Excalibur Adventure Park Limited
Sustainability Management System (SMS)

Version: September 2026

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VISION STATEMENT

To provide world-class adventure experiences that celebrate Belize's natural beauty and cultural heritage while ensuring environmental protection, community engagement, responsible resource management, and continuous improvement for future generations.

SUSTAINABILITY COMMITMENT STATEMENT

Excalibur Adventure Park Limited is committed to sustainable tourism practices that minimize our environmental footprint, support local communities, protect Belize's natural and cultural heritage, and provide enriching and safe experiences for our guests and employees.

Following our initial GSTC certification, Excalibur has continued to strengthen its sustainability practices and invest in improvements across our operations. During the 2025–2026 period, the park made significant investments in water management, waste management, staff development, infrastructure, equipment, health and safety, supplier accountability, and the protection and management of Copali Cave.

Our sustainability commitment is rooted in the following principles:

- Protect Belize's natural heritage and biodiversity.
- Respect and promote local cultural traditions and history.
- Support community well-being and local economic development.
- Operate responsibly with minimal negative impacts.
- Continuously improve sustainability performance through measurement and review.

- Educate staff, guests, and partners on sustainable practices.
- Reduce unnecessary consumption of water, energy, and materials.
- Promote responsible purchasing and waste management.
- Provide fair employment opportunities and invest in our employees.
- Maintain safe, accessible, and responsibly managed guest experiences.

POLICIES

Excalibur Adventure Park maintains the following policies and management documents:

- Anti-Exploitation & Harassment Policy
- Energy Management Policy
- Environmental Purchasing Policy
- Greenhouse Gas Emissions Management Policy
- Occupational Health & Safety (OHS) Manual
- Grievance Procedure
- Sustainable Purchasing Policy – Consumables & Disposable Goods
- Sustainable Purchasing Policy – General
- Wastewater Reuse Policy
- Water Management Policy

SUSTAINABILITY GOALS

1. Environmental Stewardship

Reduce energy, water, and waste intensity per guest visit through:

- Continued reduction of single-use plastics.
- Increased use of potable water refill systems.
- Daily monitoring of energy and water consumption.
- Continued expansion of recycling and composting.
- Improved waste separation and responsible disposal.
- Continued investment in energy- and water-efficient equipment and systems.

- Responsible management of wastewater.
- Protection of surrounding natural areas and biodiversity.

Progress During 2025–2026

Excalibur invested in a water meter system and potable water infrastructure to improve monitoring of water consumption and reduce dependence on single-use plastic water bottles.

Water and energy usage are now monitored daily, allowing management to identify consumption patterns and areas for improvement.

The park has also continued to improve waste management and supplier practices. A service provider that did not meet Excalibur's sustainability requirements was removed and replaced with another provider that recycles waste generated from products purchased by the park.

2. Cultural Preservation

Protect and promote Belizean culture and heritage through responsible interpretation, staff education, community engagement, and the proper management of cultural sites.

A significant achievement during this review period was obtaining the necessary clearance for the use of Copalí Cave. Excalibur invested in professional air-quality testing and monitoring as part of the requirements for obtaining clearance.

Excalibur now operates with the required clearance for Copalí Cave and works hand in hand with the National Institute of Culture and History (NICH) in relation to the management and protection of the cave.

3. Community Engagement

- Support local suppliers and businesses.
- Provide fair employment opportunities.

- Support local organizations and NGOs.
- Participate in community initiatives.
- Provide donations and gift certificates to organizations and community fundraising efforts.
- Promote local culture and employment.

During the review period, Excalibur continued supporting NGOs, community organizations, and other local initiatives through donations and gift certificates to assist with fundraising and community programs.

4. Health & Safety Excellence

Maintain high standards of health, safety, food safety, equipment maintenance, emergency preparedness, and guest protection.

During 2025–2026, Excalibur invested in additional equipment and completed necessary repairs and improvements throughout the property to maintain safe and efficient operations.

5. Employee Development & Well-being

Continue investing in employees through:

- Improved training.
- Skills development.
- Fair compensation.
- Safe working conditions.
- Professional development.
- Clear responsibilities and expectations.

During the review period, **every employee received a salary increase**, reflecting Excalibur's continued commitment to employee development, retention, and fair compensation.

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6. Continuous Improvement

Review sustainability performance annually and implement measurable improvements based on operational data, employee feedback, guest feedback, audits, and management review.

1.2 SCOPE AND ALIGNMENT

This Sustainable Management System covers Excalibur Adventure Park operations, guest activities, employees, suppliers, contractors, facilities, cultural sites, environmental management, and community engagement.

The SMS is aligned with the Global Sustainable Tourism Council (GSTC) criteria and applicable Belizean laws and regulations.

Formal documentation of environmental permits, clearances, testing, and compliance with relevant authorities is maintained for audit and management purposes.

During the 2025–2026 review period, Excalibur strengthened its compliance documentation, including obtaining the required clearance for Copalí Cave and completing professional air-quality testing and monitoring associated with the cave.

1.3 SUSTAINABILITY MANAGEMENT PLAN – OBJECTIVES

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- Integrate sustainability into all aspects of operations and decision-making.
- Ensure legal and regulatory compliance and alignment with GSTC standards.
- Minimize negative environmental and cultural impacts.
- Maximize social and economic benefits to employees and surrounding communities.
- Set measurable sustainability targets.
- Monitor energy and water consumption daily.
- Improve waste management and recycling.
- Reduce single-use plastics.

