possible.

Selecting vehicle sizes that match group sizes and using the most fuel-efficient vehicles available.

Promoting and offering holiday packages that include sustainable transport, eco-friendly accommodations, and responsible activities.

### **Accommodations**

We commit to:

- Encouraging partner accommodations to become sustainably certified.
- Preferring locally owned and managed accommodations.
- Supporting accommodations that employ local communities.
- Promoting responsible tourism best practices with all partners.

### **Activities & Excursions**

We commit to:

Maintaining an inventory of environmentally or culturally sensitive excursions in each destination.

Advising guests on responsible behavior during excursions to respect local culture, nature, and environment.

Not offering excursions that harm people, animals, plants, or natural resources or that are socially or culturally unacceptable.

Using skilled and certified guides for cultural, heritage, or ecologically sensitive sites.

Promoting excursions and activities that support local communities, including purchasing local goods, crafts.



### **Tour leaders, local representatives, and guides**

We commit to:

- ✓ Using only local tour leaders, local guides
- ✓ Ensuring that tour guides and local guides are qualified and certified
- ✓ Informing local guides about our sustainability policy and ensuring compliance through emails.
- ✓ Ensuring that tour leaders, guides, inform clients about sustainability in the destination, including:
  - ✓ Protection of flora, fauna, and cultural heritage
  - ✓ Responsible use of resources
  - ✓ Social norms and values (e.g., tipping, dress codes, photography)
  - ✓ Human rights, including the prevention of sexual exploitation

### **Contribution to local communities / local economic network**

Adriatic Luxury Escapes is committed to making a positive impact in the destinations where we work by:

- ✓ Buying products and services locally, supporting local suppliers, and promoting traditional arts, crafts, and culture.
- ✓ Encouraging guests to shop responsibly, choose locally made products, and avoid buying items that are illegal or made from endangered species.
- ✓ Respecting and promoting human rights, including children's rights, women's rights, labour rights, and land rights, in all destinations we operate in.

### **Environmental stewardship in destinations**

Adriatic Luxury Escapes is committed to protecting the environment in the destinations where we operate by:

- ✓ Ensuring natural areas and resources are respected and preserved.
- ✓ Educating our guests about responsible travel behavior, including how to protect wildlife, conserve water and energy, and respect local culture.
- ✓ Encouraging our partners to follow environmentally friendly practices

### **Customer communication and protection**

#### **Privacy**

Our customer protection is our priority. Therefore, we maintain a clear privacy policy <https://adriaticluxuryescapes.com/index.php/privacy-policy> to ensure Legal compliance in all regards Customers and their data are protected. Customers know how their information is being used



### **Marketing and communication**

Adriatic Luxury Escapes strives to be truthful in all situations and at all times. We offer products and services that do what we claim in our communications.

We honor our explicit and implicit commitments and promises.

We are anti-greenwashing and stand behind our sustainability claims 100%.

We endeavor to be inclusive and representative in our marketing, and to always take into account cultural, religious, and ethnic sensitivities.

### **Satisfaction and complaints**

Adriatic Luxury Escapes maintains open lines of communication with our customers and encourages feedback at any time and on any topic, particularly sustainability.

#### Contact / Responsible person

If you have any questions about our sustainability policy and practices, please contact our Sustainability Coordinator: Selma Avdic, [selma@adriaticluxuryescapes.com](mailto:selma@adriaticluxuryescapes.com)