



All Dreams Cambodia Sustainability Policy

All Dreams Cambodia is happy to announce that we have engaged with the Travelife for Tour Operator & Travel Agents scheme. Travelife is an internationally recognized, GSTC-Global Sustainable Tourism Council accredited training, management & certification program in sustainability in tourism. Travelife is a three-stage certification program for tour operators and travel agents: (1) Travelife Engaged; (2) Travelife Partner and (3) Travelife Certified. We are at stage 1 – Travelife Engaged. We are working to move forward to stage 2 - Travelife Partner. To reach the Travelife Partner, we must meet the standards Travelife logo use guidelines 1 of over 200 sustainability criteria that can be grouped into five key areas: Office operations; Product development; Working with suppliers; Customer relations and destinations. Through regular training, raised awareness among our staff & our suppliers, and developing a culture of sustainable management and practices, All Dreams Cambodia aims to achieve the certification Travelife Certified, the third and highest level of the Travelife certification scheme by end of 2021. Our aim is to strengthen our commitment to sustainability management and to turn it into consistent sustainable business practices in tourism. From an industry ethical perspective, we believe sustainability statements should be third-party justified and certified. That's why we chose Travelife for Tour Operator & Travel Agents for our sustainability engagement.

All Dreams Cambodia is committed to sustainability in all areas, especially regarding the environment, our destination, its culture and traditions. We engage strongly in sustainability and work towards this goal with our partners, our suppliers and through the products we choose. We also give this good example in our working places, like our offices. With our sustainability policy we want to encourage our clients to follow our guidance.

What we do:

- Have a clear Sustainability Policy understood and endorsed by all our staff members
- Choose carefully suppliers and services who agree and act according to our Sustainability Policy
- Make sure that local communities are benefiting from our actions in a positive way
- Duly follow the rules and requirements of the authorities in our country
- Decrease the environmental impact in our working space and offices
- Make sure that all our decisions are based on the principles of our Sustainability Policy and are ethically correct

How we do it:

Environment:

- Our business trips are cut short to a minimum, but if necessary the short and medium range ones are taken by local transportation, or, in the future, if possible, by e-cars
- We adapt the vehicles for our tours according to group size, to minimize the ecological impact
- For our programs and tours we offer and use alternative means of transportation



- Reduce the use of office material, like paper and encourage our staff to re-use it.
- Manage the use of air-conditioning, lighting, as well as computers, laptops and printers to reduce the energy consumption in the office
- We use refillable bottles during our tours and in the office we reduce the use of water to a minimum. We are not using plastic bottles in the offices
- All our means of transportation have trash cans, therefore no need to litter the streets and/or the touristic sites
- We avoid handing out paper handouts
- We and our suppliers respect the Five Animal Freedoms

Society:

- We have written contracts with all our suppliers such as homestays, hotels and transportation companies, describing our conditions for a friendly environment
- We are strict in selecting our partners and suppliers and make sure they are local community friendly
- Our guides are informing our clients how to respect the local customs and the environment and how we implement our social engagement
- We are training our staff on a regular basis and thus assure that our Sustainability Policy is clear to all members of our company
- Healthcare is available for all members of our company
- We have a strict "No Child Labor" policy and condemn and prohibit human trafficking and sex tourism
- We support sustainability projects e.g. in schools and in communities
- We organize special incentives and celebrations for our staff and create thus a friendly and positive working environment in our offices.

Economy:

- Support the income of locals, like introducing homestays and using locally owned services, for a better development of the local economy
- In accordance with the standard of living, we pay fair wages for all services used
- Local guides and staff are trained to give them better opportunities, these trainings are regularly refreshed in order to build up and improve their knowledge
- We are strongly opposed to compliance
- We organize and support community projects
- We will always choose local produce over imported goods and purchase environmentally certified products
- We save cost due to the reduced use of energy and water



Where we do it:

Hereunder some samples of implementations to reduce carbon emissions during a tour

Transportation

- Whenever possible, we limit domestic flight and use the transfer by road and we will also encourage the trips by train or public bus.
- We always use and promote the local transport , they reduce carbon emissions, the money goes back to the local population, thus improving the economy and as it is more authentic, it can be viewed as an attractive experience.
- We encourage our employees to use public transport, e-bike and /or walk whenever possible for their personal and business activities.

Accommodation

- We sensitize our clients to save energy by turning off lights, TV , air-conditioning when they leave the room, to reduce the amount of water they use (showers, taps), to reuse their towel and bed sheets
- We check with the hotels what they do for a responsible environment, if possibly they are certified Planet 21, and use those who are more in line with our Sustainability Policy.

Activities

- We promote activities which have no impact on the environment like hiking, biking, kayaking and avoid activities which are related to exploiting animals (e.g. elephants), or cooperate with trusted providers, protecting animals.
- We choose our partners and suppliers who are in line with our Sustainability Policy
- During our excursions and tours we seek the exchanges between the local population and our clients
- When we choose our locations, we are looking for alternative solutions and locations, with less tourism and therefore minimizing the environmental impact

Tour guide

- The history and the culture of the local people is of utmost importance for our guides and they will always put this high on their agenda
- They will promote the purchase of local crafts and products, as it brings income to the local communities, thus supporting the local economy, and is also a more authentic souvenir to bring home
- They will abstain of promoting industrial and foreign good.

Practical

- We us refill water bottles, upon arrival the clients are receiving each one.
- We are using no plastic bags
- We encourage smokers to use pocket ashtrays



- We order drinks saying “NO” to straws

Sustainable purchasing:

For our purchases we commit ourselves to reduce the environmental, social and economic impacts.

Environmentally preferable purchasing policy:

To reduce our company’s negative impacts on the environment, we advocate innovation in the market place and sustainable and responsible growth. The purchasing of our products is based on the decision to combine social and ethical criteria together with good quality, service and cost.

Emissions:

We are using products that reduce air and water pollution and we continuously try to improve our efforts in eliminating substances that can cause damage to the environment and to the climate.

Resource conservation and preservation:

When purchasing products, our goal is to reduce and recycle resources and use only renewable resources, thereby committed to minimize consumption and take into account the life cycle cost of products used.

Waste reduction:

We will give priority to purchase recycled products and minimize waste through recycling. Waste disposals are done in accordance with the regulatory requirements and with respect of the environmental impact.

Energy efficiency:

We purchase and use sustainable energy sources and energy efficient products, to improve the energy efficiency standard of our goods and services.

Environmental health and safety risk reduction:

Any products or goods that may pose a threat to our environment, health or safety will be avoided. We will be purchasing goods and products from sources that limit pollution and make sure that we use clean technology.

Management commitment:



We strive to improve our results and will cooperate with suppliers who share our values. Together we will increase our criteria on quality, cost , service and performance. There should always be a balance between performance and financial cost.

Bribery and Corruption:

In order to assure that the above sustainable policy is fully respected, employees are strictly forbidden to accept commissions or gifts from suppliers, customers, brokers or competitors of the Company. Such bribery , or “grease payments”, are not acceptable, irrespective of the local culture. Any Employee violating this rule is subject to lead to a disciplinary action.