

EXPECTATIONS ABOUT SUPPLIERS' SUSTAINABILITY ENGAGEMENT

HamanGroup

At Haman group we consider sustainability to be an essential part in all our business operations. As part of our work to achieve a more sustainable environment, we have implemented principles for our work with suppliers which we think can make a difference. The supplier shall comply with applicable legislative and regulatory requirements within the areas of Environment, Health & Safety and Social & Ethical.

Environment

- The supplier shall actively engage in aiming to reduce energy and water consumption.
- The supplier shall ensure that all wastewater discharged from the business is treated to meet national regulatory standards. The supplier complies with the national legislation concerning waste disposal.
- Visits to sensitive cultural/ecological sites should always be done with skilled and certified guides, and in respect to their cultural environment. We encourage that the disturbance of natural ecosystems is minimized, rehabilitated, and there is a compensatory contribution to conservation whenever possible. We also encourage our suppliers to buy as much as possible locally produced products (food, souvenirs etc.).

Health & Safety

The supplier shall facilitate safe work methods and healthy work environment for its employees as well as follow the national regulations.

Social & Ethical

- The supplier shall ensure that the living wage of all employees is equal to or above the legal minimum. The supplier obeys national rules concerning Labor and Employment.
- The supplier allows or tolerates no child prostitution at the premises and facilities of subcontracted accommodations. Haman Group will end the contractual agreement prematurely if the supplier does not take adequate measures to prevent sexual exploitation of children within the direct supply chain (e.g. accommodations and excursions).
- The supplier shall ensure that discrimination regarding recruitment, conditions of employment, access to training and senior positions, advancement in terms of resident ship, gender, race, age, disability, ethnicity, religion/beliefs, sexual orientation is not accepted.
- If the supplier's business involves captive/working animals in any form (e.g. Husky farm), they confirm that the "Five Freedoms for Animal Welfare", defined by WSPA and available at <https://www.responsibletravel.org/wp-content/uploads/sites/213/2021/03/sustainable-tourism-animal-welfare.pdf> are followed. Additionally, such businesses will ensure that all animals have been acquired legally and in accordance with the CITES (www.cites.org). The promotion of souvenirs which contain threatened flora and fauna species as well as historic & archaeological artefacts will not be allowed.

We, Haman Group, expect that our suppliers, as a minimum, work in a similar manner, towards similar goals and to implement clear sustainability policies. We also encourage our suppliers to stimulate their employees to participate in local or (inter)national sustainability training and education.