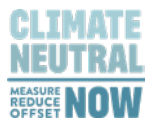




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Europamund

vacations

CORPORATE SOCIAL RESPONSIBILITY



ENVIRONMENTAL IMPACTS

- GREENHOUSE GASES EMISSIONS: CALCULATE AND OFFSET THE CARBON FOOTPRINT
- WASTE MANAGEMENT
- GREEN ENERGY
- BUSES FLEET EURO VI (90%)
- PROMOTION OF SUSTAINABLE TRANSPORT: USE OF THE PUBLIC TRANSPORT, BICYCLES AND OTHER NON-POLLUTING TRANSPORTATION WAYS
- CONTRIBUTION TO THE SDG: SDG 7, SDG 11, SDG 13, SDG 15



BUSES EURO VI



GREENHOUSE GASES EMISSIONS OFFSETTING

LABOR IMPACTS

- EMOTIONAL SALARY
- CONCILIATION
- WORK GROUPS: MEDIATION AND LABOR HARASSMENT PROTOCOL, EQUALITY COMMISSION
- CONTRIBUTION TO THE SDG: SDG 5, SDG 8, SDG 10



DIVERSITY DAY

+ EMOTIONAL SALARY						
■ BENEFITS						
TIME FLEXIBILITY	WORKPLACE	BALANCE WORKLIFE	PROFESSIONAL DEVELOPMENT	INTEGRATION FEELING OF BELONGING	PROMOTION OF VOLUNTARY WORK AND CSR	OTHER BENEFITS
Flexible Flexibility	Resting room	Permission of accompaniment	Continuous education	Convention and Post-tour	Europamundo Foundation	Birthdays gifts
Private life and Labour Coexistence Plan	Vending machines	Maternity/ Paternity leave	Wings Workshops	Employee's manual	Committee of Good Practices	Wedding gift
Telecommuting in some position	Area to practice Yoga	Leave for private medical visit	Health and Prevention week	European magazine	Ethical Code	Christmas basket and lottery
Part Time	Kitchen/Dinning area	Compensatory time for working overtime	On the job training	Annual welcome meeting	Corporate Volunteerism	Discount on medical insurance
	Library of the Foundation	Medical justification up 14 hours	Internal mobility program	Regular in meetings reporting the evolution of the company	Talks and social-environmental experiences	Payroll advance and loans
			Nominations for new jobs or projects	Recognition of seniority		Processing of contracts to Permanent ones every 2 years
			Study trips			Continuity of personnel during low season

SOCIAL IMPACTS

- PHILANTHROPY AND SOCIAL ACTION: FOUNDATION
- VOLUNTEERING PROGRAMS: INTERNATIONAL, COLLABORATIVE, CORPORATE AND TRAINING VOLUNTEER
- CONTRIBUTION TO THE SDG: SDG 1, SDG 2, SDG 3, SDG 4, SDG 5, SDG 6, SDG 7, SDG 8, SDG 9, SDG 10, SDG 12, SDG 13, SDG 15, SDG 16, SDG 17



SOCIAL IMPACTS: FOUNDATION



SOCIAL IMPACTS: INTERNATIONAL VOLUNTEER PROGRAM IN MIDDLE HIGH ATLAS MOROCCO

GOOD GOVERNMENT AND TRANSPARENCY

- ETHIC CODE OF EUROPA MUNDO VACATION AND JTB
- GOOD PRACTICES MANUAL AND GOOD PRACTICES COMMITTEE
- CONDUCT CODE OF JTB
- ASSOCIATION TO INTERNATIONAL ORGANIZATIONS: UNWTO, GLOBAL COMPACT, WTTC, TRANSPARENCY REGISTER OF EUROPEAN UNION
- CONTRIBUTION TO THE SDG: SDG 16, SDG 17



SIGNATURE OF THE UNWTO ETHICAL CODE 2018



SIGNATURE OF THE UNWTO ETHICAL CODE 2017



UNWTO ETHICS AWARD 2018