

GLOBAL ENVIRONMENT, HEALTH AND SAFETY POLICY

BCD Travel is committed to managing Environmental, Health, and Safety (EHS) matters as a fundamental part of how we operate and grow as a responsible business.

We aim to ensure that all our processes and facilities uphold the highest standards of safety, health, and environmental stewardship. This means conducting our work in a way that protects the wellbeing of our people and communities, while also minimizing our environmental impact. Our approach reflects our broader sustainability goals, including reducing greenhouse gas emissions, conserving resources, and embedding responsible practices across our operations and supply chain.

We will do so by adhering to the following principles:

Compliance: We comply with all applicable EHS laws and regulations, supported by clear programs and procedures. Where appropriate, we aim to go further through proactive practices. EHS standards are central to employee training, fostering awareness and accountability.

Risk Reduction, Prevention, and Resource Management: We are committed to enhancing our efforts to protect human health and the environment, building on regulatory requirements. This includes adopting safe technologies, preparing for emergencies, minimizing waste and harmful substances, and using resources like water, energy, and materials responsibly. We also recognize the importance of nature and biodiversity, and will consider the environmental impact of our operations - including efforts to reduce carbon emissions and waste - as part of our sustainability approach.

Objectives & Targets: Our objective is to maintain a workplace free from accidents and work-related ill health by applying best practices in EHS management and fostering a culture of safety and wellbeing. In parallel, we set measurable targets to reduce waste, conserve energy, and advance our climate commitments through responsible and sustainable operational practices.

Communication: We are committed to open communication on our EHS commitments and performance with employees, partners, and other stakeholders, supporting shared goals for safety and sustainability. We encourage all employees to take an active role in EHS matters, helping to build a culture of responsibility and environmental awareness. Their feedback and ideas are essential to our ongoing improvement.

Continuous Improvement: We are committed to enhancing our EHS performance through regular review and adaptation, typically on an annual basis. Guided by employee feedback, performance data, and evolving best practices, we seek ongoing opportunities to improve and innovate in ways that strengthen our impact and resilience.



Olivia Ruggles-Brise
Vice President, Sustainability

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