

## **Sustainability policy of sailwithus GmbH**



## **Purpose**

The company, sailwithus, is committed to promoting environmental stewardship and sustainable practices in the sailing tourism industry. The purpose of this policy is to minimize our ecological footprint and contribute to the conservation of marine ecosystems by implementing eco-friendly operational practices, promoting responsible sailing, and raising awareness among our clients and partners about environmental preservation.

## **Scope**

This policy applies to all operations and activities of sailwithus, including our sailing tours and office operations. This includes, but is not limited to, waste management, energy use, water conservation, and responsible sourcing of products and services. This Policy does not apply to external entities that are not under the contractual obligations of sailwithus, such as independent service providers who may not be direct partners or subcontractors.

The CEO is responsible for implementing the company's sustainability policy.

## **Sustainability management & legal compliance**

### Sustainability commitment

sailwithus' leadership is wholly committed to the company's sustainability performance and endorses the company's sustainability mission statement and policy.

We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate progress. We are committed to (publicly) communicating our sustainability performance (by means of the Travelife report) every two years.

### Sustainability management & legal compliance

sailwithus commits to continuous improvement of sustainability practices, including the ongoing monitoring and evaluation of our sustainability policy, with dedicated personnel and resources to achieve our sustainability goals.

sailwithus follows all local, regional, national, and international regulations as they relate to human resources, human rights, children's rights, land rights, environmental management, wildlife, and land use. We follow a strict Code of Ethics, including a zero-tolerance policy for corruption, bribery, forced labor, and discrimination.

## **Destination Selection – Sustainability Principles**

### **1. Collecting Sustainability Information**

- **Regulations and Policies:** Regularly update ourselves on local, national, and international environmental laws affecting marine areas.
- **Environmental Organizations:** Collaborate with NGOs and consult scientific journals for the latest environmental research.
- **Local Community Engagement:** Interact with local communities to understand their sustainability concerns and practices.
- **Onboard Observations:** Train crew and encourage guests to observe and report environmental conditions.

### **2. Keeping Records**

- **Digital Database:** Use secure, cloud-based platforms to store and back up sustainability data.
- **Standardized Templates:** Implement consistent forms for data collection to ensure easy analysis.
- **Data Compliance:** Adhere to data protection laws and restrict access to authorized personnel.

### **3. Utilizing Sustainability Information**

- **Operational Decisions:** Use collected data to plan routes that minimize environmental impact and optimize

resource use.

- **Regulatory Compliance:** Update company policies and obtain necessary permits based on the latest regulations.
- **Customer Engagement:** Educate customers about local ecosystems and our sustainability efforts.
- **Marketing and Branding:** Highlight our commitment to sustainability in promotional materials and seek eco-certifications.

#### 4. Awareness of Key Sustainability Aspects

- **Environmental Impact:** Protect biodiversity by being aware of and safeguarding endangered species and habitats.
- **Socio-Economic Factors:** Support local economies through fair practices and respect cultural traditions.
- **Climate Change Adaptation:** Reduce our carbon footprint and staying informed about climate-related changes affecting our destinations.

#### 5. Continuous Improvement

- **Staff Training:** Provide regular training on sustainability practices and emergency environmental responses.
- **Monitoring and Evaluation:** Establish sustainability goals and key performance indicators (KPIs); regularly assess and report on progress.
- **Stakeholder Collaboration:** Partner with other businesses and organizations to participate in broader sustainability initiatives.

### **Internal management: social policy & human rights**

#### Employees

- We recognize that our employees are our biggest asset for delivering meaningful travel experiences to our customers. Therefore, we maintain a clear human resource policy to ensure:
  - Legal compliance in all regards
  - A safe, healthy, and welcoming workplace
  - Fair contract conditions including fair compensation
  - Training opportunities including trainings on topics of sustainability, sexual harassment and exploitation in the workplace and in the industry
  - Participation in the sustainability planning activities

- Inclusion and equal opportunity for all employees, particularly with regard to compensation, promotion, distribution of benefits, and professional development opportunities.

