

## Group Sustainable Development Policy

### Vision

To make travel experiences special by providing holidays that cause minimal environmental impact, respect the culture and people of destinations and offer real economic benefit to local communities.

### Policy

As a leading leisure travel company, we recognise that the environment, communities and cultures within which we operate are vital to the success of our business. Responsible Leadership is one of the company's core values, and underlines our commitment to sustainable development and to making a positive impact on society.

We therefore commit in the long term to:

- Embed sustainable development principles into core business practices throughout TUI Travel
- Use the collective influence of TUI Travel to drive sustainability within the leisure travel industry
- Understand and respect the needs of our stakeholders, including customers, colleagues, shareholders, suppliers, industry partners and local communities
- Comply with all relevant legislation, act in advance of it where possible, and keep pace with best practice
- Deliver long-term strategic benefit and shareholder value by maximising the opportunities that sustainable development presents

In support of the above, we will work to:

- Prevent pollution wherever possible, and continually improve our environmental performance, specifically by reducing our carbon emissions through work programmes with our aircraft, water transport, hotels, ground transport and office premises
- Optimise our holidays' environmental, economic and social impact, by embedding sustainability into our supply chain and initiating activities that protect and restore the natural environment and enhance local livelihoods
- Provide information, training and support to colleagues, gaining their commitment to taking action on sustainable development issues
- Encourage our customers to choose more sustainable leisure travel options, and to take action to reduce their negative impacts and maximise their positive impacts in destinations

Responsibility for ensuring that each operating business complies with the Group's policy on sustainable development is with the Managing Director of each business.



Johan Lundgren, Managing Director, TUI Northern Region  
PLC Board representative for Sustainable Development

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