

Unitas Rejser's sustainability policy

At Unitas Rejser, we consider sustainability in all aspects of our business. Our sustainability policy is about practising responsible tourism, which includes internal processes, customer relations and the relationship with our external partners.

We are a Travelife Partner, which means we are recognised for promoting sustainability in the travel industry and meeting important social responsibility requirements. Travelife is focused on achieving higher levels of sustainability in the travel industry.

Internally in Unitas Rejser

We want to be an inclusive workplace where employees are satisfied and where there is room for differences. It is crucial for a sustainable workplace that employees thrive. That's why we work with employee surveys of the working environment and employee satisfaction.

At Unitas Rejser, we have internal policies to reduce our carbon footprint, where we strive to use more sustainable products and to be conscious of our water and electricity consumption, minimise printed matter and turn down the temperature. Through Travelife, we control our internal consumption of products, energy, water and heat. In addition, we offset all our internal travelling by plane, car, train, bus and ferry in the form of climate compensation.

Suppliers and business partners

Social responsibility and sustainability play an important role when working with suppliers and business partners. To be a responsible business partner, we take the following as our starting point:

- We have an increased focus on sustainability and social responsibility
- We influence the sustainability profile of suppliers and business partners
- We have an increased focus on assessing new business partners in relation to their sustainability profile
- We only work with partners who comply with the laws of the country in question and who do not contribute to discrimination, child labour, corruption, animal abuse or sexturism

Our customers

As a travel agency, we want to show respect for the world's destinations and we have a responsibility to raise customer awareness of responsible tourism - *socially, economically and environmentally*. Therefore, we aim to focus on the dilemmas of sustainability in our dialogue with customers. Customers can get advice and guidance on how to make more sustainable choices when travelling. We have therefore developed the following points based on the three aspects of sustainability that customers can take with them when travelling:

Social:

- **Travel with insight:** We recommend that you familiarise yourself with the culture, local religion and politics before travelling to a new country.
- **Meet the locals:** It's also beneficial to familiarise yourself with the language and learn a few common phrases, and don't be afraid to use them. This opens up a number of opportunities to gain a deeper insight into the destination, and locals are happy to share tips and advice on local activities, places to eat, markets or other places to explore.

- **Observe the behaviour of the locals and do as they do:** Other cultures may have different ways of doing things. Look around, observe local behaviour and follow it. There may be different concepts of time, rules about dress, addressing people, etc. A basic rule of thumb is to use common sense and behave as you would expect visitors to do in your home country.
- **We take a stand:** Unitas Rejser takes a stand against child labour, child abuse, sex tourism and discrimination, and we encourage our travellers to do the same. Remember to always ask before taking photos or videos of people or special places and sights.

Economical:

- **Use local suppliers:** You'll get the most out of your trip when you stay, eat and shop locally. This way, your money goes to the place you're visiting and can have a positive impact on the local community. At the same time, you're helping to preserve traditional culture and folklore. When you shop locally, you also save on CO2 emissions from imported goods.
- **Be fair when negotiating the price:** You can often get a good deal when you venture out to local markets. But remember to be polite and respectful when negotiating the price. Observe local customs and get a feel for the price level. A small amount of money for you can be a lot of money for the local vendor.
- **Support local charity projects:** We encourage you to support specific charity projects in the area rather than giving to the poor on the street. This way you can both help more people and ensure a longer-term impact.

Environmentally:

- **Consume wisely:** You can make a positive contribution to the environment by reducing your consumption of water, heating and electricity. Remember to switch off the lights when you leave the hotel. Avoid unnecessary use of air-conditioning. Most accommodations encourage you not to change your bed linen and towels every day. You can also bring your own reusable water bottle and carrier bag and think about how many times you go to the buffet.
- **Choose environmentally friendly transport:** Whichever mode of transport you choose, we encourage you to compensate for your journey. Bus and train are the most environmentally friendly modes of transport. When travelling by bus or train, climate compensation is automatically included in the price. We also offer carbon offsetting on all our flights through GreenSeat.
- **Respect and preserve natural areas:** We recommend that you follow the relevant regulations when visiting unique natural areas. This is crucial to ensure that the sites retain their nature and value for both locals and future visitors.
- **Wild animals:** Avoid negatively impacting nature as much as possible. Unitas Rejser prioritises partners that respect the natural habitat of animals and we encourage our travellers to do the same.
- **Sustainable accommodation:** More and more hotels are working on sustainable initiatives. Unitas Rejser offers different types of accommodation that work with sustainability. Get in touch with your travel consultant to learn about the options and find the accommodation that suits your needs.

UN Sustainable Development Goals and Unitas Rejser

At Unitas Rejser, we use the UN Sustainable Development Goals to concretise how we work with sustainability, but also as a tool to inspire us to do even more.

We have selected four SDGs that we particularly focus on at Unitas Rejser. We focus on the social, economic and environmental aspects, as sustainability is a combination of all three aspects.

SDG 4: Quality education

The social aspect of sustainability includes SDG 4, which emphasises that education can help lift people out of poverty and help create a better future with better job opportunities. Many of our customers travel to third world countries to facilitate quality education. Others of our customers travel to learn more about the world, specific professions, other people and themselves in order to develop as a human being. What these trips have in common is that they are meaningful journeys that promote international understanding and learning about other cultures and people.

In-house training and development is a high priority. Therefore, it is possible for employees to participate in relevant courses and programmes.

In general, we work actively to include the entire organisation in our development. This is why we have working groups that specialise in different focus areas. The working groups work internally on various initiatives and then implement them throughout the organisation.

