

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator																		
<p><b>A7/A7.1 (Compliance)·A7 : Planning, siting, design, construction, renovation, operation and demolition of buildings and infrastructure……A7.1 : Comply with zoning requirements and laws related to protected and sensitive areas and to heritage considerations.</b></p>																							
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<p><b>A7.2 (Impact and integrity)·take account of the capacity and integrity of the natural and cultural surroundings.</b></p>																							
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		005	<b>b. Site selection, design and access have taken account of the protection of biologically sensitive areas and the assimilative capacity of ecosystems.</b>	11,12	A7.2.b
		006	<b>c. The integrity of all archaeological, cultural heritage, and sacred sites surrounding the organization and accommodation has been conformed and preserved.</b>	12	A7.2.c
		007	<b>d. The integrity and connectivity of natural sites and protected areas has been preserved.</b>	11,12	A7.2.d
		008	<b>e. Threatened or protected species have not been displaced and impact on all wildlife habitats has been minimized and mitigated.</b>	11,12	A7.2.e
		009	<b>f. Water courses/catchments/wetlands have not been altered and run-off is reduced where possible and any residue is captured or channeled and filtered.</b>	12	A7.2.f
		010	<b>g. Risk factors (including climate change, natural phenomena, and visitor safety) have been assessed and addressed.</b>	12,13,14,15	A7.2.g

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E 1 環 境 ( e n v	自 然 環 境 や 地 域 共 生 を 配 慮 / C o n s i d e r a t i o n f o r t h	011	<b>h. Impact assessment (including cumulative impacts) has been undertaken and documented as appropriate.</b>	11,12,13,14,15	A7.2.h	
		<b>A7.3 (Sustainable material and practice)・use locally appropriate and sustainable practices and materials.</b>				
		012	<b>a. Local materials, practices and crafts have been used in buildings and design where practicable and appropriate.</b>	12	A7.3.a	
		013	<b>b. Native and endemic plants obtained from sustainable sources have been used in landscaping and decoration, avoiding exotic and invasive species.</b>	15	A7.3.b	
		014	<b>c. Plants have been selected for their ability to tolerate prevailing or anticipated conditions eg drought tolerant plants</b>	11,12	A7.3.c	
015	<b>d. Sustainable design, materials and construction practices have been used in buildings, with appropriate certification where possible.</b>	13,14,15	A7.3.d			

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i r o n m e n t )	e n v i r o n m e n t  a n d  l o c a l  s y m b i o s i s	016	<b>e. Waste from construction is sorted and disposed of in an environmentally sound manner.</b>	12	A7.3.e	
		<b>A7.4 (Access for all)·provide access and information for persons with special needs, where appropriate.</b>				
		017	<b>a. Sites, buildings and activities are accessible to persons with physical disabilities and other special needs, as appropriate to the nature of the operation.</b>	10,16	A7.4.a	
		018	<b>b. Clear and accurate information is provided on the level of accessibility.</b>	10,16	A7.4.b	
		019	<b>c. Accessibility is certified or checked with relevant experts/user bodies.</b>	10,16	A7.4.c	
		<b>A8 (Land and water right)·Acquisition by the organization of land and water rights and of property is legal, complies with local communal and indigenous rights, including their free, prior and informed consent, and does not require involuntary resettlement.</b>				

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		020	<b>a. Land ownership and tenure rights including water rights are documented.</b>	6	A8.a
		021	<b>b. User and access rights for key resources, including land and water, are documented where applicable.</b>	6	A8.b
		022	<b>c. There is documentary evidence of communication, consultation and engagement with local and indigenous communities.</b>	10,11	A8.c
		023	<b>d. Evidence of free, prior and informed consent of local communities is documented which is confirmed of no involuntary resettlement or land acquisition occurred.</b>	10,11	A8.d
		<p><b>A9 (Information and interpretation) · The organization provides information about and interpretation of the natural surroundings, local culture, and cultural heritage, as well as an explanation of appropriate behaviour while visiting natural areas, living cultures, and cultural heritage sites.</b></p>			
		024	<b>a. Information/interpretation material about the natural and cultural heritage of the local area is available and provided to customers.</b>	12,14,15	A9.a

