

Antarctica21

Fly & Sail Expeditions



SUSTAINABILITY POLICY



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OUR COMMITMENT

At Antarctica21, we are committed to leading the sustainable, low-impact tourism industry in Antarctica, adopting best practices in environmental protection, guest safety, and the promotion of science, education, and awareness of this unique ecosystem.

Our vision for 2033 is to be recognized as an exemplary model of responsible tourism in Antarctica, providing unique and unforgettable experiences that inspire people around the world to value and preserve this last wild and unexplored corner of our planet. We recognize that responsible exploration is a fundamental tool for generating knowledge, understanding, and protection of Antarctic ecosystems.

Through continuous innovation, collaboration with the scientific community, and respect for Antarctic wildlife and ecosystems, we strengthen our commitment to sustainability, promoting tourism practices that minimize our environmental impact and actively contribute to the conservation of this iconic region and the places we visit for future generations.



INTRODUCTION

Antarctica21, hereinafter referred to as the Organization, is aware that our business model and activities have economic, social, and environmental impacts. We also recognize that the planet and society are currently facing new global challenges that involve risks and opportunities with strategic and financial implications for businesses, investors, the supply chain, customers, and other stakeholders.

In this context, the excellence of our services is based on ethical, social, and environmental commitments that go beyond regulatory compliance, seeking a responsible balance between economic performance and the value we bring to the environment in which we operate.

OBJECTIVE

The Antarctica21 Sustainability Policy, hereinafter referred to as the “Policy,” aims to establish the principles, guidelines, and commitments that guide the Organization's sustainable management, promoting a sustainable corporate culture committed to environmental protection, social development, and ethical and transparent governance.

Likewise, this Policy seeks to integrate sustainability at all levels of operation and decision-making, promoting good practices that contribute to the balance between the Organization's economic, social, and environmental objectives, safeguarding its long-term viability.





THE ORGANIZATION

Purpose

To offer the world the possibility of getting to know the Antarctic continent in an optimal and unique combination of time and services through the air-cruise concept.

Aspiration

To be the premier Antarctic tourism operator, the undisputed leader in air-cruises and sustainability.

To develop the high-performance team that is passionate about our project and committed to innovation and excellence.

To offer guests a boutique expedition experience, with a premium standard of service and a strong local connection.

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Antarctica21 is a Chilean company with roots in the Magallanes Region, a pioneer in Antarctic tourism. We offer a different way of traveling, allowing efficient, responsible, and intimate access to the White Continent, thanks to our air-cruise model. Our boutique expeditions are small-scale, with each boat trip connected by a single Antarctic flight. We also offer sea voyages in sub-Antarctic regions and the Chilean fjords.

Our objective is to offer transformative experiences that balance active exploration with a boutique experience. Our expert polar guides share their knowledge of the region's geography, natural history, wildlife, and ecology with guests, inspiring each guest to become an ambassador for Antarctica and its conservation.

^ Scope

This Sustainability Policy applies to all Antarctica21 business units, operations, and employees, covering both internal activities and those carried out in collaboration with third parties.

The Organization will establish the necessary mechanisms and procedures to ensure the effective and coordinated implementation of this Policy in all its facilities, operations, and projects, promoting its dissemination and compliance in all areas of work and throughout its supply chain.

^ General Principles

Antarctica21's commitment to sustainability will be carried out through the following principles, which will be applied comprehensively across all its activities, operations, and business lines:

- **Integration of sustainability:** Incorporate environmental, social, and governance variables into decision-making processes, strategic planning, and operational management.
- **Regulatory compliance:** Ensuring compliance with applicable laws, regulations, and standards, as well as international and local guidelines related to the Antarctic tourism industry.
- **Awareness and sensitization:** Promoting training, awareness, and commitment to sustainability among the Organization's employees and its main stakeholders.
- **Alignment with international frameworks:** Support the main milestones and objectives of international sustainability frameworks, adopting positions consistent with the Sustainable Development Goals (SDGs) and other Antarctica21 corporate policies.
- **Economic sustainability and business resilience:** Manage the organization with a long-term vision that ensures its economic stability, financial viability, and operational continuity, strengthening its resilience and ability to adapt to climate, regulatory, and environmental changes.