- Maintain responsible supplier selection.
- Continue employee training and development.
- Maintain and improve health and safety systems.
- Protect Copalí Cave and surrounding natural areas.
- Review performance annually and implement corrective actions and improvements.

1.4 KEY FOCUS AREAS

Environmental Sustainability

Waste management, energy efficiency, water stewardship, biodiversity protection, wastewater management, pollution prevention, and reduction of single-use plastics.

Cultural Sustainability

Protection and respectful interpretation of Copali Cave and other cultural assets, collaboration with NICH, and promotion of Belizean cultural heritage.

Socio-Economic Sustainability

Local employment, local sourcing, fair wages, employee development, community support, responsible purchasing, and support for NGOs and community organizations.

Operational Sustainability

Investment in infrastructure, equipment, repairs, maintenance, staff training, and systems that improve the long-term efficiency and sustainability of the park.

1.5 ROLES & RESPONSIBILITIES

The following roles are responsible for SMS implementation:

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General Manager

Overall accountability for SMS implementation, operational performance, and reporting to the Board.

Administrative Manager & HR Officer – Oneida Contreras

Leads implementation of staff-related actions, training, documentation, HR compliance, and sustainability coordination.

Operations Manager – Elvis Galdamez

Responsible for day-to-day operational compliance, safety inspections, maintenance coordination, emergency drills, and implementation of operational sustainability practices.

Energy & Water Tracker – Oscar

Maintains daily energy and water logs and produces monthly reports.

Waste & Recycling – Santiago & Jasson

Manages waste separation, collection, recycling logistics, and communication with recycling partners.

Emergency Response Team- Elvis, Segio and Denmark

Trained employees responsible for emergency response, drills, first aid, and coordination during incidents.

2. EMERGENCY MANAGEMENT

2.1 Purpose

To safeguard the safety of guests, employees, visitors, and company assets during emergencies, including weather events, medical incidents, fires, health outbreaks, environmental incidents, and security incidents.

2.2 Risk Assessment

Regular risk assessments identify hazards including:

- Tropical storms and hurricanes
- Flooding
- Fires
- Medical incidents
- Slips and falls
- Wildlife encounters
- Cave-related risks
- Equipment-related risks
- Water-related risks

Assessments are recorded, assigned risk levels, and used to update controls and procedures.

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2.3 Emergency Procedures

- Evacuation routes and assembly points are clearly identified and included in staff training.
- First-aid stations are maintained and trained first aiders are available.
- First-aid kits are checked regularly.
- Emergency drills are conducted at least twice yearly and documented.
- Radios are used as a primary communication method during operational incidents.
- Emergency procedures are communicated to relevant employees.

2.4 Business Continuity

Critical systems include:

- Backup power.
- Water storage tanks.
- Water supply systems.
- Reservation and guest communication systems.
- Emergency communication systems.

Recovery plans document steps required to resume operations and restore essential services following an incident.

2.5 Responsibilities

The Operations Manager oversees emergency drills and coordination with local emergency services.

The Emergency Response Team executes emergency procedures, while HR and management assist with communication, documentation, and post-incident reviews.

3. HUMAN RESOURCES, SAFETY & ETHICS

3.1 Staff Responsibilities & Conduct Guidelines

All employees must follow the Staff Responsibilities & Conduct Guidelines, which outline:

- Respectful behavior toward guests and colleagues.
- Responsible use of company resources.
- Compliance with safety procedures.
- Respect for local communities and the environment.
- Immediate reporting of concerns and incidents.
- Professional conduct.

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Employees acknowledge these guidelines during onboarding and receive continued reminders and training.

3.2 Anti-Exploitation & Harassment Policy

Excalibur Adventure Park strictly prohibits exploitation, abuse, discrimination, and harassment of employees, guests, and subcontractors.

Protections include children and minors, women, persons with disabilities, indigenous peoples, minority groups, and other vulnerable persons.

Reporting mechanisms include:

- Confidential reporting to HR.
- Designated officer – HR/Oneida.
- Anonymous grievance box.

Reports are investigated promptly and confidentially.

3.3 Employment & Living Wage

Employment contracts are maintained in personnel files.

Full-time employees receive compensation based on their role, experience, and responsibilities.

During the 2025–2026 review period, **all employees received salary increases** as part of Excalibur's continued investment in its workforce.

Payroll records and proof of payment are maintained for audit purposes.

3.4 Occupational Health & Safety

- OHS Manual maintained.
- Hazard identification and risk assessments conducted.

- PPE provided where required.
- Emergency contacts maintained.
- Monthly workplace inspections conducted.
- Emergency drills conducted at least twice yearly.
- Incidents recorded and reviewed.
- Equipment and facilities maintained and repaired as required.
- Additional equipment has been purchased to improve operational safety and efficiency.

3.5 Training & Development

Excalibur has strengthened staff training during the current review period.

Training areas include:

- High-angle rescue.
- Confined-space safety.
- Guest interaction.
- Cultural sensitivity.
- Sustainability awareness.
- Emergency response.
- First aid.
- Operational safety.
- Food safety and hygiene.
- Responsible resource use.

Training records, attendance sheets, and certificates are maintained.

3.6 Records & Evidence

Excalibur maintains:

- Signed employment contracts.
- Payroll records.

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- Training attendance sheets.
- Training certificates.
- Incident reports.
- Monthly OHS inspection logs.
- Grievance records.
- Employee records.
- Sustainability monitoring records.