## **Internal management: environment**

### Environmental management of office operations

- We are committed to keeping the direct footprint of our business operations as minimal as possible and actively follow the 5Rs (refuse, reduce, reuse, repurpose, recycle).  
We have the following measures in place:
  - Follow all local and national regulations concerning environmental law
  - Procure office supply. locally, seasonally, fair trade, in bulk, with limited packaging, sustainability certified whenever possible
  - Print only when absolutely necessary, and when printing, always print double-sided on grayscale.
  - Energy saving measures are in place in all common areas
  - All equipment and lighting is energy-efficient and turned off/unplugged/on sleep mode when not in use.
  - Water saving measures are in place in all common areas and restrooms, including water capture in external areas
  - Waste is separated into the following categories: plastic, organic, paper products, metal, hazardous, glass, e-waste and is disposed of properly by the municipality
  - Noise, light, and air pollution is minimised

### Carbon management of office operations

- sailwithus is committed to reducing our carbon footprint and endeavours to reduce the amount we travel as much as possible by:
  - Reduce the amount we travel as much as possible
  - Monitoring and measuring carbon footprint with the aim to reduce as much as possible and offset remaining amounts.
  - Encouraging remote work whenever possible, and when it is not possible, making it easier for employees to limit their carbon footprint by use of eco modes of transportation.
  - Installing energy efficient equipment and appliances where appropriate.

### Land use

- The sailwithus office is located in an urban area and abides by all local land use laws, respects local cultural and natural resources in our business operations, and favours sustainable architecture and design.

## **General suppliers policy**

- sailwithus is committed to sourcing its products and services responsibly, avoiding harmful impacts on society, culture and nature as much as possible. We expect the same level of engagement and commitment from our suppliers.

- sailwithus prefers to work with partners that share the company's commitment towards sustainability. This means that we prefer partners that have a written sustainability statement as an integral part of their business policy and/or a clear sustainability policy in place.
- Yachtcharter-Partners - Since the yachts provided by charters also serve as accommodations for our guests, sailwithus prioritizes sustainability by selecting newer yacht models that are more environmentally friendly. To minimize the ecological footprint, we primarily charter yachts that are no older than 3–4 years. The most impactful step yacht charter companies can take toward sustainability is offering modern yachts equipped with the latest eco-friendly technologies. Rather than enforcing a strict policy, we ensure sustainability by exclusively chartering from Yachtcharters who prioritize newer, environmentally conscious yacht models.

By choosing modern yachts, we ensure:

1. Fuel efficiency – Newer models consume less fuel due to optimized engine technology.
2. Eco-friendly materials – Many newer yachts incorporate sustainable or recycled materials in their construction.
3. Solar and wind energy integration – Some models come equipped with solar panels and wind generators to reduce reliance on diesel generators.
4. Waste management systems – Advanced onboard wastewater treatment and filtration systems minimize ocean pollution.
5. Hybrid propulsion systems – An increasing number of yachts feature electric or hybrid engines, significantly reducing emissions.

- sailwithus prefers to work with suppliers in the destinations that are locally owned or managed, use local and seasonal products and services and benefit the local community by hiring locally and equitably and by providing fair working conditions.
- Whenever possible, sailwithus prefers to select partner companies that comply with tourism-specific, internationally recognized (GSTC-accredited) certifications, or other sustainability certifications like B Corp or ISO.
- sailwithus offers incentives for partners that are actively engaged in sustainable operations.
- sailwithus expects its suppliers to adhere to a Code of Conduct, that includes the following responsible business practices:
  - Complying with all local, regional, national and international regulations
  - Respecting all human rights including labour rights, children's rights, and women's rights
  - Committing to fair employment conditions
  - Following anti-corruption, anti-bribery, anti-extortion, and anti-discrimination policies
  - Protecting children from (sexual) exploitation through tourism
  - Protecting the environment and natural resources

- Acting in the best interest of local communities
- Protecting the interests of sailwithus
  
- Following a zero-tolerance policy, sailwithus will immediately terminate any relationships with suppliers that violate our policies, specifically through acts of bribery, corruption, discrimination, and violation of human rights.
  
- sailwithus raises awareness amongst its suppliers to adopt sound social and environmental practices, and to minimise their carbon footprint.

- sailwithus actively collaborates with suppliers to improve their sustainability performance. We encourage our suppliers to continuously learn about sustainability and provide/support this learning whenever possible.
- sailwithus maintains open lines of communication with our suppliers and partners and encourage feedback from our stakeholders at any time and on any topic, particularly sustainability.

