

Tourico Holidays, a part of Hotelbeds Group

Animal Welfare Policy

1. Purpose

This document strives to promote sustainable best endeavors using the most humane animal treatment practices, which we believe will deliver greater business success by aligning closer to clients expectations.

We therefore commit to working with suppliers to ensure compliance with relevant national and international legislation and best practice.

2. Scope of application

This Policy is applicable to Tourico Holidays, a part of Hotelbeds Group (HBG) and to all companies majority-owned, directly or indirectly, by HBG, whether domestic or foreign, and to other shareholdings, in each case insofar as management control directly or indirectly lies with HBG (hereinafter also referred to as 'HBG Managed Companies'). Shareholdings in which management control does not lie with Hotelbeds Group (hereinafter also referred to as 'Non-HBG Managed Companies') are recommended to implement this Policy.

3. Vision

As a leading company in the travel industry, we acknowledge the level of public concern about the welfare and protection of animals in captivity and in the wild. We also recognize that these activities have a socio-economic benefit and potential educational advantages.

Our vision is that all animals encountered are treated humanely, with respect and in accordance with transparent and robust animal welfare standards that adhere to the Five Freedoms recommendations.

4. Guiding principles

The **Five Freedoms recommendations** on animal welfare set out by the World Organisation for Animal Health (OIE), serves as the **guiding principles** for Tourico Holidays, a part of Hotelbeds Group:

1. Freedom from hunger and thirst: nutritious food and clean water.
2. Freedom from discomfort: a suitable living environment that provides shelter, opportunities to rest and considers the species-specific needs of wild animals.
3. Freedom from pain, injury and disease: preventative and curative health care.
4. Freedom to express normal behavior: living space that encourages natural behavior.
5. Freedom from fear and distress: appropriate areas to seek privacy and limited human contact.

5. Commitments

In support of the above, Tourico Holidays, a part of Hotelbeds Group **therefore is committed to:**

1. Uphold minimum standards of welfare for animals whose lives are impacted by tourism, and to protect animals from exploitation, neglect, and cruelty.
2. Inform clients, colleagues, suppliers and other interest parties about our commitment to animal welfare.
3. Include compliance with our Animal Welfare Policy in supplier contracts and influence suppliers to meet The Five Freedoms recommendations.
4. Follow up with suppliers to continuously improve animal attractions best practices.
5. Provide information, awareness and support to relevant employees, ensuring they are committed to animal welfare matters.

6. Responsibilities and competencies

6.1 Substantive responsibility

HBG Corporate Sustainability is responsible for the content of this Policy. Queries and comments relative to content are to be addressed to them.

This Policy and any material amendments thereto is subject to approval of the HBG Executive Committee. Non-material amendments (particularly follow-up organizational changes or the like) may be independently undertaken by the Responsible for the Policy.

6.2 Questions and Reporting

If Employees have any questions or concerns with respect to this Policy or need to report a violation of this Policy, they should contact their direct manager or HBG Corporate Sustainability.

6.3 Approval and Exceptions

Any requests for exceptions to this Policy must be provided in writing to the HBG Head of Corporate Sustainability and must be approved by the HBG Executive Committee.

6.4 Responsibility for implementation

The management of the respective HBG Managed Company shall be responsible for the effective implementation of this Policy.

In the case of Non-HBG Managed Companies, the respective management shall be responsible for deciding whether this Policy is implemented in the company in question, and shall perform a review of compliance with local law. It shall notify HBG Corporate Sustainability within three months' time as to whether the Policy will be implemented, and as to any amendments required.