



Supporting Appendix

Truth in Tourism

Supporting Documentation, Screenshots, Corporate Policies, and Source Materials

MARriott BONVOY
TOURS & ACTIVITIES

Things To Do

Car Rental

Transfers

Events

SEARCH

Karabakh: Shusha- Khankendi Tour

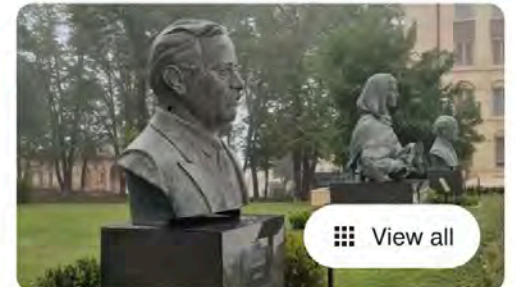
DATES

Tue, Sep 08

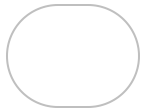
Search

Karabakh: Shusha- Khankendi Tour

Baku, Azerbaijan 14 hours 5.0 (14) Art & Culture | Walking Tours | Bus & Driving Tours | Day Trips | History



View all



 Find your next adventure
Search destination, hotel or experience

Page not found

The page you are looking for could not be found. However, we have other activities you may be interested in.

[View Suggestions](#)

Currency

UNITED STATES DOLLAR (\$)

Support

Email customer support at
marriott-activities@travelcurious.com

Or call us at +1 786-321-7264

Business Hours:
Monday – Sunday: 3:00 AM EST – 7:00 PM EST

Our Tours



 Find your next adventure
Search destination, hotel or experience

Terms of Service

Your Privacy Choices

© 2026 Marriott Bonvoy Tours & Activities. All rights reserved.

A-3

SOURCE LISTING

https://activities.marriott.com/asia/azerbaijan/baku/activities/karabakh_shusha_khankendi_tour-XKP8VG



MARRIOTT INTERNATIONAL, INC. OUR COMMITMENT TO HUMAN RIGHTS

As a world leader in hospitality, Marriott International supports and respects the protection of human rights within the company's sphere of influence. We endeavor to conduct our business operations accordingly. This includes standing against such tragedies as human trafficking and the exploitation of children.

Each year, more than 1.2 million children are trafficked worldwide exposing them to violence and sexual exploitation.¹ This is a growing global concern, particularly in communities facing extreme poverty and high unemployment levels.

Marriott has a long history of supporting programs and partnerships that help vulnerable young people and their families prepare for and find meaningful employment. As governments, law enforcement agencies and nongovernmental organizations address human rights issues, we are aligned with the growing number of corporations that provide their commitment and support to these efforts.

To more fully encompass and embrace the issue of helping children at risk, the company's Human Rights Policy, reflected in our [Human Rights Policy Statement](#), was amended by Marriott's Board of Directors in 2006 and is reviewed annually. It is included in [Marriott's Principles of Responsible Business](#) which the company developed in 2012 to demonstrate our purpose, values and commitment to our policies and the conduct we uphold and expect of others.

The following provides an overview of the many ways we actively express our commitment to human rights around the world.

Internal Training and Awareness: Ethics and Human Rights

Marriott's commitment to human rights is communicated to all employees and reinforced through a variety of channels and methods.

- In 2011, we delivered "Human Rights and the Protection of Children" training to all employees enterprisewide. The training was mandatory for all Marriott managed properties covering more than 144,000 employees and was provided to all Marriott franchise properties worldwide. Beginning in 2012, we integrated this training into the onboarding process for all new employees.
- We also delivered "Human Rights and the Protection of Children" training developed specifically for our Loss Prevention Directors and Officers at all managed properties worldwide. The training is part of the required security officer certification program. In the Americas, through the American Hotel & Lodging Association, 2,312 new and incumbent officers received the training. An additional 3,198 officers received the training in the Asia Pacific, Middle East & Africa and

¹ UNICEF, Factsheet, Trafficking, <http://www.unicef.org/protection/files/Trafficking.pdf>

Europe regions.

- Our Human Rights Policy Statement and Our Commitment to Human Rights, which are posted to our public website, are also communicated annually in *Headline News*, the company's daily electronic news vehicle sent to approximately 77,000 employees worldwide.
- In 2007, the company amended its annual Legal and Ethical Conduct Survey, required of all officers and key senior managers, to specifically inquire as to whether the respondent is aware of any instance of indecent or exploitative treatment of minors. This survey is part of a complete program designed to maintain a global culture of corporate legal and ethical compliance.
- The Marriott Business Council Guidebook, which is designed for use by our more than 70 Marriott Business Councils, includes information about awareness and response to this important issue. The guide is accessible via our company intranet. Marriott Business Councils make up a network of Marriott hotel executives who, on behalf of all our hotels in major markets, collaborate to drive our renowned culture, community support and government advocacy.
- Marriott actively cooperates with requests from national, state and local law enforcement agencies around the world to help deter and prevent crimes of sexual exploitation. Marriott Global Safety & Security also partners with law enforcement agencies to report and investigate alleged incidents of sexual exploitation of children at Marriott properties.
- Marriott's commitment to human rights and the protection of children is included in our business ethics training program, "How We Do Business Is As Important As the Business We Do," required for use in all new employee orientation training. This training is available to our property-level employees in 23 languages and published on our intranet in English and Spanish.
- Marriott business leaders have been informed of measures they can take, such as collaborating and supporting government and law enforcement efforts, providing resources to organizations focused on protecting children, supporting organizations committed to helping at-risk youth and their families, and sharing information concerning best practices with respect to such initiatives.

Community Outreach and Partnerships

We continue to support programs that address the root cause of exploitation. We also help vulnerable young people prepare for and find meaningful employment through programs including the Youth Career Initiative (YCI), SOS Children's Villages and The Ritz-Carlton's "Succeed Through Service."

Youth Career Initiative

- Marriott operates the Youth Career Initiative (YCI) at our hotels in nine countries in Asia, Latin America, the Middle East and Eastern Europe. To date, thousands of students have graduated from YCI programs around the world and have gone on to pursue careers in hospitality, banking and health care, or have continued with further education. Nearly 500 of those graduates were trained at Marriott hotels.
- In 2010, Marriott was instrumental in securing a \$200,000 grant from The U.S. Department of

State's Office to Monitor and Combat Trafficking in Persons for YCI in 2010. This grant has enabled YCI to include victims of sexual exploitation in the program for the first time in 2011 with a course in Mexico. In 2012, additional funding was granted to enable YCI to continue this work over the next three years.

- In 2007, a \$250,000 grant from The J. Willard and Alice S. Marriott Foundation, a private foundation, was made to YCI with a matching grant of an additional \$250,000 based on YCI's ability to bring in equivalent funding from new sources. Marriott invited other global hotel leaders to participate in the matching grant program, and YCI received commitments which resulted in total funding of \$750,000. In 2012, The J. Willard and Alice S. Marriott Foundation awarded YCI an additional \$500,000 over three years.

"Succeed through Service"

- To support critical efforts addressing the school drop-out and delinquency crisis in the United States and many parts of the world, in 2009 The Ritz-Carlton Hotel Company partnered with [America's Promise Alliance](#) to create "Succeed through Service." As a component of [Community Footprints](#), The Ritz-Carlton's long-standing social responsibility program, [Succeed Through Service](#), is designed to engage and inspire at-risk young students through career exploration, life skills training and community service learning projects.
- The Ritz-Carlton properties across the United States and around the world partner with schools that serve disadvantaged communities to deliver "Succeed through Service" modules in the classroom and on field trips to the hotels and resorts. Taught by Ritz-Carlton employees, the lesson plans instill basic life skills and provide young students with a vision of potential careers they can pursue if they remain in school to graduate.

SOS Children's Villages

- In 2011, Marriott hotels in Europe implemented "World of Opportunity," a charitable giving program helping young people from disadvantaged background reach their full potential by providing life and vocational skills. In Continental Europe, funds raised benefited the SOS Children's Villages Youth Program. To date more than \$160,000 was raised for the program which focuses on; education, employment, housing, social skills, life skills and emotional stability.
- Marriott hotels in Asia and the Middle East also work with SOS Children's Villages who are committed to meeting the needs and protecting the interests and rights of children. SOS Children's Villages has developed an approach based on building a community for children who have no one to turn to by focusing on four areas: promoting children's rights, operating children's villages, strengthening families, and providing education and employment opportunities.

Human Rights Commitment: Building External Awareness

- Marriott participated in the International Tourism Partnership's Human Trafficking Working Group and was instrumental in the creation of an [Industry Position Statement on Human Trafficking](#) that includes a commitment to corporate policies, awareness training and sharing best practices.

- In an effort to advance our industry's impact on protecting children from exploitation, we shared "Marriott's Human Rights and the Protection of Children" training programs with the American Hotel & Lodging Association, the International Tourism Partnership membership and the U.S. Department of Homeland Security.
- Marriott participated in two United Nations World Tourism Organization (UNWTO) events and shared our approach in addressing human trafficking within the context of our business. In April 2012 in Vienna, Austria, we participated in the panel "Building a Better Response: Human Trafficking in the Context of Tourism," which included the heads of the UNWTO and the United Nations Office on Drugs and Crime. In September 2012, we participated in the panel "An Ethical Framework for Responsible Tourism," which included the Chairman of the World Committee on Tourism Ethics, as part of their International Congress held in Quito, Ecuador.
- Marriott's [Human Rights Policy Statement](#) is included in [Marriott's Principles of Responsible Business](#) which are posted on the company's web site under [Corporate Values](#).
- Since 2006, [The Responsible Tourist and Traveller](#), a brochure developed by the United Nations World Tourism Organization, has been included in more than 70 million reservation emails sent to Marriott guests annually.
- In October 2007, Marriott received the *Condé Nast Traveler* World Savers Award for environmental stewardship and social responsibility, based primarily on our involvement with the Youth Career Initiative (YCI), which provides training and employment opportunities for youth at risk worldwide. In his acceptance speech and blog, Chairman Bill Marriott commented on the value of programs like YCI in protecting the rights and welfare of vulnerable children.
- Marriott achieved a high score of 90% on the Human Rights Campaign Foundation's [Corporate Equality Index](#). Ratings were based on factors such as non-discrimination policies, diversity training, and benefits for domestic partners.
- Marriott's [Sustainability Report 2011-2012](#) features a section devoted to Human Rights.

Our Ongoing Commitment

Marriott endeavors to hold its suppliers and contractors around the world to the same ethical business standards and human rights compliance it supports. Global contracts currently executed by Marriott require contractors to embrace the commitments upheld by Marriott in its [Human Rights Policy Statement](#).

Marriott's policies and practices on human rights, ethical business conduct, human resources, suppliers and the environment are embedded in our [Principles of Responsible Business](#) and our belief that how one does business is as important as the business one does.

