AUTHENTIC ASIA CO., LTD.

No.: AA-2025-CS01

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
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Hanoi, .../..../2025

SUSTAINABLE DEVELOPMENT POLICY

I. PURPOSE AND SCOPE OF APPLICATION

- Authentic Asia Co., Ltd. (hereinafter referred to as "the Company") acknowledges its responsibility to ensure that tourism activities generate positive impacts on people, nature, and culture, while minimizing negative impacts on the environment and local communities.

- This policy establishes principles, orientations, and actions to promote sustainable development across all Company operations, including internal management, human resources, workplace environment, partner collaboration, supply chain, tour operations, destinations, and customer engagement.

- This policy applies to all employees, collaborators, tour guides, partners, and suppliers related to the Company's activities.

II. POLICY CONTENT

1. Management & Compliance

- The Company appoints a Sustainability Coordinator responsible for supervising, evaluating, and continuously improving policy implementation.

- Maintain a sustainability policy and action plan with measurable targets.

- Monitor progress, ensure transparent reporting, and fully comply with Vietnamese laws and international standards the Company adheres to.

2. People & Workplace

- Comply strictly with fair labor principles according to law, including wages, labor contracts, leave entitlement, and statutory insurance.

- Ensure a safe and healthy workplace with adequate training on occupational safety, health, and emergency response.

- Promote equal opportunities for all and avoid discrimination.

- Encourage employment opportunities for persons with disabilities, disadvantaged groups, interns, or individuals with special needs.

- Provide regular environmental and sustainability training to all staff.

3. Environment & Office Practices

3.1 Purchasing & Consumption

- Reduce disposable items; buy sustainable goods and services

- Purchase in bulk to minimize packaging.

- Choose eco-labeled cleaning products (non-hazardous, biodegradable)

- Print on eco-friendly paper with certified printers when available

3.2 Energy Managerment

- Measure, monitor and reduce energy consumption monthly

- Calculate and track CO_2 emissions; plan to offset through certified programs when feasible.

- Use LED lighting and prioritize low-energy equipment purchases

- Switch off when not in use; enable energy-saving default modes

3.3 Water Conservation

- Monitor water consumption monthly and set benchmarks

- Install water-saving fixtures

3.4 Waste Reduction & Recycling

- Comply with national waste disposal laws

- Set quantitative reduction and recycling goals

- Reduce non-recyclable/non-biodegradable packaging and single-use plastics

- Separate and properly dispose all recyclable materials

- Default double-sided printing; reduce brochure waste

- Recycle ink/toner cartridges and batteries at certified centers.

3.5 Sustainable Transport

- Measure and reduce staff travel emissions; plan to offset through certified programs when feasible

- Financially support public/sustainable transport use by employees

- Promote telework, video meetings, and work-from-home policies

4. Partners & Supply Chain

- Prioritize partners and suppliers committed to sustainability, fair labor, and child protection.

- Include sustainability and child protection clauses in contracts.

- Conduct periodic assessments and encourage improvements in environmental and social standards.

- Support partners toward sustainability certifications (e.g., Travelife).

4.1 Transport Partners

- Choose the most sustainable transport options available, balancing comfort, safety, and cost.

- Promote use of public and low-emission transport where feasible.

4.2 Accommodation Partners

- Prioritize local accommodations practicing energy- and water-saving, waste management, employee welfare, and child protection.

- Encourage and incentivize hotels to adopt certifications and continuous improvement.

- Terminate cooperation with any provider violating child rights, human rights, or harming community resources.

4.3 Activities & Excursions

- Offer only activities that respect local culture, communities, wildlife, and ecosystems.

- Avoid excursions that involve captive wildlife or exploit people.

- Encourage activities supporting local livelihoods, biodiversity conservation, and cultural heritage preservation.

5. People on the ground

- Work with and train local guides, staff, and representatives to ensure fair pay, safe conditions, and respect for human rights.

- Provide training on responsible tourism, child protection, and sustainability practices.

- Ensure clients receive accurate and respectful guidance on cultural and environmental issues.

6. Destinations

- Select destinations carefully, avoiding places where tourism causes structural harm

- Support local governments and stakeholders in sustainable destination management

- Contribute to biodiversity conservation and discourage trade in endangered species or illegal artifacts

- Protect local heritage, comply with environmental laws, and use eco-friendly construction and renovation practices

7. Customers

- Communicate openly about sustainability commitments, risk, and responsible behavior before, during, and after travel.

- Provide practical guidance on respecting culture, nature, and communities.

- Promote sustainable accommodations, excursions, and transport options

- Gather and act on client feedback, including sustainability aspects, to continually improve

III. COMMITMENT TO IMPLEMENTATION

The Company commits to:

- Continually improve sustainable development practices across all operations.

- Inspire responsibility among employees, partners, customers, and communities.

- Work toward tourism that benefits people, the planet, and shared prosperity.

BOARD OF DIRECTORS

(signed and sealed)

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