



Sustainability Policy

Ants on Track – Active & Cycling Travel

Date: 25/01/2026

1. Introduction

Ants on Track is committed to developing and delivering responsible tourism experiences that respect the environment, local communities and cultural heritage. Sustainability is an integral part of our business model, values and daily operations.

As a small specialised tour operator focused on cycling and walking holidays in Spain, we recognise our responsibility to minimise negative impacts and maximise positive environmental, social and economic contributions in the destinations where we operate. This Sustainability Policy provides the framework for our approach to responsible tourism and continuous improvement.

2. Our Vision and Values

Ants on Track believes that tourism should contribute positively to destinations and communities while offering meaningful and authentic experiences to travellers. Our core values include:

- Responsible and low-impact tourism
- Respect for nature, culture and local communities
- Support for local economies and small businesses
- Transparency, integrity and ethical conduct

- Continuous improvement in sustainability performance

3. Core Sustainability Principles

3.1 Human Rights

Ants on Track respects and supports internationally recognised human rights, as defined in the United Nations Universal Declaration of Human Rights. We expect our suppliers and partners to uphold the same standards and do not tolerate discrimination, exploitation or abuse in any form.

3.2 Labour Standards

We comply with all applicable national and regional labour legislation in Spain and promote fair working conditions, equal opportunities and safe working environments. We encourage our suppliers and partners to respect labour rights and applicable employment regulations.

3.3 Environmental Responsibility

We are committed to reducing the environmental footprint of our operations and products by promoting low-impact travel, responsible resource use and environmental awareness among staff, suppliers and clients.

3.4 Ethics and Anti-Corruption

Ants on Track operates with honesty, integrity and transparency. We do not tolerate corruption, bribery or unethical behaviour in our business activities or relationships.

Ethical conduct and social responsibility are actively promoted within the company. One of the company's partners works as a forest ranger, contributing professionally to environmental protection and sustainable land management. In addition, company management is personally engaged in human rights and environmental initiatives,

including active involvement with Amnesty International and coordination of regional environmental sustainability initiatives in Castilla y León.

These professional and civic commitments reinforce the company's ethical values and its long-term commitment to responsible and sustainable tourism.

3.5 Customer experience

- The company aims for all customer experiences to be positive, and follows strict health and safety, marketing, and excursion policies to ensure customer satisfaction. These policies cover specific topics of (but not limited to):
 - Health and safety
 - Emergency procedures
 - Privacy
 - Group numbers
 - Greenhouse Gas emissions and offsetting
 - Transport
 - Shopping
 - Sexual exploitation
 - Children in tourism
 - Satisfaction and complaints
- Ants on Track maintains open lines of communication with our customers and encourages feedback at any time and on any topic, particularly sustainability.

3.6 Child Protection and Prevention of Sexual Exploitation

Ants on Track has a zero-tolerance policy towards all forms of sexual exploitation of children.

We are committed to preventing child exploitation in tourism and expect all partners, suppliers and clients to adhere to this principle.

The company promotes awareness of this issue among its stakeholders and will take appropriate action if any suspected cases are identified.

Ants on Track supports the principles of internationally recognised initiatives such as The Code (TheCode.org), ECPAT and UNICEF, and encourages partners to follow relevant guidelines and best practices.

4. Sustainability Governance

4.1 Sustainability Coordination

Ants on Track has appointed a Sustainability Coordinator responsible for overseeing the implementation and monitoring of this policy.

Name: Jorge Casas

Position: Founder & Managing Director

Contact: info@antsontrack.com/jorge@antsontrack.com

4.2 Responsibilities

The Sustainability Coordinator is responsible for:

- Coordinating Travelife reporting and certification
- Implementing and monitoring the Sustainability Action Plan
- Raising awareness among staff and partners
- Monitoring sustainability performance and identifying improvement areas
- Acting as contact point for sustainability-related enquiries

5. Action Planning, Monitoring and Continuous Improvement

Ants on Track develops a Sustainability Action Plan with clear objectives, actions, responsibilities and timelines. Progress is reviewed at least annually.

If planned actions cannot be achieved due to external or operational constraints, alternative actions or revised timelines will be established. Continuous improvement is a fundamental principle of our sustainability approach.

6. Sustainable Office Operations

Ants on Track aims to minimise the environmental impact of its office activities through the following measures:

6.1 Energy

Ants on Track aims to reduce energy consumption and associated emissions through efficient systems and responsible use. Current measures include:

- The office is equipped with an aerothermal heating and cooling system, which is an energy-efficient alternative to conventional systems.

- Solar panels are installed to generate renewable electricity and reduce reliance on the main power grid.
- Preference for energy-efficient equipment and appliances.
- Lights and electronic devices are switched off when not in use.

6.2 Water

- Responsible use of tap water
- Regular checks for leaks
- Avoidance of single-use plastic bottles

6.3 Paper and Digitalisation

- Preference for digital documentation
- Reduced printing and use of recycled paper when printing is necessary
- Double-sided printing whenever possible

6.4 Waste Management

- Waste reduction as a priority
- Separation and recycling of waste according to local regulations
- Avoidance of disposable products

6.5 Health and Safety

- Safe and ergonomic working conditions
- Basic first-aid measures available when required

7. Sustainable Product Development and Supply Chain

7.1 Accommodation

Ants on Track prioritises accommodation providers that:

- Are locally owned or managed
- Implement basic environmental practices (energy, water, waste)
- Respect local culture and communities

We encourage accommodation partners to improve their sustainability practices over time.

7.2 Transportation

- Cycling and walking are promoted as primary travel modes
- Shared transfers are used where necessary to reduce emissions
- Preference for local transport providers

7.3 Activities and Excursions

Activities are designed to:

- Respect natural environments and biodiversity
- Avoid sensitive or overcrowded areas
- Support local guides and service providers

7.4 Procurement

When possible, Ants on Track prioritises:

- Local suppliers and services
- Environmentally responsible options
- Long-term and trust-based partnerships

8. Customer Communication and Responsible Travel

Ants on Track actively informs clients about responsible travel behaviour, including:

- Respect for local culture and traditions
- Environmental awareness during cycling and walking routes

- Waste reduction and responsible resource use

Clients are encouraged to contribute positively to the destinations they visit.

9. Communication and Transparency

Ants on Track communicates its sustainability commitments and practices through:

- Direct communication with clients and partners
- Availability of the Sustainability Coordinator for enquiries
- Publication of sustainability information on the company website or upon request

Feedback from clients, partners and stakeholders is welcomed and used to improve sustainability performance.

10. Commitment to Continuous Improvement

Ants on Track is committed to continuously improving its sustainability performance in line with Travelife requirements and recognised best practices. This Sustainability Policy will be reviewed regularly and updated as the company evolves.

For questions and remarks related to our sustainability and CSR policies, please contact:

Jorge Casas – Ants on Track

Email: info@antsontrack.com