



## **POLICIES AND PRINCIPLES OF SUSTAINABILITY AND SOCIAL RESPONSIBILITY SAND DOLLAR SPORTS AND SUNSET COZUMEL**

As a business group that has offered tourism services for more than 40 years, Sand Dollar Sports (SDS), as well as Sunset Cozumel are committed to developing, applying, evaluating and promoting policies aimed at sustainability and social responsibility to minimize the possible negative impacts that our tourism activities could have on the environment and the community.

Our policy is divided into 3 sections: Environment, Society and Economy, each one has a series of principles oriented towards tourism sustainability for the benefit of employees, ecosystems, the community, partners and suppliers of the company.

**I. Environment:** Principles oriented towards the optimization and saving of resources and energy to reduce the company's ecological footprint, environmental mitigation and conservation actions; as well as awareness among employees, customers, partners and the community.

1. Recognize the human being as part of the biosphere and promote at all times the use of resources in harmony with the environment and the community.
2. Comply with environmental regulations on land use, zoning, and applicable protected or heritage areas; when planning the infrastructure, tourist activities and services offered.
3. Have a specific internal policy for energy saving.
4. Encourage good energy-saving habits among employees and customers, such as: Turning off lights and equipment when not in use or putting equipment in energy-saving mode by default, whenever possible.
5. Purchase energy-efficient equipment when purchasing new items, including cost and quality considerations.
6. Have an active commitment to measuring, controlling and reducing energy consumption.
7. Calculate and carry out actions aimed at offsetting CO2 emissions.
8. Reduce staff-related travel, use more sustainable modes of transport, and promote remote meetings or other means.
9. Incentivize employees to use less polluting means of transportation (bicycles, public transportation, carpooling).
10. Acquire as far as possible alternative sources of energy (green energy) and efficient lighting for all areas.
11. Develop an internal policy focused on quantifying and reducing water consumption.
12. Ensure the use of sustainable water sources that do not negatively affect environmental flows.
13. Use biodegradable hygiene and cleaning products.
14. Ensure the installation of water-saving equipment in toilets, reuse water
  - a. and/or collect rainwater.
15. Comply with national legislation regarding waste disposal.
16. Develop a specific internal policy for waste management in all areas of the company.
17. Provide adequate and responsible waste management; through the reuse, recycling, reduction, repair and/or donation of "waste" materials in a way that respects the environment and communities.
18. Acquire, as far as possible, elements made from recycled material from certified sources.
19. To promote the efficient use of materials and/or resources, to minimise or eliminate the production of waste.
20. Eliminate in the medium term the use of plastic bottles (non-refillable) of drinking water or other materials in individual packaging in all areas of the company.

21. Reduce the consumption and/or production of disposable containers and products that cannot be recycled, reused or whose handling represents a risk or high cost.
22. Focus the design and construction of new buildings or renovations on sustainable, locally appropriate and viable practices and materials.
23. To raise awareness and adequately train all our employees through courses and training programs in sustainability.
24. Promote and actively participate in environmental conservation activities for the community.

**II. Society:** Principles aimed at ensuring the social well-being of employees, customers, company partners and the community. This, through actions that allow the resources generated to be applied in a fair, transparent and honest way in salaries, compensation, fair treatment, donations, etc.

1. Ensure that all employees have a written employment contract, which include working conditions and a job description, and that fully understand the terms and conditions.
2. In our hiring: Do not discriminate against employees on the basis of race, religion, age, nationality, social origin, sex, marital status or any other personal or social condition unrelated to their conditions of merit and ability.
3. Comply with national regulations on the minimum age for admission to employment.
4. Comply with the provisions agreed upon in the company's Code of Ethics.
5. Maintain employment contracts preferably with local tourism leaders, local representatives, local tour guides, porters, drivers, cooks and other local staff in case of equal ability, and provide training as required or necessary.
6. Ensure that our local partners comply with all laws and regulations applicable international, national and local standards, minimum industry standards, and any other relevant legal requirements, in case the requirements are more stringent.
7. Ensure that our tour guides, hosts, and other contracted employees are and receive constant training in their work area or other support disciplines.
8. Promote local development, cultural and sports activities of the community, committed to the protection of historical and cultural heritage, involving and motivating the company's personnel to participate in these activities.
9. Systematically and continuously assess the impact of our activities on the destination by establishing a process of constant improvement of the aspects environmental, economic, social, cultural and customer satisfaction, based on the objectives and goals set by the company's management.
10. Always act respecting the human rights of all persons related to the company's activities. By decisively rejecting actions of discrimination, mistreatment or violence by/towards employees, customers or the community.
11. Respect, care for, and protect children and adolescents in the travel and tourism sector, promoting a culture of zero tolerance for practices such as human trafficking and sexual and/or labor exploitation of children and adolescents, as basic objectives.
12. Train our employed tour guides and local representatives to detect, prevent and avoid human trafficking in the travel and tourism sector.
13. When acting on behalf of the company, maintain the principle of political neutrality, as a sign of respect for the different opinions and sensitivities of all people linked to the company.
14. Maintain a relationship with the authorities and public institutions in a lawful and respectful manner.



15. To collaborate with the public administration and with the various entities and non-governmental organizations dedicated to improving the levels of social care for the most disadvantaged.

**III. Economy:** Principles related to the economic growth and development of the Company, its employees and its associates, through ethical practices with the environment and the local community.

1. Comply with current local, national and international regulations regarding the hiring, wages and labor rights.
2. Provide local staff hired with a living wage that is equal to or higher than the legal minimum or relevant industry standard. Thus ensuring decent jobs and social welfare for our employees and their families.
3. Develop partnerships with suppliers who act responsibly towards the environment (preferably from the local community).
4. Maintain loyalty to suppliers with responsible practices (especially if they are local) in order to promote a relationship that allows the development of long-term alliances.
5. Give priority to investments that respect current environmental regulations.
6. Have a written contract with partner bodies (business partners, suppliers, etc.).
7. Quantify the economic benefits of the environmental practices carried out (saving energy, water and materials) and share them with the community and within the tourism sector.
8. When developing a new project, consider environmental protection as well as the well-being of the community over immediate economic gains.
9. Maintain a permanent fund, destined exclusively for conservation, dissemination and environmental education activities; as well as for social programs.
10. Provide support to conservation programs in a transparent manner and within legal and ethical principles.
11. To provide visitors with information about their direct contribution to the actions of preservation of the environment and local culture as they are our customers.
12. Involve our suppliers, subcontractors, employees, authorities and customers in our sustainability policies.

**John J. Flynn Jr.**  
**President**