



# ATS Group – Sustainability Policy

## Overview

ATS Group, as a leader in the international travel, meetings, incentives, conventions, and exhibitions industry, is committed to reducing its environmental footprint and promoting sustainable practices. This policy reflects our commitment to green suppliers, internal environmental stewardship, and collaborative efforts across our brands – **ATS Travel**, **FHT Global**, and **Brook Green**.

### 1. Sustainability Objectives

Our sustainability policy is designed to:

- Reduce our carbon footprint and environmental impact.
- Partner with suppliers who share our commitment to green practices.
- Foster a culture of sustainability within ATS Group and its offices worldwide.
- Support responsible travel and event management solutions for our clients.

### 2. Green Suppliers and Partnerships

ATS Group prioritizes partnerships with suppliers that demonstrate a commitment to sustainable practices. These include:

- **Eco-friendly accommodations:** Hotels and venues with certifications such as LEED, Green Key, or EarthCheck.
- **Sustainable transportation:** Providers with fuel-efficient fleets, hybrid/electric vehicles, and carbon offsetting.
- **Local and sustainable sourcing:** Vendors offering organic, fair-trade, or sustainably sourced products.



- **Paperless systems:** Promoting e-tickets, digital signatures, and other virtual processes to minimize paper use.

We continuously review and expand our supplier network in alignment with our sustainability goals.

### 3. Green Internal Policies

We cultivate an environmentally conscious workplace by implementing the following across all ATS offices:

- **Energy efficiency:** Turning off equipment when not in use, using energy-saving lighting, and reducing HVAC consumption.
- **Waste management:** Office-wide recycling programs and reduction of single-use plastics.
- **Digital-first approach:** Transitioning to digital documentation, contracts, and reports.
- **Sustainable office materials:** Use of recycled and eco-friendly office supplies.
- **Green commuting:** Encouraging public transport, cycling, or carpooling—with potential subsidies for sustainable commuting.

### 4. Sustainable Travel and Event Management

Through ATS Travel, FHT Global, and Brook Green, we integrate sustainability into client offerings:

- **Carbon offsetting:** Available for travel and events.
- **Responsible tourism:** Promoting experiences that respect local communities, cultures, and the environment.



- **Sustainable logistics:** Use of reusable signage, digital badges, and efficient food planning.
- **Virtual/hybrid events:** Encouraging formats that reduce travel-related emissions.

## 5. Employee Engagement and Education

- **Training:** All employees receive guidance and resources on sustainability best practices.
- **Sustainability Ambassadors:** Designated in each office to lead initiatives, raise awareness, and track progress.
- **Goal setting:** Teams and offices set measurable sustainability targets with regular reviews.

## 6. Monitoring and Reporting

ATS Group will ensure accountability and progress through:

- **Annual Sustainability Report:** Detailing initiatives, supplier engagement, and impact metrics.
- **KPIs and metrics:** Monitoring energy use, waste reduction, and share of green suppliers.
- **Continuous improvement:** Annual review and updates of this policy in line with best practices.



## 7. Communication and Client Collaboration

We will:

- Share our sustainability policy transparently with clients, suppliers, and stakeholders.
- Assist clients in embedding sustainability into their programs by offering green alternatives and expert advice.

## Conclusion

ATS Group is committed to embedding sustainability into every facet of its operations. Through responsible practices, meaningful supplier partnerships, and empowered teams led by **Sustainability Ambassadors**, we aim to lead by example and inspire positive change across the travel and events industry.