

Supplier Code of Conduct

At WE Travel Group, we love travelling. We believe that travelling is a great way of meeting, sharing knowledge between people and different cultures, to widen perspectives and grow understanding. Travelling and experiencing new, wonderful places also creates awareness and builds resilience in a world full of challenges.

Having a travel business comes with a lot of responsibility. As a tour operator who engage with various stakeholders in tourism such as clients, local activity providers, tour guides, hotels, transport companies and restaurants. We at WE Travel Group understands our key role and influence in the sustainability development of tourism. We want to make positive change and aim to follow, implement and promote good sustainability practices. We want to maximize positive impacts and minimize negative impacts on tourism of our business and operations and to influence our clients and partners to do the same.

We remind ourselves every day that genuine sustainability brings positive environmental and social impacts and can even increase revenue, benefiting our business. We believe in open dialogue with our clients and suppliers to address issues and suggest solutions together. Sustainability is a sign of quality. We strongly encourage you to take all actions you can in your business to secure environmental, social and economic balance. Let's work together to gain business advantages through sustainability and for a brighter future! Please take part of our fundamental sustainable practices and commit to them by following these guidelines.

Environmental impact

In your business, consider your environmental impact and commit to this by

- ✓ **Actively reducing CO2-emission by giving preference to sustainable alternatives when selecting transport**
- ✓ **Choosing renewable energy for your operations when it is available**
- ✓ **Supporting local environmental initiatives, nature conservation and social projects that generate community welfare**
- ✓ **Not offering any excursions that harm humans, animals, plants or natural resources**
- ✓ Abandoning activities where animals are taken from the wild and used for entertainment purposes
- ✓ Supporting local energy efficiency projects
- ✓ Recycling your waste, reuse your equipment and promoting circularity
- ✓ Taking measures to reduce the amount of packaging materials and not provide non-recyclable or non-biodegradable package materials, including (non-refillable) plastic bottles of drinking water for office use
- ✓ Having tour leaders, local representatives, and guides to inform our clients on relevant sustainability matters in the destination (e.g. protection of flora, fauna, and cultural heritage, resource use)
- ✓ Providing activities which support local environment and biodiversity such as visiting protected areas or environmental protection projects
- ✓ Contracting highly trained, skilled and/or certified guides to guide our guests in sensitive cultural sites, heritage sites, or ecologically sensitive destinations
- ✓ Providing guidance, training and/or information to all staff members, about their roles and responsibilities with respect to environmental practices
- ✓ Not buying any illegal souvenirs or gifts for our clients and informing our clients not to bring home any illegal souvenirs
- ✓ Integrating and promoting sustainable products/packages in your offer, based on a recognised methodology, including sustainable transport, sustainable accommodations, and sustainable activities.

Social impact

In your business, consider your social impact and commit to this by

- ✓ **Respecting fundamental human rights**
- ✓ **Having safe working conditions and fair wages for all employees**
- ✓ **Allowing employees the rights to form and join unions and other associations, and to bargain collectively**
- ✓ **Ensuring that you pay employees, tour leaders, local representatives, guides, porters and other local staff contracted by us at least a living wage**
- ✓ **Not participating in or benefiting from any form of forced labour including bonded labour, forced prison labour, slavery, servitude, or human trafficking**
- ✓ **Not engage in or benefiting from the use of child labour**
- ✓ **Keeping working hours of the employees in line with the legal requirements and / or industry standards**
- ✓ **Not participating in any form of discrimination based on sex, transgender identity or expression, ethnicity, religion or belief, disability, sexual orientation, or age**
- ✓ **Not withholding any part of any personnel's salary, benefits, property or documents**
- ✓ **Not participating in or benefit from improper forced relocations**
- ✓ **Respecting privacy and security of personal data**
- ✓ **Terminating collaboration with contracted agents or accommodation providers in the event of conclusive evidence that their actions endanger the provision or integrity of essential services to neighboring communities, including land, water, energy, soil, food, and healthcare**
- ✓ **Employing local tour guides, porters, drivers, cooks, and other local staff in order for our clients to get close to local society, traditions and to support local people**
- ✓ **Providing information to clients about the natural surroundings, local culture and cultural heritage in the destination**
- ✓ **Advising our clients on behaviour standards during excursions and activities with a focus on respecting the local culture, nature, and environment**
- ✓ **Reminding our clients to respect about social norms and values (e.g. tips, dressing code and photography)**
- ✓ **Fostering a culture of sustainability and professional growth within your organization, by training and encouraging your staff and by allowing them to advance in position within your business**
- ✓ **Informing our clients regarding risks and precautions related to health and safety matters in the destination.**
- ✓ **Motivating clients to use local restaurants and shops (where appropriate)**

Economic impact

In your business, consider your economic impact by and commit to this by

- ✓ **Conducting business with high level of integrity, not tolerating any corruption or bribery.**
- ✓ **Respecting agreements and payment terms**
- ✓ **Preferring local contractors for your on-site guiding and transport**
- ✓ **Paying attention to the local benefits of communities when selecting your activities**
- ✓ **Selecting accommodations for us that are locally owned and managed**
- ✓ **Providing excursions and activities which directly involve and support local communities by purchasing services, traditional crafts and local (food) production methods, or visiting social projects**
- ✓ **Making investment in human resources and product development to secure long-term sustainability of your business**

Destination development

In your business, consider your destination development and commit to this by

- ✓ Not selecting destinations or sites in which tourism leads to structural negative local effects, unless the company's involvement results in clear counter balancing effects
- ✓ Involving local people in decisions that affect their lives and life chances at your destination
- ✓ Choosing activities and nature areas that maximize positive impacts of responsible tourism
- ✓ Supporting biodiversity conservation, including protected areas and areas of high biodiversity, through financial contribution, political support and integration in products
- ✓ Encouraging your staff to clearly informing our clients about your sustainability commitments and actions

Please acknowledge our values of responsible travel and our respect for people and nature. This Code of Conduct is based on the standards and criterias of Travelife, adapt the policy to your business and work towards complying with it. Empowering your employees with knowledge, providing growth opportunities, and promoting a sustainable mindset will not only benefit the environment but also contribute to the long-term success and resilience of your business.

If you do not respect our fundamental sustainability practices or that you take actions that does not comply with our most important guidelines (above in bold letters), we inform you that this will be taken very seriously and could force us to end our agreement.