PILLARS

To effectively implement its commitment to sustainability, Antarctica21 will establish three priority areas of work, which will be addressed comprehensively by each of its departments and related companies. In addition, through a strategic alliance with the Antarctica21 Foundation, a non-profit institution that represents a natural extension of the Organization's corporate values and commitments to sustainability, it will seek to expand and strengthen the positive impact of this Policy. The pillars of action will be as follows:

1. Sustainable business and excellence

The Organization is committed to enhancing guest satisfaction by offering safe, authentic, and high-quality experiences on every expedition. This commitment balances service excellence with the preservation of the Antarctic and sub-Antarctic ecosystem, while also promoting ethical and responsible labor practices in all operations.

The Organization will also promote a sustainable business model that combines operational efficiency, responsible use of resources, and economic strength, ensuring the continuity and sustainability of the business in the long term in line with its environmental and social commitments.

Social, environmental, and governance standards will be adopted, ensuring transparency and accountability in management and business relationships.

1.1 Responsible Business

Comply with all applicable local, national, and international laws and regulations, including health, safety, labor, and environmental aspects.

- **Antarctic Tourism**

Promote, implement, and supervise environmentally responsible, non-invasive Antarctic tourism activities and services that are evaluated according to the criteria of the Antarctic Treaty System, the International Association of Antarctic Tour Operators (IAATO), and applicable internal regulations.

Plan and develop tourism operations with consideration for environmental protection.

Implement climate change mitigation and adaptation measures aimed at minimizing environmental impacts and preventing any activities that are harmful to ecosystems.

Develop tourism activities in a manner that respects and harmonizes with scientific research.

Protect Historic Sites and Monuments (HSMs), a category used by the Protocol to the Antarctic Treaty on Environmental Protection to designate Antarctic areas of significant historical value.

- **Corporate Governance**

Maintain a robust, transparent, and sustainable corporate governance system that promotes accountability, responsible financial management, and long-term value creation.

- **Ethics and regulatory compliance**

Base operations on sound ethical principles, ensuring integrity and fair conduct. In addition, position ourselves as a benchmark for transparency and regulatory compliance within the Antarctic tourism industry.

1.2 Supply chain

The Organization is committed to optimizing its supply chain, promoting efficiency, transparency, and sustainability in the procurement of goods and services. The purpose is to minimize environmental impacts, promote social development, and ensure ethical governance in all operations related to suppliers and business partners, fostering collaborative and long-term relationships based on trust and shared responsibility.

- **Local suppliers**

Prioritize the hiring of local and fair trade suppliers, provided they meet the required quality standards and it is possible to do so.

This approach seeks to strengthen the regional economy, reduce the environmental footprint associated with transportation, promote local employment, and transfer sustainable knowledge and technologies, contributing to a resilient, inclusive, and responsible supply chain, especially in the Magallanes Region and Chilean Antarctica.

- **Sustainable suppliers**

Antarctica21 will promote sustainable purchasing policies, prioritizing suppliers who demonstrate a verifiable commitment to ethical, social, and environmentally responsible practices. The goods and services purchased, including equipment, food, beverages, construction materials, and other supplies, must come from responsible production processes with the least possible environmental impact.

The Organization will promote ongoing dialogue with its business partners to foster innovation, efficiency, and continuous improvement in sustainable supply chain management.

1.3 Evaluation of suppliers

The Organization will implement a comprehensive supplier evaluation and monitoring process to ensure that its business partners comply with the environmental, social, and governance standards defined by the Organization.