STAFF STATISTICS

Position	Total Staff	Residents	% Local	Male	Female
Guides	3	3	100%	3	0
Restaurant	4	4	100%	1	3
Admin/Support	4	4	100%	2	2
Maintenance	11	11	100%	11	0
Total	**22**	**22**	**100%**	**17**	**5**

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4. SUPPLY CHAIN & RESPONSIBLE PURCHASING

4.1 Responsible Purchasing Policy

Excalibur prioritizes local, fair-trade, and environmentally preferred products where available.

The policy includes:

- Avoidance of threatened species.
- Preference for certified materials where available.

- Minimization of single-use items.
- Bulk purchasing where practical.
- Preference for reusable and recyclable products.
- Consideration of supplier sustainability practices.

4.2 Supplier Code of Conduct & Contracts

Excalibur Adventure Park communicates its expectations to suppliers and service providers regarding responsible and sustainable business practices. Suppliers are expected to meet Excalibur's standards regarding:

- Environmental responsibility.
- Labor practices.
- Ethical sourcing.
- Waste management.
- Responsible business practices.
- Compliance with applicable laws and regulations.

Where appropriate, suppliers are provided with or requested to sign supplier agreements or other documentation outlining these expectations.

Excalibur recognizes that obtaining signed supplier agreements from **all suppliers can present a practical challenge within the Belizean market**. Belize is a relatively small market, and for certain goods and services there may be a limited number of suitable local suppliers or limited practical alternatives.

For certain essential goods and services, discontinuing a supplier solely because a formal agreement has not yet been signed may not be operationally practical, particularly where an appropriate alternative supplier is not readily available. Therefore, **a supplier's failure to sign an agreement does not automatically mean that the supplier relationship will be discontinued**.

Where a signed agreement has not been obtained, Excalibur continues to communicate its sustainability and responsible-business expectations through direct supplier discussions, purchasing requirements, supplier assessments, and ongoing engagement.

Excalibur continues to work toward increasing supplier participation and obtaining completed agreements where reasonably possible, while balancing supplier sustainability requirements with operational continuity and the availability of suitable alternatives within the local market.

4.3 Supplier Assessment & Monitoring

A **Supplier Sustainability Performance Checklist** is used to assess significant suppliers and support Excalibur's evaluation of environmental, social, ethical, and operational performance.

Supplier performance is considered when making purchasing and supplier-management decisions. Where concerns are identified, management may communicate corrective expectations, monitor performance, seek improvement, or consider alternative suppliers where a suitable alternative is reasonably available.

During the **2025–2026 review period**, Excalibur reviewed its service providers and discontinued the use of a provider that did not meet the company's sustainability requirements.

The provider was replaced with a service provider that **recycles waste generated from products purchased by Excalibur**.

This change demonstrates that supplier sustainability performance is considered in Excalibur's purchasing decisions and forms part of the company's continuous improvement approach to responsible purchasing and waste management.

4.4 Supplier Communication & Feedback

Excalibur communicates sustainability and responsible-business expectations through supplier discussions, written materials, supplier agreements where applicable, purchasing requirements, and supplier assessments.

Management recognizes that supplier engagement is an ongoing process, particularly within a small local market where supplier availability may be limited.

Where suppliers have not yet completed or signed the formal supplier agreement, Excalibur continues to communicate relevant expectations through direct engagement and other available mechanisms. This ensures that sustainability expectations are not dependent solely on the completion of a signed agreement.

Supplier performance concerns and feedback are reviewed by management, and corrective action is taken when required.

Where a supplier consistently fails to meet Excalibur's sustainability or operational requirements and a suitable alternative is reasonably available, management may discontinue the supplier relationship and seek an alternative provider.

Excalibur maintains relevant supplier records, assessments, communications, and evidence of supplier changes to support ongoing monitoring and continuous improvement.

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4.5 Local Sourcing & Statistics

Excalibur continues to prioritize **local suppliers** where suitable products and services are available locally.

The park recognizes that purchasing locally contributes to the Belizean economy, supports local businesses and employment, and can strengthen local tourism supply chains.

At the same time, Excalibur considers availability, quality, operational requirements, cost, sustainability performance, and supplier reliability when making purchasing decisions.

The park's procurement records are maintained to monitor local purchasing and its contribution to the Belizean economy.

Where suitable local alternatives are limited, Excalibur may source from other available suppliers while continuing to apply its responsible purchasing and sustainability expectations.

Excalibur will continue to strengthen its supplier-management system by increasing supplier engagement, improving documentation, monitoring supplier performance, and encouraging greater participation in its sustainability requirements.

5. RESPONSIBLE MARKETING & DESTINATION ENGAGEMENT

5.1 Marketing Guidelines

Marketing materials must be:

- Accurate.
- Culturally sensitive.
- Responsible.
- Clear about products and services.
- Free from misleading claims.

Marketing content promotes Belize's natural and cultural heritage respectfully.

5.2 Destination Engagement

Excalibur engages with tourism industry stakeholders and destination partners to support responsible tourism development, strengthen industry relationships, and contribute to the wider tourism economy.

The park facilitates **Familiarization (FAM) visits** throughout the year for tourism industry partners, including:

- Travel agents.
- Tour operators.
- Hotels and accommodation providers.
- Destination and tourism representatives.
- Media representatives.
- Other relevant tourism industry professionals.

These visits allow industry partners to experience Excalibur's products, activities, facilities, safety practices, and guest experience firsthand. FAM visits support the development of professional partnerships, referrals, industry awareness, and opportunities for collaboration within Belize's tourism sector.

