

# Hotelbeds Group – Corporate Sustainability Policy

## 1. Purpose

This Policy is designed to define the Hotelbeds Group position on key areas with impact on Corporate Sustainability.

This Corporate Sustainability Policy aims at ensuring a consistent sustainability performance to enable company-wide support and a rationale behind the different initiatives to maximize positive impact on society.

## 2. Scope of application

This Policy is applicable to Hotelbeds Group (HBG) and to all companies majority-owned, directly or indirectly, by HBG, whether domestic or foreign, and to other shareholdings, in each case insofar as management control directly or indirectly lies with HBG (hereinafter also referred to as 'HBG Managed Companies'). Shareholdings in which management control does not lie with Hotelbeds Group (hereinafter also referred to as 'Non-HBG Managed Companies') are recommended to implement this Policy.

## 3. Vision

As a leading company in the travel industry, we understand that reshaping the future of travel must be done with integrity, maximizing the global power of tourism to support the local communities where we are present and protect the environment, leveraging our extensive network of employees and partners, whenever possible.

## 4. Commitments

Hotelbeds Group is committed to ensure sustainability best practices based on the following commitments:

1. **PEOPLE:** Embed Sustainability within our Company Culture and with our partners whenever possible
2. **ENVIRONMENT:** Minimise the environmental impact of our Activity
3. **SOCIAL:** Support the communities where we are present to create positive impact

## 5. Initiatives

In order to put the abovementioned commitments into practice, we will:

1. **PEOPLE:** Engage our employees by providing them awareness campaigns concerning sustainable best practices, communicating relevant sustainability information and involving our employees and partners whenever possible in our sustainability programs and initiatives
2. **ENVIRONMENT:** Monitor and reduce the negative environmental impact of our activity wherever possible, taking actions to reduce water and energy consumption, waste management and carbon emissions
3. **SOCIAL:** Provide human, in-kind and/or financial support to the local communities where we are present optimizing our social and economic impacts

**Joan Vilà**

Managing Director Hotelbeds Group

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