Sustainability Policy

Mission

Our mission is to act as a catalyst for sustainable tourism, developing authentic experiences that value the cultural and natural heritage of each destination. We are committed to environmental conservation and seek to minimize the negative impacts of our operations, promoting good practices among clients and partners.

Our commitment also extends to strengthening local communities, so that our trips contribute positively to their social and economic well-being. With a focus on ethical practices and continuous improvement, we seek to foster meaningful connections and integrate sustainability into our activities.

Scope

We are committed to operating responsibly and contributing to the sustainable development of tourism in Brazil. Our actions focus on reducing negative social, environmental and cultural impacts and on promoting positive economic and social benefits for local communities.

This Sustainability Policy applies to all AAA Bahia operations, as well as to its employees, suppliers and partners. Specific thematic policies complement this document and must be complied with in the activities and by the suppliers to which they apply.

---

1. Sustainability management and legal compliance

Management supports this policy and is responsible for its implementation and oversight, with the participation of employees and the coordination of sustainability initiatives.

- We comply with applicable local, regional, national and international legislation.
- We conduct business ethically and transparently.
- We seek to continuously improve our sustainability practices.
- We use recognized references, such as Travelife, to guide, monitor and evaluate our performance. Actions and objectives are reviewed periodically.

---

2. Internal management: social policies and human rights

We recognize that employees are fundamental to the quality and sustainability of our operations. The company is committed to:

- Providing safe, healthy and respectful working conditions.
- Ensuring fair pay and complying with labor legislation.
- Promoting inclusion and equal opportunities, without discrimination, regardless of gender, race, age, religion, sexual orientation or any other personal characteristic.

- Encouraging employee participation in sustainability initiatives.
- Gradually promoting learning and professional development opportunities, including topics on sustainable tourism and good social and environmental practices.
- We adopt remote work when compatible with the company's activities and organization, reducing the need for commuting.
- We offer incentives to employees to support their commute to work and to favor, whenever feasible, the use of public transport instead of private cars.

---

3. Purchasing policy, reduction of disposable products and harmful cleaning products

When purchasing for the office, we seek to consider actual need, durability, the possibility of reuse and waste reduction. Whenever feasible, we prioritize reusable products and options with a lower environmental impact. The company is committed to:

- Seeking local suppliers committed to sustainability and purchasing products with a lower environmental impact (e.g. durable or recyclable products, or products with less packaging).
- Seeking not to engage with suppliers involved in illegal activities or exploitation (e.g. child labor, sexual exploitation), giving priority to those that demonstrate compliance with applicable legislation, based on available information.
- Reducing paper use (priority for digital documents).
- Choosing conscious purchasing to avoid waste.
- Raising employee awareness of conscious consumption and of how to apply this policy in their roles.
- Informing partners of the company's commitment to sustainability.
- Whenever possible, avoiding products with single-use plastics and prioritizing more sustainable alternatives.
- Seeking to avoid purchasing products that may be associated with the illegal exploitation of wildlife and flora or of endangered species.

3.1 Energy consumption reduction policy

We are committed to monitoring the office's energy consumption and seeking opportunities to reduce it. To this end, we promote good practices among employees:

- Turning off lights and switching off equipment when not in use, especially at the end of the working day.
- Using lighting efficiently and making use of natural light whenever possible.
- When replacing equipment, considering models with lower energy consumption, when necessary and feasible.
- Using the energy-saving modes of equipment whenever available.
- Reinforcing these practices through guidance for employees and internal reminders.

3.2 Water consumption reduction protocol

We believe that small actions make a difference. That is why we are all responsible for using water consciously and avoiding waste in our daily routine.

Our commitment: preserving water depends on everyone's collaboration.

In our daily routine, we encourage the following practices:

- Turning off taps immediately after use.
- Using only the amount of water needed for each activity.
- Reporting any leak or problem detected in the plumbing.
- Avoiding waste when cleaning the kitchenette, bathrooms and common areas.
- Encouraging colleagues, suppliers and visitors to use water consciously.

We have put up notices to encourage water-saving habits among employees and the conscious use of water in the office facilities.

3.4 Waste reduction

We are a small company, with 5 in-house employees, 2 managing partners and 2 employees working from home. We adopt simple measures to reduce waste generation, avoid waste and prioritize digital and reusable solutions.

Measures adopted:

- We prioritize the use of digital documents and processes, reducing the need for printing.
- Each employee has their own water bottle, and we use china cups and glasses, avoiding disposable materials whenever possible.
- We try to use office supplies for as long as possible, avoiding unnecessary replacements.
- We use compatible toner purchased from a local supplier. The supplier collects the used cartridges and sends them for recycling.
- We use cloth towels in the bathroom, reducing the consumption of paper towels.
- We reuse packaging for other purposes, mainly in the kitchen.

Monitoring

Starting in 2026, we will begin tracking paper and toner consumption based on the company's purchase records.

2025 data will be used as an initial baseline, allowing us to monitor consumption trends in the coming periods and identify opportunities for reduction.

Recycling

The building where our office is located does not have separate collection of recyclable materials.

We looked for an alternative and consulted a provider specialized in collecting recyclables. However, the cost of the service proved to be high for the company's current size.

Given this limitation, our priority is to avoid the unnecessary generation of waste, especially disposable materials, and to seek recycling alternatives whenever possible, as in the case of printer cartridges, which are collected by the supplier and sent for recycling.