INTRODUCTION

Marriott International (“Marriott”) is committed to responsible business practices and operations, including engaging with vendors and suppliers that are dedicated to similar principles and holding their own suppliers and subcontractors to the same standards and practices. Our suppliers play a vital role in upholding Marriott’s reputation for excellence with guests, associates, business partners, investors, contractors and other important stakeholders. We want to do business with companies that share our values and identify and build relationships with suppliers that follow all applicable laws as well as the spirit and intent of our principles.

Marriott’s Global Procurement Supplier Conduct Guidelines (“Supplier Guidelines”) set forth the principles, standards and guidelines that we expect our suppliers to uphold and that are applicable to all Marriott officers, managers and employees in Marriott’s global operations. As a Marriott supplier it is expected that you and your employees will strive to stay within comparable standards of conduct and will respect the obligations of Marriott associates to adhere to Marriott policies and applicable standards.

Marriott may take steps to assess a supplier’s adherence to these principles, standards and guidelines. Failure to uphold these guidelines and those covered in Marriott’s Principles of Responsible Business could jeopardize the business relationship.

LEGEND



Business Integrity



Gifts and Entertainment



Resource Management



Management System



**Protection of
Intellectual Property**



**Global Employment
and Human Rights**



Waste Management



Disclosure of Information



**Environmental Impact
Reduction**



Animal Welfare



Anti-Corruption



**Greenhouse Gas
Emissions Reduction**



**Responsible Sourcing
of Materials**

BUSINESS CONDUCT AND ETHICS

Marriott adheres to high ethical and legal standards and expects our suppliers to comply with all relevant laws regulating business conduct, including relationships, practices, environmental regulations, sourcing and operations.



Business Integrity

Marriott expects suppliers to engage in fair play and honesty without coercion, conspiracy, bribery, corruption or abuse of economic power. Suppliers shall forbid giving or promising anything of value to a government official or employee, whether to influence that person in his or her official duties or to encourage unlawful conduct.



Protection of Intellectual Property

Marriott expects suppliers to safeguard Marriott's assets and reputation by never using Marriott assets for personal gain or in a manner that could create a conflict of interest. Suppliers shall respect intellectual property rights and safeguard Marriott guest and associate information.



Disclosure of Information

Marriott expects suppliers to report all pertinent financial information, product details, and invoices accurately and honestly and document the purpose of transactions.



Anti-Corruption

Marriott is committed to observing the standards of conduct set forth in the U.S. Foreign Corrupt Practices Act ("FCPA") and the anti-corruption and anti-money laundering laws of the countries in which Marriott operates. Suppliers must comply with all applicable anti-corruption and anti-money laundering laws, including the FCPA, as well as laws governing lobbying, gifts, and payments to public officials, political campaign contribution laws, and other related regulations.



Gifts and Entertainment

Marriott expects suppliers will ensure that gifts or entertainment are modest and within Marriott guidelines when interacting with Marriott associates and Marriott contacts.

GLOBAL EMPLOYMENT AND HUMAN RIGHTS

Marriott strives to create an inclusive environment that respects human rights and fosters mutual respect, inclusion, and equal opportunity for workplace advancement. We expect and encourage our suppliers to uphold the highest standards regarding ethical recruitment, employment and human rights, as guided by the United Nations Universal Declaration of Human Rights and related international covenants.



Anti-Harassment

Marriott expects suppliers to provide a fair and safe workplace that is harassment-free, secure, and that creates a hospitable environment.

Anti-Discrimination

Marriott expects suppliers to promote an inclusive environment that fosters mutual respect, inclusion and equal opportunity with employees and other stakeholders, including customers and business partners.

Prevention of Forced Labor and Human Trafficking

Marriott expects suppliers to respect an employee's freedom of movement. Suppliers shall support the elimination of all forms of human trafficking and forced, bonded or compulsory labor, as well as the exploitation of children. Suppliers must not retain, destroy, conceal, confiscate or deny an employee access to the employee's identity or immigration documents or personal valuables and belongings.

Prevention of Child Labor

Marriott expects suppliers to adhere to minimum age provisions of applicable laws and employ only workers who are of the applicable minimum age for employment or the applicable age for completion of compulsory education, whichever is the highest.

Prevention of Unethical Recruitment

Marriott expects suppliers to not charge recruitment fees as part of the application process or use fraudulent recruitment practices.

Freedom of Association and Collective Bargaining

Marriott encourages suppliers to respect an employee's freedom of association and right to bargain collectively, if desired.

Workplace Conditions

Marriott expects suppliers to provide employees with a safe and healthy working environment that meets applicable legal standards or industry workplace standards. Suppliers must provide employees with accessible and adequate restrooms, potable water, sanitary food preparation, storage and eating facilities.

ENVIRONMENTAL RESPONSIBILITY

Marriott International is committed to reducing environmental impacts by integrating sustainability across our value chain, building and operating sustainable hotels, sourcing responsibly, and mitigating climate-related risk.



Environmental Impact Reduction

Marriott encourages suppliers to surpass environmental regulations where feasible and demonstrate continuous improvement in reducing the environmental impact of operations, products and services across all lifecycle stages. Marriott expects suppliers to mitigate negative impacts, such as deforestation and pollution, affecting biodiversity and ecosystems.



Greenhouse Gas Emissions Reduction

Marriott encourages suppliers to reduce greenhouse gas emissions and contribution to climate change.



Resource Management

Marriott encourages suppliers to address its use of resources to ensure efficient and sustainable processes are in place with respect to water (inclusive of quantity, quality, and risk), raw, processed and non-renewable materials, and energy.



Waste Management

Marriott expects suppliers to safely and properly manage and minimize waste, inclusive of universal, hazardous and e-waste, packaging materials, single-use plastics, and wastewater, by implementing prevention, recycling, re-use, and other waste reduction processes.



Animal Welfare

Marriott is committed to the humane treatment of animals and recognizes that animal welfare is crucial to safe and responsible operations, entertainment and food and product supply chain. Suppliers should recognize their responsibility for the ethical treatment of animals in their care and in the care of their suppliers, employees and contractors. We expect our suppliers, vendors and business partners to comply with local standards and encourage them to surpass, where feasible, international standards on the ethical, humane and legal treatment of animals. Further information can be found in Marriott's Animal Welfare Position Statement.



Responsible Sourcing of Materials

Marriott is committed to the legal and responsible sourcing of its products and services and will not knowingly purchase products made with illegally harvested, produced and/or traded materials. Marriott expects suppliers to source raw and other materials from responsible and legal sources and exercise due diligence on the materials in their supply chain. Seafood-specific information can be found in Marriott's Responsible Seafood Position Statement.



Management System

Marriott is committed to upholding the highest standards regarding the social and environmental integrity of our supply chain. Marriott expects that our suppliers implement or maintain, as applicable, management systems that facilitate compliance with all applicable laws, identify and mitigate related operational risks, and undertake continuous improvement as appropriate. Marriott encourages suppliers to inform and/or train relevant staff on the aforementioned subjects and to track and communicate progress regarding these efforts. Marriott encourages suppliers to have a process for timely corrective action of any violations or non-compliance identified and provide its employees with an anonymous complaint mechanism to report workplace grievances.

Earn OneKeyCash when you sign in and book an activity

Sign in

See all activities

Share

Save



Overview

Check availability

About this activity

Location

Karabakh: Shusha- Khankendi Tour

By Baku Heritage Tours

Features

- ✓ Free cancellation available
- 🕒 14h
- 📱 Mobile voucher
- ⚡ Instant confirmation
- 🗨 Multiple languages

Overview

Show more





 Khankendi

191 Tolstoy

191 Tolstoy

1005, Bakı, Bakı, Azerbaijan

Multiple meeting/redemption points available, see location information for full list

 [Change dates](#)

Tue, 4 Aug	Wed, 5 Aug	Thu, 6 Aug	Fri, 7 Aug	Sat, 8 Aug	Sun, 9 Aug	Mon, 10 Aug	Tue, 11 Aug	Wed, 12 Aug	Thu, 13 Aug
-	€86	-	-	€86	-	€86	-	€86	-

🕒 14h

 English

Travellers
1 Adult

 Languages available
 English

🕒 Starting time: 08:00

Price details

[https://www.expedia.de/things-to-do/a.a51256910.activity-details?
endDate=2026-08-19&langid=2057&startDate=2026-08-05&swp=off&utm_source=chatgpt.c
om&location=Khankendi%2C%20Azerbaijan&rid=553248635975851901](https://www.expedia.de/things-to-do/a.a51256910.activity-details?endDate=2026-08-19&langid=2057&startDate=2026-08-05&swp=off&utm_source=chatgpt.com&location=Khankendi%2C%20Azerbaijan&rid=553248635975851901)



Expedia Group Human Rights Statement

Effective as of September 8, 2023

At Expedia Group, we believe that travel is a force for good. Our business seeks to deliver the best possible travel experiences to people all around the world through our best-in-class technology. With this in mind, we strive to create a marketplace that not only reflects the global communities we serve but that also fosters a more open, accessible, and sustainable world. Respect for human rights remains essential to our mission and underpins our values.

This Human Rights Statement formalizes Expedia Group's long-standing commitment to uphold and respect human rights for all people, including our travelers, employees, business partners, and the individuals and communities we engage with.

Our Commitment to Human Rights

We believe that the travel and business opportunities enabled by Expedia Group support the realization of important human rights, such as access to culture, desirable work, and freedom of movement. However, we recognize that travel may also be connected with human rights risks, such as human trafficking, discrimination, and adverse impacts on local communities.

Expedia Group is committed to respecting all internationally recognized human rights enumerated in the [Universal Declaration of Human Rights](#) (UDHR), the [International Covenant on Civil and Political Rights](#) (ICCPR), the [International Covenant on Economic, Social and Cultural Rights](#) (ICESCR), and the International Labour Organization's (ILO) [Declaration on Fundamental Principles and Rights at Work](#). In the potential instance of conflict between local laws and international human rights standards, Expedia Group commits to adhering to the highest standard of human rights protections to the greatest extent possible.

Recognizing that certain vulnerable groups may face heightened risks to their human rights, which may be amplified by the global impact of travel, we also commit to respecting the [Convention on the Elimination of all Forms of Discrimination Against Women](#) (CEDAW), the [Convention on the Elimination of All Forms of Racial Discrimination](#) (CERD), the [Convention on the Rights of the Child](#) (CRC) and the [Convention on the Rights of Persons with Disabilities](#) (CRPD).



Statement Scope

This statement applies to all Expedia Group brands and employees, as well as all Expedia Group third-parties such as business partners, suppliers, vendors, contractors, and travelers.

Our Approach

In an effort to effectively integrate human rights considerations across all facets of our work, Expedia Group is constantly striving to further embed human rights across the company. This approach is based on the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs).

