

Sustainability Policy

Sustainable development is the driving force of our business. As part of the Iberostar Group, we are committed **to reconciling the growth of our business lines with the protection of the environment and cultural heritage, and to promoting the social and economic well-being of the destinations in which we are present.**

We base our business model on solid ethical principles and honest and responsible business management. Our Sustainability Policy conforms to the United Nations Sustainable Development Goals and complies with current national, regional, and local legislation in each of the places where we operate.

We are focused on three long-term commitments under the framework of **Responsible Influence** that as intermediaries in the tourism sector, we can exercise on our stakeholders:

1. Develop and **promote the tourism product committed** to the environment
2. **Reduction of the carbon footprint** in all lines of business
3. Promotion of a more **responsible tourism sector**

To materialize these commitments, we are working on the following guidelines:

- Protect human rights and advocate against abuse or mistreatment of any kind.
- Provide an optimal work environment that supports professional development, equal opportunities, plurality of functions and diversity in the workplace.
- Reduction of own and indirect emissions from our offices and stores (Scope 1 and 2) with the goal of being carbon neutral by 2025.
- Implementation of the Decarbonization Plan for indirect emissions from our entire value chain (Scope 3) with reduction targets based on and validated by science (SBTi)
- Creation of the Fuel Efficiency Program with the aim of reducing the use of fuel in the airline, in addition to supporting the development of new emission reduction technologies.
- Adherence to environmental and social certification systems according to each brand.
- Regulatory compliance in destinations and promotion of actions that improve their prosperity.
- Involve customers, collaborators, suppliers, and other areas of interest, in the rational use of resources, and inform them of the guidelines of our Policy.
- Creation of our own responsible tourism projects in the main destinations where we operate.
- Create forums and initiatives to share and promote a more sustainable tourism.
- Promote actions for the resilience and sustainable development of the communities where W2M is present.
- Carry out ethical communication based on honesty, transparency, and respect.
- Solidarity actions program in our offices involving employees

W2M undertakes to provide the necessary resources to comply with the guidelines of this Sustainability Policy. We are aware that this is a dynamic process that requires a permanent contribution. We are integrating all relevant departments in this commitment to improve our processes.