---

4. Suppliers and partners

We seek to work with suppliers and partners who share our commitment to responsible tourism. We communicate our expectations and encourage, in a gradual and realistic way, good practices suited to the reality and possibilities of each partner:

- Comply with labor, human rights, environmental and anti-corruption legislation.
- Respect the rights of workers, women and local communities.
- Not use child labor or any form of child exploitation.
- Know and respect the AAA Bahia Code of Ethics, including the guidelines on preventing the sexual exploitation of children and adolescents in tourism.
- Take into account specific sector policies for accommodation, transport and activities, where applicable.

---

5. Transport

Whenever operationally feasible, we seek to prioritize transport options with a lower environmental impact. The final choice considers the balance between sustainability, operational feasibility and the quality of the service offered to the client.

When choosing transport to destinations, we consider the following criteria:

- Prioritize public transport (train, metro, bus) when available and suitable for the itinerary;
- Prefer shared or higher-capacity vehicles when possible, avoiding unnecessary individual journeys;
- For air travel, prioritize direct flights when available, avoiding unnecessary connections;
- Assess these criteria together with price, safety, comfort, travel time and the passenger's needs.

We optimize itineraries to reduce unnecessary emissions.

---

6. Accommodation

Through dialogue with our partners, we seek to encourage and value good sustainability practices, contributing to more responsible tourism. We value the initiatives already adopted and encourage our partners to share them with us.

Environmental criteria

We value practices related to:

- Responsible use of water and energy;

- Proper waste management;
- Reduction of disposable plastics;
- Protection of biodiversity and local ecosystems.

Social and cultural criteria

We value practices that promote:

- Respect for human rights and working conditions;
- No use of forced or involuntary labor;
- No use of child labor in activities prohibited by law or that may harm the health, safety, development or schooling of children and adolescents;
- Zero tolerance for the sexual exploitation and abuse of children and adolescents, with appropriate measures adopted to prevent it;
- Respect for the rights, dignity and integrity of workers, in accordance with applicable legislation;
- Respect for and appreciation of local culture and communities;
- Positive benefits for local communities;
- A commitment not to take part in illegal activities that cause significant harm to the environment, including those related to the illegal exploitation of wildlife, flora or protected species;
- Agreement that, in the event of a serious violation of these principles, especially in relation to child sexual exploitation, forced labor or child labor, AAA Bahia Brasil may reassess, suspend or terminate the partnership.

Animal welfare

For accommodation that offers activities or experiences involving animals, we encourage practices that respect the welfare, integrity and natural behavior of animals, in accordance with applicable legislation. We ask that these initiatives and the measures adopted be shared with us.

We do not offer excursions or attractions involving captive animals, except when strictly regulated and in full compliance with local, national and international legislation. All activities involving wildlife must follow recognized codes of conduct, ensuring the protection of animals and the preservation of ecosystems.

We do not support activities that disturb natural ecosystems or cause harm to nature or to local populations.

This commitment is formally governed by the AAA Bahia Sustainable Accommodation Policy, which sets out detailed criteria for the selection, evaluation, monitoring of and collaboration with accommodation partners. This policy is aligned with Travelife for Tour Operators, the GSTC criteria and Brazilian legislation, and applies to all destinations where AAA Bahia operates.

Partnership and communication

We encourage our partners to share information about their sustainability practices and initiatives, so that we can learn about them and, whenever possible, highlight them when presenting our products.

7. Destinations

AAA Bahia gives priority to operating in destinations that integrate sustainable development principles into their tourism strategies. We actively:

- Promote alternative destinations to reduce overtourism;
- Encourage respect for human rights, environmental protection and cultural heritage;
- Support balanced tourism development that benefits host communities;
- Seek to organize itineraries efficiently to avoid unnecessary travel.

---

8. Mobility

The company provides a monthly transport allowance for employees, although some use their own vehicles.

We encourage remote work and video conference meetings in order to avoid unnecessary travel.

---

9. Communication & client protection

We maintain transparent, honest and responsible communication with clients. We seek to inform them about the relevant social and environmental impacts of their trips and to present accommodation, transport and activity alternatives when available, encouraging responsible tourism practices throughout the trip.

- We protect clients' privacy and personal data in accordance with applicable legislation.
- We avoid greenwashing: sustainability claims must be accurate, verifiable and consistent with the available evidence.
- Marketing, communication and sales materials must be truthful and consistent with the services provided.
- We inform clients of the times of all services in vouchers and travel documents. In the event of any change, the client is notified immediately.
- We encourage clients to take part in protecting children and adolescents: the sexual exploitation and trafficking of children and adolescents are crimes, and any suspicious situation can be reported by calling Disque 100 (Brazil's human rights hotline).
- We advise clients to prefer local handicrafts and products of known origin, and not to purchase souvenirs made from endangered species of fauna and flora, illegally obtained historical or archaeological items, or drugs and illicit substances, in compliance with local and international legislation.
- Employees are informed of this commitment, and AAA Bahia ensures that all promises made to clients are fulfilled, except when they are beyond the company's operational control.

Monitoring and review

This Sustainability Policy is a responsibility shared by the entire organization, with the support of the company's management and coordination. Specific thematic policies may follow different review cycles, according to their operational relevance and certification requirements.

The measures adopted and opportunities for improvement will be reviewed at least once a year, or whenever there are relevant changes in operations or applicable requirements, to support continuous improvement and alignment with recognized sustainability references.

Effective date

This revised version was prepared in October 2026 and replaces the previous version (October 2026) following internal validation. The policy will be reviewed periodically to keep it relevant and compliant.

Contact

For more information about sustainability, please contact:

Daniela Cajaíba — info@aaabahia.com
Phone: +55 71 9 9902 3876