

CODE OF CONDUCT

Georgian Holidays endorses the concept of sustainable and responsible tourism. We believe that tourism activities can, and should impact positively on both nature and society. Both tourists and local residents want to travel and live in a safe, clean and prosperous environment. Therefore, we think that all actors in tourism industry have to take their share of responsibility and necessary actions to achieve this win-win situation – make tourism sustainable and beneficial for a society and environment as a whole. This document reflects the vision described above.

Equal Opportunities

Georgian Holidays provides equal employment opportunities to all employees and applicants for employment in accordance to the Labour Code of Georgia and labour standards of the ILO Convention, and prohibits discrimination of any type without regard to race, color, religion, age, sex, national origin, disability status, sexual orientation, or any other characteristic protected state or local laws.

Child Labour

In accordance to the Labour Code of Georgia (Chapter III, Article 10), Georgian Holidays does not employ children younger than 16 years of age, unless an employment agreement is derived from the consent of their legal representative or a custody/guardianship authority, and if the labour relations in question are not contrary to the minor's interests, or prejudice their moral, physical and mental development, or limit their right and opportunity to acquire compulsory primary and basic education.

Excursions and Entertainment

Excursions and attractions in which captive wildlife is held are not offered, except for properly regulated activities in compliance with local, national and international law. Excursions which include interactions with wildlife comply with relevant codes of conduct. Any disturbance of natural ecosystems is minimized.

Where available, preference is given to excursions that operate on the basis of acknowledged and controlled sustainability standards. The company offers no products or services of excursion providers that harm humans, animals, plants, natural resources (e.g. water/energy), or which are socially/culturally unacceptable.

Benefiting Local Communities

As a part of our vision, Georgian Holidays actively chooses locally produced goods in preference to imported ones wherever possible. We promote local products and services to guests, by recommending guides, restaurants, markets and craft centres wherever possible.

Environment

Georgian Holidays aims to minimize its negative impact on the environment by reducing the amount of energy and water used, and the use of chemicals known to cause damage or pose risks to health and/or the environment; Company 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; Georgian Holidays monitors and controls wastewater and solid waste generated and shall treat it as required prior to discharge or disposal;

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