In line with the UNGPs, Expedia Group commissioned a human rights salience assessment, led by BSR (Business for Social Responsibility), as part of our due diligence process to identify and assess our impacts on human rights, outline opportunities to integrate and take action on the findings, track and measure our progress, and externally communicate how impacts are addressed.

Notably, our salience assessment included engagement with third-party issue experts and potentially impacted rightsholders (or those with insights into their concerns), which informed our understanding of human rights risks, and approaches to address them. Where possible, we prioritize engagement with groups and individuals whose rights are directly impacted by our business operations, product, platforms, and services, and share findings with relevant stakeholders. We also participate in collaborative initiatives, to explore best practices and discuss and share learnings with peer companies striving to respect human rights.

Expedia Group is firmly committed to adhering to the laws, regulations or decisions that apply to our businesses and respect internationally recognized human rights wherever we operate, including those of the UN Security Council, USA, EU, Canada, and the UK in relation to sanctions, whether they apply to countries, entities, or individuals.

Expedia Group seeks ways to honor the principles of internationally recognized human rights when faced with conflicting requirements. This may occur in conflict-affected areas or jurisdictions where local/international law and international human rights standards are in tension. In these cases, we are committed to providing transparency to our travelers so that they have the information necessary to make the travel decisions that best suit their needs.

Expedia Group endeavors to maintain business relationships with travel suppliers and third-party vendors that are committed to respecting human rights and workplace rights. We expect our supply chain to adhere to our [Vendor Code of Conduct](#), which is



referenced in our standard agreements and sets out our foundational expectations in relation to all supplier and third-party vendor behavior and activity. We will not knowingly work with third-parties who engage in these practices. The Vendor Code of Conduct is inclusive of all the human rights mentioned herein, and non-compliance can lead to Expedia Group terminating an agreement with a vendor or supplier.

Expedia Group is committed to continual improvement on our human rights impacts. We report on our progress toward human rights on an annual basis as part of our [Global Impact Report](#), which details our progress on key areas of corporate responsibility, and through our [Modern Slavery Statement](#). We are committed to transparency to our stakeholders, including sharing information that will allow our travelers and partners to make decisions in line with a human rights-based approach.

As part of our Whistleblower Policy, Expedia Group maintains a twenty-four-hour phone helpline and online reporting tool ([EthicsPoint](#); managed by an independent third party, Navex Global) as an accessible grievance mechanism, in line with the UNGPs, available to Expedia Group employees and third-parties to confidentially report any concerns, without fear of retaliation. Reports submitted via EthicsPoint are then investigated in accordance with company policies and procedures.

Priority Areas

Based on engagements with issue experts and rightsholders, Expedia Group commits to building upon and expanding its capabilities across following five focus areas:

- **Combat Discrimination and Promote Inclusion:** We are committed to providing equal employment opportunities in a cooperative and productive work environment free from unlawful discrimination and harassment and creating an inclusive environment both online on our platform as well as offline which is detailed in the Expedia Group [Employee Code of Conduct](#) (known as the 'Boarding Pass'), the [Equal Employment Opportunity Policy](#), [Community Standards](#) and [Guidelines, Code of Business Conduct and Ethics For Directors and Senior Financial Officers \("the Code"\)](#), and Vendor Code of Conduct. Our [Open World™ social impact and sustainability strategy](#) sets out Expedia Group's commitment towards addressing issues of inequity within the travel ecosystem through the development of programming and partnerships with organizations supporting increasing access and improving conditions for underserved travelers, empowering underrepresented entrepreneurs, educating our travel partners on issues of accessibility and inclusion, and improving our own platform experience.
- **Caring for our Communities:** We are committed to alleviating the adverse impact travel and tourism can sometimes have on local communities and destinations and promoting the positive benefits the industry can bring as a driver of community economic and social development, creating employment opportunities and supporting local livelihoods. We support opportunities for shared prosperity and



democratizing access to the travel economy so that more people can benefit from the industry's growth, locally, through partnerships focused on local businesses, entrepreneurs, and workforce development opportunities. In addition, we seek partnerships in local destinations that prioritize equity, ensuring equality and fairness in funding opportunities for historically marginalized communities and addressing the frequent power imbalance between funders, grantees, and local stakeholders to form meaningful partnerships with local organizations in our communities. In addition, we are committed to disaster giving that centers equity and supports local partners by delivering ongoing supporting to destination communities impacted by natural disasters and humanitarian crises, prioritizing medium- and long-term recovery through our partnership with the Center for Disaster Philanthropy and supporting destinations with media campaigns that support their recovery.

- **Safeguard Privacy:** We are committed to safeguarding the privacy, confidentiality, and security of personal information entrusted to us, in line with our company [Privacy Policy](#), [Privacy and Data Handling Requirements](#), and Privacy Statements posted within each of our [Expedia Group company sites](#) and [Partner Central](#), and expect our vendors and other business partners to do the same. Expedia Group's data collection efforts reflect international standards and are guided by principles of transparency, purpose limitation, proportionality, and fairness. Our [Privacy Principles](#) emphasize responsible use, putting customers in control of their own data, prioritizing transparency on data use and data sharing, implementing strong security mechanisms, which includes accountable governance and oversight. Additionally, these Principles ensure the consideration of ethical issues that may arise from integration and use of emerging technologies across our products and platforms, such as artificial intelligence. In instances where vendors may have access to Expedia Group, sensitive, personal, or public data, we conduct a rigorous security assessment of the vendor's physical and environmental controls, data security, information lifecycle, access controls, personnel, operations, network communication, incident response, and business continuity.
- **Prevent, Avoid, and Mitigate Human Trafficking:** We are committed to conducting our business in a manner that protects human rights, and prohibits and opposes all forms of modern slavery, servitude, forced labor and human trafficking as detailed in our [Modern Slavery Statement](#) and [Vendor Code of Conduct](#). Our Modern Slavery Statement outlines the ways Expedia Group seeks to utilize our systems to assist our travel suppliers and partners in identifying potential instances of human trafficking and enhance their own monitoring. We participate in the [Blue Lightning Initiative](#) under the US Department of Homeland Security and the US Department of Transportation by which we work with those Departments and the US Department of Justice, and Federal Bureau of Investigation on criminal cases to detect when persons of interest to those government agencies access our platform to facilitate movement of a person or persons for nefarious purposes. We also expect our supply chain to adhere to our Vendor Code of Conduct which sets our foundational expectations for all suppliers, vendors, and any subcontracted parties that support an Expedia Group agreement to combat modern slavery, discrimination, and



exploitation or their own policies which are no less restrictive. Expedia Group is also a founding member of the anti-trafficking task force within the World Tourism Trade Council and partner with a range of organizations to develop and accelerate the growth of strong online tools to combat trafficking.

- **Champion Environmental Sustainability:** Climate change threatens the effective realization of a range of human rights goals, and given its link to the travel industry, is an important focus for Expedia Group. Powering global travel for generations to come will require preserving vulnerable ecosystems, protecting local communities and cultures, and transitioning the industry to Net Zero emissions. We are [committed](#) to preserving and enhancing the geographical character, including the natural environment and associated well-being of local residents, of travel destinations around the world through our partnership with the [Travel Foundation](#), and to ensuring our travelers are able to make more sustainable choices. Expedia Group is a signatory to the [Glasgow Declaration on Climate Action in Tourism](#) and a member of the [Travalyst](#) Coalition. We are working to lower emissions and reduce energy, water, and waste in our own operations, as well as to influence and enable similar shifts by our vendors. We are supporting research into the topic of climate justice within travel and tourism and convening our partners and peers around the issue to expand action and awareness. Expedia Group requires our vendors to maintain all necessary environmental permits and registrations, comply with reporting requirements, and monitor and control waste generation and air emissions.

Governance

This Statement was approved by the Executive Committee of the Board of Directors of Expedia Group, Inc., and prepared under the review and approval of Robert Dzielak, Chief Legal Officer and Michael Davis Velasco, Chief People, Inclusion and Diversity Officer at Expedia Group.

Updates on Expedia Group's progress on human rights commitments and significant human rights issues will be provided as part of our annual Global Impact reporting.



Statement Review and Supporting Documents

Expedia Group will periodically review and update this statement and our corresponding approach, to address changes in our priority focus areas, based on the evolving context of our work, product and service offerings, and the travel industry more broadly and stakeholder feedback.

This Human Rights Statement is supported by other Expedia Group documents, including the following:

- [Employee Code of Conduct \(The Boarding Pass\)](#)
- [Code of Business Conduct and Ethics for Directors and Senior Financial Officers](#)
- [Vendor Code of Conduct](#)
- [Modern Slavery Statement](#)
- [Equal Employment Opportunity Policy](#)
- [Community Standards](#)
- [Community Guidelines](#)
- [Expedia Group Privacy Policy](#)
- [Expedia Group Partner Central Privacy Statement](#)
- [Partner Privacy and Data Handling Requirements](#)
- [Vendor Privacy and Data Handling Requirements](#)
- [Data Subject Rights](#)
- [Political Participation Policy](#)
- [Board Commitment on CEO Candidate Diversity](#)



(<https://legal.expediagroup.com/regulatory-and-compliance/company-standards/vendor-code-of-conduct>)

VENDOR CODE OF CONDUCT

Expedia Group is committed to promoting a positive work environment and maintaining the highest levels of ethics and integrity. Expedia Group requires its Vendors be committed to these same principles. Our Vendors' business and labor practices (and those of their subcontractors) must comply with all applicable laws, agreements between any member of Expedia Group and Vendor as well as the requirements of this Vendor Code of Conduct. All Vendors will be required to educate and, when appropriate, train their representatives to ensure they are aware of Expedia Group's expectations regarding their behavior.

The policies summarized below are not exhaustive, and there may be other conduct not explicitly listed that would be unacceptable.

HUMAN RIGHTS AND EQUAL OPPORTUNITY

Ensuring people are treated with dignity and respect is fundamental to Expedia Group's continued success and the sustainability of the communities where we do business. To that end, we practice and seek to work only with Vendors who respect human rights as well as equal opportunity in the workplace.

