



TRAVELIFE PARTNER · CHAPTER 6

Sustainable Accommodations Policy

Pai Dai DMC

Paidai Online Co., Ltd.
Operating in Bangkok, Thailand
Approved by the Executive Board
Version 1.0 · July 2026

1 Purpose and Scope

This policy sets out how Paidai Online Co., Ltd. (Pai Dai), based in Bangkok, Thailand, works to improve the sustainability of the accommodations it contracts for its travellers and tours. Pai Dai owns no accommodation of its own; every property is contracted from an independent supplier. This policy is therefore applied through the selection of accommodations, the terms on which they are contracted, and the way Pai Dai engages its accommodation partners.

It is Pai Dai's policy to give preference to more sustainable accommodations, balanced with price, location, comfort, safety and availability, and to encourage the properties it works with towards higher sustainability standards over time.

2 Our Commitments

It is Pai Dai's policy to:

- apply social and environmental criteria when selecting the accommodations it contracts;
- give preference to accommodations that hold a recognised sustainability certification or operate a documented sustainability policy;
- give preference to locally owned and managed accommodations that employ and benefit their local community;
- record the sustainability status and any certification held by each contracted property in its central supplier database;
- communicate its sustainability expectations to its accommodation partners and support them towards meeting them;
- require, through its supplier contracts, that accommodations respect labour law, protect children, and cause no serious harm to their local community or environment; and
- measure the share of room-nights booked in recognised-certified properties and work to increase it year on year.

3 Preferential Policy for New Accommodations

When Pai Dai contracts a new accommodation, it is our policy to give preference, where price, location, quality and availability are reasonably comparable, to properties that hold a recognised sustainability certification (such as Travelife for Accommodation, a GSTC-recognised label, or Green Hotel Thailand) or that operate a documented sustainability policy, and to locally owned and managed properties that demonstrably benefit their community.

Where a candidate property holds no recognised certification, it is our policy to take account of clear signals of good practice, such as energy and water efficiency, waste separation, elimination of single-use plastics, fair employment and community engagement, and to note these in the supplier record. The Amazing Thailand Safety and Health Administration marks (SHA and SHA Extra Plus) are health and hygiene standards and are not treated as sustainability certifications.

4 Sustainability Selection Criteria

In assessing and contracting accommodations, it is Pai Dai's policy to consider:

- recognised sustainability certification, or a documented sustainability policy and demonstrated commitment;
- local ownership and management, and employment of members of the local community;
- compliance with all relevant local and national laws protecting the rights of employees;
- protection of children, with no tolerance of child labour or the sexual exploitation of children;
- respect for local art, architecture and cultural heritage, and use of locally sourced food and locally produced souvenirs where possible;
- sound environmental management, including energy and water efficiency, waste reduction and the elimination of single-use plastics; and
- no conduct that jeopardises the local community's access to basic resources such as food, water, energy, healthcare or soil.

5 Stimulating Our Partners Towards Sustainability

It is Pai Dai's policy to engage its accommodation partners actively rather than to select them passively. Pai Dai communicates its sustainability commitments and expectations to its main accommodation providers, beginning with the properties that carry the highest room-night volume, and invites them to register for and complete the Travelife for Accommodation self-assessment, or an equivalent recognised programme such as Green Hotel Thailand.

It is our policy to share good practice with partners, to assist them where we reasonably can in integrating sustainability into their operations, and to recognise higher-performing properties, for example through preferred status and promotional priority. Pai Dai keeps these expectations in view when partnerships are reviewed and renewed, not only when a property is first contracted.

6 Targets and Timelines

It is Pai Dai's policy to pursue the following measurable targets:

- adopt this policy and communicate it to its contracted accommodation partners, starting with the highest room-night-volume properties, by 31 December 2026;
- establish a baseline measurement of the share of room-nights booked in accommodations that hold a recognised sustainability certification by 31 March 2027;
- increase that certified room-night share year on year, reviewed annually by the Sustainability Coordinator;
- invite its main accommodation partners to register for the Travelife for Accommodation self-assessment within their contract renewal cycle; and
- secure at least one contracted accommodation partner holding a recognised sustainability certification within 24 months of adopting this policy.

7 Contractual Requirements and Right of Termination

It is Pai Dai's policy to embed its sustainability requirements into its accommodation contracts through a standard sustainability addendum. The addendum requires each accommodation partner to prohibit child and forced labour, to prevent and report the sexual exploitation of children, to observe anti-corruption and sound waste-management practices, and to protect biodiversity by not serving, selling or displaying species listed under CITES or on the IUCN Red List.

Where a contracted accommodation fails to take adequate preventive measures, or where its operations jeopardise the local community's access to basic resources and it does not remedy the situation within a reasonable period, Pai Dai reserves the right to end the contractual relationship.

8 Responsibility and Review

Responsibility for this policy, and for monitoring the sustainability of the accommodations Pai Dai contracts, rests with the Chief Executive Officer and Sustainability Coordinator, Wanwisa Puengsawang. This policy is reviewed at least once a year, and also whenever there is a significant change in Pai Dai's accommodation suppliers or operations, and updated as the company grows. The current version supersedes any previous version.

APPROVAL

This Sustainable Accommodations Policy is adopted and endorsed by the Executive Board of Pai Dai DMC (Paidai Online Co., Ltd.).



Wanwisa Puengsawang (Sally)

Chief Executive Officer & Sustainability Coordinator

15 July 2026

Date