Gulliver Expeditions Code of Ethics and Conduct

1 Purpose

Gulliver Expeditions conducts its activities according to the principles of integrity, responsibility, sustainability, and respect. This Code of Ethics establishes standards of conduct to guide the actions and decisions of directors, employees, guides, suppliers, and business partners, promoting responsible tourism that contributes to the well-being of people, communities, and the environment.

2 Legal Compliance

Gulliver Expeditions complies with all laws, regulations, and rules applicable to its tourism, employment, tax, environmental, and safety operations. The company keeps the permits, registrations, and licenses required by the competent authorities current and promotes legal compliance among its suppliers and business partners.

3 Integrity and Transparency

We are committed to:

- Acting with honesty, integrity, and professionalism in all our activities.
- Providing truthful, clear, and accurate information about our products and services.
- Managing company resources responsibly and transparently.
- Avoiding any practice involving fraud, corruption, bribery, or conflicts of interest.

Anti Corruption Policy

Gulliver Expeditions has a zero-tolerance policy toward any form of corruption, bribery, fraud, extortion, or dishonest conduct. Corruption is not an option under any circumstances and is strictly prohibited in all company operations and business relationships.

All employees, directors, suppliers, and business partners are responsible for acting with integrity and immediately reporting any suspicion or evidence of corruption, fraud, or misconduct to their supervisors or to the body designated by the company to handle such reports. Gulliver Expeditions will ensure the confidentiality of reported information and promote a culture of transparency and accountability.

Fair Competition

Gulliver Expeditions conducts its business ethically and responsibly, promoting fair competition and respect for market rules. The company does not engage in anticompetitive practices, collusive agreements, price manipulation, abuse of a dominant position, or any other conduct that could restrict free competition.

Gulliver Expeditions also affirms its commitment to the international principles of business competition set out in the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, acting in accordance with best practices for responsible business conduct and applicable competition law.

4 Respect for Human Rights

Gulliver Expeditions recognizes and respects universally accepted human rights and is committed to:

- Not tolerating any form of discrimination based on gender, age, nationality, ethnicity, religion, sexual orientation, disability, or any other characteristic.
- Ensuring equal opportunities and fair treatment.
- Respecting the dignity, privacy, and freedom of everyone with whom it interacts.

5 Fair Working Conditions

The company promotes a safe, inclusive, and respectful working environment by:

- Complying with applicable labor laws.
- Prohibiting forced labor and child labor.
- Preventing all forms of harassment, intimidation, and workplace violence.
- Encouraging professional development and continuous staff training.

6 Protection of Children and Adolescents

Gulliver Expeditions has a zero-tolerance policy toward any form of child exploitation and is committed to:

- Rejecting and reporting any indication of commercial sexual exploitation of children and adolescents.
- Raising awareness among employees, customers, and suppliers about the protection of minors.
- Cooperating with the competent authorities to prevent and report these crimes.

7 Environmental Responsibility

As a company committed to sustainability, we undertake to:

- Reduce the environmental impact of our operations.
- Promote efficient use of energy, water, and materials.
- Minimize waste generation and encourage proper waste management.
- Respect protected natural areas and biodiversity.
- Encourage responsible practices among customers, employees, and suppliers.

8 Respect for Local Communities

We recognize the value of host communities and are committed to:

- Respecting their traditions, customs, culture, and heritage.
- Promoting tourism experiences that generate local economic and social benefits.
- Favoring local services and products whenever possible.
- Avoiding activities that negatively affect cultural identity or community well-being.

9 Responsible Supplier Relationships

Gulliver Expeditions seeks to work with suppliers who share our ethical values and commitment to sustainability. Accordingly, we:

- Prioritize legally established businesses committed to sustainability.
- Promote good labor, environmental, and social practices in our supply chain.
- Maintain transparent, fair business relationships based on mutual respect.

10 Quality and Safety for Our Customers

We are committed to:

- Providing safe, high-quality services.
- Providing appropriate information about the risks, conditions, and features of the services purchased.
- Responding promptly to our customers' concerns, suggestions, and complaints.
- Protecting the confidentiality and privacy of our customers' personal information.

11 Implementation and Compliance

All Gulliver Expeditions employees, directors, guides, and representatives are responsible for knowing and complying with this Code of Ethics. Any breach will be assessed and may result in appropriate corrective action.

The company will review this document periodically to ensure that it remains current and continues to improve.

12 Statement of Commitment

Gulliver Expeditions reaffirms its commitment to responsible, sustainable, and ethical tourism, contributing to the development of the tourism industry and the well-being of present and future generations.