

## OTP TRAVEL SUSTAINABILITY POLICY

### Corporate Responsibility and Sustainability Mission Statement

Since its foundation, OTP Travel Llc. has been a reliable travel agency, a stable and value-creating business, a responsible employer, and an active member of society. Our mission is to offer responsible and ethical travel services that are tailored to our customers' needs. We are committed to acting with integrity toward all our stakeholders and to continuously reducing our environmental footprint.

Through our travel services, we create opportunities for meaningful cultural exchange and personal interaction. We aim to foster understanding and appreciation of the diversity and fragility of our world, encouraging empathy, cultural sensitivity, and environmental awareness.

### Our Core Values:

- Expertise
  - Commitment
  - Security
  - Stability
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### Our Principles

OTP Travel is committed to aligning its core operations and support activities with long-term sustainability goals, taking into account the complex social, environmental, and economic impacts of our business. We follow the 3P approach: **People, Planet, Profit.**

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### People – Social Responsibility

OTP Travel:

- Has zero tolerance for any form of slavery, servitude, human trafficking, forced or compulsory labour, or child labour.
- Has zero tolerance for sexual abuse or exploitation in any form.
- Has zero tolerance for violations of basic human rights and human dignity.
- Provides a safe and healthy workplace, regularly monitoring and educating staff on safety-related issues.

- Complies fully with all labour laws, including the Hungarian Labour Code, ILO conventions, and EU regulations; supports trade union membership and collective bargaining.
  - Supports diversity and inclusion. OTP Travel is an equal opportunity employer and applies the principle of equal pay for equal work. No form of discrimination is tolerated.
  - Creates opportunities for the development of skilled local workers.
  - Voluntarily supports local social initiatives that assist vulnerable groups in society—financially (via donations), by offering valuable services free of charge, and through employee volunteering. We use our visibility and business network to promote these initiatives among our staff and partners, helping build long-term economic resilience within communities.
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## **Planet – Environmental Responsibility**

OTP Travel:

- Protects the environment and supports biodiversity, working to minimize harm to local ecosystems including flora, fauna, water, soil, and climate.
- Regularly evaluates its practices to better understand environmental impacts.
- Actively reduces its environmental footprint in accordance with an independently audited sustainability plan.
- Complies with all applicable environmental regulations.
- Works to conserve energy, water, and resources across all operations. Equipment is set to energy-saving modes wherever possible.
- Manages waste responsibly by following the 3R hierarchy: Reduce, Reuse, Recycle.
- Prioritizes the procurement of environmentally friendly products and services.
- Continuously seeks to improve environmental performance.
- Conducts regular audits, evaluations, and self-assessments of sustainability practices.
- Promotes environmental awareness throughout the organization.
- Fosters a culture of sustainability, where environmental responsibility is clearly assigned and understood.
- Informs clients about relevant laws regarding the purchase, sale, and transport of historic or religious artefacts, and goods containing materials from protected flora or fauna.

- Encourages employee participation and training in environmental and social sustainability issues.
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## **Profit – Economic Responsibility**

### OTP Travel:

- Evaluates and supports sustainability initiatives that align with our business goals and deliver long-term value.
- Designs products and services with sustainability in mind, working to shift its profit model toward greener practices.
- Integrates sustainability into existing business models with consideration for cost-benefit analysis, quality, and operational efficiency.
- Develops a sustainability reporting framework to measure progress and guide future actions.
- Reduces operating costs through improved resource management (e.g., water, waste, energy, emissions) and active employee engagement.
- Remains a trustworthy, value-driven travel agency offering responsible services through ethical partnerships and environmental awareness, in full alignment with our core values.