

Code of Conduct for Business Partners

As of October 2026

Foreword

We have a clear goal in tourism and beyond: We want people to explore the world by bike. Cycling tours should become the #1 form of travel in Europe. We focus on nature-based experiences that are good for both people and the environment.

Cycling tours produce no direct emissions along the route itself. Compared to a round-trip by car, there is therefore no fuel consumption. Cycling produces no direct exhaust emissions and also promotes the mental and physical health of travelers. Cyclists also experience the landscape and local cultures more deeply. Interaction with the local population takes place in a gentle and direct manner. This enables value creation at the local level. We aim to maximize these positive effects for both guests and the local population while simultaneously reducing negative social, environmental, and economic impacts.

With this in mind, we place great value on long-term partnerships based on trust and shared responsibility. This Code of Conduct is intended to reflect these values and objectives. It outlines the minimum social, environmental, and ethical standards that apply to us and all our business partners. It can be viewed as a practical guide that aligns our own business activities and those of our partners with internationally recognized principles, including:

- the [ten principles of the UN Global Compact](#),
- the [core conventions of the International Labor Organization \(ILO\)](#)
- the [OECD Guidelines for Multinational Enterprises](#)
- the [Paris Agreement on Climate Change](#)

The overarching goal of this Code is to strengthen transparency, integrity, and sustainability throughout our entire supply chain. We expect our business partners not only to comply with applicable national and international laws and regulations, but also to actively contribute to creating a more equitable, environmentally friendly, and responsible travel industry.

To improve the readability of this document, the masculine form is used in the following pages. This does not imply any discrimination against other genders.

Labor and Social Standards

The business partner must act in accordance with its national laws regarding the protection of workers' rights. RAD + REISEN also expects its business partner to ensure that its business practices are in accordance with internationally recognized human and labor rights, as well as the core conventions of the International Labor Organization (ILO).

Protection of Human Rights and Protection Against Discrimination

The business partner respects and upholds the rights and dignity of all people. The [European Convention on Human Rights](#) serves as the basis for this. The partner actively prevents any form of discrimination based on gender, age, ethnicity, nationality, religion, disability, sexual orientation, or political opinion.

Fair Working Conditions

The business partner ensures that employees' employment is freely chosen. Forced, bonded, or compulsory labor is not tolerated. At a minimum, the statutory minimum wage is paid, and statutory social benefits are guaranteed. Working hours and rest periods comply with national laws and regulations. Payments are clearly defined and made regularly and in full. The goal is to ensure that wages cover the cost of living, particularly when statutory minimum wages fall below the subsistence level.

Employees may not be required to work more than the maximum number of hours permitted under national law. Statutory rest periods are observed. Any additional working hours are compensated separately in accordance with national laws or granted as time off in lieu.

Child and Youth Protection

The use of child labor is strictly prohibited. The minimum age for employment must comply with national regulations and be in accordance with ILO Convention No. 138. Young workers must be protected from hazardous work and may not work night shifts.

RAD+REISEN expects its business partners to take preventive measures to ensure that children are protected from tourism-related sexual exploitation and all possible forms of abuse (physical, sexual, emotional) or exploitation. Any suspicious behavior by guests, employees, or staff on the premises or during excursions must be reported to local authorities. If the partner fails to take appropriate measures to prevent the sexual exploitation of children within its direct supply chain (e.g., accommodations and excursions), this may result in the early termination of the cooperation agreement."

Health and Safety

The business partner ensures a safe and hygienic work environment, takes appropriate measures to prevent accidents and occupational diseases, and promotes health and well-being in the workplace.

The business partner's employees are granted the contractually agreed-upon annual leave without any adverse consequences. In addition, the workforce is allowed to take full advantage of the maternity and paternity leave provided for by law or contract.

Freedom of Association

Employees have the freedom to join or form unions and to engage in collective bargaining without fear of reprisal or discrimination. Business partners respect the right of employees to collectively bargain regarding working and employment conditions in accordance with applicable national laws and international standards, in particular ILO Conventions 87 and 98.

Environmental and Climate Protection

RAD + REISEN is committed to environmentally conscious tourism and actively strives to minimize its ecological footprint both internally and before, during, and after the organization of a trip. We also aim to reinforce this focus among our business partners.

