



HI Iceland Transportation Policy

HI Iceland's mission is to support sustainable and responsible tourism. In order to reach that goal, we continuously seek new ways of strengthening responsible lifestyle choices, values, and attitudes when it comes to protecting nature. The ways which involve HI Iceland staff members are outlined in this Transportation Policy, which also supports HI Iceland's Sustainability Policy.

Goal: HI Iceland strives to decrease pollution, and to promote a healthier lifestyle, as well as a safer and more vibrant environment.

- **Less pollution.** By decreasing pollution due to transportation, HI Iceland makes the environment better. This includes greenhouse gasses, particulate matter, soot, and sound pollution, all of which have a negative impact on nature and human health.
- **Healthy lifestyle.** The health benefits of walking or cycling on a regular basis to and from work are unquestionable. By improving facilities for those who want to travel to and from work using another method of transportation than a private car, we promote equity in the choosing of a transportation method as well as changed habits of staff, improving both health and well-being.
- **Safe and vibrant environment.** The need for streets and parking spots is decreased by decreasing car traffic and by increasing the number of those walking, cycling, or using public transportation. This will lead to more people on the streets; fewer cars and more people will increase safety. Thus, HI Iceland participates in creating a safe and more vibrant environment.

These options are available to HI Iceland staff members:

- Staff transportation contract between HI Iceland and long-term employees.
- Flexible working hours and good work facilities.
- Access to an eco-friendly staff car and bikes for staff during working hours.
- Good staff facilities for those who are physically active.
- Encouragement and education related to eco-friendly transportation.
- Discounts and offers on services, facilities, and equipment.
- Actions that decrease the carbon footprint left by staff travel.

The Transportation Policy is in accordance with HI Iceland's Strategic Policy Document from April 2016, which defines the main strategy, philosophy, vision for the future, and values of the organisation. The Transportation Policy shall be introduced to staff and be accessible on the organisation's intranet. An action plan to clearly state the responsibility, implementation, and follow-up has been done in relation to the Transportation Policy.

The Transportation Policy is revised every two years and the revision shall take into account the assessment of the action plan. Changes to the policy shall be approved by the Board of HI Iceland and introduced to staff.

Approved by the Board of HI Iceland, September 20th 2016.