



Mission : Inspired by the sustainable tourism principles, En Route Travels is committed to develop and sell unique tourism products in Myanmar that promote culture and socio-economic development of local communities. En Route Travels endorses and is in compliant with environmental safeguarding policies set out in national and international policies. En Route Travels is a change agent to raise awareness to our suppliers and clients to be more responsible and ethical for sustainable business and lifestyles.

Sustainable Policy

PURPOSE

This sustainable policy is an outline of commitment by En Route in ensuring its operations are compliant with responsible business practices.

All employees will be oriented and trained in this policy. A printed copy of the policy in Burmese will be provided to all employees. Upon completion of the training and signing a letter of acknowledgement and commitment, this policy will be in effect.

A. ENVIRONMENTAL PRACTICES

We are committed to minimize the use of environmental resources. Therefore, we will reduce use of energy, electricity, water and plastic in our office. At the same time, we will promote sustainable waste management practices.

Guiding Principle: (1) Energy, electricity and water

- 1.1 To use energy-efficient light bulbs/ LED
- 1.2 To turn off the light, air conditioning and some office equipment while not necessary in the office or under the following conditions.



- Switch off lights when we have enough natural light;
 - Switch off air conditioning during low temperature of winter and monsoon;
 - Switch off some office equipment during lunch break etc.
- 1.3 To use eco-friendly dual flush in all restrooms
 - 1.4 To ensure water pipes are working well (no leaking)
 - 1.5 To ensure water taps are closed firmly after it is used
 - 1.6 To print documents only if it is needed or upon request
 - 1.7 To print on both sides of paper
 - 1.8 To promote use of promotion materials which can be recycled
 - 1.9 To use recycled or sustainable certified paper

Guiding Principle: (2) Plastics

- 2.1 To use less plastic as much as possible in the office and business
- 2.2 To use bags which are reusable and made locally
- 2.3 To promote good practices such as "RE-fill-your-Bottle", "Bring-your-Own-Bag", "Bring-your-Own-Toothbrush"

Guiding Principle: (3) Waste management

- 3.1 To practice basic principles on waste disaggregation
 - Type(1) Can, Plastics bottle, Plastics container (recycling)
 - Type(2) Paper (recycling)
 - Type(3) Glass (recycling)
 - Type(4) General waste such as tissue paper, single used plastics bag, kitchen waste
- 3.2 To follow good practice such as **"Love foods, Hate Waste!"**
- 3.3 To work with local partners who are waste champions to promote waste management and to conduct waste audit



- 3.4 To participate in any public campaigns that encourage good practices in waste management in tourism industry

B. SOCIAL PRACTICES

We are committed to follow the social safeguarding standards under responsible business. Therefore, we are committed to provide a safe and respectful workplace to our employees.

Guiding Principle (4) Working conditions

- 4.1 To respect and abide by all Myanmar labour laws
- 4.2 To follow the Official Public Holidays of Myanmar
- 4.3 To practice equal pay for equal work, regardless of gender, age, religion, race, caste, social background, etc.
- 4.4 To prevent the use of all forms of forced or child labour in all forms
- 4.5 To have clear Human Resources Management Policy and comply the standards including for example provision of clear job description to each staff, conducting staff appraisal every 6 months or based on contract period, provision of opportunities for staff professional development, transparent and open communication, work-life balance
- 4.6 To place fire extinguishers in the office where easily accessible
- 4.7 To provide First Aid Kit in the office

Guiding Principle (5) Animal welfare

- 5.1 To promote and comply with minimum industrial requirements in the husbandry and care of animal care if we provide our customers with experiences involving animal (horse riding, visit to elephant camps, cattle cart riding, etc.)



- 5.2 To avoid partnership and/or engagement in programmes that are not acceptable in local and international principles

C. DOING BUSINESS IN RESPONSIBLE WAY

1. To support local purchasing when quality, service, availability and price are compatible
2. To engage with local entrepreneurs/innovators such as producers, suppliers, workers, distributors, consumers to share and promote mutual benefits
3. To engage with social enterprises or local producers to provide giveaways for clients or local souvenirs
4. To advocate local business partners to promote awareness and share knowledge and information about sustainable supply chain concept
5. To support or create allies to promote responsible business practices for greater impacts and performance
6. To provide tourists with relevant information to encourage responsible tourism behavior
7. To use hotels that are adhere to local Myanmar labour laws and not to engage in any activities that are in anyway harmful for children e.g., labour or child sex tourism
8. To practice "Do No Harm" approach
9. To ensure that Sustainable Policy is applied to all of our own tourism products where it is relevant
10. To review and update the policy and the guiding principles annually or when it is necessary