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		025	<b>b. Staff are informed and trained about the natural and cultural heritage of the local area.</b>	12,14,15	A9.b	
		026	<b>c. Information is provided to customers about appropriate behaviour in the local area while visiting natural areas, living cultures, and cultural heritage sites.</b>	12,14,15	A9.c	
		<b>A10 (DMO)·The organization is involved with sustainable tourism planning and management in the destination, where such opportunities exist.</b>				
		027	<b>a. The organization is a member of the local Destination Management Organization or equivalent body, where such an organization exists.</b>	17	A10.a	
		028	<b>b. The organization participates in partnerships between local communities, NGOs and other local bodies where these exist.</b>	17	A10.b	
		029	<b>c. The organization participates in planning and management meetings and activities concerning sustainable tourism in the destination.</b>	9,17	A10.c	

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<p><b>B1 (Community support)·The organization actively supports initiatives for local infrastructure and social community development. Examples of initiatives include education, training, health and sanitation and projects which address the impacts of climate change.</b></p>																							
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S 社会性 (sociality)	地域社会との共生 / Coexistence with the local community	034	<b>b. Local residents are given equal opportunity for employment in management positions and the proportion of employment in management positions from persons already residing in the local community is measured and managed.</b>	10,16	B2.b	
		035	<b>c. Training is offered to local residents to enhance their employment opportunities as an equal opportunity for advancement.</b>	4,10	B2.c	
		<b>B3 (local purchasing)・When purchasing and offering goods and services, the organization gives priority to local and fair trade suppliers whenever these are available and of sufficient quality.</b>				
		036	<b>a. The organization regularly audits its sources of supply of goods and services.</b>	12	B3.a	
		037	<b>b. The proportion of goods and services purchased from locally owned and operated businesses is measured and managed to give priority to local suppliers whenever these are available and of sufficient quality.</b>	11	B3.b	
		038	<b>c. The proportion of non-locally owned or operated suppliers that are fair trade is measured and managed to give priority to fair trade suppliers whenever these are available and of sufficient quality.</b>	1,2,3	B3.c	



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t y )	I e n v i r o n m e n t  a n d  s o c i e t y		<p><b>B4 (Local entrepreneur)·The organization supports local entrepreneurs in the development and sale of sustainable products and services that are based on the area’s nature, history and culture.</b></p>			
			039	<p><b>a. Locally owned businesses are supported in the sale of sustainable products and services that are based on the area’s nature, history and culture and given access to premises and customers for commercial activity.</b></p>	9,17	B4.a
			040	<p><b>b. Where appropriate, the organization provides advice and support to local service providers in the development of sustainable products and services that are based on the area’s nature, history and culture with whom the organization engages, on the quality and sustainability of their service.</b></p>	9,17	B4.b
			041	<p><b>c. Opportunities for joint ventures and partnerships with local entrepreneurs are considered and pursued where appropriate to develop and sell sustainable products and services based on the area’s nature, history and culture.</b></p>	9,17	B4.c
		042	<p><b>B8 (Community service)·The activities of the organization do not jeopardize the provision of basic services, such as food, water, energy, healthcare or sanitation, to neighbouring communities.</b></p>			
			<p><b>a. The organization monitors its impact on the availability of local services including the provision of basic food and water services, basic energy services and basic health and sanitation services .</b></p>	3,11,12,16	B8.a	

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		043	<b>b. A communication/feedback/grievance mechanism is in place for local communities.</b>	3,11,12,16	B8.b	
		044	<b>c. The activities of the organization do not jeopardize the provision of all basic services the neighbouring communities needed.Any reduction in availability of basic services to local communities, identified as the result of the organization’s activities, is addressed.</b>	3,11,12,16	B8.c	
		<b>B9 (Community livelihood)·The activities of the organization do not adversely affect local access to livelihoods, including land and aquatic resource use, rights-of-way, transport and housing.</b>				
		045	<b>a. The activities of the organization do not adversely affect local access to local livelihoods including land and aquatic resource use,rights-of-way and transport and local housing.Local access to livelihoods is considered in decisions about development and operations.</b>	11,12	B9.a	
		046	<b>b. A communication mechanism is in place for local communities to report any instance of reduced access to local livelihoods including land and aquatic resource use,rights-of-way and transport and local housing.</b>	11,12	B9.b	
				<b>C1 (Cultural interaction)·The organization follows international and national good practice and locally agreed guidancefor the management and promotion of visits to indigenous communities and culturally or historically sensitive sites in order to minimize adverse impacts and maximize local benefits and visitor fulfilment.</b>		

