



**reprogramacvc**  
corp

sustentabilidade da origem ao destino

# **Corporate Sustainability Policy**



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## 1.0 OBJECTIVE

CVC Corp's Sustainability Policy aims to present the Company's commitment to Sustainable Development, for the period 2021–2030, aligning the promotion of tourism with the lowest socio–environmental impact from the origin to the travel destination, through guidelines, themes, strategic objectives (macro and specific) and sustainability governance.

For CVC Corp, rather than just a concept, sustainability is a performance value based on the commitment to promote a more ethical, transparent, integral and responsible tourism model that positively impacts society and the environment. Its incorporation into business activities follows four guidelines, according to the strategy described in its Sustainability Plan (2021–2030), generating value for the Company's stakeholders (employees, business partners, customers, communities and shareholders) and for the society as a whole.

## 2.0 DOCUMENT'S AUTHOR

Area: People and Sustainability

The Area responsible for the regulations should be contacted in the following situations:

- Questions about the information covered in this document;
- Flaws or vulnerabilities found in the guidelines and/or process; and
- Suggestions for improving this document.



### 3.0 SCOPE

This Policy covers all employees and processes of CVC Corp and its business units (Collectively "CVC Corp" or "Company").

The guidelines in this Policy must define the directions for affiliated companies, considering needs and specificities, including compliance with the legal and regulatory aspects to which each business is subject.

## 4.0 TERMS AND DEFINITIONS

Sustainable Development – a term used for the first time in 1987, in the Brundtland Report, prepared by the World Commission on Environment and Development, means “Development that seeks to meet the needs of the current generation, without compromising the ability of future generations to meet their own needs, enabling people, now and in the future, to achieve a satisfactory level of social and economic development and human and cultural achievement, while making reasonable use of the earth’s resources and preserving species and natural habitats.” (Source: Brundtland Report).

(Reduce) FOOTPRINT – Carbon Footprint: measures the amount of carbon dioxide (CO<sub>2</sub>) emitted into the atmosphere, directly or indirectly, by human activity or accumulated over the life of a product. (Source: WWF Brazil)\

## 5.0 INTERNAL AND EXTERNAL REFERENCES

- UNTWO – United Nations Sustainable Tourism Organization
- ITF-STD – International Task Force on Sustainable Tourism Development
- ABNT NBR 15401/Sistema de Gestão de Sustentabilidade/Meios de Hospedagem
- GSTC – Global Sustainable Tourism Council
- TCFD – Task Force on Climate-Related Financial Disclosures
- United Nations Convention on Biological Diversity
- Brazilian Association of Tour Operators (Braztoa)
- Sustainable Travel International
- Global Code of Ethics for Tourism
- Global Compact
- Global Reporting Initiative
- United Nations Sustainable Development Goals
- ISE- B3- Corporate Sustainability Index, linked to the São Paulo Stock Exchange
- Dow Jones Sustainability Indexes, linked to the New York Stock Exchange
- Sustainability ESG Risk Ratings
- Brazil's National Tourism Plan (2018–2022)

## 6.0 RESPONSIBILITIES

Regardless of the area of activity or the hierarchical level, sustainability must integrate the organizational culture, as a strategic element, guiding from the simplest day-to-day activities to the most complex decision-making processes. From the point of view of its governance, and always aiming at greater effectiveness, the management of the strategy and this Sustainability Policy will directly involve, but with different levels of immersion, a Senior Management, an Interdepartmental Committee, a People, Compensation and Sustainability Committee (linked to the Board of Directors) and, as a last and main instance, the Board of Directors itself, as described below:

### 6.1 Senior Sustainability Management

Directly linked to the People and Sustainability Department, CVC Corp's Senior Sustainability Management will be responsible for accompanying and monitoring, on a day-to-day basis, the strategy for implementing Sustainability in the Company and in the companies that make up the Holding, in providing technical support to Directors, the Sustainability Committee and those responsible for sustainability management in the Group's companies.

This Management will also be responsible for coordinating the sustainability communication content for the various stakeholders of the Company, the information flows between the areas and businesses, on the subject, of human and financial resources for the execution of the Plan.

### 6.2 Sustainability Committee

Interdepartmental, deliberative and permanent body, coordinated by the People Sustainability Department, and under the chairmanship of the Chief Executive Officer of CVC Corp, the Sustainability Committee is composed of the heads of the CVC Corp business units. Its main role is, considering this theme's cross-functional nature, to ensure that all businesses and key areas of the Company are properly informed, engaged and integrated in the effort to implement, in the day-to-day business, the sustainability strategy described in this Policy.