Where appropriate, Excalibur uses these engagements to communicate its commitment to **responsible and sustainable tourism**, including environmental stewardship, guest safety, protection of natural and cultural resources, and support for local tourism.

Excalibur maintains relevant records of industry engagements and uses feedback and relationships developed through these activities to support continuous improvement and responsible destination development.

5.3 Product Development

Sustainability considerations are incorporated into product planning and development.

The park continues to explore opportunities that provide environmental, cultural, social, and economic benefits.

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6. GUEST ENGAGEMENT, FEEDBACK & INTERPRETATION

6.1 Customer Code of Conduct / Sustainable Travel Pledge

Guests receive guidance encouraging them to:

- Stay on marked trails.
- Avoid damaging plants or wildlife.
- Avoid touching or writing inside Copali Cave.
- Use refillable water bottles.
- Reduce single-use plastics.
- Respect local culture.
- Respect wildlife.
- Dispose of waste responsibly.
- Follow staff instructions and safety procedures.

6.2 Customer Feedback System

Feedback is collected through:

- WhatsApp.
- Email.
- Jotform.
- In-person interactions.
- Google reviews.
- TripAdvisor.
- Other online platforms.

Feedback is reviewed by management, with safety, sustainability, and cultural concerns prioritized.

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6.3 Information & Interpretation Management

Pre-arrival communications and booking confirmations provide guests with information regarding:

- Conservation efforts.
- Cultural protocols.
- What to bring.
- Safety requirements.
- Park rules.
- Responsible visitor behavior.

On-site interpretation includes signage, digital information, QR codes, waivers, and guide-led briefings.

7. COMMUNITY ENGAGEMENT & SOCIAL IMPACTS

7.1 Stakeholder Feedback & Communication

Excalibur communicates with local communities, tour operators, organizations, and other stakeholders through:

- Meetings.
- Social media.
- Email.
- Direct communication.
- Community engagement activities.

Stakeholder feedback is considered when making operational and product improvements.

7.2 Community Collaboration

The park collaborates with:

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- Local guides.
- Tour operators.
- Youth programs.
- Community organizations.
- NGOs.
- Local suppliers.
- Cultural organizations.

Excalibur continued supporting NGOs and community organizations during the 2025–2026 period.

The park also provided gift certificates to organizations and community initiatives to assist with fundraising and community support.

7.3 LOCAL ECONOMIC IMPACT

Excalibur prioritizes local employment and purchasing.

The park's workforce continues to be predominantly local, with employees from surrounding communities.

Local sourcing and employment contribute directly to the regional economy.

7.4 COMMUNITY IMPACT ASSESSMENT

Excalibur recognizes its responsibility to minimize environmental impacts associated with operating near the Manatee River watershed.

The park monitors potential impacts related to:

- Water use.
- Wastewater.
- Erosion.
- Waste.

- Biodiversity.
- Visitor activity.

Measures are implemented to reduce runoff, soil erosion, waste, and unnecessary environmental disturbance.

8. CULTURAL & NATURAL HERITAGE PROTECTION

8.1 Cultural Sites of Special Value

Copali Cave

Copali Cave is the primary cultural site within Excalibur's operational area.

During the 2025–2026 period, Excalibur completed the required process to obtain clearance for the use of Copali Cave.

As part of this process, Excalibur invested in professional air-quality testing and monitoring to assess conditions within the cave and support safe and responsible management.

Excalibur has now obtained the required clearance for the use of Copali Cave and works hand in hand with the **National Institute of Culture and History (NICH)** regarding the management, protection, and responsible use of the site.

The park continues to recognize the cultural and historical importance of the cave and provides guidance to guests on appropriate behavior.

Management Measures

Excalibur implements measures including:

- Controlled visitor access.
- Guide-led activities.
- Guest instructions regarding appropriate cave behavior.

- Prohibition of touching or writing on cave surfaces.
- Prohibition of intentional disturbance or damage.
- Monitoring of visitor activity.
- Communication of cultural and environmental responsibilities to guests.
- Compliance with applicable requirements established by relevant authorities.

8.2 NATURAL AREAS AND BIODIVERSITY

Excalibur Adventure Park borders the **Manatee Forest Reserve** and is located within the **Manatee River watershed**. The park recognizes the importance of maintaining native vegetation, protecting natural habitat, and responsibly managing vegetation within and around the property.

Excalibur works with **Belize Wild Cats** to improve understanding of the biodiversity present within and around the park, including identifying species and their proximity to the property. Information from this partnership will support future biodiversity monitoring and habitat-management decisions.

As part of its habitat-enhancement efforts, Excalibur has planted **numerous fruit-bearing trees throughout appropriate areas of the property** to provide additional food sources and habitat for birds and other wildlife.

The park has also planted additional trees along areas of the **Manatee River watershed**, including areas where problematic introduced vegetation was removed. These activities support vegetation cover, habitat enhancement, and responsible stewardship of the river corridor.

8.2.1 Specially Protected and Sensitive Natural Areas

The **Manatee Forest Reserve** and **Manatee River watershed** are considered environmentally sensitive areas in relation to the park's operations.

Excalibur seeks to maintain appropriate vegetation along the river corridor and avoid unnecessary clearing or disturbance of natural habitat.

Vegetation management considers:

- Protection of existing vegetation and habitat.
- Riverbank and watershed conditions.
- Erosion and runoff.
- Wildlife habitat.
- Visitor and river safety.
- Invasive or introduced vegetation.
- Appropriate replacement planting following vegetation removal.