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		047	<b>a. The organization demonstrates awareness of, and compliance with, existing international, national and local good practice and guidance for tourist visits to cultural sites and indigenous communities in order to minimize adverse impacts and maximize local benefits and visitor fulfillment.</b>	12	C1.a
		048	<b>b. The organization engages with communities/sites in reviewing guidance and creating and agreeing additional guidelines as necessary in order to minimize adverse impacts and maximize local benefits and visitor fulfillment.</b>	12	C1.b
		049	<b>c. Guidelines in order to minimize adverse impacts and maximize local benefits and visitor fulfillment are effectively used and communicated to customers.</b>	12	C1.c
		050	<b>d. Particular measures are in place to avoid inappropriate interaction with children.</b>	1,2,3,10,16	C1.d
		<b>C2 (Cultural heritage)·The organization contributes to the protection, preservation and enhancement of local properties, sites and traditions of historical, archaeological, cultural and spiritual significance and does not impede access to them by local residents.</b>			
		051	<b>a. The organization makes and records monetary contributions to the protection of cultural heritage (e.g.local properties, sites and traditions of historical, archaeological, cultural and spiritual significance).</b>	12	C2.a

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	/ Protection and coexistence of tourism resources	052	<b>b. The organization provides in-kind or other support for cultural heritage (e.g.local properties, sites and traditions of historical, archaeological, cultural and spiritual significance).</b>	12	C2.b	
		053	<b>c. Provision is made for accesibility of local residents to local properties, sites and traditions of historical, archaeological, cultural and spiritual significance.</b>	12	C2.c	
		<b>C3 (Presentation)·The organization values and incorporates authentic elements of traditional and contemporary local culture in its operations, design, decoration, cuisine, or shops, while respecting the intellectual property rights of local communities.</b>				
		054	<b>a. Local art/craft is reflected in design and furnishings.</b>	11,12	C3.a	
		055	<b>b. Living cultural heritage and traditions are evident in cuisine, retail, events and other services offered.</b>	11,12	C3.b	
		056	<b>c. Copyright and intellectual property rights have been observed and necessary permissions obtained.</b>	12	C3.c	

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		057	<b>d. The views of the local community have been sought on the presentation of local cultural heritage.</b>	12,17	C3.d	
		<b>C4 (Artefact)·Historical and archaeological artefacts are not sold, traded or displayed, except as permitted by local and international law.</b>				
		058	<b>a. Any use such as sale, trading and display etc. of historical and archaeological artefacts is transparent and/or documented and reported.</b>	12	C4.a	
		059	<b>b. Where historical and archaeological artefacts are used such as sale, trading and display etc. , laws and bylaws have been identified that permit such use.</b>	12	C4.b	
		060	<b>c. Visitors are prevented from removing or damaging historical and archaeological artefacts in the case of having permission of display by laws and bylaws.</b>	12	C4.c	
		<b>D1.1 (Environmentally sustainable purchasing)·Purchasing policies favour environmentally sustainable suppliers and products, including capital goods, food, beverages, building materials and consumables.</b>				

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		061	<b>a. A documented environmental purchasing policy for capital goods, food, beverages, building materials and consumables is in place.</b>	12,13,14,15	D1.1.a
		062	<b>b. Preference is given to products and suppliers with environmental certification – notably with respect to wood, paper, fish, other foods, and products from the wild.</b>	12,13,14,15	D1.1.b
		063	<b>c. Where certified products and suppliers are not available, consideration is given to origin and methods of growing or production.</b>	12,13,14,15	D1.1.c
		064	<b>d. Threatened species are not used or sold.</b>	12,14,15	D1.1.d
		<b>D1.2 (Efficient purchasing)·The organization carefully manages the purchasing of consumable and disposable goods, including food, in order to minimize waste.</b>			
		065	<b>a. Purchasing favours reusable, returnable and recycled goods.</b>	12	D1.2.a