The Committee will be responsible for monitoring the evolution of themes in the business units in order to identify potential risks and opportunities related to the Company's sustainability.

### 6.3 People, Compensation and Sustainability Committee

The People, Compensation and Sustainability Committee is a non-statutory body, of a permanent nature, governed by its own regulations. Its main objective, in sustainability, is to advise the Board of Directors in approaching the Sustainability Strategy, discussing the guidelines and strategic corporate acts related to ESG – an acronym coined in the financial market to designate environmental, social and governance issues.

Acting independently in relation to the Company's Executive Board, the People, Compensation and Sustainability Committee will be directly assisted by the Sustainability Committee, whose purpose, composition, responsibilities and rules will also be included in specific regulations. As this Committee has no deliberative function, being rather advisory, its decisions, policies and measures will be made exclusively in the form of recommendations to the Board of Directors.

### 6.4 Board of Directors and CEO

The Board of Directors is the highest body responsible for ensuring the implementation of the sustainability strategy and application of this Policy, as well as ensuring compliance with the principles and commitments by CVC Corp with Sustainable Development, supporting the implementation of the Sustainability Plan initiatives and training leaders on sustainable principles and values.

In direct interface with the People, Compensation and Sustainability Committee, the Board will be responsible for defining adherence or continuity in national or international "Protocols", "Principles", "Agreements" and "treaties," directly or indirectly related to sustainability; sustainability projects, proposals and initiatives with a clear impact on business and the assessment of situations involving sustainability issues with potential risk to the image, reputation and equity of the Company, recommending emergency measures to eliminate or mitigate these risks.



## 7.0 CONFIDENTIALITY

This Corporate Policy is for public use. It may be published externally (CVC Corp websites).



## 8.0 TERM

This Policy comes into effect on 05/24/2021 and should be updated at the end of its term.

## 9.0 GUIDELINES

CVC Corp's Sustainability Plan establishes strategic guidelines with guiding macro-objectives and also specific themes and objectives, from which action plans, goals and indicators unfold.

### 9.1 STRATEGIC GUIDELINE: Reduce Footprint

o Reduce environmental impacts at the Holding and throughout the travel experience, considering:

a) use of alternative fuels and/or neutralization/offsets and/or reduction of greenhouse gas emissions; b) better use of natural resources; c) eco-efficiency and/or reduction in the use of energy; d) waste reduction.

### 9.2 STRATEGIC GUIDELINE: Regenerate Destinations and Communities

- Structure the company's Private Social Investment by promoting the valuation, conservation and regeneration of animal and plant species that represent the biodiversity of Brazilian biomes, in the regions where the company operates.
- Value local economic exchange, strengthening and fostering income generating opportunities in the communities where it operates.
- Promote engagement for citizenship, fostering voluntary actions internally among employees, and externally, of customers and business partners.

### 9.3 STRATEGIC GUIDELINE: Respect Diversities

o Promote and value Diversity & Inclusion and non-discrimination covering:

a) The implementation of a Diversity & Inclusion Policy in the group and its business units, which comprises all stages of people management (selection, integration, promotion, development and compensation);

b) Value a destination's historical, cultural-regional reality and traditions by creating new packages, improving current offer of products and services, in communication pieces and in all interactions with customers;

c) Inclusive and affordable travel for as many people as possible.

### 9.4 STRATEGIC GUIDELINE: Re-educate Audiences

- Educate employees, business partners, customers and communities so as not only to make them aware of the Company's sustainability principles and commitments, but mainly to engage them, as co-responsible, in the fulfillment of the requirements that define the CVC Corp standard of conscious travel.

## 10.0 REVISION CYCLE

This Policy will be revised and updated:

- To respond to a request for service, correction or addition of information;
- To meet new legal requirements or good practices;
- To make changes to its organizational structure that have a relevant impact on the activity addressed; and
- According to term.



## 11.0 FILE AND RETENTION

The versions of this Corporate Policy will be kept on file by the Risks and Compliance area, for a period of five years.



## 12.0 VERSION HISTORY

VERSION	DATE	SUMMARY OF CHANGES
1.0	05/24/2021	Publication of the Corporate Policy in its 1st version.ón.



### 13.0 APPROVAL LEVELS

This Corporate Policy was approved by the Executive Committee, according to the level of authority required and formally submitted and approved in the Board of Directors, as a condition of its effectiveness, pursuant to Article 21, item (iv) of the Company's Articles of Incorporation.