ESG

antaeus TRAVEL GROUP

Athens | Basel | Limassol | Manila | Miami

Since 1989

ESG
Practices

Global ESG Standards

We keep up-to-date and comply with globally recognized sustainability standards and practices across all industries and sectors.

We support the fundamental principles of human rights, fair working conditions, environmental protection, and promote equal treatment and the elimination of discrimination in the workplace and society.

ISO 9001

BUREAU VERITAS
Certification

BUREAU VERITAS
1828

WE OPERATE IN A WAY THAT FOSTERS
RESPECT, DIGNITY, AND SUSTAINABILITY

Environmental Practices (E)

COMMITMENT TO ENVIRONMENTAL
PROTECTION AND ADOPTION OF
PRACTICES TO REDUCE OUR
ENVIRONMENTAL FOOTPRINT

Recycling

We promote recycling within the company and have multiple recycling bins
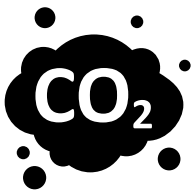in our offices, as well as a bin for organic materials

Reducing Plastic Use

We use reusable cups and plates to minimize plastic usage.

Paperless

Eliminating the use of printed materials through the digitization of
information, tickets, documents, etc.

CO2 Reduction

Our offices in Athens are strategically located near a metro station to
facilitate employee commuting. Additionally, we have adopted hybrid
and remote work models across all our offices worldwide.

Environmental Practices (E)

OUR ENVIRONMENTAL POLICY IS BASED ON THREE PRINCIPLES

Careful Supplier Selection

We partner with suppliers who are committed to sustainable practices and eco-friendly policies, such as environmentally friendly hotels, hybrid vehicles, and airlines that prioritize CO_2 emission reduction.

Responsibility as a Travel Company

We offer a range of responsible consulting services to create a sustainable and conscientious travel program, incorporating our principles and policies for environmental protection and respect.

Creating an Eco-Friendly Travel Plan

We believe it is our responsibility to provide our partners with tools and data that support a sustainable business travel experience. We invest in sustainable products and technologies that enable our partners to reduce CO_2 emissions and measure their environmental footprint.

Social Practices (S)

Clients **Staff** **Suppliers & Partners**
**Shareholders** **Community**
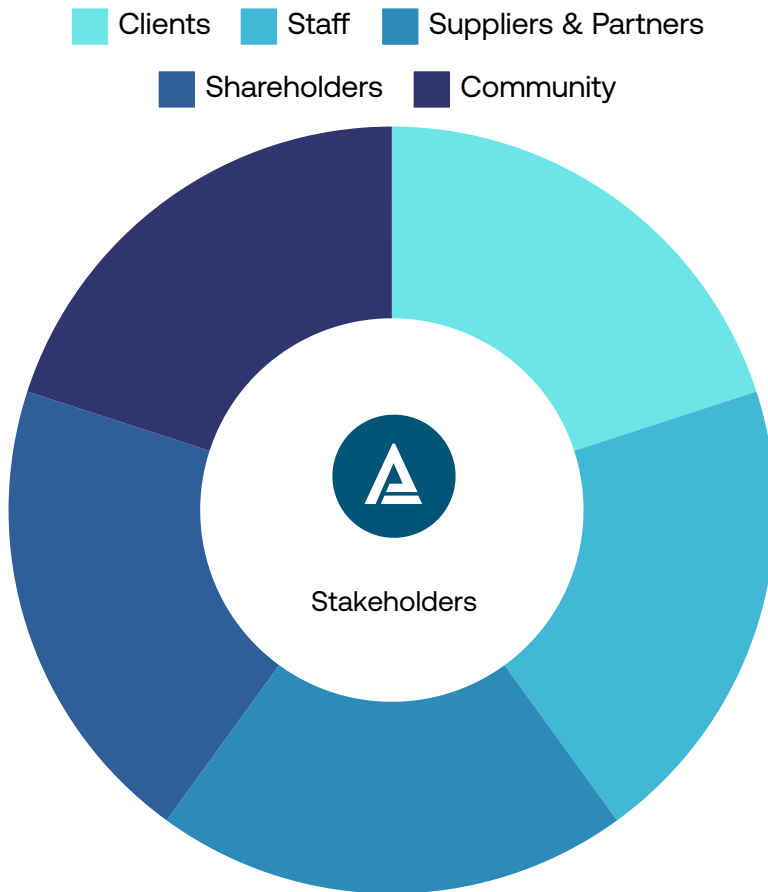
Stakeholders

Stakeholder Relationship Management

Our goal is the effective management of relationships with the company's stakeholders, as it is essential for the company's sustainability and social responsibility. This approach helps maintain trust, create value, and support long-term growth.