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		066	<b>b. The organization carefully manages the purchasing of food, in order to minimize waste and purchasing and use of consumable and disposable goods are monitored and managed.</b>	12	D1.2.b	
		067	<b>c. Unnecessary packaging (especially from plastic) is avoided, with buying in bulk as appropriate.</b>	12	D1.2.c	
		<p><b>D1.3 (Energy conservation)·Energy consumption is measured by type and steps are taken to minimize overall consumption. The organization makes efforts to increase its use of renewable energy.</b></p>				
		068	<b>a. Total energy used is monitored and measured to manage.</b>	7,13	D1.3.a	
		069	<b>b. Energy used per tourist/night for each type of energy is monitored and managed.</b>	7,13	D1.3.b	
		070	<b>c. Renewable sources are favoured and the share of renewable energy in total energy supply is monitored and managed.</b>	7,13	D1.3.c	

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		071	<b>d. Equipment and practices are used that minimize energy use.</b>	7,13	D1.3.d	
		072	<b>e. Goals for reducing energy consumption are in place.</b>	7,13	D1.3.e	
		073	<b>f. Staff and guests are given guidance on minimizing energy use.</b>	7,13,17	D1.3.f	
		<p><b>D1.4 (Water conservation)·Water risk is assessed, water consumption is measured by type, and steps are taken to minimize overall consumption. Water sourcing is sustainable and does not adversely affect environmental flows. In areas of high water risk,context-based water stewardship goals are identified and pursued.</b></p>				
		074	<b>a. Water risk has been assessed and documented.</b>	6	D1.4.a	
		075	<b>b. Where water risk has been assessed as high, water stewardship goals have been determined and pursued.</b>	6	D1.4.b	



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		076	<b>c. Water used per tourist/night per source is monitored and managed.</b>	6	D1.4.c
		077	<b>d. Equipment and practices are used that minimize water consumption.</b>	6	D1.4.d
		078	<b>e. Water originates from a legal and sustainable source which has not previously affected, and is unlikely in future to affect, environmental flows.</b>	6	D1.4.e
		079	<b>f. Consideration is given to cumulative impacts of tourism in the locality on water sources.</b>	6	D1.4.f
		080	<b>g. Goals for reducing water consumption are in place to achieve stewardship goals which have been determined and pursued.</b>	6	D1.4.g
		081	<b>h. Staff and guests are given guidance on minimizing water use to achieve stewardship goals which have been determined and pursued.</b>	6	D1.4.h

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	環境負荷への配慮 / Environmental impact considerations	<p><b>D2.1 (GHG emission)・Significant greenhouse gas emissions from all sources controlled by the organization are identified, calculated where possible and procedures implemented to avoid or to minimize them. Offsetting of the organization's remaining emissions is encouraged.</b></p>			
		082	<p><b>a. Total direct and indirect greenhouse gas emissions are monitored and managed.</b></p>	13	D2.1.a
		083	<p><b>b. Carbon Footprint per tourist/night is monitored and managed.</b></p>	13	D2.1.b
		084	<p><b>c. Actions are taken to avoid and reduce significant annual emissions from all sources controlled by the organization.</b></p>	13	D2.1.c
		085	<p><b>d. Carbon offset mechanisms for remaining emissions are used where practical.</b></p>	13	D2.1.d
<p><b>D2.2 (Transportation)・The organization seeks to reduce transportation requirements and actively encourages the use of cleaner and more resource efficient alternatives by customers, employees, suppliers and in its own operations.</b></p>					

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E 2 環境 ( e n v i r o n m e n t )		086	<b>a. Information is provided and promoted to customers on alternative (climate friendly) transport options, for arrival, departure and during their visit.</b>	7,13	D2.2.a
		087	<b>b. Alternative transport options (e.g. bike rental, car sharing, pick-ups) for guests and staff are provided or facilitated.</b>	7,13	D2.2.b
		088	<b>c. The organization seeks to minimize transport use for own daily operations and markets accessible by short and more sustainable transport options are favoured.</b>	7,13	D2.2.c
		089	<b>d. The organization actively encourages the use of cleaner and more resource efficient alternatives by suppliers.</b>	7,13	D2.2.d
		<b>D2.3 (Wastewater)·Wastewater, including grey water, is effectively treated and is only reused or released safely, with no adverse effects to the local population or the environment.</b>			
		090	<b>a. Wastewater, including grey water, is disposed of to a municipal or government approved treatment system, if available.</b>	12	D2.3.a

