

## Supplier code of conduct

We are a tour operator offering specialty tours with a strong focus on the arts, culture and heritage. Our aim is to create unique and memorable customer experiences. This is only possible with the great support of our business partners and suppliers throughout the world. We know that you do a good job. And we are proud of cooperating with you!

We have committed ourselves to sustainable tourism. Preserving Mother Earth for our children is not only a personal demand of the owners and all members of staff. It also matches strongly with the expectations of our customers. Also, we are very much aware, that the tourism industry relies strongly on intact landscapes and sceneries, on lively cities and neighbourhoods plus on colleagues and employees that are happy to make customers happy.

To enforce this approach, we highly encourage our business partners to:

- **Protect human rights!**

We do not accept any kind of discrimination on the basis of sex, race, colour, ethnic or social origin, genetic characteristics, language, religion or beliefs, political or other opinions, membership of a national minority, fortune, birth, disabilities, age or sexual orientation. We do not accept forced labour and exploitive child labour. Sexual exploitation and child prostitution are crimes – and will be prosecuted.

- **Promote good working conditions!**

Maximum customer satisfaction can only be achieved by employees who are able to live a good life. Fair payment for everyone within the service chain is a must – just as social security according to local labour laws. Safety and health at work needs to be guaranteed.

- **Save resources and protect the environment!**

To preserve Mother Earth, the tourism industry can do a lot! Transportation can be arranged with energy-efficient vehicles, vessels or aircrafts. Accomodations can often use green power, reduce energy and water consumption as well as waste. We all can replace disposables by reusable and recyclable products.

A safe disposal of waste and wastewater is a matter of course for us. When visiting eco-sensitive areas, action has to be taken that there will be no negative impact on biodiversity.

Don't worry: We know that establishing sustainability has much more in common with a long-haul-journey than with a weekend foray. Just as the Chinese philosopher Laozi noted more than two and a half thousand years ago: "A journey of a thousand miles starts under one's feet." And yes, we believe: Even small steps can make a difference!