

May 2026

Human Rights Policy

www.exotravel.com

Introduction & purpose

EXO Travel is committed to being a force for good in the tourism industry. We believe that respecting human rights is fundamental to our business and the well-being of the communities in destinations we operate in. We hold ourselves to the highest international standards for protecting human rights and vulnerable groups, explicitly endorsing foundational frameworks such as the UN's International Convention of Children's Rights and the ILO Minimum Age Convention (1973).

To ensure our ongoing accountability to these global norms, we are proud to partner with external sector organisations. As a member and partner of the 'Roundtable Human Rights Tourism' and an active member of 'The Code', we are deeply committed to translating these international standards into actionable protections for human rights and children within the travel industry.

This policy outlines our commitment to fair labour practices, diversity and the protection of vulnerable groups, applying to all employees and business partners.



Hamish Keith
Chief Executive Officer

A handwritten signature in black ink, reading 'Hamish Keith'.



Alexandra Michat
Chief Purpose Officer

A handwritten signature in black ink, reading 'Alexandra Michat'.

Integration of core codes

This policy operates in conjunction with our existing ethical frameworks. We expect all employees and business partners to adhere to the following:

- **EXO JEDI (Justice, Equity, Diversity, and Inclusion) Policy :**

Our commitment to a fair and inclusive workplace.

- **EXO Ethical Code of Conduct**

The standards of integrity governing our business decisions. Our Ethical Code strictly prohibits bribery, extortion, kickbacks and facilitation payments.

- **EXO Child Protection Code of Conduct**

Our strict protocols for ensuring the safety of children in tourism.



Diversity & non-discrimination

EXO Travel is an equal-opportunity employer. We offer employment opportunities, including management positions, without discrimination based on:

- Gender, race or ethnicity
- Religion or belief
- Physical or mental disability
- Age, sexual orientation or any other status protected by local laws

We hire and promote based solely on merit, skills and performance. We also are actively committed to closing the gender gap in leadership roles across all our regional offices. In addition, we prioritise local hiring and support the freedom of our people and local communities to celebrate their cultures and practise their spirituality without hindrance.



Protection of minors (Child labour)

We maintain a zero-tolerance policy toward child labour.

- **Minimum age:** EXO Travel does not employ anyone under the age of 18 years old (above the ILO Minimum Age Convention, 1973 which sets the legal age at 14 years old).
- **Hazardous work:** No employee under the age of 18 shall be engaged in hazardous work or any tasks that may jeopardise their physical, mental, or moral well-being.
- **Verification:** All offices must implement a rigorous age-verification process during the recruitment phase.



Working conditions & employee benefits

We ensure that our employees are treated with dignity and receive fair compensation:

- **Legal compliance:** We provide fair wages, benefits and working hours that meet or exceed the legal requirements of each specific country of operation.
- **Fair compensation:** Employees receive overtime pay, social security and leave entitlements as mandated by local labour codes.
- **Safety:** We provide a safe and hygienic working environment to prevent accidents and injury.
- **EXO Cares volunteering:** To highlight our community integration, we actively encourage employees to participate in local initiatives through our EXO Cares platform. All employees are entitled to two days of paid volunteer leave per year during working hours to support grassroots projects and inclusive development.



Training and development

To empower our workforce, we provide regular training sessions, including:

- **Employee rights:** Comprehensive induction covering company policies and employees' legal rights.
- **Sustainability & ethics:** Training on JEDI, Human Rights in Tourism, child protection and carbon awareness.
- **Professional growth:** Skill-building opportunities that support career development and advancement within the company.

Freedom of association & grievance mechanisms

- **Collective voice:** EXO Travel respects the right of employees to associate freely and communicate openly with management regarding working conditions without fear of retaliation.
- **Reporting:** Employees are encouraged to report any human rights concerns anonymously through our internal whistleblowing channels or directly to the HR department or Director of People and Culture in Group level.



Human Rights in Tourism & local communities

As a Destination Management Company, we recognise our operations impact local communities. We guarantee that EXO Travel is not directly or indirectly complicit in any human rights abuses, including sexual exploitation or the hindrance of civil and political rights. Furthermore, in the event of a suspected or confirmed risk or human rights violation within our supply chain, EXO will take all necessary measures to mitigate the risk and remedy the situation.

Community livelihoods:

We ensure that all activities in our products do not disrupt access to basic services or interfere with local livelihoods. We respect the human rights of local communities and prioritise purchasing from minority-led, women-led and under-represented businesses to ensure tourism revenue directly benefits local people in our destinations.

Formal monitoring and grievances:

We maintain a formal monitoring system designed to proactively solicit and collect feedback from local communities regarding any potential disturbances, resource access issues or livelihood impacts caused by our operations.

Our grievance channels are provided in local languages and are accessible via multiple platforms (digital and offline) to ensure that barriers like literacy or internet access do not prevent community feedback. Beyond mitigating disturbances, our monitoring system seeks to identify opportunities where tourism can actively restore local resources or enhance community-led conservation efforts.



Fair supply chains:

We value long-term, respectful business relationships and work to promote social justice and equity across our supply chain. Through our Sustainability Contract Addendum, we require our supplier partners to support our sustainability commitments and comply with applicable labour, human rights and environmental standards. This includes adherence to the ILO Minimum Age Convention within their own operations.

We require that all tour leaders, local representatives and guides contracted by EXO Travel or our business partners understand the terms of their employment, are protected by local labour laws, are paid a living wage and are prohibited from forced labour and human trafficking.

Supplier engagement and dialogue:

As part of our sustainability commitments, we maintain an ongoing dialogue with our business partners by providing training and raising awareness on human rights and sustainability topics. While participation is not mandatory, we actively recommend resources such as the Human Rights in Tourism e-learning course, alongside targeted workshops and other learning opportunities.



Policy governance

This policy is reviewed annually to ensure it remains relevant to the evolving legal landscapes of our operational countries. It is approved by EXO Travel Senior Management and communicated to all staff in their local languages where necessary.



