

French Bike Tours & Vacances Vélo are brands of S-Cape Partners France

Sustainability policy of S-Cape France

Purpose

S-Cape Partners France is committed to design active (walking and cycling), cultural and food & wine tours in France. We are specialists in organizing self-guided programs, small-group tours, family holidays and tailor-made experiences. Our unique programs combine hiking and cycling with gourmet food, excellent accommodations, natural parks and destinations of great beauty as well as cultural interest.

More than anything, we want to create lifelong memories: indelible fragments of unique moments, flickering through your mind when you most need them, bringing back those unparalleled emotions; and there you are, longing for the next adventure.

Our mission is to offer unique, immersive and enriching travel experiences by providing exceptional and inspiring trips in a responsibly sustainable way, which promotes the conservation of both natural and human communities.

S-cape

This policy applies to all operations, from management to the executive level of our company. Staff, suppliers, and partners are expected to fully uphold objectives under this policy whenever possible within prevailing budgets. This policy applies to all brands operating under the organization of S-Cape Partners France.

S-Cape Partners France

Sells holiday packages to B2B clients, mainly from abroad

Destinations: France;

Markets: Holland, Belgium, Austria, UK, Ireland, Germany, Switzerland, Norway, Sweden, Australia, New Zealand, USA, Canada, Japan, Israel

French Bike Tours

Sells holiday packages to direct clients; Specialized in bike tours throughout France.

Destinations: France (developed in-house)

Main markets: UK, Europe, USA, Australia

Vacances Vélo

Sells holiday cycling packages to direct clients, mainly French or at least French speaking;

Destinations: mainly France (directly developed packages); and several other European countries



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Europe in general via intermediation of packages by other S-Cape offices in Europe;
Main markets: France

The internal Sustainability coordinator is responsible for implementing the company's sustainability policy.

Sustainability management & legal compliance

- Sustainability commitment

S-Cape Partners France leadership is wholly committed to the company's sustainability performance and endorses the company's sustainability mission statement and policy. We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate progress. We are committed to communicating our sustainability performance by publishing a sustainability report every year.

- Sustainability management & legal compliance

S-Cape Partners France commits to continuous improvement of sustainability practices, including the ongoing monitoring and evaluation of our sustainability policy, with dedicated personnel and resources to achieve our sustainability goals.

S-Cape Partners France follows all local, regional, national, and international regulations as they relate to human resources, human rights, children's rights, land rights, environmental management, wildlife, and land use. We follow a strict Code of Ethics, including a zero-tolerance policy for corruption, bribery, forced labor, and discrimination.

Internal management: social policy & human rights

- Employees

We recognize that our employees are our biggest asset for delivering meaningful travel experiences to our customers. Therefore, we maintain a clear human resource policy to ensure:

- Legal compliance in all regards
- A safe, healthy, and welcoming workplace
- Fair contract conditions including fair compensation
- Training opportunities including trainings on topics of sustainability, sexual harassment and exploitation in the workplace and in the industry
- Participation in sustainability planning activities



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- Inclusion and equal opportunity for all employees, particularly with regard to compensation, promotion, distribution of benefits, and professional development opportunities.

Furthermore:

- S-Cape Partners France is committed to the principle of fair and equal pay for like work and for work of equal value for all its employees, and contractors, regardless of gender/sex, race, national origin, marital status, age, religion.
- S-Cape Partners France is committed to a zero-tolerance policy for acts of bribery, corruption, discrimination, and violation of human rights, including forced labour, human trafficking, and all rights of children.
- S-Cape Partners France further expects this commitment from all partners and suppliers.

Internal management: environment

- Environmental management of office operations

We are committed to keeping the direct footprint of our business operations as minimal as possible and actively follow circularity/the 5Rs (refuse, reduce, reuse, repurpose, recycle) /sustainability/ environmentally sound principles. We have the following measures in place:

- Follow all local and national regulations concerning environmental law
- Measure, monitor, and evaluate use of all commodities and products purchased at our office in Monpazier, especially in terms of water and energy,
- Work towards carbon measurement and monitoring for our customers trips and our business trips.
- Procure office supply locally, fair trade, in bulk, with limited packaging, sustainability certified whenever possible
- Print only when absolutely necessary, and when printing, always print double-sided. Paper must always be FSC or equivalent certified, with preference for the highest percentage post-consumer materials
- Digitalizing all the documents (operation, administration, management)
- Energy saving measures are in place in all common areas
- All equipment and lighting is energy-efficient and turned off/unplugged/on sleep mode when not in use
- Water saving measures are to be put in place in all common areas and restrooms,
- Waste is separated into the following categories: [plastic, organic, paper products, hazardous] and is disposed of properly via appropriate containers of municipality.
- Noise, light, and air pollution is minimized.

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S-Cape Partners France is committed to reducing our carbon footprint and endeavours to reduce the amount we travel as much as possible.

Installing energy efficient equipment and appliances [where appropriate/possible]

- Land use

S-Cape Partners France office is located in a urban area and abides by all local land use laws, respects local cultural and natural resources in our business operations.

General suppliers policy

S-Cape Partners France is committed to sourcing its products and services responsibly, avoiding harmful impacts on society, culture and nature as much as possible. We expect the same level of engagement and commitment from our suppliers.

