

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 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 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, 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.