ODYSSEIA IN Ltd.
Sustainable Excursion Policy

Date of approval: October 2026

Our company is committed to promoting sustainable excursions.

The sustainability of an excursion provider is of key importance, as it enables our company to extend sustainability practices throughout a core element in our tours/supply chain. When selecting excursions/activities for clients, it is our policy to recommend the most sustainable excursion options within their budget range. When we do have a chance to select the excursions, we will give strong preference to establishments that follow sustainable practices throughout all aspects of their operation.

Scope

This policy is part of our Sustainability Policy. The policy is applicable to the selection of excursion suppliers that our company collaborates with.

This policy is effectively approved by the Managing Director and circulates to staff. The policy will be formally reviewed every 2 years to ensure its relevancy. The Managing Director is the only person to approve any deviations to this policy.

Sustainable Excursion Principles

In our effort to select the most sustainable excursion suppliers available, we prefer establishments that follow these core principles:

1. **The right product for the hosting communities**

   Our hosts are very often small villages in remote places with difficult access. We care about the negative impact an excursion may have. The communities are exposed to numerous requests for hosting big groups or provide entertainment that does not comply with local traditions and the preservation of the fragile social environment.

2. **A fair price for the right product**

   The establishment is hygienic, sanitary and safe and is able to offer good comfort and service. Sustainable excursion practices can be found in all price ranges; hence we aim to identify the most sustainable options available within the budget of our clients.

3. **Fair business**

   The establishment follows fair business practices, including transparency and adherence to law, human rights and economic/social equity, and environmental and animal protection.

4. **Minimizes impact on the environment and society**

The establishment places high priority on sustainable practices, aiming at minimizing its effect on the surrounding environment and society.

General Sustainability Considerations

Internationally certified excursions do not currently exist in Bulgaria. However, there are suppliers that are known for their good practices. Sustainable practices can be found in all budget ranges. Hence our company mainly looks at their practices to identify the more responsible suppliers.

Evaluations of the excursions by our company can be made in several ways:

- Observations from our guide
- Client feedback form

The following considerations will be made in the evaluation of excursion suppliers and will inform our company preference:

Human care
We aim to work with excursion suppliers with sound care for their human resources, which is of key importance to the tourism sector. Hence, we assess if the supplier maintains good labor conditions for their staff (minimum wage, reasonable working times, proper lunch hours, etc.).

No plastic policy
The excursion providers minimize the use of plastic and as a common practice do not offer plastic water bottles to its guests. Instead, the supplier makes available places where guests can re-fill their own bottles.

Waste management
We verify that the excursion provider separates at least organic waste for composting and plastic for recycling where possible. Suppliers that are able to go beyond these basic waste management practices will be highly preferred.

Energy efficiency
The excursion providers follow energy efficiency practices, such as energy-saving light bulbs, and energy-efficient equipment. The supplier advises their clients (e.g. through signs and verbal communication) to switch off lights and electric appliances when not in use or has put in place an overall switch-off plan (automated system).

Child protection
The excursion supplier ensures that the rights of children are respected and safeguarded. If the supplier employs children below the age of 14, the business should ensure that there are special working conditions put in place to safeguard them (for example part-time or on an internship basis).

Local supplies
Excursion suppliers are stimulated to purchase and use local food products, which are produced based on fair trade and sustainability principles.

Biodiversity care
The excursion suppliers limit their negative effect on local and global biodiversity wherever feasible (e.g. do not offer red-listed species on the menu).

Authentic charm
The excursion suppliers building (exterior and/or interior) incorporates elements of local art, architecture, or cultural heritage if possible.

Community value
The excursion suppliers respect the intellectual property rights of local communities and contribute to the local community in whichever way they can (e.g. sponsoring of local events, or donating to local heritage sites).

Stimulating enhanced sustainable practice

Our company follows a long-term strategy to improve the sustainability of regular excursion suppliers. Upon request or self-initiative, we support collaborative initiatives with other tour operators and/or stakeholders to promote sustainability among excursions in our destinations.

When possible, we talk to the excursion owner/manager about their current practices and what they could do to follow more sustainable practices (e.g. by visit from our manager or through our guides).

In addition, we may share best practice standards and guidance to our excursion suppliers, including:

- Information about certification, such as Travelife for Tour Operators
- Self-evaluation tools
- Training manuals

Sanctions
If it is revealed that an excursion supplier acts on unsustainable practices, our company will give them a warning. If that supplier does not amend its practice, our company will end any form of collaboration (informal and contractual) and will blacklist that company from any further association.

Communication with excursion providers

Our company communicates with excursion suppliers in various ways.

Email
Our most common communication is via email and phone. Particularly when sending emails, we are able to communicate on some sustainability aspects.

Voucher
Once a booking is made, we provide the excursion suppliers with a voucher to claim their payment. We have agreed to send this voucher via email, to avoid paper waste.

Contract
We sign contracts with excursion suppliers that we work with on a regular basis and with a sufficient volume of clients. These contracts include an overview of our codes of conduct and sanctions, which the suppliers read and sign upon agreement.

In-person visit
When we have the opportunity, we visit the excursion in person and talk to them about how they could improve on their services and become more sustainable. In many instances, it is our guides who deliver these messages.

What we communicate
Our company promotes as a mandatory policy:

- Child labor
- Anti-corruption / bribery
- Waste management
- Protection of biodiversity

Incentives
Our company will give preference to working with those excursion suppliers who are able to operate in a sustainable manner, taking responsibility for their impact on the environment and society.