

Sustainability policy of MTS Globe Tunisia



Purpose

The company is committed to implement sustainable practices and procedures. The purpose of this policy is to be committed to minimizing its impacts on the environment, growing sustainably and inspiring others to take action.

Scope

This policy applies to all MTS Globe Tunisia employees and management *and suppliers and people we do business with*

the sustainability coordinator of MTS Globe Tunisia is responsible for implementing the company's sustainability policy.

Sustainability management & legal compliance

Sustainability commitment

MTS Globe Tunisia leadership is wholly committed to the company's sustainability performance and endorses the company's sustainability mission statement and policy.

We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate progress. We are committed to (publicly) communicating our sustainability performance (by means of the Travelife report) every two years.

Sustainability management & legal compliance

MTS Globe Tunisia commits to continuous improvement of sustainability practices, including the ongoing monitoring and evaluation of our sustainability policy, with dedicated personnel and resources to achieve our sustainability goals.

MTS Globe Tunisia follows all local, regional, national, and international regulations as they relate to human resources, human rights, children's rights, land 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.

Internal management: social policy & human rights

Employees

- We recognize that our employees are our biggest asset for delivering meaningful travel experiences to our customers we ensure :
 - Legal compliance in all regards
 - A safe, healthy, and welcoming workplace
 - Fair contract conditions including fair compensation
 - Planning Training opportunities including trainings on topics of sustainability, sexual harassment and exploitation in the workplace and in the industry
 - Participation in the sustainability planning activities
 - Inclusion and equal opportunity for all employees, particularly with regard to compensation, promotion, distribution of benefits, and professional development opportunities.

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 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
 - planing to Measure, monitor, and evaluate use of all commodities and products purchased, especially in terms of water, waste, energy, and carbon
 - Procure office supply. locally, seasonally, fair trade, in bulk, with limited packaging, sustainability certified whenever possible
 - Print only when absolutely necessary, and when printing, always print double-sided on grayscale. Paper must always be FSC or equivalent certified, with preference for the highest percentage post-consumer materials
 - Energy saving measures are in place in all common areas
 - All equipment and lighting is energy-efficient and turned off/unplugged/on sleep mode when not in use
 - Water saving measures are in place in all common areas and restrooms, including water capture in external areas
 - Waste will be separated into the following categories : plastic, organic, paper products, metal, hazardous, glass, e-waste, waste to landfill and is will be disposed of properly by municipality
 - Noise, light, and air pollution is minimised.

Carbon management of office operations

- MTS Globe Tunisia is committed to reducing our carbon footprint and endeavours to reduce the amount we travel as much as possible by:
 - Reduce the amount we travel as much as possible
 - Encourageing remote work whenever possible, and when it is not possible,
 - in the future we are planing to offset our remaining direct and indirect carbon from travel and fossil energy
 - Implementing procedures such as following proper maintenance for vehicle fleet.
 - Installing energy efficient equipment and appliances

Land use

- MTS Globe Tunisia offices are located in a urban area and abides by all local land use laws, respects local cultural and natural resources in our business operations, and favours sustainable architecture and design.

General suppliers policy

- MTS Globe Tunisia is committed to sourcing its products and services responsibly, avoiding harmful impacts on society, culture and nature as much as possible. We expect the same level of engagement and commitment from our suppliers.

- MTS Globe Tunisia prefers to work with partners that share the company's commitment towards sustainability. This means that we prefer partners that have a written sustainability statement as an integral part of their business policy and/or a clear sustainability policy in place.
- MTS Globe Tunisia prefers to work with suppliers in the destinations that are locally owned or managed, use local and seasonal products and services and benefit the local community by hiring locally and equitably and by providing fair working conditions.
- Whenever possible, MTS Globe Tunisia prefers to select partner companies that comply with tourism-specific, internationally recognized (GSTC-accredited) certifications, or other sustainability certifications like B Corp or ISO.
- MTS Globe Tunisia will check possibility to offer incentives for partners that are actively engaged in sustainable operations.
- MTS Globe Tunisia expects its suppliers to adhere to a [Code of Conduct/Code of Ethics], which will be implemented and will include the following responsible business practices:
 - Complying with all local, regional, national and international regulations
 - Respecting all human rights including labour rights, children's rights, and women's rights
 - Committing to fair employment conditions
 - Following anti-corruption, anti-bribery, anti-extortion, and anti-discrimination policies
 - Protecting children from (sexual) exploitation through tourism
 - Protecting the environment and natural resources
 - Acting in the best interest of local communities
 - Protecting the interests of MTS Globe Tunisia

Our complete supplier Code of Conduct will be available in the Travelife Platform

Inbound partner agencies

- In the entire process of developing and operating our travel packages, MTS Globe Tunisia expects partner agencies to act in the best interests of the surrounding communities and environment as well as our guests.
 - MTS Globe Tunisia Incoming agency only works with partner agencies that adhere to the company's

policies and ethics.

- In the entire process of developing and operating our travel packages, MTS Globe Tunisia - agency expects partner agencies to act in the best interests of the surrounding communities and environment as well as our guests.
- MTS Globe Tunisia provides partner agencies opportunities for sustainability learning and management, including free access to the Travelife online learning and reporting platform.

