



SUSTAINABILITY POLICY

PURPOSE

Wacky Rollers Adventure Vacations & Expeditions Limited (WRAVE LTD.) sustainability development policy is aimed at monitoring, identifying and improving the environmental and social aspects and impacts of the company operating practices. Our goal is to maximize the positive and minimize the negative impacts on tourism from our operations by implementing, promoting and influencing our partners/ suppliers to do the same.

SCOPE

This Sustainable Development Policy applies to all employees and suppliers of WRAVE LTD.

SEGMENTS AND GOALS

The Policy is divided into three (3) segments which consist of set principles and actions.

Segments are as follows:

- Management
 - ❖ Human Rights and Resource Policy
 - ❖ Environmental Management
- Suppliers
- Excursions



MANAGEMENT

WRAVE LTD. exercises its' commitment to sustainable management practices by following the principles and actions listed below to ensure human rights protection, enhanced community relations and environmental protection.

HUMAN RIGHTS AND RESOURCES

WRAVE LTD pledges:

- ✓ Compliance with certifying bodies standards for training and licensing of staff
- ✓ Compliance with the Social Security Scheme for all staff members
- ✓ Employees (full time) are granted paid annual holiday and sick leave benefits
- ✓ Permission for internship participation
- ✓ Pay rates are stated and agreed upon during the hiring process
- ✓ Pay rates are equal to or more than the minimum wage
- ✓ Compliance to national standards for working minimum wage
- ✓ Working conditions are in line with labor laws and are stated in the job description upon hiring
- ✓ All employees are given the freedom to terminate employment with notice (ideally 2 weeks or more) without penalty
- ✓ Discrimination is strictly prohibited in regards to recruitment. Employment conditions, training access, upward mobility in terms of age, gender, race, ethnicity, disability, sexual orientation or religious beliefs

ENVIRONMENTAL MANAGEMENT

WRAVE LTD. pledges:

- ✓ Reduction in the use of disposable and consumer goods
- ✓ Reduction in transport related impacts by utilizing as much as possible; tele-working and work from home
- ✓ Provide staff with environmental training guidance and information
- ✓ Encourage employees to use environmentally friendly means of transport; walking, public transport
- ✓ Employees are encouraged to be environmentally involved
- ✓ Repurpose/reuse items when possible
- ✓ Compliance with national legislation for waste disposal
- ✓ Utilize energy efficient lighting and equipment
- ✓ Switch off lights and equipment when not in use.
- ✓ Set copy and printing machines to default double sided printing and gray scale to preserve ink



SUPPLIERS

WRAVE LTD. is committed to achieving a fully sustainable supply chain by creating a community model which consists of the following pillars three (3):

- ❖ Love the earth
- ❖ Cultural preservation
- ❖ Community benefit

LOVE THE EARTH

This initiative aims to encourage our suppliers to proactively work towards a cleaner, healthier and ultimately a safer environment whilst mainly focusing on waste management and water and energy conservation.

COMMUNITY BENEFIT

The aim is to lend support to local communities by including them in everyday operations and giving back. Employing local staff and ensuring that they receive fair pay and supporting locally-owned and small I businesses.

CULTURAL PRESERVATION

This target utilizing and celebrating cultural diversity and the conservation of wildlife and nature whilst incorporating various aspects of art, history, cuisine and cultural heritage whilst respecting and honoring the intellectual property right of others.

We at WRAVE LTD. strive to encourage all our suppliers to be sustainable by:

- ✓ Ensuring all suppliers comply with national labor laws
- ✓ Ensuring all suppliers are relevantly and adequately certified
- ✓ Evaluating and monitoring their practices
- ✓ Encouraging the use of best practices
- ✓ Developing the WRAVE Ambassador program which would grant qualifying persons preference for partnership
- ✓ Informing suppliers of our sustainability policy and expected compliance
- ✓ Motivating suppliers to become sustainably certified
- ✓ Including a contract termination clause with the contract if measures are not in place or adhered too
- ✓ Including a sustainability clause within the contract
- ✓ Ensure children and their rights are safeguarded



EXCURSIONS

WRAVE LTD. protects the authenticity of communities and the natural environment and stand strongly against harming and cruelty of wildlife and environmental pollution. Additionally, to ensure Sustainable development of the various sites we aim to maximize our positive impact and minimize negative impact at destinations.

We at WRAVE LTD. pledges:

- ✓ Compliance with legally based spatial planning, protected areas and heritage regulations
- ✓ Prohibition of partnerships with suppliers that part-take in activities that involve:
 - Harvesting of wildlife species
 - Consumption of wildlife species
 - Display of wildlife species
 - Sale or trade of wildlife species
- ✓ Support to initiatives that aid in improving industry relationships
- ✓ Avoidance of support to suppliers that lead to negative structural effects locally
- ✓ Advertising/ offering tours which directly provides support and directly benefits the local community, environment and biodiversity by ;
 - Purchasing goods and services (traditional craft items, local food production)
 - Visiting protected areas (National parks, reservations, heritage sites) and environmental protection projects
- ✓ Consideration of sustainability aspects of destinations before adding to itineraries and identifications of alternatives.
- ✓ Compliance with national laws on animal captivity, avoiding sites that unlawfully hold animals in captivity
- ✓ Avoidance of activities that endangers animals, human beings, plants or natural resources.
- ✓ Encouragement of suppliers and staff to utilize sustainable means of transportation