

Supplier Code of Conduct

LifeXperiences wants to ensure that its local partners participate in the action towards a more responsible tourism within the Balearic Islands. This Supplier Code of Conduct provides the guidelines and minimum standards that LifeXperiences expects its business partners to comply with. It forms an integral part of the cooperation with all suppliers. It is expected from our partners to apply the same standards to their own suppliers.

1. Labour contracts respect existing laws

Wages are monitored and meet or exceed legal minimums and/or industry standards. Working hours of employees comply with legal requirements and/or industry standards. Employee contracts show support of health care and the stipulated annual leave and sick leave are granted while female employees are granted additionally their stipulated maternity leave in case of pregnancy. All employees are free to start or end their employment voluntarily whenever they choose without penalty, as long as the process occurs in accordance with the employment contract.

2. Working conditions comply with human rights

Working conditions are safe and fair and cover the following aspects:

- **Respect and dignity as standard**
Employees are always treated respectfully and with dignity. Any form of sexual exploitation and abuse is unacceptable, and the organization clearly rejects from any kind of sex tourism. Any evidence of possible exploitation will lead to immediate exclusion from further cooperation.
- **Child protection**
Any form of child labour is prohibited. Thus, records of employee ages must be kept confirming absence of the same. If the supplier employs young people between the age of 14 and 18, they must treat them with particular consideration, restricting their working hours. Furthermore, such working conditions must comply with national laws as well as with the provisions of the UN Convention of the Rights of the Child and any other applicable international conventions. Minors must never be employed to perform work that is inappropriate for children.
- **Protection of vulnerable groups**
The organization provides equal employment opportunities also for local residents and a work environment free of harassment of vulnerable groups. Discrimination based on gender, age, religion, race tribe caste, social background, disability, nationality, membership in workers organizations, political affiliation, sexual orientation or any other personal characteristics and beliefs is not acceptable.
- **Health, hygiene and safety of employees is given**
Employees are provided with a safe and healthy work environment and are protected from any risks related to the infrastructure within this work environment. This means that possible emergency situations are identified, evaluated and their impact is minimized by implementing adequate safety procedures. The Supplier's office provides adequate heat and ventilation and safe toilet facilities as well as access to potable water. Sufficiently high standards of hygiene and sanitation are maintained on their premises.

3. Protection of the environment & culture

The supplier's operations are conducted in a way that minimizes the impact on natural resources and protects the environment. Their operations comply with all laws & regulations related to air pollution, water discharges, toxic substances, hazardous waste disposal etc. Tourist visits to cultural sites and indigenous communities comply with local good practices and the organization doesn't offer any products which are socially and culturally unacceptable. Excursions that include interactions with wildlife comply with applicable laws, relevant codes of conduct and always respect the animal welfare. Any disturbance of natural ecosystems is minimized.

4. Fair and transparent business practice

The organization seeks to sell goods or services to conduct their business in accordance with the highest ethical standards. The supplier complies with all rules and regulations on bribery, corruption and avoid unacceptable business practices, which means that the freedom of association and the right to collective bargaining is recognized and corrupt, fraudulent, collusive, anti-competitive coercive practices are not tolerated.

5. Monitoring & Enforcement

Suppliers respect the terms and conditions of this Supplier Code of Conduct and actively do their utmost to achieve LifeXperiences standards. The supplier ensures that the principles set forth herein are communicated, implemented and adopted within their own business. The supplier agrees that its premises and facilities may be inspected, and its compliance may be audited at any time by LifeXperiences and/or its representatives. If the supplier is in breach of the terms and conditions of this Supplier Code of Conduct (e.g. evidence of child labour, or an employee of the supplier acting as an intermediate for child prostitution, or disregard of ecological legislation) LifeXperiences is entitled to terminate any contract and cooperation with the supplier effect immediately and reserves the right to take any further legal action at its discretion.

Signature Supplier

Signature LifeXperiences