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		091	<b>b. If suitable municipal wastewater treatment is not available, there is a system in place on site to treat wastewater, including grey water, (that meets international wastewater quality requirements) and ensures no adverse effects on the local population and the environment.</b>	6,12	D2.3.b	
		追加091-2	<b>c.Wastewater, including grey water, is reused safely, with no adverse effects to the local population or the environment.</b>	6,12	D2.3.c	
		<b>D2.4 (Solid waste)・Waste, including food waste, is measured, mechanisms are in place to reduce waste and,where reduction is not feasible, to reuse or recycle it. Any residual waste disposal has no adverse effect on the local population or the environment.</b>				
		092	<b>a. The amount of solid waste, including food waste, disposed per tourist/night is monitored and managed.</b>	12	D2.4.a	
		093	<b>b. A solid waste management plan is in place.</b>	12	D2.4.b	
		094	<b>c. The solid waste management plan includes actions to reduce, separate and reuse or recycle all waste including food waste.</b>	12	D2.4.c	

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator	
		095	<b>d. Waste disposal is to a government run or approved facility and there is evidence that the facility has no negative impact on the environment or local population.</b>	12	D2.4.d	
		096	<b>e. Solid waste disposed is measured by type and goals are in place to minimize non-diverted solid waste.</b>	12	D2.4.e	
		097	<b>f. Guidance is given to customers and staff on minimizing waste.</b>	12,17	D2.4.f	
		<b>D2.5 (Harmful substance)·The use of harmful substances, including pesticides, paints, swimming pool disinfectants, and cleaning materials, is minimized, and substituted when available by innocuous products or processes. All storage, use, handling, and disposal of chemicals are properly managed.</b>				
		098	<b>a. An inventory of harmful substances has been made and material safety data sheets (MSDS) are held to minimize the use of harmful substances, including pesticides, paints, swimming pool disinfectants and cleaning materials.</b>	12	D2.5.a	
		099	<b>b. Action has been taken to source more environmentally friendly alternatives.</b>	12,13,14,15	D2.5.b	

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		100	<b>c. Chemicals, especially those in bulk amounts, are stored,disposed and handled in accordance with appropriate standards.</b>	12	D2.5.c	
		101	<b>d. Visitors are informed about personal use of substances which may be considered harmful to the local environment (such as toxic sunscreens and repellants).</b>	12,17	D2.5.d	
		<p><b>D2.6 (Minimize pollution)·The organization implements practices to minimize pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water and soil contaminants.</b></p>				
		102	<b>a. The potential sources of pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water and soil contaminants have been reviewed and identified.</b>	12,13,16	D2.6.a	
		103	<b>b. The potential sources of pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water and soil contaminants are monitored.</b>	12,13,16	D2.6.b	
		104	<b>c. Action is taken to minimize and where possible eliminate pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water and soil contaminants.</b>	12,13,16	D2.6.c	

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator
			<p><b>D3.1 (Biodiversity conservation)·The organization supports and contributes to biodiversity conservation, including through appropriate management of its own property. Particular attention is paid to natural protected areas and areas of high biodiversity value. Any disturbance of natural ecosystems is minimized, rehabilitated and there is a compensatory contribution to conservation management.</b></p>		
		105	<p><b>a. The organization demonstrates awareness of natural protected areas and areas of high biodiversity value.</b></p>	14,15	D3.1.a
		106	<p><b>b. The organization provides and records monetary support for biodiversity conservation in the local area.</b></p>	14,15	D3.1.b
		107	<p><b>c. The organization provides and records in-kind or other support for biodiversity conservation in the local area.</b></p>	14,15	D3.1.c
		108	<p><b>d. The property is actively managed to support biodiversity conservation.</b></p>	14,15	D3.1.d
		109	<p><b>e.The organization rehabilitate any disturbance of natural ecosystems by it's activities.</b></p>	12,14,15	D3.1.e

