

# NOATUM MARITIME CRUISE SERVICES

## Sustainability Policy

### Sustainability Management & Legal Compliance

#### **SUSTAINABILITY COMMITMENT**

Noatum Maritime Cruise Services is wholly committed to the company's sustainability performance and endorses the company's sustainability mission statement and policy, by delivering responsible high-quality cruise services while minimizing environmental impact, promoting local economic development, and fostering ethical practices throughout our value chain.

We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate progress. We are committed to communicating our sustainability performance every two years.

#### **SUSTAINABILITY MANAGEMENT & LEGAL COMPLIANCE**

Noatum Maritime Cruise Services commits to keep improving sustainability practices, including the ongoing monitoring and evaluation of our sustainability policy, with dedicated personnel and resources to achieve our sustainability goals. We follow all local, regional, national and international regulations as they relate to human resources, human rights, children's rights, environmental management, wildlife, and land use. We follow a strict Code of Ethics, including a zero-tolerance policy for corruption, bribery, forced labor, and discrimination.



**noatum maritime**  
CRUISE SERVICES

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## Sustainability Policy

### Internal Management: Social Policy & Human Rights

#### EMPLOYEES

- » Noatum Maritime Cruise Services supports both career-related and job-related professional development activities.
- » Noatum Maritime Cruise Services compensates all its employees, and contractors, with a living wage, regardless of gender/sex, race, nation origin, marital status, age, religion.
- » Noatum Maritime Cruise Services is committed to nurturing a safe, healthy, and inclusive workplace.
- » Noatum Maritime Cruise Services is committed to a zero-tolerance policy for acts of bribery, corruption, discrimination and violation of human rights, including forced labour, human trafficking, and the prohibition of child labor..
- » Noatum Maritime Cruise Services also expects this commitment from all partners and suppliers.
- » All the personal in Noatum Maritime Cruise Services is educated on how to deal with emergencies.

### Internal Management: Environment

#### ENVIRONMENTAL MANAGEMENT OF OFFICE OPERATIONS

We are committed to keeping the direct footprint of our business operations as minimal as possible, and actively follow circularity/the 5Rs (refuse, reduce, reuse, repurpose, recycle)/sustainability/environmentally-sound principles. We have the following measures in place:

- » Follow all local and national regulations concerning environmental law.
- » Procure office supply, locally, seasonally, fair trade, in bulk, with limited packaging, sustainability certified whenever possible.
- » Papers used in office are FSC or equivalent certified.
- » Printing only when necessary, and when printing, always print double-sided on grayscale.
- » Energy saving measures are in place in all common areas.
- » All equipment (including the air-conditioning) and lighting used in our offices is energy-efficient and turned off/unplugged/on sleep mode when not in use.
- » Equipment is set by default to the energy-saving mode.
- » Water saving measures are in place in all common areas and restrooms.
- » Waste is separated into the following categories: plastic, organic, paper products and is disposed of properly by a private company.
- » Noise, light, and air pollution is minimized.

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## Sustainability Policy

### CARBON MANAGEMENT OF OFFICE OPERATIONS

We are committed to reducing our carbon footprint, reducing the amount we travel as much as possible and installing energy-efficient equipment and appliances (where appropriate/possible).

### LAND USE

Noatum Maritime Cruise Services offices are in an urban area and besides all local land use laws, respects local cultural and natural resources in our business operations.

### General Suppliers Policy

- » Noatum Maritime Cruise Services is committed to sourcing its products and services responsibly, avoiding harmful impacts on society and culture as much as possible. We expect the same level of engagement and commitment from our suppliers.
- » Noatum Maritime Cruise Services looks for suppliers in the destinations that uses local and seasonal products and services and benefit the local community.
- » Noatum Maritime Cruise Services prefers to select suppliers that has some form of sustainability certification like B Corp or ISO.

### Transport

- » When selecting transport for guests and business-related travel, Noatum Maritime Cruise Services commits to choosing the most sustainable options available, taking into consideration distance, price, route, and comfort.
- » Noatum Maritime Cruise Services works to minimize minimise the carbon emissions from transport, implementing the following measures:
  - Maximizing the use of public transportation options at the destinations.
  - When available, providing always with a walking option
  - When possible, use the lower-emission transport available.
  - Preferring ground transport to air transport for short-haul travel destinations.
  - Avoiding in-destinations flights as much as possible.

## NOATUM MARITIME CRUISE SERVICES

# Sustainability Policy

### Activities & Excursions

- » Noatum Maritime Cruise Services takes care of offering activities and excursions that respect local customs, traditions, cultural integrity, and natural resources. We are committed to not offering any excursion and activity that harm humans, wildlife, local-communities, environment, or natural resources.
- » Noatum Maritime Cruise Services gives preference to excursions and activities that benefit local-communities, local-values, respect animal welfare and support environmental protection, by providing any necessary information for its protection to our clients and suppliers.
- » Wildlife species are not harvested, consumed, displayed, sold or traded. Noatum Maritime Cruise Services will only offer regulated activities that ensure that their utilization complies with local, national and international law.

### Tour Leaders, Local Representatives, And Guides

- » Noatum Maritime Cruise Services is committed to only hiring qualified local guides, paying them living wages and providing safe and fair conditions. We request the same from our suppliers that are hiring local staff on behalf of Noatum Maritime Cruise Services.
- » The guides provide guests with relevant information about sustainability, social norms and values, and human rights. Therefore, we make sure that all guides we hired receive training in terms of sustainability.
- » The guides we work with are specifically trained on the critical issue of sexual exploitation of children in tourism.

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## Sustainability Policy

### Destinations

#### CONTRIBUTION TO LOCAL COMMUNITIES / LOCAL ECONOMIC NETWORKS

Noatum Maritime Cruise Services commits to environmental stewardship in the destinations in which we operate by:

- » Ensuring natural resources remain intact.
- » Educating guests about the principles of responsible travel and responsible visitor behaviour, as well as prohibited souvenirs or dress-codes.
- » Supporting local restaurants, shops, and guides, promoting the consumption of local products and services.
- » Collaborating on biodiversity and cultural-heritage protection in the destinations visited.
- » Prioritizing those accommodations that hold sustainable certificates.

### Customer Communication And Protection

#### MARKETING AND COMMUNICATION

- » Noatum Maritime Cruise Services offers products and services that do what we claim in our communications.
- » We honour our explicit and implicit commitments and promises.
- » We endeavor to be inclusive and representative in our marketing.
- » We are anti-greenwashing, and fully stand behind our sustainability claims 100%.

#### SUSTAINABILITY COMMUNICATION

- » Our customers are informed about sustainability in the destination, as well as actions that benefit local communities.
- » Educate guests in responsible shopping, providing information regarding illegal souvenirs, as well as prohibited species.

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## Sustainability Policy

### Execution and Complaints

Noatum Maritime Cruise Services rejects all forms of exploitation. We apply the same strict requirements to all suppliers, accommodations, and activities; therefore, we encourage travelers to report any suspicion of abuse, sexual exploitation, or inequality at the end of the journey and trips.

This policy is available on our website for free access to all employees, clients, partners, and suppliers.

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Noatum Maritime Cruise Services