



AUTHENTIC ASIA CO., LTD.

No.: AA-2025-CS01

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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Hanoi, 05/12/2025

SUSTAINABLE DEVELOPMENT POLICY

I. PURPOSE AND SCOPE OF APPLICATION

- Authentic Asia Co., Ltd. (hereinafter referred to as “the Company”) acknowledges its responsibility to ensure that tourism activities generate positive impacts on people, nature, and culture, while minimizing negative impacts on the environment and local communities.
- This policy establishes principles, orientations, and actions to promote sustainable development across all Company operations, including internal management, human resources, workplace environment, partner collaboration, supply chain, tour operations, destinations, and customer engagement.
- This policy applies to all employees, collaborators, tour guides, partners, and suppliers related to the Company’s activities.

II. POLICY CONTENT

1. Management & Compliance

- The Company appoints a Sustainability Coordinator responsible for supervising, evaluating, and continuously improving policy implementation.
- Maintain periodic action plans with measurable and feasible objectives to ensure effectiveness.
- Monitor progress, ensure transparent reporting, and fully comply with Vietnamese laws and international standards the Company adheres to.

2. People & Working Environment

- Comply strictly with fair labor principles according to law, including wages, labor contracts, leave entitlement, and statutory insurance.
- Ensure a safe and healthy working environment with adequate training on occupational safety, health, and emergency response.

- No discrimination; ensure equal opportunities in recruitment, training, and promotion.
- Encourage employment opportunities for persons with disabilities, disadvantaged groups, interns, or individuals with special needs.

3. Environment & Office Practices

- Minimize energy, water, and office material consumption; prioritize eco-friendly and sustainably certified products.
- Implement waste segregation, recycling, and reduce single-use plastics.
- Prioritize energy-efficient equipment, vehicles, and technologies to reduce greenhouse gas emissions.
- Comply with environmental regulations, heritage conservation, and encourage ecological building materials.

4. Partners & Supply Chain

- Prioritize partners and suppliers committed to sustainability, labor rights, and child protection.
- Include sustainability and child-protection clauses in contracts.
- Conduct periodic assessments and encourage improvements in environmental and social standards.
- Support partners toward sustainability certifications (e.g., Travelife).
- Ensure transparency in all collaborations and prohibit any fraud, bribery, corruption, or unethical business practices.
- Violations will be handled under internal regulations and applicable law, including possible termination.

4.1 Transportation

- Select safe, fuel-efficient transportation balancing efficiency, cost, and environmental impact.
- Encourage the use of public or low-emission transportation where possible.

4.2 Accommodation



- Prioritize local accommodations practicing energy- and water-saving, waste management, employee welfare, and child protection.
- Encourage certifications and continuous environmental–social improvement.
- Terminate cooperation with any provider violating child rights, human rights, or harming community resources.

4.3 Activities & Excursions

- Only organize activities respectful of local culture, communities, wildlife, and ecosystems.
- Do not engage in programs involving the captivity or exploitation of animals or humans.
- Encourage activities supporting local livelihoods, biodiversity conservation, and cultural heritage preservation.

5. Personnel at Destinations

- Train and collaborate with guides and local staff in responsible tourism and sustainability.
- Ensure fair wages, safe working conditions, and human rights protection.
- Guides are responsible for conveying accurate information and encouraging respectful behavior.

6. Tourism Destinations

- Carefully select destinations, avoiding mass tourism areas causing long-term harm.
- Cooperate with authorities and communities in sustainable tourism management.
- Contribute to biodiversity conservation and prevent illegal wildlife or cultural artifact trade.

7. Customers

- Communicate sustainability commitments clearly and provide responsible travel guidance.
- Provide practical information helping customers respect culture, nature, and communities.
- Encourage customers to choose sustainable services and transportation.
- Collect and respond to feedback, including sustainability aspects.



III. COMMITMENT TO IMPLEMENTATION

The Company commits to:

- Continually improve sustainable development practices across all operations.
- Inspire responsibility among employees, partners, customers, and communities.
- Work toward tourism that benefits people, the planet, and shared prosperity.

BOARD OF DIRECTORS

(signed and sealed)



Ngô Thị Hiền