Vendors shall, without limitation:

- (i) Cooperate with Expedia Group's commitment to a workforce **free of harassment and unlawful discrimination**. Vendors must not engage in discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender identity, marital status, sexual orientation, union membership, or political affiliation;
- (ii) Provide a **safe and healthy work environment** and fully comply with all applicable health and safety laws, regulations and practices. Adequate steps shall be taken to minimize the causes of hazards inherent in the working environment and establish a hygienic work environment. Emergency response procedures will be established and maintained;
- (iii) Use **only voluntary labor and prohibit the use of human trafficking in their operations**. The use of forced labor by an Expedia Group Vendor and/or its subcontractors is prohibited. Workers must **not** be required to **surrender government issued ID, passports or work permits** as a condition of working and may only hold such documents as necessary to complete legitimate administrative and immigration processing;
- (iv) **Prohibit the use of child labor**. Employees shall not be under the legal minimum working age of the respective region or shall not be less than 16 years of age (whichever is higher). Expedia Group supports the development of legitimate workplace apprenticeship programs for the educational benefit of younger people and will not do business with those who abuse such systems;
- (v) Treat workers with **respect and dignity**. All forms of offensive behavior, including insulting, violent, abusive, demeaning, harassing or bullying conduct towards workers, are prohibited.
- (vi) Pay **living wages** under humane conditions. All workers shall be provided with clear, written information about their employment conditions with respect to wages before they enter employment and as needed throughout their term of employment. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the express permission of the worker concerned. All disciplinary measures should be recorded. Wages and benefits paid for a standard working week must, at a minimum, meet national legal standards;
- (vii) Not require workers to work more than the **maximum hours of daily labor** set by local laws and ensure that overtime is voluntary and paid in accordance with local laws and regulations;
- (viii) Keep **employee records** in accordance with local and/or national regulations.

ETHICAL BEHAVIOR

Vendors shall, without limitation:

- (i) Comply with the **anti-corruption laws** of the countries in which it does business and with the United States

Foreign Corrupt Practices Act and the United Kingdom Bribery Act. Vendors shall **not make any direct or indirect payments** or promises to foreign government officials for the purposes of inducing the individual to misuse his/her position to obtain or retain business;

- (ii) **Not offer or accept bribes** or other means of obtaining undue or improper advantages to anyone for any reason, whether in dealings with governments or the private sector;
- (iii) Be **honest, direct and truthful** in discussions with regulatory agency representatives and government officials;
- (iv) Protect **worker whistleblower confidentiality** and **prohibit retaliation** against workers who report workplace grievances. Vendors must create a system for workers to submit grievances anonymously;
- (v) **Not offer gifts** to Expedia Group employees of more than minimal value. Expedia Group employees are prohibited from accepting such gifts without prior approval from an Expedia Group senior executive and may not solicit gifts of any value;
- (vi) Not **buy or sell Expedia Group securities** while in possession of information regarding Expedia Group's operations that is not available to the investing public and that could influence an investor's decision to buy or sell Expedia Group securities;
- (vii) Be upfront and **disclose any conflicts of interest** with Expedia Group including Expedia Group employees; and
- (viii) Prohibit and actively pursue the **prevention of money laundering** and any activity that facilitates money laundering or the funding of terrorism or other criminal activities.

SANCTIONS

Vendors represent and warrant that:

- (i) They will comply at all times with, and will not engage in conduct that would result in penalties under or cause Expedia Group to violate or be exposed to penalties under, all **sanctions, export control, and anti-boycott laws**, regulations, orders, directives, designations, licenses, and decisions of the European Union, the United Kingdom, the United States of America, and of any other country with jurisdiction over activities undertaken in connection with their engagement with Expedia Group;
- (ii) Neither they, nor any of their Affiliates nor any of their respective directors, officers, agents, or employees are a **Sanctions Target** (i.e., is listed on any list of designated parties subject to trade controls restrictions maintained by (a) the EU or its Member States; (b) the United Kingdom, including the Office of Financial Sanctions Implementations; (c) the U.S., including the U.S. Treasury Department's Office of Foreign Assets Control; (d) the United Nations or (e) any other country with jurisdiction over activities undertaken in connection with their engagement with Expedia Group);
- (iii) They are **not 50% or more owned or controlled**, directly or indirectly, individually or in the aggregate, by one or more Sanctions Targets;
- (iv) They are **not ordinarily resident, incorporated, or headquartered** in any territory that is or becomes subject to comprehensive **U.S. economic sanctions** (for example Cuba, Iran, North Korea, and specified regions of Ukraine).

ENVIRONMENTAL SUSTAINABILITY AND CORPORATE RESPONSIBILITY

As a leader in the travel industry, sustainable tourism is an important focus for Expedia Group's corporate citizenship efforts. Our primary objective is to enhance the geographical character—the environment, culture, aesthetics, and well-being of local residents—at travel destinations around the world. We strive to operate sustainably, in order to minimize the environmental impact of our activities.

Vendors must:

- (i) Obtain and **keep current all required environmental permits**, approvals and registrations and comply with operational and reporting requirements, as applicable;
- (ii) Monitor and **control waste generated** from operations before disposing in accordance with applicable laws;
- (iii) Characterize, monitor, control and treat **regulated air emissions** before discharging in compliance with applicable laws.

Expedia Group expects its Vendors to participate in social programs which benefit the communities in which they operate. This includes programs which serve the public good through partnerships with local communities designed to contribute to economic growth and social opportunity. Examples include libraries, vocational schools and learning centers which promote an awareness of global cultures and perspectives.

ARTIFICIAL INTELLIGENCE

As Expedia Group integrates AI to enhance its platform and improve the traveler experience, we are committed to developing and deploying these technologies in a responsible, ethical, and transparent manner. Where applicable we expect our Vendors to uphold the same standards when using AI systems in connection with services provided to Expedia Group.

Vendors must, without limitation:

- (i) Comply with **all applicable AI regulations**, including the EU AI Act and equivalent laws in other jurisdictions.
- (ii) Ensure that any AI systems developed or used are robust, secure, and designed to allow for **appropriate human oversight throughout their entire lifecycle**.
- (iii) Develop and use AI systems in a manner that **respects human rights and mitigates the risks of discrimination and bias**.
- (iv) **Be transparent** about when and how AI systems are used in connection with services provided to Expedia Group.
- (v) Maintain comprehensive technical documentation and records to ensure the **traceability, auditability, and**

This site uses cookies and similar tracking technology. As disclosed in our Privacy Statement, we and our partners may collect personal information and other data. By continuing to use our website, you accept our Privacy Statement and Terms of Service.

[Privacy Statement](#) [Terms of Service](#)



Shop travel

C-1

Get the app

Trips

Sign in

[← See all activities](#)

[Share](#)

[Save](#)



Overview

Check availability

About this activity

Location

FAQs

Karabakh: Shusha- Khankendi Tour

By Baku Heritage Tours

Features

- ✓ Free cancellation available
- 🕒 14h
- 📱 Mobile voucher
- ⚡ Instant confirmation
- 💬 Multiple languages

Overview

[Show more](#)





[View in a map](#)

Activity location

Khankendi
Khankendi, Azerbaijan

Meeting/Redemption Point

191 Tolstoy
191 Tolstoy
1005, Baki, Baki, Azerbaijan

Multiple meeting/redemption points available, see location information for full list

Check availability

[Change dates](#)

Tue, Sep 15 -	Wed, Sep 16 \$99	Thu, Sep 17 -	Fri, Sep 18 -	Sat, Sep 19 \$99
------------------	---------------------	------------------	------------------	---------------------

Karabakh: Shusha- Khankendi Tour

14h
 English

Travelers
1 Adult

Languages available
English

Starting time: 8:00AM

Price details

\$99.00 x 1 Adult \$99.00

Total \$99.00



Shop travel

C-2

Get the app

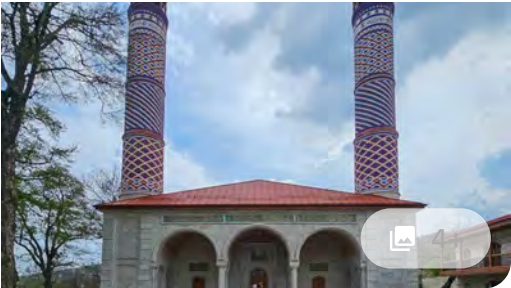
Trips

Sign in

See all activities

Share

Save



Overview

Check availability

About this activity

Location

FAQs

Shusha, Agdam and Khankendi Historical Tour in Karabakh

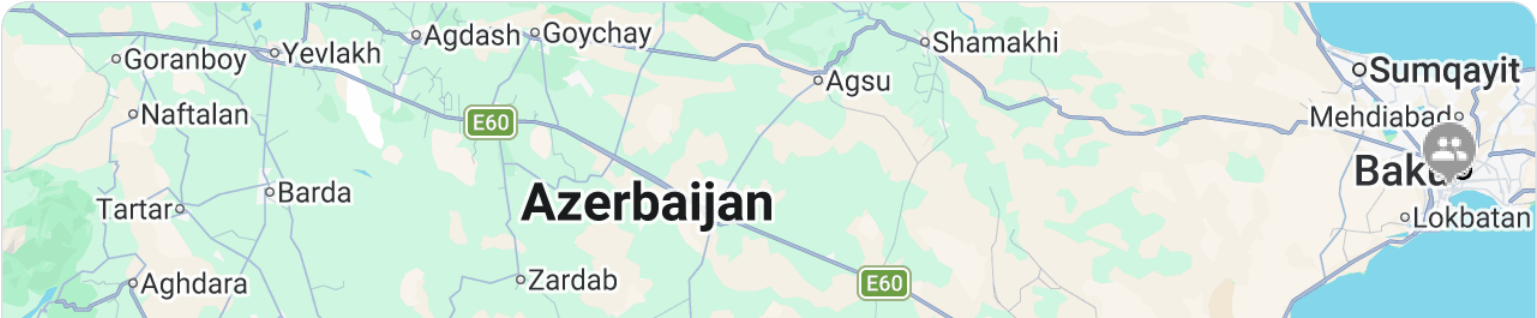
By Smile Azerbaijan Tour

Features

- ✓ Free cancellation available
- 🕒 15h
- 📱 Mobile voucher
- ⚡ Instant confirmation
- 🗣 Multiple languages

Overview

Show more





[View in a map](#)

Activity location

Shusha
Shusha, Azerbaijan

Meeting/Redemption Point

Icherisheher Tourism Information Center
Baku, Baku, Azerbaijan

Check availability

[Change dates](#)

Tue, Sep 15 \$119	Wed, Sep 16 \$119	Thu, Sep 17 \$119	Fri, Sep 18 \$119	Sat, Sep 19 \$119
----------------------	----------------------	----------------------	----------------------	----------------------