The assessment will cover aspects of operational performance, financial strength, and sustainability, allowing for the identification of risks, opportunities for improvement, and best practices, and promoting business relationships based on transparency, accountability, and continuous improvement.

This process will ensure the selection and monitoring of business partners who share Antarctica21's values and commitments, especially in terms of ethical conduct and sustainability.

1.4 Clients

Guest satisfaction is central to sustainable management. To this end, quality procedures will be implemented, clear information will be provided, and the guest experience will be continuously evaluated.

- **Client satisfaction**

Delivering exceptional experiences based on personalized attention, service excellence, and protection of guest privacy and integrity.

- **Accident and safety management**

Protect the safety and well-being of guests and employees, minimizing risks and ensuring compliance with the highest safety standards in operations.

Always consider the extreme physical and climatic conditions of the Antarctic continent, which require specific protocols to safeguard people's integrity.

- **Communications**

Maintain transparent and truthful communications with stakeholders, ensuring that all informational or promotional material accurately reflects the reality of the Organization and its sustainability commitments.



1.5 Labor Practices

The Organization will foster a safe, inclusive, and collaborative work environment that promotes professional development, innovation, and continuous improvement.

- **Work environment and conditions**

Promote work-life balance, fostering team commitment through continuous improvement of working conditions.

- **Discrimination**

Maintain a work environment free of all forms of discrimination, ensuring equal treatment and opportunities, regardless of ethnicity, religion, nationality, gender, orientation, disability, or other conditions.

- **Continuing training**

Promote a culture of lifelong learning by offering training and development opportunities on topics such as ethics, safety, sustainability, and leadership.

Promote innovation and professional growth, strengthening the team's ability to meet the challenges of sustainable tourism with excellence and commitment.

- **Diversity and inclusion**

Promote an inclusive and equitable work environment that values diversity and ensures equal opportunities for all employees.

Implement training and awareness programs on diversity and inclusion and ensure fair compensation and benefits practices.

- **Workers health and safety**

Provide a safe and healthy work environment, free from physical or psychological risks, by providing the necessary equipment and resources to prevent accidents and occupational illnesses.

The Organization's leaders will maintain a respectful and collaborative organizational culture, avoiding any form of harassment, discrimination, or abuse.

- **Worker participation**

Promote the active participation of employees in sustainability initiatives, recognizing the value of diverse perspectives. To this end, the Organization has a Sustainability Committee made up of representatives from different areas, which acts as a space for dialogue, collaboration, and monitoring of sustainable commitments.

2. Social and scientific value

Antarctica21 seeks to contribute to the sustainable well-being of communities and to strengthen the understanding and conservation of Antarctic ecosystems, acting as a positive agent of change in the region. This purpose is mainly realized through the Antarctica21 Foundation and other company programs, generating social, environmental, and cultural impacts that contribute to the comprehensive development of the area.

2.1 Innovation

Antarctica21 promotes research, the development of sustainable practices, and the adoption of innovative technologies, driving continuous improvement in its operations and services.

- **Innovation in sustainability**

The Organization will promote research and technological innovation aimed at sustainability throughout its entire value chain, integrating efficient infrastructure and cutting-edge solutions at every stage of its operations. The goal is to position itself as a leader in sustainable tourism, demonstrating that innovation, applied across the board, can go hand in hand with the preservation of natural resources and the reduction of environmental impact.

2.2 Support for scientific and technological activities

Antarctica21 recognizes that responsible exploration is an essential pillar for expanding scientific knowledge of the Antarctic continent. In this context, the Organization is committed to supporting scientific and technological research through onboard science programs, citizen science, and environmental data collection. These initiatives aim to strengthen knowledge about the state of Antarctic ecosystems and contribute to evidence-based decision-making regarding territorial management. These activities will be carried out in collaboration with the Antarctica21 Foundation and with national and international universities and research centers that have active agreements with it, ensuring transparent, ethical, and effective coordination between tourism and science.



