

POLICY

Environmental, Social & Governance

DATE
RESPONSIBLE

07 April 2025
ESG Team (A Burkle, C Edwards, D Morgan)



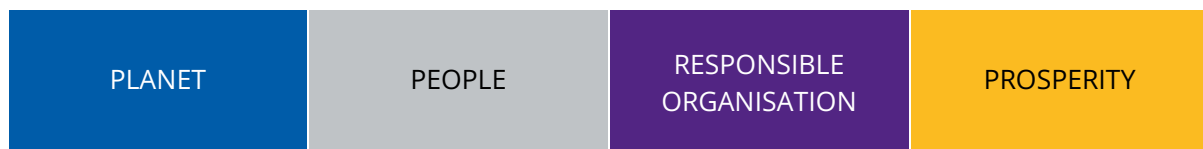
PREMIUM BUSINESS TRAVEL

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POLICY: **ENVIRONMENTAL, SOCIAL & GOVERNANCE**
PUBLISHED: 07 APRIL 2025
ESG TEAM: Dave Morgan, Adrian Burkle, Ceri Edwards

There are four main pillars to our Environmental, Social & Governance Policy.



PLANET

MIDAS Travel works in partnership with clients to achieve their sustainability goals, whether that's ensuring accurate data and calculations or achieving net zero travel.

Close monitoring of traveller impact ensures we can tailor-make greener travel programmes that help minimise our shared impact on the planet.

We're proud to work with a number of strategic partners in CO2 reduction and energy conversation projects with specific expertise in travel, and will work with them to identify opportunities for continuous improvement.

Together, we offer a balanced approach that fulfils travel needs and meets individual sustainability criteria and goals.

PEOPLE

MIDAS Travel believes that good practices start at home. At the heart of our company ethos is a genuine interest in our people, taking care of them and supporting their efforts in improving themselves and the lives of others.

Through partnerships and personalised service delivery, we demonstrate our commitment to our clients and value their team as we do our own. We adopt conscientious work ethics that embrace sustainable initiatives at home and prompt greener choices when travelling.

With diversity, equity and inclusion front of mind, we have grown our own environment to nurture talent, welcome input and support individual and team growth.

We embrace diversity across our team

We believe in the strength of open discussion and individual opinion, and that the diversity of our team members adds true value to our overall service delivery.

The development culture of our staff means our service provision continues to evolve and innovate. Through flexibility and respect, we support all team members to reach their potential, adding personal value as well as contributing to positive business outcomes.

We value long term supply chain partnering

MIDAS Travel works with supply partners around the world, building long lasting relationships with regular dialogue and shared goals that benefit all parties.

We partner with likeminded companies, who embrace a responsible ethos and meet our high standards of sustainable and ethical sourcing, consumption and work practices.

In continuing to build our knowledge bank, together we educate, raise awareness and invest in healthy business practices to benefit the economy and surrounding communities. MIDAS Travel facilitates supplier training and events as part of our people development programme, helping drive innovation, sustainability and education for all.

We facilitate business by helping our team members and clients grow

Our philosophy of personal care is built on rich, deep and respectful relationships. MIDAS Travel relies on its strong foundation in relationship management and agent upskilling to deliver bespoke travel programmes and service the fast-changing needs of clients.

Over the years, our portfolio has continued to diversify encouraging flexibility and driving constant learning to exceed expectations.

The focus on the SME and VIP market has put new product and service innovation at the forefront of our offering, ensuring we are ahead of the latest trends and opportunities. With a number of internal and external facing resources, we ensure everyone is well informed and kept up to date.

RESPONSIBLE ORGANISATION

MIDAS Travel considers our own carbon footprint as an important part of operating as a responsible organisation, managing both a sustainable business for ourselves and for our clients.

Seeking expertise and guidance from external parties, universal accreditations and sector specific best practice, we demonstrate our commitment and confidence in our responsible business. We operate with due care and diligence to work with like-minded, responsible suppliers and partners.

Prioritising the protection of our people and their assets helps us focus on ethical practices, continuous improvement and awareness through education.

We practice sustainable business at home

We believe that to make an impact, we must also be looking at our everyday environment and habits. Sustainability for us starts in our offices, remotely and at home.

- Recycling and eliminating waste
- Measure and minimise our carbon footprint
- Responsible consumption education and knowledge sharing
- Encourage and invest in collaborative sustainability campaigns in the community and our industry

We conduct business responsibly

MIDAS Travel conducts business in a way that is mindful of the social impact of our activities, ensuring that our entire service is operating in an ethical way.

- Modern Slavery Act
- Money Laundering
- Ethical asset disposal (GDPR/WEEE compliance)

We protect our people and systems

MIDAS Travel assures absolute commitment to the protection of client and employee assets, working to universal standards in data, privacy and cyber security. By verifying our systems and processes externally, we are confident in our operations across the board.

- Secure Systems - Cyber Essentials & secure server strategies (Aide to review)
- GDPR Data Protection via registered secure systems and continuous monitoring
- PCI-DSS
- External Auditing
- Peer Reviews

PROSPERITY

MIDAS Travel works with clients, suppliers and partners to drive business and financial growth in a sustainable way that protects planet, people and prosperity for all. Through education, awareness and investment, we are on a journey of continuous improvement.

We consider the wellbeing of all our stakeholders, from travellers to suppliers and staff, to be integral to our joint business success. By using technology and processes, we ensure every stage of each transaction is considerate to individual health and personal comfort.

By growing and driving innovation, we enable more capacity to incorporate longer term thinking and responsible initiatives. We are all working towards a healthy, prosperous and sustainable future.

ABOUT MIDAS TRAVEL

MIDAS Travel is in the top 40 of its sector, a Travel Management Company committed to providing premium business travel for financial, consultative and professional industries. Through empowering our people, driving innovative technology and delivering true expertise, our reputation for service sets us apart from the competition.

You can find out more about our ESG approach via our website [here](#). For any questions, please [get in touch](#).