Shusha, Agdam and Khankendi Historical Tour in Karabakh

15h
 English

Travelers
1 Adult

Languages available
English

Starting time: 7:00AM

Price details

\$119.00 x 1 Adult \$119.00

Total **\$119.00**
includes taxes & fees
 Free cancellation
Until Mon, Sep 14

C-3

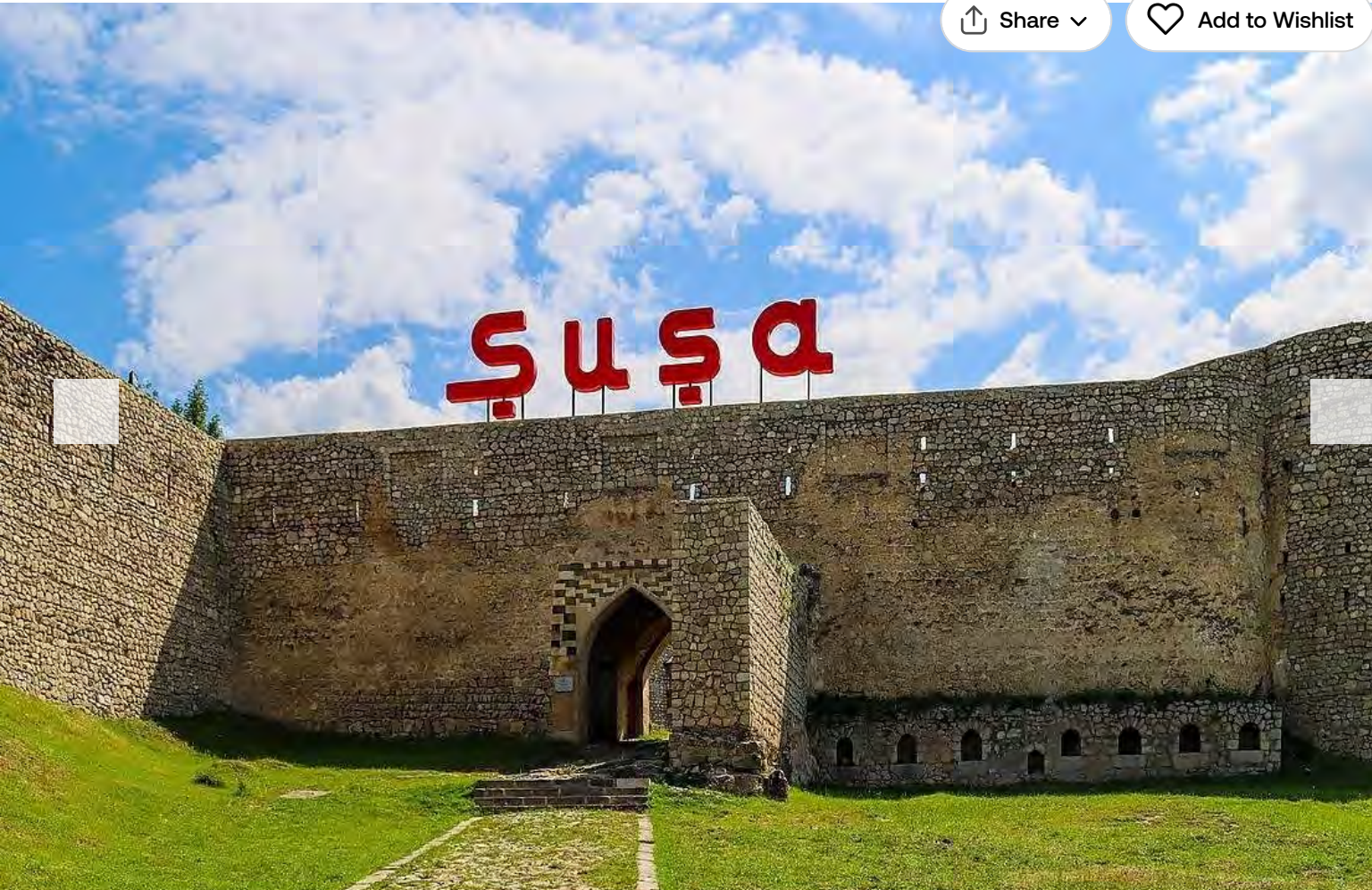
<https://www.travelocity.com/things-to-do/baku-karabakh-all-inclusive-tour-shusha-aghd>

<https://www.travelocity.com/things-to-do/baku-karabakh-all-inclusive-tour-shusha-aghdam-w-lunch.a52703671.activity-details?&rid=3000390371&location=Shusha%2C+Azerbaijan&startDate=2026-09-15&endDate=2026-09-19&sort=RECOMMENDED&swp=on>

D-1

Share

Add to Wishlist



From \$99.00 per person

Discounted rates for kids

Date Mon, Aug 31	Travelers 2
---------------------	----------------

Check Availability

- Free cancellation up to 24 hours before the experience starts (local time)
- Reserve Now and Pay Later - Secure your spot while staying flexible

Book ahead!
On average, this is booked 67 days in advance.

 14 hours (approx.)

 Pickup offered

 Mobile ticket

 Offered in: English [and 4 more](#)

Explore our promoted experiences



 Baku, Azerbaijan

**3 Nights Private Heritage Tour
from Baku to Gobustan's
Origins**

from **\$540**

Price varies by group size



 Baku, Azerbaijan

Walking Tour of Old City Baku

from **\$5**



 Baku, Azerbaijan

**3 Nights Private Cultural Baku
and Absheron Tour**

from **\$580**

Price varies by group size

Viator earns higher commissions on [experiences featured here](#)

Overview

Explore the historic landscapes of Karabakh, a region rich in fortresses and cultural heritage, now welcoming visitors after decades. Begin your journey in Khankendi, where you can see the Nana Baba Monument and the Parliament Building. Then, head to Shusha, the cultural gem of Karabakh, to visit iconic sites such as the Yukhari Govhar Agha Mosque and Shusha Fortress. Enjoy breathtaking views from Jidir Duzu Plateau and conclude your adventure at Isa Bulagi, known for its pure spring water. This tour provides a unique opportunity to experience the rebirth of a region steeped in history and beauty.

- Discover the cultural heart of Karabakh in Shusha
- Visit significant landmarks like the Parliament Building and Shusha Fortress
- Enjoy stunning views from Jidir Duzu Plateau
- Experience the region's rich history after its reopening to visitors

What's Included

^

- ✓

Permission to enter Karabakh zone
- ✕

Lunch
- ✓

Entry to all sites in the itinerary
- ✓

Comfortable transport

[See 2 More](#)

Meeting and Pickup

^

You can head directly to your preferred meeting point, or request pickup.

 Pickup points

Select a pickup point

Type to search

Q

Pickup details

Please be ready in front of your hotel at the scheduled pickup time provided by our team.

Read more ▾

OR

 Meeting points

Select a meeting point

Type to search

Q

 End point

This activity ends back at the meeting point.

 Start time · 8:00 am

- 1

Khankendi

Lunch Break (Khankendi, Karabakh)

The tour includes a lunch stop in Khankendi, where guests can relax and enjoy freshly prepared Azerbaijani dishes ... [Read more](#)

1 hour • Admission Ticket Free
- 2

Jidir Duzu

Jidir Plain is one of the most breathtaking natural spots in Shusha, offering wide open views of the surrounding mountains and valleys. Known for its historical significance and dramatic landscapes, this plateau has long been a place ... [Read more](#)

20 minutes • Admission Ticket Free
- 3

Vagif Mausoleum

The Mausoleum of Molla Panah Vagif, an 18th-century Azerbaijani poet and statesman, is one of Shusha's most remarkable monuments. Beautifully reconstructed, the site combines traditional architectural elements with modern design ... [Read more](#)

20 minutes • Admission Ticket Free
- 4

Shusha Fortress

Shusha Fortress is one of the most iconic landmarks of Karabakh, built in the 18th century to protect the city. Its massive stone walls and arched gates reflect the strength and strategic importance of Shusha throughout history. Today ... [Read more](#)

20 minutes • Admission Ticket Free
- 5

Shusha

The Natavan Museum is dedicated to Khurshidbanu Natavan, one of Azerbaijan's most celebrated poets and cultural figures. Visitors can see the museum building and the famous Natavan Fountain located nearby. Both stand as ... [Read more](#)

20 minutes • Admission Ticket Free
- 6

Yukhari Govhar Agha Mosque

Yukhari Govhar Agha Mosque is one of Shusha's most beautiful architectural monuments, originally built in the 18th century and recently restored. Its twin minarets, detailed stonework, and calm interior reflect the elegance of Azerbaijan ... [Read more](#)

15 minutes • Admission Ticket Free

- 7 **Khankendi**
The Parliament Building in Shusha is one of the city's notable historical structures, reflecting early 20th-century architecture. Though visitors can view it only from the outside, the building remains an important landmark tha ... [Read more](#)
10 minutes • Admission Ticket Free
- 8 **Qarabağ University**
Karabakh University is a modern educational complex recently opened in the restored city of Shusha. Standing proudly on a hill, it showcases contemporary Azerbaijani architecture surrounded by breathtaking mountain views. The un ... [Read more](#)
10 minutes • Admission Ticket Free
- 9 **Khankendi**
Isa Spring is one of Shusha's most famous natural springs, known for its crystal-clear and refreshing water. Surrounded by peaceful nature and scenic views, it's a popular stop for visitors to rest, take photos, and enjoy the calm atmo ... [Read more](#)
10 minutes • Admission Ticket Free
- 10 **Sculpture "We are our mountains"**
This large stone sculpture, built in 1967 from volcanic tuff, is one of the most well-known landmarks in the Karabakh region. Depicting the figures of an elderly man and woman, it has become a notable example of regional stone art an ... [Read more](#)
15 minutes • Admission Ticket Free

D-2

<https://www.viator.com/tours/Baku/Karabakh-Cultural-Exploration-Shusha-and-Khankendi/d22974-403524P18>

 Tripadvisor	Code of Business Conduct and Ethics Effective Date: April 28, 2026
--	---

Tripadvisor, Inc. (together with its subsidiaries, the “Company”) has adopted this Code of Business Conduct and Ethics (this “Code”) to reflect our commitment to conducting our business affairs in accordance with not only the requirements of law but also standards of ethical conduct that will maintain and foster our reputation for honest and straightforward business dealings. All directors, officers, employees, contractors, and consultants of the Company (“Covered Persons”) are expected to read and understand this Code, uphold these standards in their corporate activities and take personal responsibility for compliance with this Code as well as all related policies and procedures of the Company.

I. Honest, Lawful and Ethical Conduct

In performing your duties on behalf of the Company, you should always be honest and conduct yourself in accordance with the highest ethical, professional, and legal standards. In addition, you should at all times act in keeping with your duty of loyalty to the Company and in the best interests of the Company.

Our travelers (also referred to as “users”) are our most valuable asset, and it is our responsibility to make sure we continually earn the utmost trust of our users as well as our employees, suppliers and other partners, investors and other stakeholders. All communication and other interaction with our users and partners should build or reinforce trust in us through consistently honest, lawful, and ethical conduct. You should avoid any action or any communication that would wrongly exploit this highly regarded asset.

The requirement of honest, lawful, and ethical conduct is broad. This Code sets forth some basic principles and behaviors that we expect but it does not cover every issue that may arise. If you have any questions or concerns, including with regard to how this Code applies to particular issues, you should contact your manager or the Compliance Team. Managers, in particular, have a heightened responsibility to demonstrate ethical leadership and foster a culture of integrity. They are expected to lead by example, encourage open discussion of ethical issues and compliance, promote an environment where employees feel safe to speak up, respond promptly to questions and concerns, and ensure their teams understand this Code and related policies. By modeling these behaviors, leaders help to ensure that honesty, lawfulness, and ethical conduct are consistently practiced throughout the Company.

