

Code of Conduct for business partners

May 2025



Introduction

We have a clear goal in tourism and beyond: we want people to explore the world by bicycle. Cycle travel should be established as the #1 form of travel in Europe - not only because it is inherently sustainable, but also because it meaningfully connects people, cultures and landscapes.

We believe in a form of tourism that respects both the environment and the communities we visit. We strive to maximize the positive impacts of travel while minimizing any social, ecological or economic harm.

With this in mind, we place great importance on long-term partnerships based on trust, shared responsibility, and a mutual commitment to sustainable development. This Code of Conduct is intended to reflect these values and objectives. It outlines the minimum social, environmental and ethical standards that apply to ourselves and all our business partners. It can be seen as a practical guide that aligns both our own and our partners' business practices with internationally recognized principles, including:

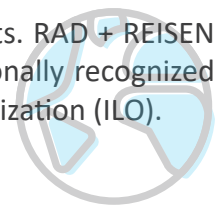
- [The Ten Principles of the UN Global Compact](#),
- [The Core Conventions of the International Labour Organization \(ILO\)](#),
- [The OECD Guidelines for Multinational Enterprises](#),
- [The Paris Agreement on Climate Change](#).

The overall goal of this Code of Conduct 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 fairer, more environmentally friendly and more responsible travel industry.

For ease of reading, the male form is used throughout this document. This is not intended to disadvantage any other gender.

Labour and Social Standards

The business partner acts in accordance with national legislation protecting workers' rights. RAD + REISEN also expects its business partner to ensure that business practices comply with internationally recognized human and labour rights, as well as the core conventions of the International Labour Organization (ILO).



Protection of Human Rights and Prevention of Discrimination

The business partner respects and upholds the rights and dignity of all individuals. This is based on the [European Convention on Human Rights](#). Any form of discrimination based on gender, age, ethnic origin, nationality, religion, disability, sexual orientation, or political opinion is actively prevented by the partner.

Fair Working Conditions

The business partner ensures that employment is freely chosen. Forced, bonded, or compulsory labour is not tolerated. At a minimum, the legal minimum wage is paid and statutory social benefits are provided. Working hours and rest periods comply with national legislation. Payments are clearly defined, made regularly, and paid in full. The goal is to ensure that remuneration covers the cost of living, especially in cases where statutory minimum wages fall below subsistence levels.

Workers are not forced to work more than the maximum working hours permitted by national law. Legally mandated rest periods are observed. Any additional working time is compensated separately in accordance with national regulations or granted as time off in lieu.

Child and Youth Protection

The use of child labour is strictly prohibited. The minimum age for employment must comply with national regulations and align with ILO Convention 138. Young workers must be protected from hazardous tasks and are not assigned to night shifts.

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

Health and Safety

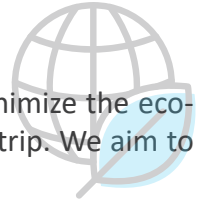
The business partner ensures a safe and hygienic working environment. Appropriate measures are taken to prevent accidents and occupational illnesses. Efforts are made to promote health and well-being in the workplace.

Employees of the business partner are granted their contractually agreed annual leave without any negative consequences. Furthermore, staff are fully entitled to make use of legally or contractually stipulated maternity and paternity leave.

Freedom of Association

Employees have the right to join or form trade unions and to engage in collective bargaining without fear of disadvantage or discrimination. Business partners respect the right of workers to negotiate working and employment conditions collectively, in accordance with applicable national laws and international standards - particularly ILO Conventions 87 and 98.

Environmental and Climate Protection



RAD + REISEN is committed to environmentally conscious tourism and actively strives to minimize the ecological footprint of its office operations as well as before, during, and after the delivery of a trip. We aim to strengthen this focus among our business partners as well.

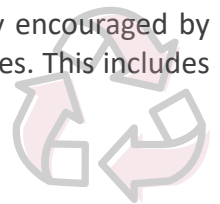
The business partner is committed to reducing or avoiding environmental impacts wherever reasonably possible. Environmental and climate protection, as well as the preservation and promotion of biodiversity, are ongoing responsibilities that require a continuous reduction in resource consumption and waste generation. The business partner makes appropriate efforts within the scope of their operations to support these goals. This includes compliance with applicable legal standards and the implementation of suitable internal practices to minimize environmental impacts.