In Unitas Rejser, we work particularly with target 4.7, which is about teaching sustainable development and global citizenship. The CSR working group immerses itself in our sustainable development and social responsibility. To create a greater knowledge of sustainable development and sustainability in the travel industry, all employees have taken the Travelife exam. Right now (May 2024) we are working towards becoming Travelife Certified.

SDG 8: Decent work and economic growth

SDG 8 is about creating decent jobs with decent wages and rights worldwide and promoting sustained and sustainable economic growth and productive employment. The SDG relates to the economic aspect of sustainability.

At Unitas Rejser, we have a particular focus on target 8.9, which is about promoting sustainable tourism. Unitas Rejser works with local partners, and we thereby support local production that creates more local jobs. Supporting sustainable tourism is also an essential part of being a certified Travelife Partner.

As a workplace, we have a special focus on target 8.5, which focuses on decent work. Employee well-being is a top priority, which we work with through well-being surveys and workplace assessments.

We also take social responsibility by helping young people in education and receiving interns, thereby also contributing to target 8.6, which focuses on helping young people in work, education and internships.

As a company, we strive to create sustainable economic growth and thus also work with target 8.1. We work to make money for our purpose, which is to generate a profit that goes to our owners YMCA and YWCA in Denmark, who do child and youth work in Denmark.

SDG 13: Climate action

At Unitas Rejser, we also work with SDG 13, which is an environmental aspect of sustainability. The goal is about combating climate change and its consequences, as well as making countries more resilient to climate change.

Unitas Rejser has a climate partnership with DanChurchAid, which means that we climate compensate for the CO₂ emissions on all sold ferry, bus and train journeys by planting trees in Uganda. Trees are planted corresponding to the amount of CO₂ emitted when travelling to and from the destination. The trees absorb CO₂ from the atmosphere and store it in the trees, which helps to slow down the consequences of climate change. In addition, the trees provide shade, fruit and an important source of income for the local population. The climate partnership also contributes to the work on climate adaptation as a result of climate change. This involves, among other things, helping new crops that can cope with new weather conditions, as well as weather forecasting systems, dikes and canals that prevent flooding. In particular, we work with target 13.1, which is about strengthening resilience and adaptive capacity to climate-related disasters, and 13.3, which is about building knowledge and capacity to respond to climate change.

In addition to climate compensation through the Climate Partnership, we also offer our customers the opportunity to offset the CO₂ emissions of their flights through GreenSeat. With GreenSeat, compensation goes towards investments in sustainable energy projects that ensure that the amount of CO₂ emissions is prevented elsewhere.

We know that travelling has a carbon footprint, and right now, offsetting is our best alternative to not travelling. That's why we continue to focus on how to make travelling more sustainable. One of the ways we do this is by closely following the development in the airline industry.

SDG 17: Partnerships for the goals

At the centre of social, economic and environmental issues lies sustainability. We can't work on sustainability without partnerships, which is why SDG 17 is essential to our business.

Partnerships across sectors are important in order to fulfil the SDGs. The partnership with DanChurchAid can make a far greater difference for climate, biodiversity and people than what we as a travel agency could do alone. The collaboration focuses on targets 17.3 and 17.16, which are about mobilising financial resources for developing countries and strengthening the global partnership for sustainable development.

Travelife is an international partnership where we achieve international certification of our sustainability performance. We are working to become Travelife Certified, which will require greater demands on the collaboration with our suppliers, customers and business partners in relation to sustainability.

Unitas Rejser is a value-based company, and we are owned by YMCA and YWCA in Denmark, which is part of the world's largest youth movements YMCA and YWCA. The organisation's purpose is to create activities and communities for children and young people, and one of the focus areas of the organisation is how the local and global are connected. The children learn about how they can make sustainable choices in their local communities, and the organisation also works with the SDGs in many local associations and nationwide. As our profits go to the YMCA and YWCA, we help support this agenda, and we work together to strengthen sustainable development (target 17.16). The partnership is socially sustainable because both sides get something out of it. YMCA and YWCA get financial support to work with their purpose, and Unitas Rejser gets a strong backing and a circular economy while our work becomes meaningful for the employees.

Our wishes for you as a business partner

We have developed a supplier policy where we emphasise the importance of entering into a professional partnership that creates value for both parties and can create social and environmental improvements.

We want to have a trusting relationship where we work together to find the best solution for our mutual customers. We want our suppliers to follow the below:

- Employees have the freedom of association and the right to collective bargaining
- Reject any form of discrimination
- Employees are treated and remunerated in accordance with your country's guidelines
- That the supplier does not have relationships with forced labour, child labour, sexual exploitation of children or corruption. We expect you to have a policy on this and that you have included it and other basic sustainability clauses in your contract terms
- The supplier complies with local, national and international laws and regulations
- The supplier manages waste responsibly and safely
- The working environment is promoted to prevent occupational accidents and injuries
- That the supplier works with sustainability and wants to promote social, ethical and environmental improvements

If you are already doing something in relation to sustainability or intend to do so, we would like to know about it so we can create a dialogue about how we can work together towards a more sustainable and responsible tourism industry. This could be, for example, if you have participated in sustainability training or education, if you discuss relevant sustainability dilemmas or if you already operate on the basis of recognised and verified sustainability standards. In addition, we are also interested in knowing if you have information about accommodations in your directory that have a sustainability profile or that have a certification.

If you want to do more in relation to sustainability and help shape the travel industry, you can register with Travelife and gain access to tools such as sustainability awareness training or conduct a standardised survey of your own sustainability efforts. You can use the Travelife self-assessment tool to identify your opportunities.

We hope we have inspired you through this letter. We expect you to pass on the information about our sustainability policy from this document to the hotels, agents, guides and others you use for bookings for our customers. Together we can create responsible tourism.