II. Commitment to Workplace and Human Rights

The Company is committed to maintaining the utmost integrity in the work environment. Consistent with this commitment, we expect you to act professionally, treat others with courtesy and fairness, and respect one another’s differences.

You must comply with all local and applicable employment laws, as well as with Company policies addressing workplace conduct. The Company is committed to providing a safe and healthy, violence-free workplace, which protects you and contributes to a productive workplace. You are expected to follow all applicable health and safety rules and practices. For more information, please review the Company’s Equal Employment Opportunity and Prohibition of Workplace Harassment Policy.

As an equal employment opportunity employer, the Company is a leader in recruiting, retaining, developing, and effectively managing a diverse workforce. We base hiring, promotional, and performance management decisions on

qualifications and job performance. Our policy is to treat each employee and job applicant without regard to race, religion, color, gender, national origin, ancestry, mental or physical disability, marital status, military or veteran status, citizenship status, age, sexual orientation, gender identity or expression, genetic information, medical condition, sex, sex stereotyping, pregnancy, or any other basis. Covered Persons must refrain from acts that are intended to cause, or that do cause, unlawful employment discrimination. We also accommodate qualified disabled employees and applicants, consistent with applicable laws.

The Company prohibits harassment in the workplace, including sexual harassment. Consistent with this policy, we will not tolerate harassment by any of our employees, contractors, or other third parties. Harassment includes verbal or physical conduct which threatens, offends, or belittles any individual because of his or her race, religion, color, gender, national origin, ancestry, mental or physical disability, marital status, military or veteran status, citizenship status, age, sexual orientation, gender identity or expression, genetic information, medical condition, sex, sex stereotyping, pregnancy, or any other basis. Retaliation against a Covered Person for alleging a complaint of harassment or discrimination or for participating in an investigation relating to such a complaint will also not be tolerated.

You may wish to review our employment policies on Passport or contact your PeopleOps Business Partner for a copy of its local policies.

As a global leader in the travel industry, we also believe we have an opportunity to use our platform to affect the advancement of human rights through our business operations. The Company's commitment includes prohibiting forced labor, adhering to minimum age requirements of applicable labor laws and regulations, ensuring wages, and working hours adhere to local law and industry practice, opposing human trafficking, and respecting employees' rights of freedom of peaceful assembly, association, and expression. The Company's policies and statements which are relevant to and support these principles include the following:

- [Global Human Rights Policy](#)
- [Modern Slavery Statement](#)

III. Conflicts of Interest

We have an obligation to always do what is best for the Company, our users, and our partners. When faced with a situation in which competing loyalties could cause you to pursue a personal benefit for you, your friends, or your family at the expense of the Company, our users or our partners, you may be faced with a conflict of interest. We need to avoid any and all conflicts of interest, including circumstances that may reasonably present even the appearance of a conflict.

It is very important for all of us to realize that situations are constantly changing. An activity may not present a conflict of interest, at first, but as time goes on and circumstances change, it may very well become one. If after reviewing this Code you are still hesitant or unsure how to proceed, contact your manager or the Compliance Team for further review.

Below, we provide specific guidance in five areas where conflicts of interest often arise:

A. Personal Investments

You should never make significant personal investments in companies that specifically fall within the scope of

the Company's industry. Generally, investments in venture capital or other similar funds that invest in a broad cross-section of companies that may include our competitors or business partners do not create conflicts of interest. However, a conflict of interest might very well exist if you have any control over the fund's investment activity. Any personal investment which creates, or could appear to create, a conflict of interest must be reviewed by the Compliance Team.

B. Prediction Market Trading.

Trading in prediction markets, event contracts, or similar instruments (collectively, "Event Contracts") on events relating to the Company, its business, its securities, its competitors, its customers, or regulatory matters affecting the Company can create a personal financial interest that conflicts with your duties to the Company and its stakeholders. Such a conflict exists regardless of whether you are in possession of nonpublic information, and regardless of whether the trading is separately prohibited under the Company's Insider Trading Policy.

Wagering or betting related to individual securities or financial indices or instruments, as well as establishing an account with or engaging in activity on a prediction market, whether directly or by tipping others, is prohibited, whether public, private, foreign, domestic, regulated, or unregulated, where participation involves any information relating to the company, its competitors, its customers, partners, or vendors. Using company analysis, forecasts, or work product of any kind to inform prediction market trades, regardless of whether that information is technically material nonpublic information, is also prohibited.

C. Relatives, Close Friends and Co-Worker Relationships

You must, to the fullest extent, avoid engaging in existing or potential business relationships of the Company involving spouses, relatives, or close friends. For example, if you are the hiring manager for a position in which your spouse, relative, or close friend is being considered, there is an obvious and apparent conflict of interest. A relative, spouse, or close friend working at the Company, or a direct competitor of the Company does not necessarily create a conflict of interest. However, if you are directly involved in managing that business relationship then the situation would create or could appear to create conflicts of interest and must be reviewed by the Compliance Team.

D. Gifts, Entertainment and Other Business Courtesies

Accepting or giving gifts, entertainment, and other business courtesies from or to one of our competitors or partners can easily create the appearance of a conflict of interest, especially if the value of the item is significant. In addition, accepting gifts, entertainment or other courtesies may be construed as a bribe, payoff, unlawful gratuity or kickback and subject the Company and those involved to criminal penalties. Gifts can be any product, service, voucher, certificate or other similar incentive. Examples include, but are not limited to, gift certificates, rental car vouchers, hotel or lodging accommodations or airline tickets for non-business use, including class upgrades.

You should respect and value our relationship with customers, partners, vendors, suppliers. You should never solicit gifts, entertainment or other courtesies from any entity or person with whom we have a business relationship. Gifts and entertainment may only be provided by the Company and/or you for legitimate business purposes, such as maintaining cordial relations, improving the Company's image, or presenting the Company's products and services.

Employees may only accept, approve the receipt of, give or offer gifts, entertainment, and other courtesies if the giving or receiving meets the following criteria:

- The gift is consistent with accepted business practices;

- The aggregate value of the items is not excessive or unreasonable and is consistent with any local laws;
- The frequency of giving gifts to, or receiving gifts from, any one person or entity is not excessive or unreasonable;
- The gift could not be reasonably construed as payment or consideration for influencing or rewarding a particular decision or action;
- The giving or receiving such gift does not violate applicable or local law;
- The public disclosure of such gift would not embarrass the Company; and
- The gift is not securities, cash, cash equivalents or a form similar to those.

Infrequent and moderate business meals and entertainment with customers, partners, vendors, and suppliers (such as attending sporting events or celebratory meals) can be appropriate aspects of many of our business relationships, provided that they aren't excessive and don't create the appearance of impropriety. Business entertainment (including meals) must be lawful and appropriate, and within acceptable boundaries of good taste and business purpose. Business entertainment is not subject to the approval requirements as long as the customer, partner, vendor or supplier representative accompanies the employee. If the employee is not accompanied, then the approval procedures below apply.

Notwithstanding the foregoing, gifts, entertainment, and other courtesies involving potential "public officials" present particular risks and are discussed further in Section IV. Item A. Anti-Corruption/Anti-Bribery Laws below.

All gifts, entertainment and other courtesies not for a legitimate business purpose, that do not meet the criteria above, or have a value in excess of \$200 must be disclosed to and approved by the applicable Vice President in your department, line-of-business, division or functional area. Vice Presidents and above must obtain the approval of their manager or the Compliance Team (if the latter, by sending an email to compliance@tripadvisor.com). If you have any questions or are unsure about a particular gift, entertainment, or other courtesy, please contact the Compliance Team.

Please note that the Internal Revenue Service and other taxing authorities may require disclosure of certain types of gifts received. You are responsible for complying with any such rules. As a result, you should consider maintaining accurate records related to the giving or accepting of gifts.

In addition, all benefits, credits and/or points accruing directly to the Company from travel and/or company-sponsored purchasing credit cards inure to the benefit of the Company and not to you.

E. External Employment, Advisory Roles, Board Seats and/or Speaking Engagements

The acceptance of additional and/or supplemental employment with any of the Company's partners, vendors, suppliers and/or competitors could create, or appear to create a conflict of interest. You should never engage in any outside business activity that may detract from your responsibilities to the Company or that could have a negative impact upon the Company. This also applies to advisory positions, consulting roles or board seats with our partners, vendors, suppliers and/or competitors. Employment, advisory positions, consulting arrangements or board seats must be approved by your manager and disclosed to your PeopleOps Business Partner.

F. Business Opportunities Found Through Work

Any business opportunity stemming from work at the Company belongs entirely to the Company. Such business opportunities may not be pursued other than directly through the Company. If you are considering entering into any one of these situations, you are creating potential for a conflict of interest. Before engaging directly or indirectly in any business opportunity or transaction that reasonably could give rise to an actual or apparent conflict of interest:

- Board members and executive officers must provide full and fair disclosure of all relevant facts and circumstances to, and receive the approval of, the Board of Directors or a committee thereof and receive the express approval from the same;
- Everyone else must provide full and fair disclosure of all relevant facts and circumstances to the Compliance Team and receive express approval from the same.

IV. Compliance with Laws, Regulations and Rules

It is our policy to be a good "corporate citizen." Complying with the law is the foundation on which our ethical standards are built. You must comply with applicable laws, regulations, rules and regulatory orders applicable in the country, state and local jurisdictions where business is conducted. You are expected to acquire appropriate knowledge of the requirements relating to your duties sufficient to enable you to recognize potential issues or violations. If you have any questions about any potential issues or violations, you should immediately contact the Compliance Team for guidance.

Following are a few examples of specific laws that present significant risks and so are worth pointing out:

A. Anti-Corruption/Anti-Bribery Laws

The Company and you must comply with the U.S. Foreign Corrupt Practices Act ("FCPA") and the U.K. Bribery Act, as well as with all applicable local laws, which prohibit the paying of bribes in order to improperly obtain, direct or retain private or public business or to secure an improper advantage. Although the exchange of gifts with partners, suppliers and vendors is a common business practice, in some cases, the exchange of gifts could be interpreted as a bribe. So, it is important that any exchange of gifts be conducted in strict adherence to this Code and in accordance with applicable laws.

In addition, you are not allowed to offer, pay, promise to pay, give or authorize anything of value:

- To any person, whether a public official or a private individual, either directly or indirectly; or
- For the purpose of influencing a public official's acts and decisions (including failures to act and decide) or to induce or reward any person's (whether a public official or private individual) improper performance of their functions or activity (improper performance is acting in breach of a reasonable expectation of trust, good faith or impartiality); or
- To assist the Company in obtaining or retaining private or public business, directing business to any person or securing an improper advantage for the Company.

