



Sustainability Management Policy

I. Introduction

- **Mission Statement:**

Experiences Caribbean (XPC) is dedicated to fulfilling traveler needs for enjoyable holidays while creating once-in a lifetime and memorable vacation experiences. In everything that we do, we commit to care for Waitukubuli - our people, our culture, our land, the rivers, and nature. To our business partners we pledge excellence and reliability through professional and ethical business practices.

- **Policy Goal:**

Experiences Caribbean (XPC) management is committed to being a leading provider of sustainable outdoor adventure experiences within the Caribbean. This commitment extends to upholding the tenets of responsible travel, and we ensure human care, no plastic use policy, proper waste management, energy efficiency, child safety and protection, supplies are sourced from the local community, care for biodiversity and non-trade in illegal species, and respect is shown for local values and culture.

We seek to inspire and educate our guests as we share the natural and cultural heritage of our surroundings, and through our operation and interactions we will build our Staff and community of Suppliers. Our sustainability policy will articulate our commitment to protecting the economic, environmental, and cultural health of our community and our business.

II. Environmental Sustainability

- **Environmental Impact Assessment:**

We will try to minimize our impact on the environment. As a pre-requisite to measuring this, we will get the relevant details and understanding behind the science of carbon emissions, and will undertake to establish a baseline of the ‘level of impact’ of our Experiences Caribbean operation. This will allow us to be able to assess the impact over time.

With regards to waste generation, the impact of our business is relatively minimal, and on any given same-day excursion / cruise ship tour day, we generate no more than a trash bag or 3.5 kilos of waste. We do have approximately 40 such cruise days a year.

For our cooking excursion and within our kitchen operation, we generate 15 kilos of waste, of which 8 kilos are composted for 60 days a year.

We want to mitigate any potential impact on the environment by:

- **Green Practices:**

- **Energy Efficiency:** 100 % of our lighting energy needs are provided from the national grid, generated by mostly fossil fuel means. Our financial position does not allow us to begin investing in green and other alternative sources at this time. To ensure that we conserve and save on the use of all natural resources: whenever possible we use natural sunlight instead of electric lighting; we ensure that lights are switched off when not in use; and where possible we use LED bulbs for lighting.
- **Water Conservation:** We continuously remind staff of the need to be frugal with water use - taps are to be shut when they are not in use, and taps need not be wide opened when in use. Towards this end we will work towards implementing a water use minimization project, which will guide the process to keeping water use to a minimum when wares are being washed. We will work towards developing a collection system to use rainwater and hence reduce our reliance on the municipal supply water, and to harness and use grey water on our small farm
- **Waste Management:** We have reduced on the use of (office) paper, and have reduced on the need to print. In Office operations, we also recycle paper where possible to minimize the use of ‘new paper’ except where absolutely necessary.

We want to eliminate the use of plastics completely owing to their impact on the environment. When doing purchases, and at the supermarket and wherever possible, we use cloth and other re-usable bags.

Re. bottled water use, we are looking for an alternative – one where we dispense from gallon-bottles into 7 oz. bio-degradable cups, rather than use 20 500-ml capacity plastic bottles.

• **Sustainable Transportation:** We do not have the option to use EV means for transportation.

In daily administration we limit our commute to a minimum, and schedule trips only when necessary, and use Google Teams / Zoom and other Apps for meetings when possible.

In transporting our guests, we use drivers and vehicles of the best quality and follow best environmentally friendly practices.

Responsible Tourism:

In curating our guests' experiences, we recommend small and family operated / managed hotels for accommodation to guests, and support local businesses that prioritize environmental sustainability.

- **Supplier Relationships:**

We will share with our Partner / Suppliers our vision for sustainability in our operation, and advise them of their role and connection to this global vision.

Where appropriate and with practical examples and guidance, we will encourage them to adopt business practices that jives with our value system. This will become part of the process of building the business relationship, and their capacity as a Supplier. Positive growth beyond this point will enhance the likelihood for deepened business collaboration and added reward for more work. The converse will be true, as well, where we will seek alternative Supplier relationships.