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator	
		110	<b>f. Compensation is made where any disturbance has occurred.</b>	12,14,15	D3.1.f	
		111	<b>g. Action is taken to encourage visitors to support biodiversity conservation.</b>	12,14,15,17	D3.1.g	
		112	<b>h. The organization engages with local conservation NGOs.</b>	12,14,15,17	D3.1.h	
		<b>D3.2 (Invasive species)·The organization takes measures to avoid the introduction of invasive species. Native species are used for landscaping and restoration wherever feasible, particularly in natural landscapes.</b>				
		113	<b>a. Sites are monitored for presence of any invasive species.</b>	12,15	D3.2.a	
		114	<b>b. Action is taken to ensure invasive species are not introduced or spread.</b>	12,15	D3.2.b	



ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator	
	生物多様性の尊重 / Respect for	115	<b>c. A programme is in place to eradicate and control invasive species.</b>	12,15	D3.2.c	
		116	<b>d. Landscaping of sites is reviewed to consider use of native species, particularly in natural landscapes.</b>	12,15	D3.2.d	
		<p><b>D3.3 (Visit to natural site)・The organization follows appropriate guidelines for the management and promotion of visits to natural sites in order to minimize adverse impacts and maximize visitor fulfillment.</b></p>				
		117	<b>a. The organization is aware of, and complies with, existing guidelines for tourist visits to natural sites in order to minimize adverse impacts and maximize visitor fulfillment.</b>	12,14,15	D3.3.a	
		118	<b>b. Guidelines are used when conducting visits and informing guests.</b>	12,14,15	D3.3.b	
		119	<b>c. The organization engages with local conservation bodies to establish/identify issues concerning visits to particular sites.</b>	12,14,15,17	D3.3.c	

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator	
	b i o d i v e r s i t y	<b>D3.4 (Wildlife interaction) • Interactions with free roaming wildlife, taking into account cumulative impacts, are non-invasive and responsibly managed to avoid adverse effects on the animals concerned and on the viability and behaviour of populations in the wild.</b>				
		120	<b>a. The organization is aware of, and complies with, existing local, national and international regulations and guidelines concerning wildlife interactions, including wildlife viewing to avoid adverse effects on the animals concerned and on the viability and behaviour of populations in the wild.</b>	12,14,15	D3.4.a	
		121	<b>b. The organization engages with the development and implementation of local codes and guidelines for wildlife interactions, including wildlife viewing, as required, based on advice of wildlife experts.</b>	12,14,15,17	D3.4.b	
		122	<b>c. Direct interactions, in particular feeding, should not be permitted, unless specifically sanctioned by internationally accepted standards or, where standards are not available, guided by independent wildlife expert advice.</b>	12,14,15	D3.4.c	
		123	<b>d. Measures are taken to minimize disturbance to wildlife.</b>	12,14,15	D3.4.d	
		124	<b>e. Impacts on wildlife wellbeing are regularly monitored and addressed.</b>	12,14,15	D3.4.e	

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator
			<p><b>D3.5 (Animal welfare)·No species of wild animal is acquired, bred or held captive, except by authorized and suitably equipped persons and for properly regulated activities in compliance with local and international law. Housing, care and handling of all wild and domestic animals meets the highest standards of animal welfare.</b></p>		
		125	<p><b>a. The organization is aware of, and complies with, relevant laws and regulations concerning captive wildlife except by authorized and suitably equipped persons in compliance with local and international law or except for properly regulated activities in compliance with local and international law.</b></p>	12,14,15	D3.5.a
		126	<p><b>b. Existing guidelines for specific tourism activities involving captive wildlife are implemented.</b></p>	12	D3.5.b
		127	<p><b>c. Personnel responsible for captive wildlife have appropriate qualifications and experience and are fully licensed.</b></p>	12	D3.5.c
		128	<p><b>d. The organization is aware of, and complies with, relevant laws and regulations concerning animal welfare which is the highest standards of animal welfare for Housing, care and handling of all wild and domestic animals.</b></p>	12	D3.5.d
		129	<p><b>e. There is regular inspection of conditions of captive wildlife and their housing.</b></p>	12	D3.5.e