Providing, or even offering, a gift or business entertainment of any value to a public official in exchange for

official action, or to any person (whether a public official or private individual) in exchange for improper performance of their functions, undoubtedly violates the FCPA and/or the U.K. Bribery Act.

The definition of “public official” is very broad and covers:

- Any elected official, officer, or employee of a government, including any judicial, legislative or administrative official and any person acting on behalf of such person,
- Any official of a political party, including union or party officials,
- Any candidate for political office,
- Any employee, officer, agent, or other representative of a state-owned or state-controlled entity, or
- Any officer or employee of a public international organization.

Keep in mind that in some countries employees of airlines, chambers of commerce, destination marketing organizations (or DMOs), travel bureaus and other travel-related entities may constitute “public officials.” Always seek guidance from the Compliance Team if you have any question as to whether someone meets this definition. No offer of gifts or business entertainment to anyone that could potentially fall within this definition is permitted without first obtaining the approval of the Compliance Team.

B. Insider Trading

Federal securities laws prohibit you from trading securities if you are aware of “material non-public information” about the issuer of the securities. These laws also prohibit persons who are aware of such information from disclosing or “tipping” this information to others who may trade. Both the U.S. Securities and Exchange Commission (“SEC”) and the national securities exchanges investigate, and are very effective at detecting, insider trading. For this reason, the Company has adopted the Insider Trading Policy which is available on Passport. If you have any questions concerning this policy, contact the Compliance Team.

C. Anti-Trust Laws

Many countries, including the United States, have established anti-competition laws and, although the various criteria may differ slightly by country or jurisdiction, they all have the same basic objective: “to protect the process of competition for the benefit of consumers, making sure there are strong incentives for businesses to operate efficiently, keep prices down, and keep quality up.” Generally speaking, these laws prohibit: (i) any arrangements with competitors that restrain trade in any way, (ii) any abuse of intellectual property rights, and (iii) any use of market power to unfairly disadvantage competitors. Furthermore, prohibited conduct may include activities such as cooperating with competitors to boycott specific suppliers or customers, or using the Company’s size or strength to gain an unfair competitive advantage in the market place. All activities that could create the appearance of wrongdoing or unfairness in any way are prohibited by the Code and may constitute a violation of these laws. If you have any questions about antitrust laws and how they apply to your specific position or relationship, please contact the Compliance Team before proceeding.

D. Criminal Finance Act 2017

The United Kingdom (“UK”) approved the Criminal Finances Act 2017 that establishes that corporations may be criminally liable if they fail to take reasonable steps to prevent any member or employee, an agent, or any other person who provides services for or on behalf of the corporation that facilitate the commission of tax evasion offence.

It will not be permitted for you, or for you to instruct someone on your behalf, to: (i) engage in any form of facilitation of tax evasion (whether in the UK or abroad); (ii) aid, abet, counsel or procure the commission of tax evasion offense by another person; (iii) fail to promptly report any request or demand from any third party to facilitate the fraudulent evasion of tax, or any suspected fraudulent evasion of tax by another person; or (iv) threaten or retaliate against another individual who has refused to commit a tax evasion offense, or who has raised concerns.

The prevention, detection and reporting of tax evasion are the responsibility of all those working for or under the control of the Company. You are required to avoid any activity that might lead to, or suggest, a breach of the Criminal Finance Act 2017. If you believe or suspect that an act of facilitation of tax evasion has occurred, or may occur in the future, please contact the Compliance Team.

E. Money Laundering Laws

Money laundering is the concealment of the proceeds of a crime, typically by means of transfers involving foreign banks or legitimate businesses. The Company and you must exercise care and good judgment when handling payments, whether in connection with a customer or supplier transaction to prevent the use of our resources to launder money, fund terrorism, or commit other criminal activity.

We must ensure that we make payments for goods and services through approved and documented payment procedures. We only conduct business with customers, partners, vendors and suppliers that provide proper information so that we can determine whether the payments are appropriate.

If you observe a transaction that is suspicious or potentially indicative of money laundering activity, please contact the Compliance Team.

F. Accurate Advertising and Marketing

We comply with applicable laws and regulations that govern advertising, marketing, and promotions. We should not be deceptive or misleading in our advertising or marketing, or make known false claims about our partners' products and services, including regarding pricing.

V. Financial Reporting and Accounting

We are committed to establishing and maintaining effective internal controls, as well as best practices in accounting and financial reporting. All of the Company's books, records, accounts and financial statements must be maintained in reasonable detail, must appropriately reflect our transactions and must conform both to applicable legal requirements and to our system of internal controls. You are required to cooperate fully with internal and independent auditors during audits of the Company's books, records and operations.

You must report the following to the Compliance Team immediately:

- Significant deficiencies or material weaknesses in the design or operation of internal controls that could adversely affect Company's ability to record, process, summarize and report financial data accurately;
- Any fraud, whether or not material, involving those who have a significant role in the Company's financial reporting, disclosures or internal controls; or
- Unrecorded or "off the books" assets or liabilities.

Please refer to the Company's Global Whistleblower Policy and contact the Compliance Team with any questions.

VI. Public Communications and Media

We are committed to providing full, fair, accurate, timely and understandable disclosure in all reports and documents filed with or submitted to the SEC and in all other public communications made by the Company. In order to do that, it is our policy to disclose information concerning the Company to the public only through specific limited channels to avoid inappropriate publicity and to ensure that all such information is communicated in a way that is reasonably designed to provide broad, non-exclusionary distribution of information to the public. All inquiries or calls from investors and financial analysts should be referred to the Investor Relations department. We have designated our Chief Executive Officer, Chief Financial Officer, and Investor Relations department as our official spokespersons for financial matters. We have designated our Public Relations department as our official spokespersons for inquiries or calls from the media or press and inquiries about marketing, technical and other related information. These persons are the only people who are authorized to communicate with the media, press, investors, or financial analysts on behalf of the Company, unless a specific exception has been made by our Chief Executive Officer or Chief Financial Officer.

Occasionally, you may be contacted by media requesting information about Company matters, including product and financial information, information regarding current or former employees, the Company's projects, and/or other workplace issues. Unless you are expressly authorized by our Public Relations department and have received media training from the Company, you should always decline to comment to the media and immediately contact the Public Relations team. This also applies if you are asked to speak on an industry panel or as an industry spokesperson. Even if you don't intend to speak on behalf of the Company, your title or position might lead the media or your audience to think otherwise. All such requests should be handled like all other media requests, meaning that you should get the Public Relations team's permission before participating. You also may not provide any information to the media off the record, for background, confidentially or secretly.

You must exercise sound judgment when posting Company-related comments on the internet, including blogs, social media, and public facing network sites such as Facebook and LinkedIn. In general, you should not blog or post about Company matters unless you are an official spokesperson. If authorized, comments should be in good taste and not include vulgar, demeaning, or embarrassing content. Posting must not disclose proprietary or confidential information such as Company performance, business plans, etc.

Because we respect our employees' right to privacy, we do not usually take an interest in what anyone does outside of work, unless it impairs their work performance or threatens our reputation or legitimate business interests. You should be particularly mindful when participating in online conversations that reference the Company or are posted using Company equipment or through our network. Be aware that taking public positions online that are counter to the Company's interests may cause conflict and can have disciplinary repercussions. In accordance with applicable law, we may monitor social media and other internet sites to ensure that posting do not reflect badly upon the Company or damage our reputation.

Please refer to the Social Media Policy and/or External Communications Policy for further detail and if you have any questions on this topic.

VII. Confidentiality

You have signed a confidentiality agreement. But please remember that our continuing leadership in travel, in large part, relies on our ability to out innovate our competitors and surprise our community with terrific experiences. Therefore, confidentiality about our projects, our products, and any other private information is of utmost

importance. Confidential information includes but is not limited to financial, intellectual property, employee, partner, customer, and user information.

You are obligated to protect the Company's confidential and nonpublic information at all times, including outside of the workplace and during nonbusiness hours, and even after your professional relationship ends. You cannot disclose nonpublic information about the Company to anyone outside of the Company, including to family and friends, except when disclosure is necessary, and part of a job function and the receiving party is subject to a confidentiality agreement. Similarly, you are not permitted to disclose confidential information about third parties to whom the Company owes a confidentiality obligation. Be aware of your surroundings when working outside of the office or at home to prevent inadvertent leaks of confidential information. Do not have conversations about the Company's confidential information in public areas such as elevators, trains, or airplanes, where such conversations can be overheard and when working from home, take care not to reveal sensitive or confidential information in front of anyone. The Company recognizes that many Covered Persons work in remote or hybrid arrangements. You must take appropriate measures to protect confidential information, including ensuring private conversations cannot be overheard by household members or others, securing physical documents, and maintaining appropriate screen privacy.

Former Covered Persons are expected to adhere to any nondisclosure obligations that they may have with prior employers, and any information subject to such an obligation may not be disclosed to the Company. We retain and engage our work force based on skills and knowledge and not for any confidential information that they may have had access to or possessed prior to their engagement with the Company. We expect that our staff do not bring with them, and will not disclose to the Company, any information from a former professional engagement. You may sometimes need to disclose our confidential information to potential customers or business partners. In that case, you should first contact the Legal Department to ensure that an appropriate written nondisclosure agreement is signed by all necessary parties before any such disclosure occurs. You should never sign a third party's nondisclosure agreement before the Legal Department approves the agreement.

Frequently, nondisclosure agreements executed by the Company are mutual in nature. This means you must protect the confidential information of our partners, suppliers, contractors, competitors, and customers that is exchanged under such an agreement in the same manner as you are required to protect our confidential information. If you have access to confidential information about any of our partners, suppliers, contractors, competitors, and customers as part of your job, you must check with the Legal Department and use it solely for legitimate business purposes and as permitted by any applicable Law, agreement, and this Code.

VIII. Privacy and Data Security

As part of our business, we may, from time to time, collect and retain personal and confidential data about our users, customers, employees, contractors as well as our business partners and their users, customers and employees and other key stakeholders. We are provided with this information with an expectation that we will safeguard it from misuse and/or unauthorized processing. Data privacy is an important and evolving right in many countries and industries. Data owners are requiring greater data protection, and, in turn, governments and courts are increasing the development and enforcement of data privacy laws. As part of our commitment to data privacy, and in order to comply with data privacy laws, you are required to follow our policies, instructions, and procedures regarding data security and protection to minimize unlawful use, collection, retention, loss or destruction of, or damage to, personal data.

In conducting our business, the Company increasingly utilizes artificial intelligence ("AI") and machine learning technologies that may process various types of data, including user, customer, and business information. You must ensure that any use of AI and machine learning technologies complies with our AI Use Policy. The Company supplies tools and equipment needed for you to conduct your role effectively; such tools and equipment must be used in

compliance with our Information Security Policy and Electronic Communications and Online Systems Acceptable Use Policy. Covered Persons are responsible for maintaining the physical security of devices or equipment received from the Company including, but not limited to, computers and mobile devices. Devices should only be accessed by the Company's intended users. Covered Persons are expected to adhere to security policies and any incidents of security breaches (such as lost equipment or compromised passwords) should be reported immediately in compliance with the Company's Information Security Policy.

