



BODY GLOVE

OCEAN ADVENTURES

Sustainability Policy and Procedures

At Body Glove Cruises, we are fully committed to providing a sustainably operated tour that conserves and nurtures our environment. We strive to become the most sustainable now and in the future by continually re-examining our process to find new, innovative ways to reduce our impact on the environment.

Our sustainability policy consists of 8 sections, each diving deeper into the principals and practical actions.

1. Sustainability Management and Legal Compliance

Management is committed to operating with a sustainability mindset at the forefront by implementing these procedures:

- Appointing a sustainability coordinator who is responsible for implementing sustainability policies.
- Creating a sustainability mission statement and objectives that is communicated to all partners, supplies, and employees.
- Collaborating with the Chamber of Commerce to influence positive policies, island wide.
- Tracking carbon emissions and actively working to offset them through a partnership with CarbonBuddy.
- Conducting a sustainability assessment and developing objectives based on the results.
- Create a sustainability action plan with clear targets, actions, measures, responsibilities, and timelines.
- Monitor and evaluate the results of the action plan to ensure sustainability objectives and goals are being met.
- Sharing our sustainability efforts with the public to be fully transparent on our efforts.

- Communicating with staff members all sustainability matters through Slack channel to ensure policies are being followed.
- Act in compliance with all local, state, and federal laws and regulations.

2. Internal Management: Social Policy and Human Rights

Body Glove is committed to a sustainable internal social policy that is communicated clearly and includes the following policies:

- Contract-free employment that provides employees with at-will employment.
- Following all state and federal labor laws.
- Providing safe working conditions.
- Wages are set based on experience and position, while also considering the living expenses and paying a reasonable, liveable wage.
- Overtime compensation will be given based on hours and position.
- Provide medical insurance per state law to any employee who has worked over 20 hours for 4 consecutive weeks.
- Granting employees with paid time off and a year gym membership after one year of employment.
- Offering a “Flat Tire Fund” of interest free loans for employees in times of need.
- Provide regular training and growth opportunities for employees.
- Employees are compensated for tours and offered discounts for friends and family.
- Flexible scheduling and hours are available to those employees who have other commitments.

We pledge to uphold human rights by implementing the following practices:

- Prohibiting discrimination in recruitment, employment conditions, access to training, senior positions, and promotions on the basis of gender, race, age, disability, ethnicity, religion/beliefs, sexual orientation, or any other protected class.
- Ensuring all employees have equal opportunities and access to resources for personal development through regular training and education.

3. Internal Management: Environment and Community Relations

Environmental protection and community relations are taken into account and protected through our commitment towards the following procedures:

- Single use items are reduced everywhere possible.

- Purchase items from sustainable sources and favor those made sustainably or out of recycled materials.
- Purchase in bulk to eliminate packaging material.
- Compost produce scraps from our kitchen to decrease the amount of waste sent to the landfill.
- Bleach, and other hazardous materials, are avoided and natural, non-hazardous materials are used for cleaning.
- Action plan is in place to decrease brochure use and increase digital.
- Monitor carbon emissions through CarbonBuddy partnership and actively work to collect contributions from guests to offset emissions.
- Set goals to decrease emissions and increase offsets, based on initial assessment.
- Purchase solar panels for our vessels to decrease reliance on fuel used to power the vessel.
- Implement a “switch off” policy where employees turn off lights and air conditioning in the office when leaving.
- Use all LED lighting
- When purchasing new electric equipment, EnergyStar items are preferred
- Encourage our guests to participate in our recycling program and give crew members their recyclable items on our tours.
- Complying with state and national legislation regarding waste disposal and continuing our efforts to recycle.
- Pledging to explore new options for solid waste management as our island updates its systems.
- Taking steps to decrease the use of non-reusable plastic water bottles and properly recycle all materials.
- Minimize the use of harmful substances and properly manage their storage and disposal.
- Use lead free and water based paints when possible.
- Minimize pollution from company buildings.
- Properly maintain company vessels and vehicles to reduce emissions and ensure compliance with legal emission standards.
- Consider sustainable practices and materials in the planning, design, and construction of new buildings or renovations.