8.2.2 Invasive and Introduced Vegetation Management

Excalibur has identified **Guinea Grass (*Megathyrsus maximus*)** and introduced/invasive bamboo as vegetation requiring management within or near the property.

Guinea Grass (*Megathyrsus maximus*) is monitored in disturbed areas and managed through manual cutting and clearing where necessary.

Introduced/invasive bamboo was identified along sections of the Manatee River corridor as a particular management and safety concern. During periods of strong winds and heavy rainfall, bamboo stems and vegetation were observed falling toward or into the river, creating potential obstructions and hazards to safe river passage.

Excalibur has therefore **removed the problematic bamboo along affected sections of the river corridor**.

Following removal, the park has planted other appropriate trees and vegetation along the river corridor to maintain vegetation cover and improve habitat. This approach addresses the problematic vegetation while supporting the longer-term ecological condition of the river corridor.

Excalibur continues to monitor affected areas and will work with **Belize Wild Cats or other qualified conservation partners**, where appropriate, to support species identification, biodiversity monitoring, and responsible vegetation management.

Future Steps

- Continue collaboration with forestry and conservation organizations.
- Continue monitoring invasive species.
- Apply environmentally responsible control measures.

8.3 WILDLIFE INTERACTION CODES

Excalibur does not offer wildlife interaction tours.

Policies prohibit feeding or intentionally disturbing wildlife.

Staff and guests are encouraged to observe wildlife respectfully and maintain appropriate distances.

8.4 SUSTAINABLE VISITOR CODE OF CONDUCT

Excalibur Adventure Park provides guests with a Sustainable Visitor Code of Conduct upon booking or arrival.

Guidelines

Respect Nature:
Stay on marked trails, avoid damaging plants or wildlife, and follow leave-no-trace principles.

Respect Culture:
Do not touch or write inside or around Copali Cave. Visitors are reminded of the importance of protecting local history and heritage.

Waste Reduction:
Use refillable water bottles and avoid single-use plastics whenever possible.

Community Support:
Support local artisans, suppliers, and community partners.

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Behavior Expectations:

Littering, disruptive behavior, and actions that negatively affect other guests or the environment are not permitted.

Implementation & Monitoring

- Distributed digitally upon booking.
- Displayed at key locations throughout the park.
- Included in guest orientation and guide briefings.

9. ENVIRONMENTAL MANAGEMENT & MONITORING

Excalibur Adventure Park recognizes that responsible management of the natural environment is fundamental to its operations. During the 2025–2026 review period, the park continued to invest in environmental monitoring, land stewardship, water management, waste reduction, and the responsible use and protection of natural and cultural resources.

Environmental initiatives are incorporated into operational planning and are reviewed as part of the Sustainable Management System. The park uses monitoring, research, partnerships, and infrastructure improvements to better understand potential environmental impacts and identify opportunities for continuous improvement.

9.1 Drone Investment & Land / Watershed Studies

During the review period, Excalibur invested in a **drone to support environmental and property assessment activities**.

The drone is being used to support:

- LiDAR-related activities and data collection.
- Distance and boundary measurements.
- Land assessment.
- Property and infrastructure planning.

- Observation of surrounding areas.
- Watershed-related studies.
- Monitoring of areas that may be difficult to assess from ground level.
- Improved understanding of the property's relationship with the surrounding natural environment.

The investment provides Excalibur with an additional tool for monitoring and understanding the property and surrounding landscape and supports more informed decision-making regarding land use, infrastructure, environmental management, and watershed protection.

Where applicable, information obtained through these activities is used to support management planning and future environmental assessments.

Supporting Evidence

Excalibur maintains or can provide supporting evidence including:

- Drone purchase/investment documentation.
- Drone equipment records.
- Photographs and aerial imagery.
- LiDAR-related information or study documentation, where available.
- Land assessment records.
- Measurements and mapping information.
- Watershed-related study information.
- Property planning documentation.

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9.2 General Monitoring & Evaluation

Excalibur monitors:

- Energy consumption.
- Water usage.
- Waste production.

- Recycling.
- Guest numbers.
- Social indicators.
- Supplier performance.

Monitoring tools include:

- Daily energy logs.
- Daily water meter readings.
- Excel-based energy tracking.
- Google Sheets water monitoring.
- Waste audits.
- Supplier Sustainability Checklists.

The increased use of daily monitoring allows management to identify trends and areas where consumption can be reduced.

9.3 GREENHOUSE GAS & CARBON FOOTPRINT

Excalibur monitors energy use and associated emissions through its Energy & Emissions Tracker.

The park continues to prioritize non-motorized adventure activities and operational measures that reduce unnecessary fuel consumption.

Energy data is used to identify opportunities for improved efficiency and reduced dependence on fossil fuels.

9.4 ENERGY MANAGEMENT

Energy use is monitored daily and reviewed monthly.

Measures Implemented

- Daily energy tracking.
- Monitoring of high-consumption equipment.
- Use of rechargeable equipment where practical.
- Signage encouraging staff to switch off unnecessary lights and equipment.
- Monitoring and reduction of generator usage where possible.
- Continued maintenance and repair of electrical equipment.
- Investment in additional equipment to improve operational efficiency.

The Energy Management Policy establishes responsibilities and reduction objectives.

9.5 WATER MANAGEMENT

Water Sources

Excalibur Adventure Park obtains water primarily from its well system, with a secondary seasonal supply from the Manatee River.

