

Travelopia Health, Safety & Environment (HSE) Policy

At Travelopia our goal is to be the world's best experiential travel company. A core part of our job in planning and executing amazing travel experiences, is understanding our health, safety and environmental risks, and identifying how to mitigate and /or manage those risks to help keep our customers, colleagues and the environment as safe as is reasonably practicable. It is important that we along with our partners have a clear understanding of our roles, strategy and plans for managing our health safety and environmental responsibilities.

Responsibilities

Our President is responsible for health, safety and environmental management within the Yachts business and operations. This responsibility is shared by the senior leadership team, together fostering a strong culture of safety and environmental responsibility, with robust plans, training, and ongoing monitoring. The central Safety Excellence and Sustainability teams are responsible for developing policy and continuously improving best practice tools, supporting the Yachts teams to implement these tools and processes consistently, and facilitating best practice sharing between BUs.

The Yachts Businesses are committed to;

- Providing safe and healthy working conditions and travel experiences for colleagues and customers.
- Identifying, assessing, and controlling health, safety and environmental risks associated with our operations and activities.
- Complying with all applicable legal and statutory requirements regarding health, safety, and the environment in our bases of operation and destinations.
- Fostering a culture of safety, environmental responsibility, continuous improvement, and personal accountability throughout the organisation.
- Minimising environmental impact and preventing pollution throughout business activities.

Requirements

- **Implementation:** Maintain a Safety Management System (SMS) that includes risk assessments to identify and understand health & safety risks and environmental risks that their colleagues, customers, and impacted communities may be exposed to, as well as plans to manage and mitigate identified risks as far as is reasonably practicable.
- **Legal requirements:** Legal and statutory requirements regarding health, safety, and the environment should be understood and integrated into the operational plans, with compliance monitored regularly.
- **Incident Management & Reporting:** Maintain and test an incident management plan at least annually, ensuring all roles and contacts are up to date. All incidents, near misses, or concerns should be recorded, categorised, reported, and investigated according to the Travelopia Incident Reporting Process. Any findings or corrective actions resulting from investigations are to be incorporated into Safety Management System reviews.
- **Third Party Suppliers:** Aim to ensure that suppliers operate within the Travelopia HSE guidelines and expectations, hold appropriate insurance, and have supplier conduct and activities reviewed periodically for adherence to HSE standards, as far as is reasonably practicable.
- **Training & competency:** Aim to ensure all business colleagues receive relevant HSE training and are competent to carry out their roles safely and responsibly. Training should be refreshed regularly and updated in line with best practice.
- **Operations:** Ensure customer briefing documents are kept current, provide copies to all customers, and confirm that customers have reviewed and agreed to applicable booking conditions.
- **A Culture of Safety:** Senior Management is expected to lead by example in supporting and upholding the requirements of the Safety Management System, challenging any behaviours, processes or activities that do not meet the requirements of this policy, and encouraging all colleagues to do the same.
- **Review:** The Yachts Safety Management System ought to be reviewed periodically to ensure it remains current and reflective of the business operations.
- **Resources:** The Yachts Businesses are expected to support the Travelopia Safety Excellence program and provide suitable and sufficient resources as is appropriate to maintain high standards.

Review & Continuous Improvement

- **Review:** The health, safety and environmental performance of each business unit is reviewed routinely. Each BU Business Review Meeting, and each Travelopia Board Meeting, includes health, safety and environment as a standing agenda item to reinforce the priority of HSE in the business. The Travelopia Group Safety Excellence team carries out routine audits to measure Group and BU performance against the requirements of this policy
- **Continuous improvement:** Travelopia Group is committed to continual improvement of its HSE systems and performance, learning from incidents, audits, and changes in legislation, with the goal of always enhancing safety, health, and environmental outcomes.

This policy shall be reviewed periodically or in response to significant changes in operations, legislation, or industry standards. This HSE Policy has been approved by Travelopia Group Leadership and is effective as of the date of issue.



Simon Cross, Yachts President,
1st May 2026