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator	
		130	<b>f. There is regular inspection of conditions of domestic animals and their housing and handling.</b>	12	D3.5.f	
		<b>D3.6 (Wildlife trade)·Wildlife species are not harvested, consumed, displayed, sold, or traded, except as part of a regulated activity that ensures that their utilization is sustainable, and in compliance with local and international laws.</b>				
		131	<b>a. The organization is aware of, and complies with, relevant laws and regulations concerning wildlife harvesting and trade.</b>	12,14,15	D3.6.a	
		132	<b>b. Visitors are informed of regulations concerning wildlife harvesting, consumption and trade and of the need to avoid buying illegal products/souvenirs derived from threatened species of wildlife.notified by IUCN or CITES.</b>	12,14,15	D3.6.b	
133	<b>c. Where hunting activity is legal, it forms part of a scientifically based, properly managed and strictly enforced approach to conservation.</b>	12	D3.6.c			
		<b>A4 (Training)·Staff are engaged with development and implementation of the sustainability management system and receive periodic guidance and training regarding their roles and responsibilities in its delivery.</b>				

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator
		134	<b>a. Evidence is available of staff engagement with development of the SM System .</b>	4,12	A4.a
		135	<b>b. There are records to confirm of engagement with implementation of SMS,taking the courses and on-the-job training, with attendance levels.</b>	4,12	A4.b
		136	<b>c. Staff training and guidance materials are available in accessible format (including use of minority languages where needed). the above materials are including their roles and responsibilities with respect to environmental,social,cultural practices and economic,quality issues and human rights issues,tne management of health,safety practices,risk and</b>	4,12	A4.c
		137	<b>d. Staff hold certificates and qualifications in relevant disciplines/skills.</b>	4,12	A4.d
		<b>A5 (Customer experience)·Customer satisfaction, including aspects of sustainability, is monitored and corrective action taken.</b>			
		138	<b>a. A customer satisfaction feedback system including with aspects of sustainability is in place, together with analysis of the results.</b>	8	A5.a

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator	
		139	<b>b. Negative feedback and responses made to this are recorded.</b>	8	A5.b	
		140	<b>c. There is evidence of corrective actions taken.</b>	8	A5.c	
		<p><b>A6 (Promotion)·Promotional materials and marketing communications are accurate and transparent with regard to the organization and its products and services, including sustainability claims. They do not promise more than is being delivered.</b></p>				
		141	<b>a. All Promotional materials including images used in promotion and marketing communications about the organization products and Services are of actual and transparent experiences offered and facilities provided. Also these are not promised more than can be delivered by the organization.</b>	12,16	A6.a	
		142	<b>b. Sustainability claims are based on records of past performance.</b>	12,16	A6.b	
		<p><b>B5 (Harassment)·The organization has implemented a policy against commercial, sexual or any other form of exploitation or harassment, particularly of children, adolescents, women, minorities and other vulnerable groups.</b></p>				
			適切な労働			

ESG	Category	Number	Certification Criteria Version. 5-202405	SDG's#	GSTC-I-indicator
	管 理 体 制 / A p p r o p r i a t e  l a b o u r  m a n a g e m e n t  s y s t e m s	143	<b>a. The organization has a documented policy against any form of exploitation and harassment of vulnerable groups covering children, adolescents, women, minorities.</b>	1,2,3,10	B5.a
		144	<b>b. Action is taken to communicate and implement the policy against any form of exploitation and harassment of vulnerable groups covering children, adolescents, women, minorities.</b>	1,2,3,10	B5.b
		145	<b>c. The organization engages with the local community in working against exploitation and harassment.</b>	1,2,3,10 ,17	B5.c
		146	<b>d. Records of employee ages are kept and show absence of any form of child labour (as defined by ILO).</b>	12	B5.d
		147	<b>e. The organization supports action against child sex tourism.</b>	17	B5.e
		<b>B6 (Equal opportunity)·The organization offers employment opportunities, including in management positions, without discrimination by gender, race, religion, disability or in other ways.</b>			

