



DMC

DESTINATION MANAGEMENT CONSULTANTS

SUSTAINABILITY POLICY

2026

Travel with Purpose. Leave a Positive Footprint.

Document	DMC Sustainability Policy
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Review cycle	Annual, or earlier if material changes occur

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1. Purpose and Management Commitment

DMC - Destination Management Consultants believes that travel should enrich the lives of guests while making a positive contribution to the destinations, communities and natural environments that welcome them. For us, responsible tourism is the pathway to sustainable tourism: it is reflected in how we design journeys, where guests stay, who we work with, how wildlife and nature are experienced, and how local communities benefit from tourism.

As an inbound destination management company with particular expertise in wildlife, nature, culture and experiential travel, DMC recognises that its activities can create environmental, social, cultural and economic impacts. We are committed to reducing negative impacts and increasing positive benefits through practical action, responsible product design, supplier engagement, staff awareness and continuous improvement.

This policy is supported by DMC's senior management and applies to our office operations, employees, contracted services, product development, supplier selection, excursions and activities, transport arrangements, customer communication, and relationships with communities and other stakeholders.

2. Sustainability Governance and Continuous Improvement

DMC has undertaken a baseline assessment against the Travelife sustainability best practice standard. The assessment is used to identify strengths, gaps, priorities and actions for improvement.

We will periodically review our sustainability performance, maintain relevant records, assign follow-up actions where appropriate, and update this policy as our operations, legal requirements and sustainability objectives evolve.

Experiences and good practices are shared internally and, where relevant, with suppliers, tourism partners, industry organisations and conservation stakeholders. DMC will continue to use training and the Travelife process to strengthen sustainability knowledge and implementation.

3. Internal Environmental Management

Within our own operations, DMC aims to reduce unnecessary resource use and waste. We will:

- use electronic communication and documentation wherever practical and reduce unnecessary printing;
- reduce consumption of electricity, water, paper and other office resources;
- encourage reuse, recycling and responsible waste disposal;
- reduce avoidable single-use plastics and encourage reusable alternatives;
- consider opportunities to measure and progressively reduce the climate impact of our own operations and travel services; and
- comply with applicable environmental legislation and requirements.

4. Sustainable Purchasing and Supplier Management

Our hotels, wildlife lodges, transport companies, guides, naturalists and activity providers are an important part of DMC's sustainability performance. Wherever practical, we favour partners that demonstrate responsible environmental and social practices.

DMC maintains a Supplier Sustainability & Certification Register for key accommodation suppliers. The register records recognised sustainability certifications where verified, together with information



on waste and plastics, water and energy, local sourcing, local employment, community support and wildlife or biodiversity initiatives.

Where service quality, safety, location and commercial considerations are comparable, preference is given to suppliers with recognised sustainability certification or demonstrably strong sustainability performance. Certification claims are only communicated as such when appropriate evidence is available. Suppliers whose certification status is unclear or expired are encouraged to provide updated evidence or pursue recognised certification.

5. Wildlife, Nature and Biodiversity

Wildlife and nature tourism are core areas of DMC's work. We therefore place particular emphasis on biodiversity protection and responsible wildlife experiences. DMC seeks to:

- follow protected-area, national park, wildlife sanctuary and forest regulations;
- promote responsible wildlife viewing, appropriate distances and respect for natural animal behaviour;
- work with responsible lodges, naturalists, guides and conservation partners;
- avoid activities involving inappropriate handling, feeding, baiting or exploitation of wild animals;
- discourage disturbance to habitats and wildlife for photography or viewing;
- support tourism businesses and initiatives that contribute to habitat protection, conservation and nature education; and
- provide guests with guidance on appropriate behaviour in protected and environmentally sensitive areas.

6. Local Communities and Local Economic Benefit

DMC believes tourism is most meaningful when people living in and around destinations share in its benefits. We encourage the use of local guides, naturalists, drivers, locally owned services, artisans and community initiatives so that tourism revenue contributes to local livelihoods.

Where practical, we favour local purchasing and locally produced food, crafts and services.

Community visits and cultural interactions should be genuine, voluntary and conducted with sensitivity, dignity and respect. We do not support experiences that exploit poverty, vulnerable people or local traditions for tourism purposes.

7. Cultural Heritage

India's cultural diversity and heritage are central to many DMC journeys. We encourage guests and partners to respect local customs, religious traditions, communities, historic sites and cultural heritage. We seek to use appropriately qualified local guides and communicate accurate, respectful information. DMC does not support the illegal trade or purchase of protected cultural objects, archaeological artefacts, wildlife products or other items that may damage natural or cultural heritage.

8. Responsible Excursions and Activities

When developing and contracting excursions and activities, DMC considers environmental, social, cultural, animal-welfare and safety implications. We favor experiences that provide meaningful destination benefits and avoid activities that may cause unacceptable harm to people, animals, wildlife, cultural heritage or the environment. Particular care is applied to wildlife activities, nature-based experiences, community visits and activities in environmentally sensitive areas.



9. Transport

Transport is an unavoidable component of most itineraries, but DMC seeks practical opportunities to reduce unnecessary impacts. We aim to design efficient routing, avoid unnecessary vehicle movements, use appropriately sized vehicles, work with professional transport providers maintaining suitable safety standards, and consider rail or other lower-impact alternatives where they are practical and appropriate for the journey.

10. Employees, Human Rights, Health and Safety

DMC is committed to a safe, respectful and inclusive working environment. We respect internationally recognised human rights and do not tolerate discrimination, harassment, exploitation, forced labour, trafficking or child labour.

We aim to provide fair working conditions and equal opportunity. Employee health and safety is a management responsibility: DMC seeks to identify and minimise workplace risks, maintain a safe working environment, provide relevant information and guidance, and ensure employees understand appropriate emergency and safety procedures.

Employees are encouraged to participate in DMC's sustainability programme, undertake relevant training and contribute ideas for improving environmental and social performance.

11. Child and Vulnerable-Person Protection

DMC has zero tolerance for the sexual exploitation, abuse or trafficking of children and vulnerable persons in tourism. We will not knowingly contract or support businesses involved in such exploitation. Any credible concern should be escalated through management and, where appropriate, reported to the relevant authorities.

12. Customer Communication and Responsible Travel

DMC encourages guests and overseas tour operator partners to make informed, responsible choices. Where relevant, we communicate guidance on wildlife viewing, local customs, protected areas, plastic and waste reduction, water and energy conservation, and respect for communities and natural habitats. We aim to communicate sustainability information accurately and avoid unsupported environmental claims. Where a supplier's recognised sustainability certification has been verified, this information may be used to support supplier selection and client communication.

13. Implementation, Monitoring and Review

This policy is implemented through DMC's sustainability action planning, supplier review, staff awareness, operational procedures and Travelife assessment process. Supporting records may include the baseline assessment, supplier sustainability and certification register, staff training or communications, supplier correspondence and evidence of sustainability actions.

The policy will be reviewed at least annually, or earlier when there are significant changes to DMC's activities or applicable sustainability requirements. Senior management is responsible for ensuring that



the policy remains relevant and that reasonable resources and direction are provided for its implementation.

Management Approval

DMC's management endorses this Sustainability Policy and its objective of creating journeys that are memorable for guests while remaining respectful of the people, wildlife, cultures and places that make those journeys possible.

Approved by
Position
Signature
Date

Dharmendra Kumar
Vice President

14 January 2026

Travel responsibly. Protect what you discover. Leave a positive legacy.