

SUSTAINABLE SUPPLIER MANAGEMENT POLICY

"At Dreamsteam, Client care is at the heart of every choice. We believe that offering extraordinary luxury travel experiences also means taking responsibility for the impact we generate.

For this reason, we commit every day to building a service chain that operates according to principles of environmental, social, and ethical sustainability, convinced that this not only improves the quality of our offering, but contributes to a more responsible future for the tourism sector.

This vision guides our collaboration with the finest Suppliers, to achieve important goals together."

1. Introduction

- **Purpose:** To define the principles and procedures that Dreamsteam adopts for the selection, evaluation, and continuous monitoring of its suppliers, particularly Hotels, Tour Operators, DMCs, and tourism service providers in general. The goal is to promote a progressively more sustainable supply chain from an environmental, social, and economic perspective, in line with Dreamsteam's commitment to its clients.

- **Scope of application:** This policy applies to all direct suppliers of Dreamsteam, with priority focus on key tourism service providers. Dreamsteam commits to initiating a mapping of its supply chain and will evaluate in the future how to progressively extend the influence of these principles to the most significant indirect suppliers as well.

Guiding principles:

- Respect for human rights
 - Environmental protection
 - Social responsibility
 - Ethics and transparency
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2. Supplier Selection

- **Evaluation criteria:** Dreamsteam evaluates its suppliers considering a set of environmental, social, and economic criteria. The weight of these criteria may vary based on the type of service offered, the supplier's geographical location, and its potential impact.

Environmental criteria: Policies and practices for reducing ecological footprint, including (but not limited to) waste management, energy efficiency, use of renewable energy where possible, responsible water resource management, emissions reduction, biodiversity conservation, possible possession of recognized environmental certifications.

Social criteria: Respect for fundamental human rights, guarantee of fair and safe working conditions (including health and safety data), existence of reporting mechanisms for workers, promotion of diversity and inclusion, absence of child or forced labor.

Economic criteria: Financial stability, ethical business practices, ability to provide high-quality services in line with Dreamsteam's standards.

- **Selection procedures:**

Preliminary assessment: Verify suppliers' compliance with Dreamsteam's minimum selection criteria.

In-depth evaluation: Evaluate suppliers through information gathering and, where deemed necessary, through internal questionnaires aimed at understanding their sustainability performance and policies.

Final decision: Conduct an overall evaluation of suppliers to decide whether to initiate or continue the supply relationship. In the event that a strategic supplier does not fully meet the criteria, Dreamsteam may consider the possibility of defining a joint improvement plan.

3. Monitoring and Evaluation

- **Continuous monitoring:** Monitor the sustainability performance of key suppliers through periodic checks, the frequency of which will be based on the risk level and strategic importance of the supplier. Monitoring will be based on verifying maintenance and, where possible, improvement against selection criteria and any agreed improvement plans. Monitoring also occurs through feedback from clients and Dreamsteam collaborators, engaged in frequent familiarization trips to destinations, hotels and experiences.

- **Communication (with suppliers):** Maintain an open dialogue with suppliers on Dreamsteam's sustainability requirements and expectations, also through periodic meetings or dedicated communications, with the aim of sharing information and promoting a joint improvement path.

- **Correction and improvement:** In case of non-compliance with sustainability requirements, Dreamsteam commits to discussing it with the supplier to identify corrective actions and improvement plans. Failure or inability to address critical issues may lead to a review of the supply relationship, including suspension of the relationship itself. Dreamsteam will evaluate forms of preference for suppliers that demonstrate proactive commitment and excellent performance in sustainability.

- **Communication with stakeholders:** Dreamsteam commits to transparently communicating its initiatives and, where relevant, the progress of its supply chain in terms of sustainability, primarily through its website, social media, and future sustainability reports.

4. Responsibilities

- **Management:** Ensure that management is responsible for implementing, respecting, and promoting the sustainable supplier management policy, allocating necessary resources.

- **Purchasing managers (and other roles):** Purchasing Managers, in collaboration with other relevant company figures, are responsible for implementing the supplier selection, evaluation, and monitoring procedures defined in this policy. All employees involved in supplier relationships will be adequately trained on the content and application of this policy, including through dedicated meetings with external consultants.

- **Suppliers:** Ensure that suppliers are aware of Dreamsteam's sustainability requirements and are responsible for complying with applicable regulations and the principles contained in this policy. Dreamsteam reserves the right to evaluate the integration of specific references to this policy in future contractual agreements.

5. Review and Continuous Improvement

This sustainable supplier management policy will be subject to periodic review, at least annually, to ensure its continued adequacy and effectiveness, and to integrate any new sustainability objectives that Dreamsteam will define over time, with a view to continuous improvement.

CEO & Owner DREAMS TEAM SRL

Andrea Mereghetti



CEO & Owner DREAMS TEAM SRL

Chiara Zampogna