The business partner commits to reducing or avoiding environmental impacts—to the extent possible through reasonable means. Environmental and climate protection, as well as the protection and promotion of biodiversity, is an ongoing task that requires a constant reduction in resource consumption and waste. The business partner shall make reasonable efforts to this end within the scope of its business activities. This includes compliance with applicable legal standards as well as the implementation of appropriate internal practices to reduce environmental impacts.

Within Office Operations

The business partner integrates environmental standards into daily administrative and operational processes. This includes compliance with applicable environmental laws and the responsible use of energy, water, and materials. Office spaces are managed in a resource-efficient manner wherever possible, e.g., by reducing energy consumption, avoiding unnecessary printing, and selecting energy-efficient equipment. Waste is minimized, properly sorted, and disposed of in accordance with local regulations. We encourage the partner to monitor its emissions and, where possible, take measures to reduce or offset its carbon footprint.

Travel and Customer Service

The business partner promotes and encourages environmentally and climate-conscious practices and decisions before, during, and after the provision of travel and travel-related services. This includes the use of

- accommodations and service providers with recognized sustainability certifications,
- the optimization of luggage transport and the incorporation of rail transfers,
- regular evaluation of the included services with regard to their environmental and social impacts

as part of the decision-making process in product management..

Tour guides and staff are encouraged to respect natural habitats, avoid or reduce waste, and promote environmental awareness among guests. Special emphasis is placed on the responsible use of water and the reduction of single-use items. Whenever possible, local providers and seasonal products are preferred to strengthen regional value chains and avoid unnecessary transportation.

No tours or attractions involving the keeping of wild animals in captivity will be offered. Exceptions are activities that are properly regulated and comply with local, national, and international laws. No excursions or attractions will be offered in which wild animals or protected wild plants are harvested, consumed, displayed, sold, or traded in violation of local, national, and international law. Additional guidance on the proper care of wild animals is provided by the [minimum criteria of the ABTA Animal Welfare Guidelines \(2013\)](#).

Furthermore, souvenirs or food products containing endangered animal and plant species, as listed in the [CITES Convention](#) and the [IUCN Red List](#), are not advertised or offered before, during, or after a cycling tour.

Integrity

Corruption

The business partner acts in accordance with the values of integrity and transparency. Any form of corruption, bribery, or improper favoritism is prohibited. This also applies to subcontractors or representatives of the business partner.

Data Protection

All personal data is treated confidentially and in accordance with applicable data protection laws. Business and customer data are handled with the utmost care and used only for the agreed-upon purposes.

Conflicts of Interest

All actual or perceived conflicts of interest are disclosed to one another in the spirit of a transparent and ethical business relationship. The goal is to make decisions based on objective criteria..

Implementation

Scope of the Code of Conduct

This Code of Conduct applies both to direct partnerships with RAD+REISEN and to the business partner's suppliers, subcontractors, and service providers. It is the responsibility of RAD+REISEN's business partner to ensure that the principles, guidelines, and objectives set forth in this document are taken into account and complied with throughout its upstream supply chain.

Reporting and Remedies for Violations

It is the business partner's responsibility, upon becoming aware of or suspecting a violation of human rights or environmental obligations, to take appropriate measures to prevent or remedy the situation and to minimize any potential impacts.

Consequences of Violations

In the event of minor violations of the principles set forth in this document, the business partner shall be given a reasonable period of time to remedy the situation. If measures cannot be taken immediately, the business partner agrees to actively submit a plan and a specific timeline for remedying the violation to RAD+REISEN.

Supporting Documents

RAD + REISEN reserves the right to verify compliance with this Code through appropriate measures, including self-assessments and document reviews; following consultation with the business partner, on-site audits shall also be permitted.

Motivation to achieve

At RAD + REISEN, we believe that sustainability is a journey, not a destination. While this Code of Conduct establishes human rights and environmental protection standards for our partnerships, we actively encourage our business partners to go beyond compliance with laws and basic requirements.

To support our business partners on this journey, we offer them access to the [Travelife Initiative](#). This global project aims to help tourism businesses improve their social and environmental impact. The platform offers guidelines, best-practice examples, and practical tools to enhance sustainability performance and align with international standards. This includes resources for training, sustainability management, planning, sustainability reporting, and business relationships. You can find more information [here](#).