4. Partner Agencies

We don't want to just operate sustainably ourselves, we want all of who we partner with to be operating sustainably as well. We have created and put into action a policy to enhance sustainability among our key partner agencies. Our goal is to make sustainable development a tangible aspect for each partner in our business.

We plan to achieve this by:

- Prioritizing vendors and partners who actively integrate sustainability into their policies.
- Communicating our sustainability policy and compliance expectations to vendors, partners, and guests when applicable.
- Establishing written agreements with partner agencies, ensuring compliance with all relevant national laws protecting employee rights.
- Favoring locally owned and managed vendors, as well as those that hire locally.
- Upholding the rights of all employees in our supply chain by adhering to local employment laws and fair hiring practices, including those related to age, gender, race, and sexual orientation.

5. Transport

We recognize that transportation plays a crucial role in sustainable tourism and we make every effort to lower the average pollution level caused by the vessels on our tours. We work towards limiting our impact through the following:

- When designing or upgrading our vessels, we carefully consider both cost and comfort while choosing the most sustainable options available.
- Ensuring that our vessels are properly maintained to maximize their efficiency.
- Performing full, complete out of water maintenance every two years, in addition to regular maintenance.

6. Activities: Excursions and Tour Guides

We hold animal and community welfare in high regard and operate tours that minimize their impact. We are committed to preserving the authenticity of local communities and the natural environment, and firmly oppose any actions that harm wildlife or contribute to excessive pollution. This is done by:

- Tour guides are educated and continually trained to be kept up to date on policies and regulations to ensure protection of the environment.
- Designing and operating tours that are respectful of the local culture, nature, marine life, and environment.

- Providing guests with guidance on appropriate behavior during tours and activities.
- Clearly communicating our sustainability objectives and requirements to employees, contractors, vendors, guests, and affiliates, through various channels such as website, social media, email, and/or discussions on board to minimize negative impact and maximize enjoyment.
- Not offering excursions that harm humans, animals, plants, natural resources, or that are socially and culturally unacceptable.
- Not associating with companies that harvest, consume, display, sell, or trade wildlife species unless it is part of a regulated activity that ensures their utilization is sustainable and in compliance with local, national, and international law.
- Having skilled and/or certified crew members to guide guests in ecologically sensitive areas and provide accurate information.
- Encouraging guests to participate in excursions and activities that directly involve and support local communities by purchasing services or goods, traditional crafts, and local food production methods, or visiting social projects.
- Promoting excursions and activities that support local environment and biodiversity such as visiting protected areas or environmental protection projects.

7. Destinations: Natural and Cultural Areas

We strive to leave the place we operate in better than we found it. In order to support sustainable development in the areas where we operate, we commit to this by:

- Preserving and sharing Hawaiian culture.
- Putting the safety and lives of our marine life (including whales, corals, turtles, sharks, tropical fish, and more) as a top priority.
- Taking sustainability into account when selecting new destinations and may offer less popular alternatives.
- Influencing and supporting local government, possibly in collaboration with other travel companies and stakeholders, in areas such as sustainability, destination planning and management, natural resource use and socio-cultural issues.

- Contributing to biodiversity conservation, including protected areas and areas of high biodiversity, through financial support, political advocacy and by incorporating it in our tour offerings.
- Not promoting souvenirs made from threatened flora and fauna species.

8. Customer Communication and Protection

The well-being and knowledge of our guests is of utmost importance to us at Body Glove Cruises. We prioritize clear and consistent communication and provide a high level of protection for our guests. We pledge to achieve this by:

- Taking measures to protect customer privacy.
- Abiding by relevant standards and voluntary codes of conduct in our marketing and advertising messages and do not make promises we cannot keep.
- Providing clear, complete, and accurate information about the company, products, and services, including sustainability claims.
- Offering factually correct, balanced and complete information about destinations, including sustainability aspects.
- Clearly informing direct guests and potential guests about our sustainability commitments and actions.