A water meter system has been implemented to monitor water consumption. Daily readings are maintained by the designated Energy & Water Tracker.

Water Conservation & Potable Water Improvements – 2025–2026

During the 2025–2026 review period, Excalibur made significant investments to improve water management, provide safe drinking water, reduce reliance on single-use plastic bottles, and improve monitoring of water consumption.

Water Treatment / Softener System – November 2025

In **November 2025**, Excalibur installed a **water softener as part of its water-treatment infrastructure** to improve the quality and suitability of water supplied through the park's water system. This investment formed part of the park's broader initiative to provide

potable drinking water to guests and employees and to reduce reliance on commercially purchased single-use plastic water bottles.

Supporting documentation, including water-treatment information and applicable water-quality testing records, is maintained as evidence.

Guest Water Refill Stations – Completed December 15, 2025

As part of the potable-water and single-use plastic reduction initiative, Excalibur constructed and installed **water refill stations throughout the park for guests to refill reusable water bottles**.

The water refill stations were **completed and ready for guest use by December 15, 2025**.

The refill stations provide guests with convenient access to drinking water while encouraging the use of reusable bottles and reducing the need for single-use plastic water bottles.

This improvement supports Excalibur's objectives for:

- Reducing single-use plastic consumption.
- Improving access to potable drinking water.
- Encouraging responsible visitor behavior.
- Reducing waste generated from disposable water bottles.
- Supporting responsible water-resource management.

Water Monitoring & Conservation Measures

Excalibur has implemented the following measures:

- Daily water meter monitoring.
- Water consumption tracking and monthly review.
- Water storage tanks.

- Gravity-fed water systems where appropriate.
- Water-treatment infrastructure.
- Potable drinking-water provision.
- Guest water refill stations.
- Reusable water bottle promotion.
- Reduction of single-use plastic water bottles.
- Reuse of treated greywater for appropriate irrigation.
- Regular review of water consumption.
- Water conservation awareness among employees and guests.

These measures are monitored as part of the Sustainable Management System and are reviewed for opportunities for continued improvement.

9.5.1 Water Risk & Management

Excalibur recognizes potential water scarcity risks, particularly during the dry season.

To manage these risks, the park:

- Stores water in tanks.
- Monitors water consumption daily.
- Monitors water levels.
- Uses water-efficient practices.
- Uses treated greywater for appropriate irrigation.
- Manages seasonal river use responsibly.
- Maintains records of water usage.

9.6 WASTEWATER & SOLID WASTE MANAGEMENT

9.6.1 Wastewater

Wastewater is treated through the park's biodigester and aerobic treatment system.

Treated water is reused for irrigation where appropriate.

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The wastewater treatment system reduces environmental impacts and supports responsible water management.

9.6.2 Solid Waste

Solid waste is separated into:

- Organic waste.
- Recyclable waste.
- General waste.

Excalibur continues to utilize the transfer station for waste disposal. Currently, receipts are not consistently issued because there is no security/personnel stationed onsite when Santi makes the disposal trips. Internal records and other available evidence are maintained where applicable.

Organics

Organic waste is composted using a three-step system. Organic materials are layered with grass and leaves in appropriate containers and rotated/aerated until suitable for use.

Recyclables

Bottles, cans, and other recyclable materials are separated and transported to appropriate recycling facilities.

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The park has also changed service providers during the current review period to ensure that waste from purchased products is handled by a provider that recycles applicable materials.

General Waste

General waste is transported to authorized transfer stations for disposal.

Receipts and documentation are retained where applicable.

9.7 HARMFUL SUBSTANCES, CHEMICAL MANAGEMENT & POLLUTION PREVENTION

Excalibur Adventure Park recognizes the importance of properly managing chemicals, fuels, oils, and other potentially harmful substances to protect employees, guests, surrounding natural areas, soil, and water resources.

Since the initial sustainability audit, Excalibur has strengthened its chemical and hazardous-substance management through improvements to **PPE, chemical storage, fuel and oil storage, chemical-use monitoring, and used-oil recovery**.

Personal Protective Equipment (PPE)

Excalibur has strengthened its provision and management of appropriate **Personal Protective Equipment (PPE)** for employees performing tasks involving chemicals, fuels, oils, maintenance, cleaning, and other activities where protective equipment is required.

Employees are expected to use appropriate PPE for their assigned tasks, and PPE requirements are incorporated into relevant operational and safety practices.

Designated Chemical Storage Area

Excalibur has established a **designated chemical storage area** to improve control over the storage, handling, and use of chemicals.

The designated area reduces the risk of inappropriate storage, accidental spills, employee exposure, and environmental contamination.

Chemicals are maintained in their designated area and managed through appropriate labeling, storage, handling, and access controls.

Chemical Use Log

Excalibur has developed and implemented a **Chemical Use Log** to improve monitoring and accountability for chemical use throughout the property.

The log provides a documented record of chemical use and supports management's ability to monitor consumption, identify unnecessary or excessive use, and strengthen responsible chemical management.

The Chemical Use Log is maintained as part of Excalibur's environmental and operational records and may be reviewed by management to identify opportunities to reduce chemical use, improve efficiency, and minimize potential environmental impacts.

Fuel and Oil Storage Area

The area used for the storage of **fuel and oils has been cemented/improved** to provide a more appropriate and controlled storage surface.

This improvement helps reduce the risk of spills or leaks coming into direct contact with bare soil and supports easier identification, containment, and cleanup of accidental releases.