Within Office Operations

The business partner integrates environmental standards into daily administrative and operational procedures. This includes compliance with applicable environmental laws and the responsible use of energy, water and other materials. Office spaces should be managed as resource-efficiently as possible - for example, by reducing energy consumption, avoiding unnecessary printing, and choosing environmentally friendly materials and equipment. Waste is to be minimized, properly sorted and disposed of in accordance with local regulations. We also encourage partners to monitor their emissions and, where possible, take action to reduce or offset their carbon footprint.

During Travel and Customer Service

Environmentally and climate-conscious practices and decisions are promoted and actively encouraged by the business partner before, during, and after the delivery of trips and travel-related services. This includes integrating the following into product management decision-making:



- Environmentally responsible accommodations and service providers,
- The use of sustainable transport solutions
- Minimizing the environmental impact of activities

Tour guides and staff are expected to respect natural habitats, avoid or reduce waste, and raise environmental awareness among guests. Special attention is paid to the responsible use of water and the reduction of single-use items. Wherever possible, local providers and seasonal products are prioritized in order to strengthen regional value chains and avoid unnecessary transport.

No excursions or attractions are offered that involve wild animals being kept in captivity. Exceptions are only made for activities that are properly regulated and comply with local, national and international laws. No excursions or attractions are offered in which wild animals or protected wild plants are harvested, consumed, displayed, sold, or traded in violation of local, national, or international laws. Additional assessment criteria for the proper treatment of wildlife are provided by the [ABTA Animal Welfare Guidelines \(2013\) minimum requirements](#).

In addition, no souvenirs or food items are promoted or sold before, during, or after a cycling trip if they contain endangered animal or plant species listed in the [CITES agreement](#) or on the [IUCN Red List](#).

Integrity

Anti-Corruption

The business partner operates on the principles of integrity and transparency. All forms of corruption, bribery or improper advantages are strictly rejected. This applies equally 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 is handled with the utmost care and used solely for the agreed purposes.

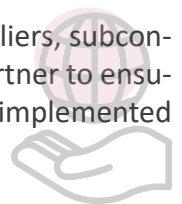
Conflicts of Interest

Any actual or perceived conflicts of interest must be openly disclosed in the spirit of a transparent and trustworthy business relationship. The goal is to ensure that decisions are made based on objective criteria.

Implementation

Scope of Application of the Code of Conduct

This Code of Conduct applies to the direct partnership with RAD+REISEN as well as to the suppliers, subcontractors and service providers of the business partner. It is the responsibility of the business partner to ensure that the principles, guidelines, and objectives set forth in this document are observed and implemented throughout their upstream supply chain.



Reporting and Remediation of Violations

It is the responsibility of the business partner to take appropriate measures to prevent or remedy any known or suspected human rights or environmental violations and to minimize any negative impacts.

The business partner commits to reporting all such violations immediately to RAD+REISEN. Furthermore, the business partner must establish internal procedures for reporting grievances within their supplier network. Whistleblowers must be protected from any form of retaliation or disadvantage.

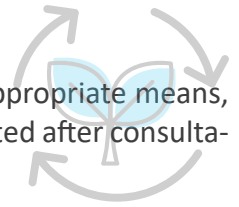
Consequences of Violations

In cases of minor violations of the principles in this document, the business partner will be given a reasonable period to remedy the issue. If immediate action is not feasible, the business partner commits to submitting a corrective plan and a concrete timeline for resolution to RAD+REISEN.

In cases of serious or repeated violations of the principles set forth in this document, RAD+REISEN reserves the right to terminate the business relationship without notice.

Verification

RAD+REISEN reserves the right to verify compliance with this Code of Conduct through appropriate means, including self-assessments and documentation reviews. On-site audits may also be conducted after consultation with the business partner.



Motivation to Go Beyond Compliance

At RAD + REISEN, we believe that sustainability is a journey, not a destination. While this Code of Conduct sets the standards for human rights and environmental protection in our collaboration, we actively encourage our business partners to go beyond standard legal compliance and basic requirements.

To support our partners on this path, we offer access to the [Travelife initiative](#). This global program is designed to help tourism businesses improve their social and environmental impact. The platform provides guidance, best-practice examples and practical tools to enhance sustainability performance in line with international standards.

Resources include training modules, sustainability management tools, planning templates, sustainability reporting systems and tools for managing business relationships.

More information can be found [here](#).