



Sustainability starts with the practices we have implemented within our organization and at our office, though we believe that the most important and integral part of it goes beyond and what matters the most is where, how and with whom we create experiences for our guests.

**We are committed to providing Social and Economic Benefits for Local Communities:**

- Support local economy:
  - Give preference to excursions and activities that benefit local communities.
  - Give preference to Local Sourcing (food, goods, and services from local community, businesses and suppliers).
- Respect and promote local culture, heritage, and traditions:
  - Include visits to local museums, cultural sites, arts and crafts venues.
  - Include and promote food which reflects the region's cuisine.
  - Favor respectful exchange with local people.
- Promote excursions and activities which support local environment and biodiversity (visiting protected areas, national parks).
- Contribute to the community through employment, training, or support for local projects.
- Promote lesser-known destinations to benefit local communities and avoid overtourism in other destinations.
- Respect the intellectual property rights of local communities.
- Not offer any excursions that harm humans, wildlife, environment, or natural resources.
- Not offering any excursions involving trade, consumption, close contact, or performances of animals.
- Comply with regulations of protected areas and cultural heritage sites.
- Make sure customers are aware of environmental and cultural sensitivities.

**We are committed to giving preference to excursion providers who share with us same values and principles of sustainability and are environmentally responsible:**

- Energy Conservation: use renewable energy sources, energy-efficient lighting and appliances, and smart systems to reduce consumption.
- Water Management: have Implemented water-saving measures like low-flow fixtures, reusing gray water, and promoting water-saving practices to guests.
- Waste Reduction and Recycling: minimizes use of plastics, separates the waste and ensures the proper disposal.
- Biodiversity: avoid harm to local ecosystems.

**We emphasize that we will not form partnership and/or will terminate any existing partnership with excursion provider in case there is evidence of violating any of the following:**

**Legal Compliance:**

- Does not hold all required permits and licenses to operate the business in Georgia.
- Does not comply with all local laws and regulations.

**Social Welfare and Human Rights:**

- Does not demonstrate respect to the national and international laws and regulations as well as good ethics concerning human rights, including rights of employees, the rights of children and women and the rights of indigenous people.
- Discriminates based on gender, age, religion, race, social background, disability, nationality, membership in workers' organizations, political affiliation, sexual orientation, or any other personal characteristics.
- Does not comply with local employment legislation and does not ensure that employees are paid at least a living wage or a wage equal to the national legal minimum wage.
- Employs children to complete work which is normally undertaken by adults.
- Does not ensure that any employed person aged 14 or under grants full protection and special working conditions in accordance with the UN Convention on the Rights of the Child and/or the ILO convention 138 as well as local legislation.
- Does not ensure that children are protected against sexual exploitation on the premises and that the Supplier and its employees follow the Child-Protection Code against sexual exploitation of children.

**Biodiversity & Animal Welfare:**

- Sells or promotes food or souvenirs made from red listed species.
- Offers excursions that harm plants, animals, ecosystems or natural resources.

**Customers:**

- Does not ensure customer privacy.

**General Director:**

David Vardanashvili