Fuel and oil storage continues to be monitored as part of Excalibur's pollution-prevention and environmental management practices.

Used Kitchen & Burnt Cooking Oil Recovery

Excalibur has established a practical reuse arrangement for **used kitchen/cooking oil, including burnt oil**, when quantities are available.

A local individual purchases available used oil from the park for reuse within the **Mennonite community**, including use as a fuel source and for making candles for household use.

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This provides an alternative to disposing of used cooking oil with general waste and supports the reuse of a material that would otherwise require appropriate disposal.

Excalibur maintains this arrangement on an availability basis and continues to monitor the collection and reuse of used cooking oil as part of its waste-reduction and resource-efficiency practices.

Where used oil is not collected for reuse, it is managed through the park's established waste-management practices to prevent inappropriate disposal and potential contamination of soil or water.

Pollution Prevention

Excalibur's harmful-substance and pollution-prevention controls include:

- Appropriate PPE for relevant tasks.
- Designated chemical storage.
- Chemical-use monitoring through the Chemical Use Log.
- Controlled fuel and oil storage.
- Improved/cemented fuel and oil storage areas.
- Spill prevention and response measures.
- Appropriate labeling and storage of chemicals.
- Responsible management and reuse of used cooking oil where available.
- Reduction of materials entering the general waste stream.
- Protection of soil, waterways, and surrounding natural areas.
- Employee awareness and training.
- Management review and corrective action where environmental risks are identified.

These improvements form part of Excalibur's **continuous improvement approach** and demonstrate progress since the initial sustainability audit in strengthening occupational safety, chemical management, pollution prevention, waste management, and environmental protection.

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9.8 MONITORING INFRASTRUCTURE & REPORTING

Excalibur maintains:

- Daily energy monitoring.
- Daily water monitoring.
- Monthly reports.
- Quarterly management reviews.
- Waste monitoring.
- Supplier assessments.
- Guest feedback records.
- Sustainability documentation.
- Annual Sustainability Reports.

Management reviews monitoring data to identify corrective actions and opportunities for continuous improvement.

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10. MEASUREMENT, KPIs & CONTINUOUS IMPROVEMENT

10.1 KPI FRAMEWORK

Key performance indicators include:

Energy

- Total energy consumption.
- Energy consumption per guest.
- Solar contribution where applicable.
- Generator/fuel use.
- Reduction in generator dependence.

Water

- Total water consumption.

- Water consumption per guest.
- Daily water usage.
- Reduction in unnecessary water consumption.

Waste

- Amount of recyclable material collected.
- Organic waste composted.
- General waste generated.
- Reduction of single-use plastic.
- Recycling activity through service providers.

Employee Development

- Number of employees trained.
- Training frequency.
- Safety training completion.
- Employee salary improvements.
- Employee retention and development.

Community

- Number of organizations/NGOs supported.
- Donations and gift certificates provided.
- Local employment percentage.
- Local procurement percentage.

Guest Experience

- Guest satisfaction.
- Sustainability feedback.
- Safety feedback.
- Complaints and corrective actions.

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10.2 MONITORING TOOLS

Monitoring tools include:

- Daily energy logs.
- Water meter readings.
- Excel energy trackers.
- Google Sheets water records.
- Waste audits.
- Supplier sustainability checklists.
- Jotform guest feedback.
- Guest reviews.
- Training records.
- Incident reports.

Management reviews the data regularly and establishes corrective actions where required.

10.3 POLICY REVIEW & UPDATES

Policies are reviewed annually or whenever significant changes occur in legislation, GSTC standards, operations, or identified risks.

Management approves updates and communicates material changes to employees, suppliers, contractors, and relevant stakeholders.

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11. INFRASTRUCTURE, MAINTENANCE & CONTINUOUS IMPROVEMENT

During the 2025–2026 review period, Excalibur continued to invest in its infrastructure and operational facilities.

Improvements included:

- Cementing designated areas within the kitchen.

- Cementing and improving storage areas.
- Improving organization of kitchen and storage spaces.
- Completing necessary repairs throughout the property.
- Purchasing additional operational equipment.
- Maintaining and improving existing equipment.
- Improving operational organization and cleanliness.
- Investing in systems that support safer and more efficient operations.

These improvements contribute to employee safety, food safety, operational efficiency, resource management, and the overall guest experience.

12. EMPLOYEE WELL-BEING & INVESTMENT

Excalibur recognizes employees as a key component of sustainable tourism operations.

During the current review period:

- Every employee received a salary increase.
- Staff training was strengthened.
- Additional training and development opportunities were provided.
- Investments were made in operational equipment.
- Necessary workplace repairs were completed.
- Kitchen and storage areas were improved.
- Management continued to emphasize professional conduct, safety, and employee development.

Excalibur will continue reviewing employee needs and identifying opportunities for further development.

13. RECORDS, DOCUMENTATION & EVIDENCE

Excalibur maintains organized digital and physical records for audit and continuous improvement, including:

- Environmental permits and clearances.
- Copalí Cave clearance documentation.
- Professional air-quality testing and monitoring records for Copalí Cave.
- NICH correspondence and documentation.
- Water meter records.
- Water testing records.
- Energy monitoring records.
- Waste and recycling documentation.
- Supplier assessments.
- Supplier agreements.
- Payroll records.
- Employment contracts.
- Training records.
- Safety inspection records.
- Incident reports.
- Guest feedback.
- Community support records.
- Donation and gift certificate records.
- Equipment purchase and maintenance records.
- Repair and infrastructure records.
- Annual sustainability reports.