COMMITMENT TO SOCIAL RESPONSIBILITY AND ADOPTION OF PRACTICES FOR ENHANCING SOCIAL WELL-BEING

Social Practices (S)

70%

Κύπρος
3.3%

Φιλιππίνες
16.7%

Αμερική
5%

Ελβετία
8.3%

Ελλάδα
66.7%
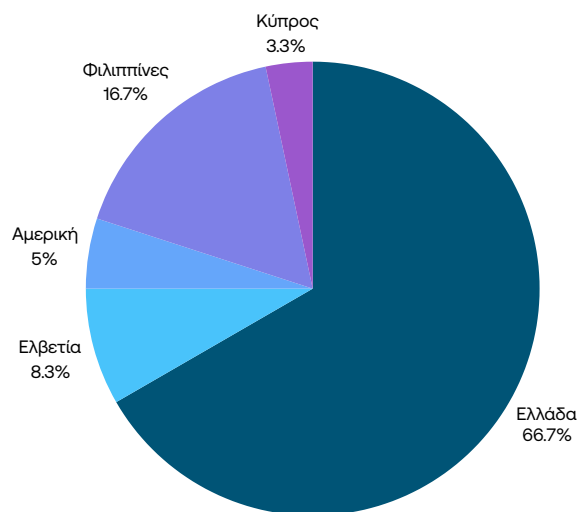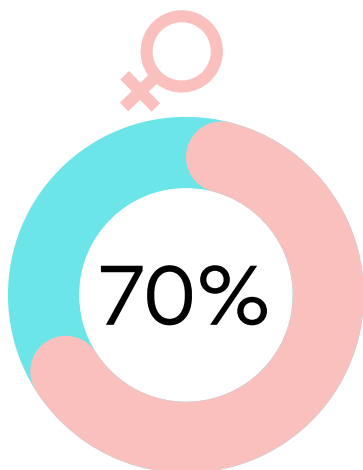
Employee Well-being & Accessibility

We support the mental health and well-being of our staff by offering flexible hours and various shifts worldwide based on their location, enhancing workflow and productivity.

Diversity & Inclusion

As a multicultural company with offices in five cities worldwide, we employ individuals of diverse backgrounds, religions, ages, genders, and ethnicities, promoting equal opportunities and inclusion. Our staff speaks eight languages and 70% of our team is female.

Community Engagement

We support foundations for people in need and organize volunteer activities, fostering a sense of belonging and solidarity. Employee participation is nearly universal.

Employee Training, Health & Safety

SAFETY FIRST

Our company regularly offers internal and external seminars on environmental issues and ways to reduce our environmental footprint. We also organize activities such as tree planting and providing assistance in times of need.

For health and safety, we invest in annual check-ups, first aid certification, and risk assessments. Regular preparedness drills are conducted to protect our staff, ensuring a safe working environment.

COMMITMENT TO SOCIAL RESPONSIBILITY
AND ADOPTION OF PRACTICES TO ENHANCE SOCIAL WELL-BEING

Governance Practices (G)

Ethical Leadership

At our company, leadership promotes ethics and upholds transparent decision-making processes. We reinforce accountability at all levels of the organization, with a strong focus on integrity and compliance with regulations. Our primary goal is to ensure that every decision is fair and aligned with our values.

Data Governance

With the increasing importance of data protection and cybersecurity, our company enforces strict policies to safeguard customer and employee information. This includes investing in security systems and managing digital risks with transparency.

Code of Conduct

We have a code of conduct that promotes ethical behavior and compliance with all regulations. Employees and executives are regularly trained on issues of corruption and conflicts of interest.

Transparency in Financial Statements

We ensure that our financial and accounting reports are transparent and comply with international standards. Additionally, we have strict control procedures to prevent fraud and corruption.

COMMITMENT TO ETHICAL GOVERNANCE AND ADOPTION OF PRACTICES FOR TRANSPARENCY AND ACCOUNTABILITY

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ENVIRONMENTAL   SOCIAL   GOVERNANCE

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