



SUSTAINABILITY POLICY PPG Events Limited

PPG Tours / PPG Events

Last updated: January, 2026

1. Our Commitment

Parnell Partners Group Limited, trading as PPG Tours and PPG Events, is committed to operating in a responsible and sustainable manner across all areas of our business.

We recognise that tourism has the potential to create positive social, cultural, environmental and economic outcomes when managed thoughtfully and responsibly.

This Sustainability Policy sets out our overall commitments, values and principles and provides the framework for integrating sustainability into governance, operations, supply chain management, destinations, customer communication and continuous improvement.

2. Scope of the Policy

This policy applies to all activities, brands and services that fall within the defined scope of our Travelife certification, including inbound destination management, tour operating, cruise shore excursions and event management services delivered across New Zealand.

Activities, brands or services that fall outside the defined scope of certification are clearly identified and excluded where applicable.

3. Governance and Management Responsibility

Sustainability is embedded within our management structure and supported by senior leadership. Senior management is responsible for approving this policy and ensuring appropriate resources are allocated for its implementation.

A designated Sustainability Coordinator is responsible for coordinating sustainability initiatives, monitoring progress and supporting internal and external stakeholders.

Sustainability considerations are integrated into decision-making, product development, contracting and operational management.

4. Legal Compliance and Ethical Business Practices

We are committed to complying with all applicable legal and regulatory requirements relevant to our operations.

We conduct our business in an ethical, transparent and responsible manner, including fair competition practices and zero tolerance for corruption, bribery or unethical conduct.

We recognise our responsibilities within the supply chain and take reasonable steps to manage associated risks and liabilities.

5. Social Responsibility, Human Rights and Working Conditions

We respect and support internationally recognised human rights and fair labour standards.

We commit to fair and lawful employment practices, freedom of association, equal opportunities and non-discrimination.

We prioritise the health, safety and wellbeing of employees and contractors.

We maintain clear grievance, complaints and disciplinary procedures and support staff representation.

We consider accessibility and inclusion for persons with special needs where feasible.

6. Training, Competence and Awareness

We recognise that appropriately qualified, trained and informed staff, tour leaders, local representatives and guides are essential to delivering responsible tourism.

We ensure personnel involved in delivering services have suitable qualifications, experience and/or training appropriate to their role.

We provide induction and ongoing awareness relating to sustainability, safety, destinations and responsible practices.

7. Environmental Management and Community Relations

We aim to minimise negative environmental impacts and contribute positively to communities and destinations.

We apply responsible procurement and purchasing practices and prioritise local goods and services where feasible.

We seek to reduce resource use and waste where we have influence, including within office environments and operational activities.

Where direct control is limited, such as within shared office facilities, we focus on behavioural measures, supplier engagement and continuous improvement.

We consider environmental, social and community impacts when designing tourism products and services.

8. Supply Chain Responsibility

We recognise that many sustainability impacts occur within our supply chain.

We select suppliers based on legal compliance, quality, safety and sustainability considerations.

We communicate sustainability expectations through contracts, codes of conduct and guidance.

We encourage suppliers to improve their sustainability performance over time and prioritise local and responsible suppliers where feasible.

9. Destinations and Cultural Respect

We operate in a manner that respects destinations, local communities, cultures and heritage.

We avoid destinations or activities that are subject to international sanctions or pose significant ethical concerns.

We support local economic networks, cultural heritage and biodiversity protection where appropriate.

10. Customer Communication and Protection

We are committed to honest, accurate and transparent communication with customers.

We provide clear information about products, destinations, sustainability commitments and responsible travel practices before, during and after travel.

We protect customer privacy and personal data and maintain clear procedures for feedback, complaints and emergency situations.

11. Monitoring, Action Planning and Continuous Improvement

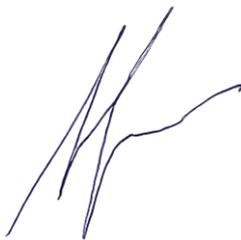
We maintain a sustainability action plan with defined priorities, responsibilities and timelines.

We monitor progress, implement corrective measures where needed and maintain appropriate records.

We report internally and externally on sustainability performance and Travelife requirements.

12. Review of this Policy

This Sustainability Policy is reviewed periodically to ensure ongoing relevance, accuracy and alignment with business activities, stakeholder expectations and Travelife requirements.

A handwritten signature in blue ink, consisting of several overlapping, fluid strokes that form a stylized representation of the name 'Anthony Regan'.

Anthony Regan

CEO

PPG Tours / PPG Events