Transport

- MTS Globe Tunisia only works with transport providers that adhere to the company's work ethics
- When selecting transport for guests and business related travel, MTS Globe commits to choosing the most environmentally friendly options available for travelling to, from, and within the destination – taking into consideration distance, price, route, and comfort.
- when planing transfers we try to use full capacity
- we use the 3 parc of our transport partner ans we choice always the nearest parc

Accommodations

- MTS Globe Tunisia only works with accommodations that adhere to the company's policy's and work Ethics.
- In the accommodation selection process, MTS Globe Tunisia considers the sustainability practices of an accommodation by taking into account their sustainability management and social and environmental footprint.
- MTS Globe Tunisia favours the selection of accommodations that respect and protect land use, as well as respectfully highlight elements of local architecture, customs and traditions

Activities & Excursions

- MTS Globe Tunisia only works with excursion providers that adhere to the company's Ethics.
- All excursions and activities run by or on behalf of MTS Globe Tunisia respect local customs, traditions, cultural integrity, and natural resources.
- MTS Globe Tunisia commits to not offering any excursions that harm humans, wildlife, environment, or natural resources such as water and energy.
- MTS Globe Tunisia will give preference to excursions and activities that benefit local communities, respect animal welfare and support environmental protection.
- MTS Globe Tunisia will plan a clear guidelines/Codes of Conduct for environmentally and culturally sensitive excursions offered by or on behalf of the company. These guidelines will be actively

communicated to guests as well as distributed and implemented by excursion providers and guides.

- MTS Globe Tunisia provides excursion and attraction providers opportunities for sustainability learning and management, including free access to the Travelife online learning and reporting platform.

Tour leaders, local representatives, and guides

- MTS Globe Tunisia commits to hiring qualified local guides, porters, drivers or other local staff, paying them living wages and providing safe and fair working conditions. We expect the same from our suppliers that are hiring local staff on behalf of MTS Globe Tunisia
- MTS Globe Tunisia understands that guides are the intermediaries between the guests and the socio-cultural and environmental context of the destination, conveying the appropriate behaviour to them. Therefore, we make sure that all guides hired by the transport supplier or leading tours are trained regularly and knowledgeable in the sustainability topics of the destination.
- Our representatives are specifically trained on the critical issue of sexual exploitation of children in tourism.
- MTS Globe Tunisia provides guides with learning opportunities on sustainability topics including providing free access to the Travelife online learning platform.

Destinations

Sustainable destinations

- MTS Globe Tunisia prefers to work in destinations that have committed to sustainability as an integral part of community and destination development.
- MTS Globe Tunisia aims to send visitors also to secondary or lesser-known tourist areas to avoid overtourism.
- MTS Globe Tunisia does not support destinations that have a questionable human rights track record.

Contribution to local communities / local economic network

- MTS Globe Tunisia commits to positive contribution to the destinations in which we operate, by:
 - Sourcing locally and responsibly, and supporting local and traditional arts and culture
 - Encouraging guests to shop responsibly and educating them about illegal/prohibited/forbidden souvenirs
 - Collaborating with other local tourism stakeholders including local government, other tourism

businesses , community groups to further the sustainable tourism development of the destination

- Respecting and advocating for all human rights (i.e. children's rights, women's rights, labour rights, etc.) as well as land rights

Environmental stewardship in destinations

- MTS Globe Tunisia 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

Customer communication and protection

Privacy

- Our customer protection is our priority. Therefore, we maintain a clear privacy policy <https://mtsglobe.com/privacy-and-cookie-policy/> to ensure
 - Legal compliance in all regards
 - Customers and their data are protected
 - Customers know how their information is being used

Marketing and communication

- MTS Globe Tunisia strives to be truthful in all situations and at all times. We offer products and services that do what we claim in our communications.
- We honour our explicit and implicit commitments and promises.
- We are anti-greenwashing and stand behind our sustainability claims 100%.
- We endeavour to be inclusive and representative in our marketing, and to always take into account cultural, religious, and ethnic sensitivities.

Sustainability communication

- Customers are informed about the social and environmental impact of their journey, and are educated about the sustainable choices they can make, including transparent communication on:
 - Certified accommodations
 - Activities and excursions that benefit the local communities and environmental protection
 - Responsible shopping and illegal souvenirs

Customer experience

- The company aims for all customer experiences to be positive, and follows strict health and safety, marketing, and excursion policies to ensure customer satisfaction. These policies cover specific topics of (but not limited to):
 - Health and safety
 - Emergency procedures
 - Privacy
 - Group numbers
 - Transport
 - Shopping
 - Sexual exploitation
 - Children in tourism
 - Satisfaction and complaints
- MTS Globe Tunisia maintains open lines of communication with our customers and encourages feedback at any time and on any topic, particularly sustainability.

Contact / Responsible person

All staff are responsible for the ownership and undertaking of this policy.

All staff are responsible for the promotion and implementation of this sustainability policy within their departments.

The implementation of this policy will be lead by the Sustainability Coordinator, Hamdi Sakly, who can be reached at hamdi.sakly@mtsglobe.com

Effective date

This policy is effective from 04.03.2026

Revision history

This policy was revised on 16.12.2025

This policy will be revised by 04.03.2027