## **Tour leaders, local representatives, and guides**

- sailwithus understands that guides are the intermediaries between the guests and the socio-cultural and environmental context of the destination, conveying the appropriate behaviour to them. Therefore, we make sure that all guides hired by or leading tours on behalf of sailwithus are trained regularly and knowledgeable in the sustainability topics of the destination.

## **Transport**

The "sailwithus" policy is centered around promoting environmental stewardship and sustainable practices within the sailing tourism industry. The policy aims to minimize our ecological footprint, support the conservation of marine ecosystems, and raise awareness about environmental preservation among clients and partners. Key areas of focus include waste management, energy use, water conservation, and responsible sourcing.

Integration in Company Processes:

### **1. Active Transportation Modes:**

- Walking and Cycling: We encourage our staff and clients to use active transportation modes whenever feasible. For example, walking or cycling to nearby destinations is promoted through detailed maps and recommendations provided to guests.

### **2. City Bike or Scooter Share Programs:**

- Bike/Scooter Sharing: In urban areas where we operate, such as during city tours or transfers, we recommend and facilitate the use of city bike or scooter share programs. For instance, in popular sailing destinations like Split or Dubrovnik, we provide information on local bike-sharing schemes and how to access them.

### **3. Public Transportation:**

- Regional Trains and City Metros/Subways: For domestic travels and city transfers, we prioritize public transportation. This includes recommending regional trains for inter-city travel and metros/subways for city tours. For example, we advise clients traveling to our starting points in European cities to use the efficient train systems instead of renting cars.

### **4. Local Community Public Transportation:**

- Ferries and Shared Boats: In more remote settings, we promote the use of local community-operated public transportation such as ferries and shared boats. In places like the Greek islands, we collaborate with local ferry operators to ensure that our guests can travel sustainably between islands.

Concrete Positive Examples/Results:

- 1. Support for Local Economies:** Clients have reported a more immersive experience when using local transportation modes, such as ferries or shared boats, shared cars as it allows them to interact more closely with the local community and environment. This has increased overall satisfaction and positive feedback.
- 2. Educational Initiatives:** Through our sustainability communication efforts, we have educated clients about the benefits of using eco-friendly transportation. This has led to a higher adoption rate of these practices among our clients, fostering a community of environmentally conscious travelers.

## **Customer communication and protection**

### Privacy

- Our customer protection is our priority. Therefore, we maintain a clear privacy policy to ensure
  - Legal compliance in all regards
  - Customers and their data are protected
  - Customers know how their information is being used

### Marketing and communication

- sailwithus strives to be truthful in all situations and at all times. We offer products and services that do what we claim in our communications.
- We honour our explicit and implicit commitments and promises.
- We are anti-greenwashing and stand behind our sustainability claims 100%.
- We endeavour to be inclusive and representative in our marketing, and to always take into account cultural, religious, and ethnic sensitivities.



### Sustainability communication

- Customers are informed about the social and environmental impact of their journey, and are educated about the sustainable choices they can make, including transparent communication on:
  - Compensation of their trips CO2 emissions
  - Activities and excursions that benefit the local communities and environmental protection

### Customer experience

- The company aims for all customer experiences to be positive, and follows strict health and safety, marketing, and excursion policies to ensure customer satisfaction. These policies cover specific topics of (but not limited to):

- Health and safety
  - Emergency procedures
  - Privacy
  - Group numbers
  - Greenhouse Gas emissions and offsetting
  - Transport
  - Shopping
  - Sexual exploitation
  - Children in tourism
  - Satisfaction and complaints
- sailwithus maintains open lines of communication with our customers and encourages feedback at any time and on any topic, particularly sustainability.

### **Contact / Responsible person**

All staff are responsible for the ownership and undertaking of this policy.

All staff are responsible for the promotion and implementation of this sustainability policy within their departments.

The implementation of this policy will be lead by the CEO, Carl Grubert, who can be reached at [carl.grubert@sailwithus.de](mailto:carl.grubert@sailwithus.de)

### **Effective date**

This policy is effective from 1 February 2024.

### **Revision history**

This policy was revised on 23 January 2024.

This policy will be revised by 31 December 2024.