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G 企業統治 ( c o r p o r a t e  g o v e r n a n c e )		148	<b>a. The organization has identified groups at risk of discrimination, including women and local minorities.</b>	5,10,16	B6.a
		149	<b>b. The organization offers equal employment opportunities without discrimination by gender, race, religion, disability or in other ways and the proportion of employees drawn from each of these groups is monitored and is commensurate with local demographics.</b>	5,10,16	B6.b
		150	<b>c. The organization offers equal employment opportunities in management positions without discrimination by gender, race, religion, disability or in other ways.</b>	5,10,16	B6.c
		<b>B7 (Decent work)・Labour rights are respected, a safe and secure working environment is provided and employees are paid at least a living wage. Employees are offered regular training, experience and opportunities for advancement.</b>			
		151	<b>a. The organization demonstrates awareness of, and compliance with japanese labour standards and regulations, if applicable including local labour standards and regulations.</b>	3	B7.a
		152	<b>b. Employees are paid at least a living wage. Wage levels are monitored and regularly reviewed against national norms for a living wage.</b>	3	B7.b



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		153	<b>c. Employees are offered regular training, experience and opportunities for advancement and also training records are kept for all staff, showing the level and frequency of training received.</b>	3,4	B7.c
		154	<b>d. Employee contracts show support for health care and social security.</b>	3	B7.d
		155	<b>e. Water, sanitation and hygiene facilities are provided for all onsite workers.</b>	3	B7.e
		156	<b>f. A safe and secure working environment is provided and employee satisfaction is monitored.</b>	3,8	B7.f
		157	<b>g. An employee grievance mechanism is in place.</b>	3,8	B7.g
			<b>A1 (SMS)·The organization has implemented a long-term sustainability management system that is suitable to its size and scope, addresses environmental, social, cultural, economic, quality, human rights, health, safety, risk and crisis management issues and drives continuous improvement.</b>		

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	経営管理の明示 /	158	<b>a. The Sustainability Management System which is suitable to its size and scope is clearly documented.</b>	12	A1.a
		159	<b>b. The SM System covers environmental, social, cultural, economic, quality, human rights, health and safety issues.</b>	12	A1.b
		160	<b>c. The SM System includes consideration of risk and crisis management.</b>	12	A1.c
		161	<b>d. Documentary evidence shows implementation of the SM system.</b>	12	A1.d
		162	<b>e. The SM System includes a process for monitoring continuous improvement in sustainability performance.</b>	12	A1.e
		163	<b>f. It is clearly stated adoption of SMS as a corporate philosophy with Sakura Quality Code of Ethics and the Concepts "safety, sense of secured and sincere", and is confirmed and practiced within the organization on a daily basis.</b>	12	A1.f

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	7 C l a r i f i c a t i o n  o f  m a n a g e m e n t  c o n t r o l	164	<b>g.Thoroughly implement measures to prevent the spread of customer infectious diseases to customers.</b>	16	A1.g	
		165	<b>h.Thoroughly implement measures to prevent the spread of customer infectious diseases to employees.</b>	16	A1.h	
		166	<b>i.Thoroughly implement measures to prevent the spread of client infectious diseases to the community.</b>	16	A1.i	
		<b>A2 (Law)·The organization is in compliance with all applicable local, national and international legislation and regulations including, among others, health, safety, labour and environmental aspects.</b>				
		167	<b>a. An up to date list of all applicable legal requirements(including "health, safety, labour and environmental aspects") is maintained.</b>	3,8	A2.a	
		168	<b>b. Certificates or other documentary evidence show compliance with all applicable legal requirements including applicable local, national and international legislation and regulations.</b>	3,8	A2.b	

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			<p><b>A3 (Reporting)·The organization communicates its sustainability policy, actions and performance to stakeholders, including customers, and seeks to engage their support.</b></p>		
		169	<p><b>a. Regular reports are made available on sustainability performance and communicated its sustainability policy &amp; actions to stakeholders, including customers.</b></p>	12,16	A3.a
		170	<p><b>b. Sustainability policies and actions are reported in external and internal communication material.</b></p>	16,17	A3.b
		171	<p><b>c. Communications contain messages inviting customer and stakeholder support.</b></p>	16,17	A3.c