

Sustainability Policy

Sustainable development is the driving force of our business. As part of the Iberostar Group, we're committed to **aligning the growth of our business lines with the protection of the environment and cultural heritage, and to fostering social and economic well-being in our destinations**. We base our business model on solid ethical principles and honest and responsible business management.

Our Sustainability Policy is in line with the United Nations Sustainable Development Goals and complies with the national, regional and local laws in force wherever we operate. We focus on three long-term commitments under the **Responsible Impact** framework which, as intermediaries in the tourism industry, we can exert on our stakeholders.

1. Moving towards a **circular economy** by reducing carbon footprint and waste generation in our operations.
2. Encouraging the **responsible transformation of the industry** through in-house and employee training, as well as different communication actions.
3. Promoting a **responsible tourism product** that considers the people, animals, and natural resources that live in our destinations.

To fulfil these commitments, we adhere to the following guidelines:

- Protection of human rights and fight against abuse or mistreatment of any kind.
- Provision of an optimal work environment that supports professional development, equal opportunities, hybrid roles, and diversity in the workplace.
- Reduction of our own and indirect emissions from our offices and stores (scope 1 and 2), with the aim of being carbon neutral by 2025.
- Implementation of a Decarbonisation Plan for indirect emissions throughout our value chain (scope 3) with science-based and validated targets (SBTi).
- Creation of the Fuel Efficiency Programme with the aim of reducing fuel use in the airline, as well as supporting the development of new emission reduction technologies.
- Participation in environmental and social certification systems relevant to each brand.
- Regulatory compliance in destinations and encouragement of actions that improve their prosperity.
- Engagement of customers, partners, suppliers, and other stakeholders in the rational use of resources and awareness of the guidelines of our Policy.
- Creation of our own responsible tourism projects in our main destinations.
- Creation of forums and initiatives to share and foster a more sustainable type of tourism.
- Promotion of activities for the resilience and sustainable development of the communities where W2M operates.
- Ethical communication based on honesty, transparency, and respect.
- Charitable actions involving employees at our offices.

W2M is committed to providing the resources needed to comply with the guidelines of this Sustainability Policy. We're mindful that this is a dynamic process that requires ongoing input. We're also engaging all relevant departments in this commitment to enhance our processes.