S-Cape Partners France prefers to work with suppliers in the destinations that are locally owned or managed, use local and seasonal products and services and benefit the local community by hiring locally and equitably and by providing fair working conditions.

S-Cape Partners France expects its suppliers to adhere to a Code of Conduct, that includes the following responsible business practices:

- Complying with all local, regional, national and international regulations
- Respecting all human rights including labour rights, children's rights, and women's rights
- Committing to fair employment conditions
- Following anti-corruption, anti-bribery, anti-extortion, and anti-discrimination policies
- Protecting children from (sexual) exploitation through tourism
- Protecting the environment and natural resources
- Acting in the best interest of local communities
- Protecting the interests of S-Cape Partners France

Following a zero-tolerance policy, S-Cape Partners France will immediately terminate any relationships with suppliers that violate the Code of Conduct, specifically through acts of bribery, corruption, discrimination, and violation of human rights.

S-Cape Partners France maintains open lines of communication with our suppliers and partners and encourage feedback from our stakeholders at any time and on any topic, particularly sustainability.

- Inbound partner agencies



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In the entire process of developing and operating our travel packages, S-Cape Partners France expects partner agencies to act in the best interests of the surrounding communities and environment as well as our guests.

S-Cape Partners France only works with company partners that are state/fiscally registered, as this proves their legality and ensures they pay their taxes in the country in which they operate.

Transport

S-Cape Partners France only works with transport providers that adhere to the company's Code of Conduct

When selecting transport for guests and business-related travel, S-Cape Partners France commits to choosing the most environmentally friendly options available for travelling to, from, and within the destination – taking into consideration distance, price, route, and comfort.

S-Cape Partners France has implemented clear guidelines for reducing GHG emissions from transport and selecting the most environmentally friendly transport options, including the following measures:

- Preferring ground transport over air transport for short-haul travel destinations
- Avoiding in-destination flights as much as possible
- Suggesting the use of public transportation options in the destinations

Accommodations

S-Cape Partners France only works with accommodations that adhere to the company's Code of Conduct.

In the accommodation selection process, S-Cape Partners France considers the sustainability practices of an accommodation by taking into account their sustainability management and social and environmental footprint.

S-Cape Partners France favours the selection of accommodations that respect and protect land use, as well as respectfully highlight elements of local architecture, customs and traditions

S-Cape Partners France favours suppliers and accommodation that are locally owned and managed



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Activities & Excursions

S-Cape Partners France only works with excursion providers that adhere to the company's Code of Conduct.

All excursions and activities run by or on behalf of S-Cape Partners France respect local customs, traditions, cultural integrity, and natural resources.

S-Cape Partners France commits to not offering any excursions that harm humans, wildlife, environment, or natural resources such as water and energy.

S-Cape Partners France gives preference to excursions and activities that benefit local communities, respect animal welfare and support environmental protection.

Tour leaders, local representatives, and guides

S-Cape Partners France commits to hiring qualified local guides, drivers or other local staff, paying them living wages and providing safe and fair working conditions. We expect the same from our suppliers that are hiring local staff on behalf of S-Cape Partners France.

S-Cape Partners France understands that guides are the intermediaries between the guests and the socio-cultural and environmental context of the destination, conveying the appropriate behaviour to them.

Destinations

– Sustainable destinations

S-Cape Partners France aims to send visitors to secondary or lesser-known tourist areas to avoid overtourism.

S-Cape Partners France exclude destinations that are experiencing excessive negative impacts from tourism.

Contribution to local communities / local economic network

S-Cape Partners France commits to positive contribution to the destinations in which we operate, by:

- Sourcing locally and responsibly, and supporting local and traditional arts and culture
- Encouraging guests to shop responsibly
- Collaborating with other local tourism stakeholders (including local government, other tourism businesses) to further the sustainable tourism development of the destination
- Environmental stewardship in destinations



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S-Cape Partners France commits to environmental stewardship in the destinations in which we operate by:

- Ensuring natural resources remain intact
- Educating guests about the principles of responsible travel and responsible visitor behaviour
- Customer communication and protection

Privacy

Our customer protection is our priority. Therefore, we maintain a clear privacy policy [online] to ensure

- Legal compliance in all regards
- Customers and their data are protected
- Customers know how their information is being used

Marketing and communication

S-Cape Partners France strives to be truthful in all situations and at all times. We offer products and services that do what we claim in our communications.

We honour our explicit and implicit commitments and promises.

We are anti-greenwashing and stand behind our sustainability claims 100%.

We endeavour to be inclusive and representative in our marketing, and to always take into account cultural, religious, and ethnic sensitivities.

Sustainability communication

Customers are informed about the social and environmental impact of their journey, and are educated about the sustainable choices they can make, including transparent communication on responsible ways of travelling

S-Cape Partners France maintains open lines of communication with our customers and encourages feedback at any time and on any topic, particularly sustainability.

Contact / Responsible person

All staff are responsible for the ownership and undertaking of this policy.

All staff are responsible for the promotion and implementation of this sustainability policy within their departments.

The implementation of this policy will be lead by the Sustainability Coordinator, who can be reached at info@s-cape.fr



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