2.3 Communities

Antarctica21 recognizes its role in generating social value and is committed to contributing positively to the sustainable development of local communities in the areas where it operates, promoting well-being, education, and cultural preservation.

- **Relationship with communities**

The Organization will promote a respectful, collaborative, and lasting relationship with local communities, supporting initiatives that strengthen infrastructure, education, health, sanitation, and resilience to climate change.

It will also contribute to the protection of the historical, cultural, and spiritual heritage of the communities, ensuring its respect and preservation.

- **Development of local talent**

Antarctica21 will promote local economic development by offering job opportunities, training, and services to individuals and businesses in the communities near our operations, thereby strengthening the regional economy.

- **Donations**

The Organization may make donations to institutions and projects that contribute to the fulfillment of this Policy, mainly through the Antártica21 Foundation, with which annual collaboration objectives will be established to maximize the joint positive impact.

- **Education**

Antarctica21 will promote educational tourism aimed at spreading awareness of the natural and cultural heritage of the White Continent and the places we visit, strengthening its historical and geographical connection with Chile.

Likewise, environmental education will be promoted among staff, guests, and local communities, integrating training activities and interpretive experiences that inspire awareness, knowledge, and respect for the natural environment.

As part of this commitment, the Organization will implement visible environmental education and awareness protocols aimed at guests. These will include informative materials, signage, infographics, and other visual resources designed to communicate clearly and accessibly good environmental practices, conduct guidelines during expeditions, safety measures, and recommendations to minimize environmental impact.

In this way, Antarctica21 seeks to strengthen the educational role of each travel experience, encouraging its guests to become active ambassadors for Antarctic conservation and promoters of responsible, low-impact tourism.

- **Antarctica21 Foundation**

The Antarctica21 Foundation is a natural extension of the Organization's corporate values and commitment of sustainability. Created in 2021, it was created with the purpose of providing an organic and professional response to the multiple requests for cultural, educational and scientific support received over more than 20 years of experience in Antarctic tourism.

Through the Foundation, Antarctica21 promotes science, culture, art, conservation and education activities, contributing to the generation and transfer of Antarctic knowledge to broad sectors of society.

Through this alliance, Organization-Foundation, emerging interests and themes related to Antarctica will be collected, diversifying the offer of cultural and scientific initiatives. This reaffirms the Foundation's motto "explore to understand and protect", promoting a tourism model that unites exploration, science and conservation.



3. Environmental responsibility

Antarctica21 is committed to providing its services in an environmentally conscious and responsible manner, ensuring carbon neutrality in all its activities through the measurement, reduction, and offsetting of emissions.

The Organization maintains an ongoing commitment to international sustainability standards, applying them in all its operations and processes to minimize environmental impacts and contribute to the protection of the Antarctic ecosystem and the places we visit.

3.1 Biodiversity

Antarctica21 actively supports and contributes to the conservation of the Antarctic environment and the places we visit, paying special attention to protected natural areas and those of high value for biodiversity.

Efforts are made to minimize any disturbance to natural ecosystems through environmental education directed at our guests, the implementation of rigorous operational protocols, and participation in conservation and environmental monitoring initiatives.

The Organization adheres to the guidelines of the Antarctic Treaty, the International Association of Antarctica Tour Operators (IAATO), and the relevant local authorities, ensuring that its operations are conducted in a responsible, sustainable, and low-impact manner.

Interactions with wildlife are carried out in a non-invasive way and under strict criteria of respect and safety, avoiding disruption of species behavior or habitats.

3.2 Waste

Antarctica21 manages its waste in accordance with the regulations established by the International Maritime Organization (IMO) and the International Convention for the Prevention of Pollution from Ships (MARPOL), ensuring its final disposal in authorized facilities and reducing potential impacts on the environment or local communities.

Additionally, the reduction, reuse, recycling, and safe disposal of generated waste is promoted, developing innovative initiatives aimed at minimizing both the volume and hazard of the waste.

