

Follow The Camino Sustainability Pledge

Introduction

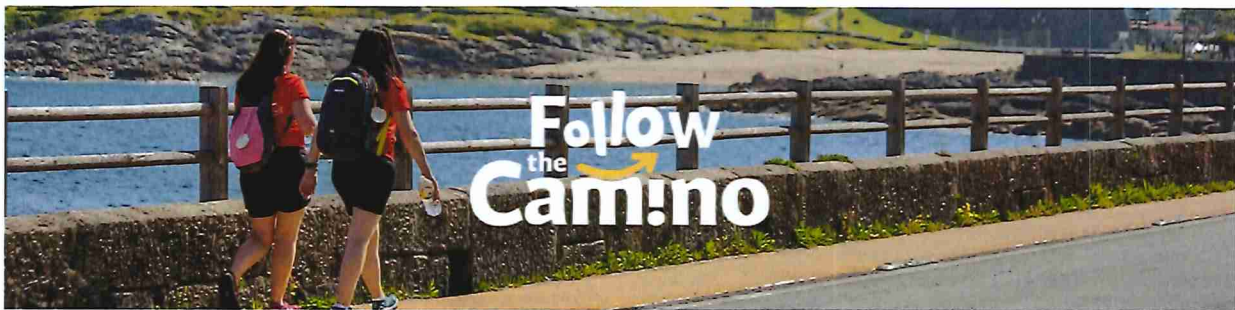
As a leading travel company, Follow The Camino is committed to sustainable tourism. Our mission is clear: to organize unforgettable journeys along the Camino de Santiago while prioritizing the health of our planet. Aligned with the Paris Agreement, we're dedicated to reducing CO2 emissions by 50% by 2030. We work closely with partners and prioritize eco-friendly practices, supporting local businesses and communities. Together, we're building a greener, more sustainable future for Santiago's tourism industry.

Carbon footprint

Operating virtually, without the need for physical office space, Follow The Camino is committed to minimizing our environmental impact. In 2023, we conducted a voluntary survey to evaluate the ecological footprint of our employees, revealing the emission of approximately 120 tonnes of carbon. In response, we have developed a series of recommendations aimed at promoting environmentally friendly practices within the home workspace, each of which is to be endorsed by every employee.

A significant portion, 89%, of carbon emissions were attributed to travel. Notably, these journeys were not solely for commuting purposes but were often undertaken during employees' time.

In light of these findings, Follow The Camino has taken proactive measures to mitigate our environmental impact. We champion the cause of slow travel, rewarding employees who opt for eco-conscious modes of transportation with an additional day of vacation. Through this



initiative, we aim to cultivate a corporate culture where sustainability is not merely a goal but a fundamental aspect of our organizational identity.

We commit to reducing these emissions by 15% by December 2025 (compared to 2023), taking into account our growing number of employees, by implementing further incentives and initiatives that promote sustainable travel practices.

Increase circularity in our business activities

As regards the trips facilitated by our company, Follow the Camino acknowledges the imperative to address the environmental impact of our operations. In the preceding calendar year, our company recorded annual carbon emissions totaling 1,330 tons of CO₂ emitted by our clients when hiring our services.

To reduce these emissions, one of the measures Follow the Camino is taking is the promotion of monthly hiking activities in Ireland for potential clients interested in our services. Through those tours, we promote the beauty of hiking and strive to create environmental awareness among potential clients, even before they engage in our services in Santiago. One of our main objectives is to instill a sense of responsibility towards the environment from the outset, fostering conscious decision-making among our future clients.

Concerning this initiative, we at Follow the Camino are committed to:

- Maintain an average attendance of 25 participants per event for the upcoming years. This ensures a manageable group size that minimizes the environmental impact while still fostering meaningful engagement.
- Integrate educational components into the hiking activities and measure the participants' understanding of environmental issues through pre- and post-event surveys by June 2024.
- Gather information from potential customers on the impact of the measures on activities in Ireland and Spain during the second half of 2024.



- As we complete the refinement of our sustainability strategy by the first half of 2024, we pledge to adopt a thorough method for calculating our customers' carbon emissions during the second semester of 2025. This commitment will enable us to evaluate and compare the outcomes and achievements resulting from the initiatives we implement and establish targets once those calculations are obtained, ensuring accuracy and informed decision-making in our sustainability endeavors.

Calculating and improving environmental performance

At Follow the Camino, we are working on a more ambitious project related to our suppliers and shifting their selection process, effective from 2025 onwards. We recognize that our suppliers are crucial in shaping our environmental footprint. Hence, we will prioritize partnering with suppliers who share our vision for sustainability and demonstrate a commitment to responsible practices through a formal Sustainability Plan. By aligning with such suppliers, we advance our mission towards net-zero emissions and contribute to a brighter, more sustainable future.

In line with this commitment, we will actively encourage and request our suppliers to utilize third-party verified methodologies in their operations.

By meeting these criteria, our suppliers affirm their commitment to the environment and solidify their partnership with Follow The Camino in our mutual journey towards a sustainable future.



Supplier Selection Criteria

FTC Contracted Accommodation should have ...			
	2025	2028	2030
An official sustainability action plan in line with the Paris agreements ¹	15%	30%	60%
An official and recognised sustainability credential	5%	25%	50%

¹ <https://www.un.org/es/climatechange/paris-agreement>
² A copy of the plan will be required.

Transport services suppliers should have...			
Luggage transfer use of EV for at least 50% of their fleet	25%	50%	80%
Sustainability action plan for 50% reduction in CO2 emissions by 2030 ³	15%	30%	60%

Communicating and Reporting

We are dedicated to transparently communicating and reporting on our environmental impacts, including the progress of our carbon footprint reduction and circularity pledges accessible on our website and the European Commission's platform as part of our commitment to transparency.

As leaders in sustainability, we are committed to regularly reviewing and refining our pledges and targets in response to our ongoing learning, advancements in science, industry best practices, and regulatory changes. Any adjustments made to our targets will be transparently communicated, along with explanations of our progress towards achieving them.