



Social Responsibility Statement

We are committed to making a positive difference in the destinations in which we work. We recognise that responsible behaviour is our calling card, creating opportunities to foster sustainable development in the communities and countries where we operate.

We strive to earn the trust of all with whom we interact, whether they be our employees, service providers or the communities where we live and work, the countries that host us, or any other persons or parties with whom we engage in the sustainable development of tourism.

Social Responsibility is the commitment to contribute to sustainable development – working with employees, their families, the local community and society at large to improve the quality of life, in ways that are both good for business and good for development.

The Four Pillars of Epic Private Journeys' Approach to Social Responsibility

The following pillars guide Epic Private Journeys in its conduct of business around the world. Regional offices are accountable for complying with this Statement consistent with regional and local priorities.

Ethics

Epic Private Journeys conducts business with ethical standards in accordance with all applicable laws, rules and regulations. We strive to act as a responsible corporate citizen and lend our expertise to help engage in constructive public dialogue and informed debate on issues of importance to the Company, the tourism industry and the communities in which we operate.

Employees

Epic Private Journeys is committed to developing the full potential of our employees. We respect and value each of our employees and observe the fundamental tenets of human rights, safety and non-discrimination in the workplace. We fairly compensate our employees for their contributions, provide meaningful performance feedback to them and offer them professional development and training opportunities. We encourage accountability and employee involvement in issues affecting the workplace to help improve safety and work conditions, as well as our efficiency and our business. We also recognise that best practices in this important area continue to evolve and that, accordingly, we must learn and evolve as a business as well.

Community

Epic Private Journeys fully considers the social, cultural, environmental, and economic impacts of our operations. We endeavour to bring long-term benefits to communities.

We give priority to building partnerships that contribute to enhancing local capacity and we also commit to providing financial support to organisations through charitable endeavours where possible. The employment of local community members is a priority. Epic Private Journeys respects the interests of all members of the communities in which we conduct business and encourages open and constructive dialogue and interaction with them. We take the responsibility to listen carefully, be responsive and provide information that is accurate, appropriate and timely.

Environment, Health and Safety

Epic Private Journeys has a responsibility to protect the environment. We encourage wise environmental stewardship to ensure that the environment is protected for future generations, and that the sustainability of nearby communities is safeguarded.

At Epic Private Journeys, we are committed to performing every job in a safe and healthy manner. Epic Private Journeys expects all employees and contractors to work in accordance with company safety and occupational health management policies for the benefit of each one of our colleagues, families, communities and business.