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14. APPENDICES

APPENDIX A – STAFF TRAINING MATRIX

Staff Role	Training Required	Frequency	Trainer / Provider	Records Location	Next Due
Guides	High-angle rescue; cultural sensitivity;	Every year	Operations / External Provider	HR Files / Google Drive	Aug 2027

Staff Role	Training Required	Frequency	Trainer / Provider	Records Location	Next Due
	guest safety; SMS overview				
Restaurant	Food safety; hygiene; guest service; sustainability awareness	Every year	Management / External Provider	HR Files / Google Drive	Aug 2027
Maintenance	OHS; equipment safety; chemical handling; emergency response	Every year	Operations / External Provider	HR Files / Google Drive	Aug 2027
Admin/Support	SMS overview; guest service; emergency procedures	Every Year	Management	HR Files / Google Drive	Aug 2027

APPENDIX B – SUPPLIER SUSTAINABILITY PERFORMANCE CHECKLIST

Supplier Sustainability & Compliance Declaration Form

Section 1: Supplier Information

Company Name: _____

Trade License Number (if Applicable): _____

TIN Number: _____

Contact Person / Authorized Representative: _____

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Position / Role: _____

Section 2: Legal & Regulatory Compliance

Environmental / Health Inspection Clearance:

☐ Yes ☐ No (attach copy)

Labor law compliance documented:

☐ Yes ☐ No

Section 3: Sustainability & Responsible Sourcing

By signing below, the supplier confirms that:

1. Products or services supplied to Excalibur Adventure Park Limited are sourced responsibly, avoiding threatened species or unsustainable materials.
2. Certified sustainable products are supplied wherever available.
3. Where certification is not available, documented provenance is provided where applicable.
4. Waste reduction, energy efficiency, and environmental stewardship are actively promoted.
5. The supplier will notify Excalibur of significant changes to sourcing or sustainability practices.

Additional Supplier Practices

1. Local Sourcing

☐ Yes ☐ No

If yes, approximately _____ % local supplies.

2. Packaging Used

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☐ Reusable

☐ Recyclable

☐ Bulk

☐ Other: _____

3. Environmental Initiatives

☐ Waste reduction

☐ Energy efficiency

☐ Water conservation

☐ Recycling

☐ Other: _____

4. Greenhouse Gas Considerations

☐ Energy-efficient equipment

☐ Low-emission transport

☐ Carbon offsetting

☐ Other: _____

Section 4: Policies & Manuals Acknowledged

The supplier confirms receipt, understanding, and compliance with applicable Excalibur policies/manuals:

☐ Anti-Exploitation & Harassment Policy

☐ Energy Management Policy

☐ Environmental Purchasing Policy

☐ Greenhouse Gas Emissions Management Policy

☐ Occupational Health & Safety (OHS) Manual

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☐ Sustainable Purchasing Policy – Consumables & Disposable Goods

☐ Sustainable Purchasing Policy

☐ Wastewater Reuse Policy

☐ Water Management Policy

Section 5: Acknowledgment & Commitment

I acknowledge that I have:

1. Received, read, and understood the above policies.
2. Had the opportunity to ask questions regarding their implementation.
3. Committed to:
    - Upholding the principles and rules outlined in Excalibur's policies.
    - Ensuring that employees, subcontractors, and agents under my responsibility comply.
    - Reporting suspected incidents of exploitation, harassment, or abuse immediately.
    - Cooperating fully in investigations.
    - Maintaining confidentiality where required.
    - Promoting a safe, respectful, and ethical environment.

Section 6: Signatures

Supplier Representative

Name: _____

Signature: _____

Date: _____

Excalibur Director

Name: _____

Signature: _____

Date: _____

APPENDIX C – GUEST FEEDBACK FORM

Guest Name: _____

Date: _____

Activity: _____

Guide: _____

Overall Satisfaction (1–5): _____

Did you observe sustainable practices?

☐ Yes ☐ No

Suggestions:

_____

_____

_____

_____

APPENDIX D – INCIDENT REPORT FORM

Date/Time: _____

Location: _____

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Persons Involved / Witnesses: _____

_____

Description of Incident:

_____

_____

Immediate Actions Taken:

_____

_____

Reported By: _____

Follow-Up Required:

☐ Yes ☐ No

_____

APPENDIX E – EVIDENCE CHECKLIST FOR AUDITS

- Environmental permits and Department of Environment documentation.
- Copalí Cave clearance documentation.
- NICH correspondence and approvals.
- Professional Copalí Cave air-quality testing and monitoring records.
- Water meter records.
- Water testing results.
- Energy monitoring records.
- Waste and recycling records.
- Supplier Sustainability Checklists.
- Supplier Codes of Conduct.

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- Documentation from recycling service providers.
- Staff training records.
- Employee payroll and salary records.
- OHS inspection records.
- Incident reports.
- Equipment purchase and maintenance records.
- Infrastructure and repair documentation.
- Community donation and gift certificate records.
- Land stewardship documentation for conserved 400+ acres.
- Guest feedback records.
- Annual Sustainability Report.

MANAGEMENT CERTIFICATION

I certify that the information contained in this Sustainable Management System is accurate to the best of my knowledge and that Excalibur Adventure Park Limited is committed to implementing, monitoring, and continually improving its sustainability practices.

Signature: _____

Name: Oneida Contreras

Title: Sustainability Coordinator

Date: September 10, 2026