

Workplace Inclusion Policy

1. Preamble

Responsible Travel strongly believes in equal opportunities and equity for individuals with disabilities, gender diversity, different sexual orientations, cultures, or any form of diversity. Individuals belonging to these diverse groups must demonstrate the necessary skills and knowledge to perform the required tasks of the company. Therefore, Responsible Travel is committed to eliminating physical and psychological barriers through training and practices that foster an inclusive culture, aiming to achieve their social inclusion, contribute to the full enjoyment of their rights, and eliminate any form of discrimination.

2. Foundations

The company believes that all individuals, regardless of their condition, gender, culture, or sexual orientation, can contribute to success. Hence, the Workplace Inclusion Policy establishes parameters to promote mutual respect and improve the quality of life, providing opportunities for continuous personal development. Responsible Travel's Workplace Inclusion Policy is based on:

- Ensuring that individuals with disabilities, gender diversity, cultural differences, sexual orientation, etc., have equal opportunities in all areas and levels within our company.
- Promoting social awareness strategies that reduce or eliminate barriers to employment for individuals with disabilities, gender diversity, cultural differences, sexual orientation, etc.
- Developing and implementing inclusive selection and hiring mechanisms, as well as continuity and promotion in the workplace

3. Benefits

Workplace inclusion yields several benefits. Individuals feel satisfied with their employment situation, enhancing their quality of life by working, generating income, altering their daily routine, and improving their mood. Additionally, it

expands their social circle by creating new relationships, both professional and personal. At the organizational level, benefits include:

- Improved workplace atmosphere: Integrating diverse individuals into the company fosters a better work environment, changes the attitudes of employees, and eliminates stereotypes.
- Promotes teamwork: Interacting with different people is a mutual learning experience.
- Sensitizes employees: Having a diverse workforce increases awareness and understanding among staff, promoting acceptance of diversity and non-discrimination.
- Enhances corporate image: Improvement is not only positive in the market but also internally, as employees take pride in belonging to a company that respects and integrates people of all diversities.

4. Objective

The objective of this policy is to promote the value of inclusion, embodying the corporate commitment to inclusion and equity. It aims to facilitate inclusive work environments, strengthen internal training to ensure transparent and non-discriminatory mechanisms in internal processes and employee relationships.

5. Scope

The guidelines in this policy apply to all employees of the company. Employees must be aware of, understand, comply with, and collaborate in the success of their colleagues' work, maintaining an atmosphere of respect, collaboration, and inclusion. The successful implementation of the Workplace Inclusion Policy requires the commitment of all employees and senior management to foster a friendly, inclusive environment. Additionally, suppliers or any third parties associated with the company must understand and comply with the provisions outlined in this policy.

6. Commitments

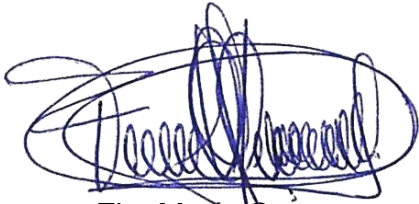
Responsible Travel commits to:

- Consistently act against discrimination based on factors unrelated to the required competencies for a position.
- Recognize and value the importance of differences and debate to create new solutions.
- Emphasize that no employee is as important as all of them together.
- Encourage teamwork.
- Continuously seek talent and skills in individuals.
- Value the support employees provide to each other in achieving goals.
- Raise awareness among all personnel, from the base to senior levels, regarding new collaborators, creating spaces for sensitization and education.
- Conduct an internal and external communication process to share the vision, values, and procedures regarding the implementation of the Inclusion Policy.
- Prepare all employees to facilitate the inclusion of individuals with disabilities, different gender identities, sexual orientations, cultures, ethnicities, nationalities, etc., motivating and committing them to achieving results.
- Guide and prepare the new employee for the basic functions they will perform in the assigned position.

7. Implementation of the Workplace Inclusion Policy

The Social Inclusion Policy will be known by all employees, promoting initiatives that generate awareness and acceptance of individuals, fostering opportunities for them. This will be achieved through practices that allow inclusion, good treatment, and non-discrimination, all within the context of the company's ethics, principles, and values. The company commits to providing the necessary resources to implement the Workplace Inclusion Policy and monitor its

application, supported by the Management or a person designated by it, ensuring the fulfillment of these commitments.



Flor Maria Gaona
General Manager