



Sustainability Policy

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Next Travel Sustainability Policy – Purpose and Overview

This document states the meaning of sustainability for Next Travel Ltd. and the actions that Next Travel is taking for sustainable business. The Sustainability Policy is written for the personnel, sub-contractors, clients and business partners of Next Travel.

In Finland, where we at Next Travel 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 negative impact to the nature, animals nor 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. Sustainability is also taken into consideration locally; Helsinki Marketing and the city of Helsinki are continuously developing the city's sustainability and Helsinki Marketing has launched a project called *Think Sustainably*. Within this project, different suppliers, for example restaurants, attractions and hotels, who have met the *Think Sustainably* criteria, can join a list of sustainable businesses. Helsinki is also ranked first place on the *Global Destination Sustainability -Index* for 2025 on the list of top 40 destinations (Helsinki's overall score is 93,52%).

Our sustainability is transparent and this document can be viewed online from our internet page.

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 general 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 2025.
2. Aim to select the CO2 neutral options in all our actions.
3. Use company bikes instead of company cars whenever possible.
4. Constantly develop the selection of our Sustainable Tours.

Internal Sustainability

Our whole personnel is 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.

We use energy efficient light bulbs in the office (LED) and turn off all the lights and machines when they are not needed. Water is not running unnecessarily and dish washing machine is being run only when it is full. In addition, our coffee machine turns off automatically when the coffee is done; the coffee pot is also a thermos, which keeps the coffee warm without the further use of electricity.

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 use EU ECO label and recycled paper.
- We reuse the wasted printing paper and boxes and cardboard where ever 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. meeting room light is on only when a meeting is taking place).
- We use environmentally friendly cleaners.
- We use LED lights in the office.
- We purchase in large quantities whenever possible.
- We favor to purchase the merchandise, give-a-ways etc. from local producers.
- We do not use disposable tableware at the office, only the ones made of glass and porcelain.

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 Finnish Law.
- We follow the Finnish Law regarding young person's employment.
- We compensate our employees' overtime-working hours and grant the annual paid holidays and sick leaves as per the Finnish Law.
- We do not discriminate 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 Finnish 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 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. In order to make this happen, we need to involve our transportation suppliers as well. Our biggest bus supplier has buses with the highest European Emission Standard, Euro VI, and they use only renewable fuel in their buses starting from November 2019. Our mission is to have by 2025 on our tours only buses that have European Emission Standard Euro V and Euro VI.

- In the Finnish Law is stated that engine idling of a motor vehicle more than two minutes elsewhere than on a road is forbidden, thus the bus engines are turned off during the stops.
- 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.

Accommodation, restaurants, cafés and other venues

We work with hotels who also takes environment and sustainability into account and for example the hotels of one of our hotel partner, are rewarded with the *Green Key* certificates. We pay attention to that our hotel partners follow the legislation regarding employees that is defined by the Finnish Law and take into consideration their environmental footprint. More than 75% of the hotel rooms in Helsinki are certified as environmentally friendly and also hotels that don't have an eco-certificate, have a plan about sustainable waste management, laundry and energy consumption.

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 has the least transportation of for example food supplies and this way also the local producers will be supported. To our suppliers include also eco-farms that produce their own products. In addition we work closely with conference venues in Helsinki, which are also concentrating to the sustainability; for example *Finlandia Hall* has 180 solar panels on their roof for energy production and they are ISO 14001 certified.

Sustainable tours by Next Travel

We are proud of our continuously growing selection of sustainable tours, which we are making to fit to the regional needs. In Finland, 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 tour either use minimal amount of fossil fuel transportation and/or give back to the community. Tours that do not use or use minimal of 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 -transportations (only short transfer with a vehicle). Other sustainable tours contain visits to rescue animal shelter, to the Reuse Center and an upcycling workshop among others.

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