

Sustainability Action Plan

Action Plan for 2025 DTS-Bulgaria

Destination Touristic Services GmbH

Introduction

The activities foreseen for the coming year include both the regular activities and those that should fulfil criteria from previous periods.

Overview

Action plan period: 18-02-2025 to 31-12-2025

Status overview: 06-03-2025

Criteria involved: 13

Criteria with all tasks completed: 0

13

Tasks involved: 13

Tasks completed: 0

13

Sustainability coordinator: Vesselin Edrov

Staff members involved: Miroslav Kotsev, Martin Manoilov, Marian Ivanov, Marina Marinova, Krassimir Stefanov, Nikola Nikolov, Maria Nikova,

Staff hours planned: 200

Financial resources planned: 1800 EUR

Action plan

0. Company characteristics

No tasks planned

1. Sustainability management & legal compliance

Policy	Responsible	Start / End	EUR	Hours
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1.10 Communication

A. Sustainability policy publication on DTS website Sustainability policy publication on DTS website, after completing the report and necessary corrections have been done.	Vesselin Edrov; Marian Ivanov; Miroslav Kotsev; Martin Manoilov; Marina Marinova; Nikola Nikolov; Maria Nikova;	22-03-2024 / 28-02-2025	0	1
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Monitoring and evaluation

1.14 Staff Communication

A. Staff engagement and awareness Preparation of the annual briefing for the team and guides with the latest news on sustainability	Vesselin Edrov; Martin Manoilov; Marina Marinova; Maria Nikova; Nikola Nikolov; Marian Ivanov;	17-02-2025 / 30-06-2025	0	12
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External reporting and communication

1.16 Public reporting

A. Publishing the sustainability report on DTS website Publishing the current sustainability status of the company.	Vesselin Edrov;	01-01-2025 / 30-04-2025	0	1
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2. Internal management: social policy & human rights

Social policy and human rights

2.9 Health and safety

A. Health and safety annual briefing Update the annual health and safety briefing and necessary documents, make all employees aware of it.	Vesselin Edrov; Miroslav Kotsev; Martin Manoilov;	17-02-2025 / 31-05-2025	0	12
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2.15 Measuring employee satisfaction

A. Satisfaction survey Preparation and implementation of satisfaction survey. Check of sensitive issues on integration of new work processes (software implementation). Results reporting and data analyzing.	Vesselin Edrov; Miroslav Kotsev; Martin Manoilov;	01-05-2025 / 31-10-2025	0	16
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Training and education

2.16 Health and safety

A. Annual training on health and safety rules	Vesselin Edrov; Martin Manoilov;	ongoing	0	6
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Annual briefing and signing of relevant documents by all employees on safe work rules.

Miroslav Kotsev;
Marian Ivanov;

3. Internal management: environment and community relations

Mobility

3.33 Business travel carbon offset

A. Compensating the CO emissions from business trips
Measuring CO emissions related to business trips and compensation via Myclimate.

Vesselin Edrov; 15-01-2025 / 1500 8
Martin Manoilov; 31-12-2025

Sustainability training and awareness raising

3.36 Staff environmental training and information

A. Staff environmental training and campaigns
Training of the team and involvement in joint initiatives of partner environmental organizations and campaigns. According to the DER Foundation's project calendar as well as other local programmes.

Vesselin Edrov; 01-04-2025 / 300 40
Miroslav Kotsev; 31-10-2025
Marian Ivanov;
Marina Marinova;
Krassimir
Stefanov;

4. Inbound partner agencies

No tasks planned

5. Transport

Selecting transport suppliers

5.3 Local transport

A. Meeting with transport providers and organising training for bus drivers Preparation and implementation of Road safety policy. Instruction for bus drivers of organized tourist groups.	01-03-2025 / 30-04-2025	0	20
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6. Accommodations

Accommodations

6.2 Accommodation communication

A. Continuing the sustainability survey among the partner hotels The goal is to achieve 100% surveyed accommodation providers and encourage their certification	Vesselin Edrov; Marina Marinova;	18-02-2025 / 31-12-2025	0	40
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7. Activities

7.5 Certified excursions

A. Certified excursions For the upcoming season- summer 2025, at least 30% of the total excursions will be offered under the label "engage people & planet".	Vesselin Edrov; Marian Ivanov; Marina Marinova; Nikola Nikolov; Maria Nikova; Krassimir Stefanov;	20-11-2024 / 30-04-2025	0	20
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8. Tour leaders, local representatives, and guides

Tour leaders, local representatives and guides

8.3 Qualification and training

<p>A. Develop a training plan for representatives and local guides before the start of the season</p> <p>Introduction to new developments and setting of goals for the upcoming active season. Considering new aspects of sustainability and destination knowledge, customer communication.</p>	<p>Vesselin Edrov; Marian Ivanov; Nikola Nikolov; Maria Nikova;</p>	<p>01-03-2025 / 24-05-2025</p>	<p>0</p>	<p>16</p>
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9. Destinations

No tasks planned

10. Customer communication and protection

Prior to booking

10.12 Sustainability commitment

<p>A. Travelife status information on website</p> <p>Once we are certified as a Travelife partner, this information will be added to our website.</p>	<p>Vesselin Edrov; Miroslav Kotsev;</p>	<p>15-03-2024 / 15-03-2025</p>	<p>0</p>	<p>8</p>
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