

## Code of Conduct

Version 2023-02

### Suppliers to ALBATROS TRAVEL A/S

Albatros Travel A/S (herein also defined as “Albatros” or “Albatros Travel”) Is a Danish legal entity providing group- and individual travels to customers in several European countries. This Code of Conduct is made to ensure that any supplier or agent (herein after also defined as “Partner”) used by Albatros to facilitate the services (e.g. hotel, transport, boat) on the tours provided by Albatros to its customers, meet the requirements and conditions set forth as below.

#### CODE OF CONDUCT:

Albatros expect all its Partners to comply with any mandatory law, regulation or compulsory minimum industry standard. Furthermore the partner will strive to increase awareness of ethical issues in business conduct and will strive for continuous and sustainable improvement. If mandatory national or international law has been violated, Albatros Travel will cancel any contract and cooperation immediately and reserves the right to take any further legal action at its discretion.

##### 1) Working Conditions

- The freedom of association and the right to collective bargaining is recognized in line with the relevant local laws.
- Discrimination based on gender, age, religion, race, tribe, caste, social background, disability, membership in workers’ organizations, political affiliation, sexual orientation, nationality or any other personal characteristics is not tolerated.
- Regarding wages paid legal minimums and/or industry standards have to be met or exceeded. No illegal or unauthorized deductions from wages are allowed.
- Working hours of the employees are kept in line with the legal requirements and/or industry standards.
- Workplace practice and conditions which violate basic rights are not allowed: Physical abuse or threat of physical abuse, sexual or other harassment and other forms of intimidation are prohibited.
- A safe and hygienic working environment will be provided according to the law.
- Adequate steps are taken to prevent accidents and injuries to health.
- All forms of forced labor are forbidden; as is prisoner labor that violates basic human rights.
- In situations in which staff housing has to be provided, this should be in line with local laws and national standards.

##### 2) Environmental Issues

- The partner complies with mandatory national and international law, particularly in regard to the procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment.
- The partner treats the waste water in an ecological way or is connected to an external sewage treatment system.
- We expect that the partner makes every effort to reduce energy consumption in its operations.
- We expect that the partner makes every effort to prevent exploitation of animals. This includes preventing guests from participating in activities that exploit animals.

##### 3) Health and safety

- An emergency phone number to reach the partner should be available at the duration of the tour and should be send Albatros before departure.
- The partner is obligated to inform Albatros immediately if a complaint about any form of harassment has been submitted doing a tour
- Partners agrees to strive for a high standard of hygiene.
- All transportation should meets standards requirements by law.
- On boat transportation there shall be enough life vests and life rafts for all guests and the boats should dispose of life vests for children and obese people. Upon arrival boat crew will shortly introduce a safety drill to the clients and show them in case of the emergency.

**4) Corruption**

- The partner should work against corruption in all its forms, including extortion and bribery.

**5) Supply Chain**

- We encourage the partner and their sub-contractors to support the local economy by purchasing local produce and utilizing local workforce.
- We encourage the partner to minimize energy consumption caused by transportation of products that are locally available.

**6) Child Protection**

- Child labor is forbidden as defined by national law.
- Any form of exploitation of children is prohibited. Working conditions resembling slavery or those that are harmful to children's health are forbidden.
- No child prostitution will be allowed or tolerated at the partner's facilities.

**7) Legal obligations**

- The Partner acknowledges that any travel services as defined in article 3, section 1, in directive (EU) 2015/2302 sold to Albatros Travel A/S and used by Albatros Travel A/S as a part of package travel organized and sold by Albatros Travel A/S are subject to the rights and obligations arising from directive (EU) 2015/2302.
- The partner is only liable for the performance of the travel services sold to Albatros Travel A/S and is therefore not liable to changes or deficiencies in travel services from other providers that have been added to the package by Albatros Travel A/S.
- The partner agrees to comply with the regulations in directive (EU) 2015/2302 to the extent of any changes or defaults in the fulfillment of the sold travel services.
- Where the traveler/consumer have rights arising from directive (EU) 2015/2302 and where the rights are directly related to the fulfillment of the travel services sold by the Partner to Albatros Travel A/S, such rights and/or price reductions and compensations for damages, shall be honored, and/or refunded by the Partner to Albatros Travel A/S upon request from Albatros Travel A/S.
- The Partner is responsible for any loss incurred by Albatros Travel A/S in accordance with its obligations in directive (EU) 2015/2302 to the extent that the suffered loss of Albatros Travel A/S relates to deficiencies in travel services sold by the Partner

**By Albatros Travel A/S**, a company registered in Denmark and whose registered office is at Tondergade 16, DK-1752 Copenhagen V, Denmark

**SIGNED BY PARTNER:**

<b>Company Name:</b>	
<b>Name, person signing:</b>	
<b>Title, person signing:</b>	
<b>Date:</b>	
<b>Signature:</b>	

*Please return copy of signed document by e-mail to: [invoice@albatros.dk](mailto:invoice@albatros.dk)*