- **Monitoring and Reporting:**

Externally, it will be necessary to work through a third-party audit process to validate our commitment to our plans to be truly sustainable in what we do. Internally through the use of feedback forms, and 'monitoring' of the operations by our Sustainability Co-ordinator, we will gauge our success at implementing our Sustainability Policy and also assess the quality of our Suppliers, and their commitment to our values.

III. Social Sustainability

- **Community Benefits:**

- **Local Employment:** We will continue to use resources that are local to the communities and in that way guides, bed/breakfast operators, and other Suppliers will get work.
- **Community Engagement:** As we have done previously with our partnership with the community of Capuchin, where we contributed towards the building of the pontoon, we

will seek out business opportunities with the necessary inputs in Product Development and Marketing to build capacity for expanded and increased business activity.

The plan is to collaborate with the local communities and existing Suppliers to develop new products and expand ongoing initiatives

- **Fair Wages and Working Conditions:** Our product is an upscale one, and we will continue to pay our Suppliers well. Our Suppliers are the ‘carriers’ of the product, and the experience is built around them!
- **Supporting Local Crafts and Businesses:** We will encourage local artisans to hone their trade and to have quality produce available. We will provide opportunities for the guests to interact with the artisans.

- **Ethical Tourism**

- **Respect for Culture and Traditions:**

As part of daily briefing and continuous interaction with the guests during the tour programme, they will be informed of any customs and traditions that will need to be observed and respected, and will always be reminded of the need for respectful interactions. This will include advising on appropriate dress where necessary

- **Avoiding Harmful Practices:**

Guests will be reminded of the Don’ts and will not be encouraged to participate in any activity that will exploit or harm wildlife or local communities.

- **Promoting Positive Impacts:**

We will encourage the building of linkages where possible between the guests and guide / Suppliers / wider community for (future) collaboration beyond the tour experience

- **Supplier Relationships:**

Ensure suppliers adhere to ethical labor practices and respect their local cultures and their guests.

IV. Economic Sustainability

- **Fair Pricing and Practices:**

We will provide guests with the cost details for the holiday so they know what they are paying for. This empowers the client to articulate his/her needs and to question us about our offering

- **Long-Term Viability:**

Our business model is for continued growth on an annual basis over the previous year, with an annual Community Give Back Project. Annual increases will be in revenues, visitor

numbers, pay-outs to the Suppliers / community, and the value of the business to the community

- **Supporting Local Businesses:**

Assuming availability, quality and price, we will source local products to stimulate the local economy, and reduce on our carbon footprint. Outside of the product being available locally, we will trade on quality and price.

V. Monitoring, Reporting, and Review:

- **Key Performance Indicators (KPIs):**

Identify specific metrics to track progress on sustainability goals (e.g., carbon emissions reduction, local employment rate, customer satisfaction).

We will establish a base line rate for Carbon emissions, from which we can monitor our impact, and any changes with time.

Will also undertake annual surveys / feedback exercises to assess the quality of the holiday experience and the direct and indirect impact of our holiday to the local communities. These will be supplemented by internal records reflecting:

Number of visitors served on an annual basis

Number of tour experiences being sold in the marketplace

Number of community Suppliers used on an annual basis

Payments to Supplier base on an annual basis

Regular Reporting:

We will document the reviews / feedback from the tour experience.

For same day / cruise excursions, we will attempt to collect 5 guests forms at a minimum.

For multi day package guests, we will try to get a review from each group before their departure. These will be complemented by reports from the Suppliers that served the group.

The findings of the reports will be assessed on a monthly basis to discern any apparent trends.

The findings of the reports will be assessed at the end of the season.

- **Continuous Improvement:**

Develop a guest feedback system

Review guest feedback (inhouse) and with Suppliers (guides, drivers and accommodation providers) and assignment responsibility where necessary

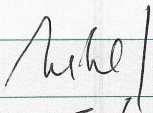
Identify the gaps and problems that may exist and impact performance

Develop solutions and means of fixing these problems to ensure the core principles are maintained, and the KPI's reflect positive impact

Continuously monitor the performance indicators to verify the solutions are addressing the need

VI. Conclusion

This policy will be reviewed regularly to evaluate its continued relevance and to monitor our progress.

Signed	
Date	September 27 2026
Review	September 27 2027