The Organization carefully manages the purchase of consumable and disposable goods, including food and materials, in order to prevent waste generation from the source.



3.3 Water

Antarctica21 is committed to using and managing water responsibly, ensuring compliance with legal requirements and implementing efficiency and conservation measures to minimize its consumption.

Water supply is carried out sustainably, avoiding any negative impact on natural flows or ecosystems.

Wastewater is treated effectively and is only reused or discharged under safe and environmentally controlled conditions, without causing adverse impacts.

3.4 Emissions

The Organization maintains its commitment to carbon neutrality as an essential part of its sustainability strategy. To this end, it implements concrete mitigation actions aimed at reducing equivalent carbon dioxide (CO₂e) emissions across all operations. Key measures adopted include the implementation of the TIER III system, energy efficiency through heat recovery systems, and sustainable resource management through the implementation of the Ascenz MARORKA system. Additionally, emissions that cannot be eliminated are offset through certified mitigation projects, ensuring that the Organization's carbon footprint is neutral and verifiable.

TRANSPARENCY AND ACCOUNTABILITY

Antarctica21 recognizes transparency and accountability as essential pillars of sustainable and responsible business management. In order to strengthen this commitment, the Organization will report annually on its sustainability performance, clearly and verifiably communicating progress, achievements, challenges, and opportunities for improvement.

These reports will be addressed to relevant stakeholders, including employees, clients, communities, authorities, strategic partners, and suppliers, with the aim of reinforcing trust, participation, and collaboration around common sustainability goals.

Additionally, the Organization will promote external and independent evaluation of its practices and results when appropriate, reaffirming its commitment to transparency, integrity, and corporate responsibility in all its operations.





APPROVAL AND VALIDITY DECLARATION

This Sustainability Policy corresponds to a review and update of the version approved on May 29, 2024, maintaining its continuity and strengthening its guidelines in line with the strategic, operational, and regulatory evolution of Antarctica21.

This Policy shall be mandatory for all employees, business areas, related companies, and stakeholders acting on behalf of Antarctica21, and must be incorporated into the planning, execution, and evaluation of corporate activities.

The Policy will be reviewed periodically, or whenever significant changes occur in the operational, regulatory, or strategic conditions of the Organization, in order to ensure its updating, relevance, and continuous improvement.

It shall come into effect from the date of its official approval and will remain in force until it is replaced or updated by a new version duly validated by Management.

Policy version control table				
Date	Document type	Description of the change	Written by	Approved by
29/05/2024	Original Policy	Initial release of the Antarctica21 Sustainability Policy	Fleet & Sustainability Department	Directory
16/02/2026	Review and update	Review and update of content, maintaining the continuity of the Policy	Sustainability Committee and Corporate Affairs Department	General Manager & Directory.

VALIDITY

This Policy comes into effect on March 2, 2026, replacing and updating the version approved on May 29, 2024, and will remain in force indefinitely unless the organization's Board of Directors adopts a new resolution.

KEY DEFINITIONS

- Climate change:** This is defined as variability in historical weather patterns. It is reflected in an increase in the planet's average temperature and in the generation of extreme weather events caused by the concentration of greenhouse gases in the atmosphere, whose increase is directly or indirectly attributable to human activities.
- Mitigation:** These are the actions, measures or activities that seek to reduce the sources of greenhouse gas emissions or to improve carbon sinks.
- Adaptation:** This is a process of adjusting to the climate and its current or expected effects. This includes the actions, measures or activities that seek to reduce the vulnerability of natural and human systems, moderating negative impacts and taking advantage of positive effects.
- Stakeholders:** These are individuals, groups or organizations that have some type of interest in the Company's activities and performance. These groups can influence the Company or be affected by its actions.
- TIER III:** IMO's maximum environmental requirement for limiting NOx emissions in marine engines, requiring advanced gas treatment technologies.





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www.antarctica21.com