Should you have any questions on this topic, please consult our Information Security Policy, Data Retention Policy and Privacy and Cookie Statements. If you believe that personal data has been used, lost or disclosed without authorization, you should immediately alert your manager and/or the Compliance Team.

IX. Protection for Reporting Violations

It is prohibited, and is a violation of this Code, for you or the Company to retaliate in any way against anyone who has reported to the Company in good faith information indicating that a violation of this Code may have occurred or may be about to occur. Prohibited forms of retaliation include adverse employment actions (such as termination, suspension and demotion), the creation of a hostile work environment and any other type of reprisal for the good faith reporting of a possible violation of this Code. Any individual who believes that they have been subjected to retaliation should promptly report such retaliation using the procedures outlined in the Global Whistleblower Policy.

X. Waiver

Any waiver of this Code for executive officers or directors of the Company may be made only by the Board of Directors or a properly authorized committee of the Board and will be promptly disclosed as required by applicable laws, rules, and regulations.

XI. Modification and Interpretation

The Company reserves the right to modify, discontinue or replace this Code or any terms of the Code at any time, with or without notice. In the event of conflict between this Code and applicable law, applicable law will prevail; however, where legally permissible, the Code shall be interpreted to provide the Company with the greatest flexibility possible in managing corporate equipment and systems.

XII. Enforcement

Any alleged or actual violation of this Code will be treated as a serious matter and must be immediately reported to the Compliance Team. The Compliance Team shall investigate the facts and circumstances surrounding any and all alleged violations, after which the Chief Compliance Officer, in consultation with other members of the Compliance Committee as appropriate, will determine whether a given violation has occurred and take appropriate disciplinary action.

XIII. Identifying and Raising Concerns

We all have a responsibility to help maintain our values and protect our reputation so that our actions don't compromise our future success. If you observe behavior that concerns you, or that may represent a violation of our Code, a corporate policy or a law or regulation, you have several options for raising issues and concerns. You can contact any of the following:

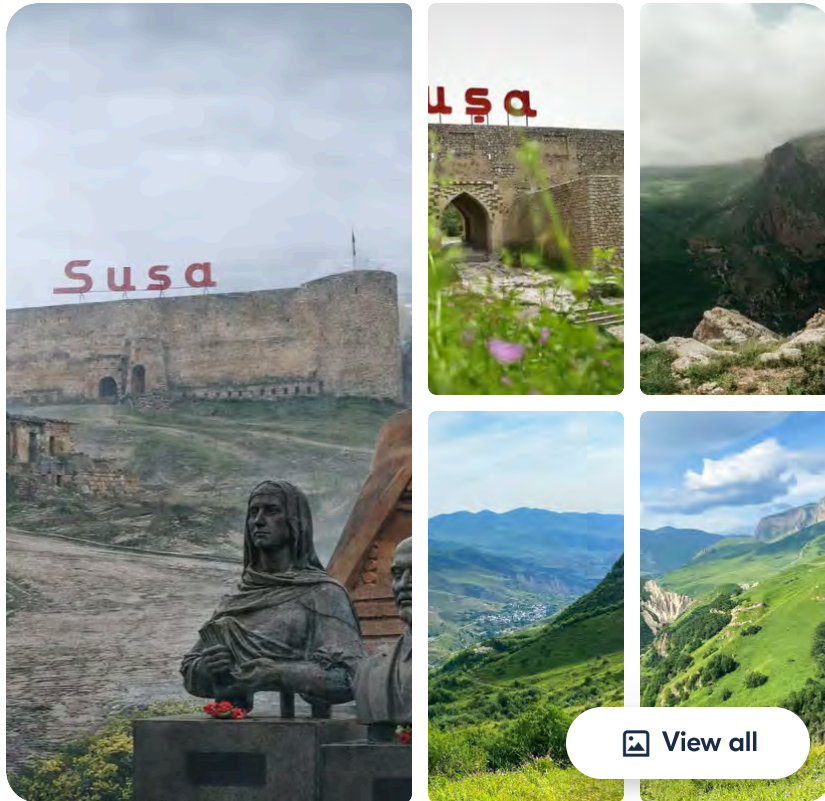
https://operatorresources.viator.com/viators-new-product-acceptance-criteria-and-quality-standards-explained/?utm_source=chatgpt.com

From Baku: Khankendi & Shusha Karabakh Day Tour

★ 5 [4 reviews](#)

Activity provider: AZERBAIJAN-TRIP-ADVENTURES

 [Add to wishlist](#) 



From ~~\$110~~
\$88 per person

 Adult x 1 ▼

 Select date ▼

 English ▼

[Check availability](#)

-  **Free cancellation**
Cancel up to 24 hours in advance for a full refund
-  **Reserve now & pay later**
Keep your travel plans flexible — book your spot and pay nothing today [Read more](#)

Explore Karabakh's rich history and stunning landscapes on a full-day tour to Khankendi and Shusha, featuring iconic landmarks, cultural sites, and breathtaking mountain views.



Free cancellation

Cancel up to 24 hours in advance for a full refund



Reserve now & pay later

Keep your travel plans flexible — book your spot and pay nothing today



Duration 15 - 18 hours

Check availability to see starting times



Live tour guide

English, Azerbaijani, Russian, Turkish, Chinese, Arabic

E-2

https://www.getyourguide.com/baku-l1408/baku-karabakh-region-guided-day-trip-with-transport-t1182188/?ranking_uuid=824461fc-c4fb-4b6e-8a5a-4bb8c217c7f9&referral_redirect=1&q=Baku

E-3

<https://www.getyourguide.com/c/supplier-terms-and-conditions>



GetYourGuide Supplier Code of Conduct

Last Updated: May 14, 2025

Overview

Each supplier ("Supplier") of tours, excursions, activities, and related services ("Experiences") to GetYourGuide must comply with this Supplier Code of Conduct for the duration of their relationship with GetYourGuide. GetYourGuide may update this Code from time to time and will provide Suppliers with updated versions accordingly.

1. General Responsibilities

1.1 Legal Compliance

Suppliers must comply with all relevant laws, regulations, and industry best practices, including those related to safety, public health, and personal security.

1.2 Licensing and Certification

Suppliers must maintain all required licenses, certifications, and permits for their operations and ensure they remain valid and up-to-date.

1.3 Data Protection

Suppliers must adhere to GDPR and applicable data protection laws, protecting all customer personal data collected during the provision of Experiences.

1.4 Insurance Requirements

Suppliers must maintain adequate insurance coverage, including:

- General liability insurance covering all operations
- Specific insurance for specialized activities (detailed in activity-specific sections)
- Vehicle insurance for all transportation used in Experiences

1.5 Safety Standards

Suppliers must:

- Establish a safety management structure with clearly defined responsibilities
- Provide clear safety briefings to all participants before activities begin
- Use legally compliant safety equipment appropriate to the activity
- Obtain participant acknowledgment of potential hazards
- Conduct regular safety equipment inspections and maintenance

1.6 Staff Requirements

Suppliers must ensure:

- All Experiences are delivered by qualified professionals with necessary skills and certifications
- Staff are trained in communication and cultural awareness
- Staff hold appropriate first aid certifications based on activity risk level
- Staff are trained in emergency response protocols specific to each Experience

1.7 Communication Systems

Suppliers must:

- Use GPS tracking for group monitoring, vehicle tracking, and emergency response where appropriate
- Provide alternative communication methods (satellite phones, radios) where cellular coverage is weak
- Maintain communication between guides and operators during all activities

1.8 Emergency Preparedness

Suppliers must:

- Develop and document emergency response plans for all Experience types

- Train all staff in emergency procedures specific to their role
- Ensure sufficient life-saving equipment is available and accessible
- Conduct regular emergency response drills with staff

1.9 Participant Safety

Suppliers must:

- Clearly communicate fitness requirements for all activities
- Protect participants from unwanted advances, including unconsented touch and inappropriate messaging
- Remove participants who pose safety risks to themselves or others
- Enforce all safety protocols consistently

1.10 Pricing Transparency

Suppliers must include all mandatory fees in advertised prices. Onsite fees are prohibited unless clearly disclosed at the time of booking.

1.11 Incident Reporting

Suppliers must report all safety incidents, accidents, or near-misses to GetYourGuide within 24 hours, including:

- Nature of the incident
- Participants involved
- Actions taken
- Measures implemented to prevent recurrence

1.12 Environmental Responsibility

Suppliers must:

- Minimize environmental impact of all activities
- Comply with local environmental regulations
- Properly dispose of waste
- Respect wildlife and natural habitats
- Promote sustainable tourism practices

2. Experience-Specific Requirements

2.1 Walking-Based Experiences

In addition to General Responsibilities, Suppliers must:

- Maintain a guide-to-participant ratio of 1:20 or better
- Protect participants from harassment or pressure from local vendors
- Ensure guides operate under local regulations
- Provide clear route information and difficulty levels to participants

2.2 Transportation

In addition to General Responsibilities, Suppliers must:

- Ensure drivers have valid licenses for the specific vehicle type
- Prohibit mobile device use and smoking while driving
- Perform regular vehicle maintenance and safety checks
- Ensure drivers are well-rested and compliant with working hour laws
- Ensure all seats and seat belts are securely fitted and operational
- Comply with all local traffic laws

2.3 Experience Venues

In addition to General Responsibilities, Suppliers must:

- Comply with fire and safety regulations
- Have evacuation plans and crowd control procedures
- Clearly communicate accessibility options on the activity page
- Enforce capacity limits
- Ensure safe structural conditions
- Keep pathways clear and hazard-free
- Display safety signage visibly

2.4 Motorized Activities

In addition to General Responsibilities, Suppliers must:

- Provide and enforce the use of appropriate safety equipment (helmets, protective gear)
- Conduct comprehensive safety briefings on vehicle operation

- Verify participants hold necessary licenses where required
- Prohibit alcohol or drug use before or during activities
- Maintain a guide-to-participant ratio appropriate to the risk level (1:10 recommended)

2.5 Water-Based Experiences

In addition to General Responsibilities, Suppliers must:

- Hold specific insurance and licenses for all vessels
- Conduct safety checks before each trip
- Verified participants have required certifications for technical activities (diving, etc.)
- Maintain a guide-to-participant ratio appropriate to the risk level (1:8 recommended for high-risk activities)
- Ensure sufficient life jackets and life rafts for all participants
- Operate only in designated areas with appropriate safety conditions
- Monitor and respond to changing weather conditions

2.6 Air-Based Experiences

In addition to General Responsibilities, Suppliers must:

- Hold valid insurance and certifications for all aircraft
- Ensure all pilots hold appropriate licenses and meet aviation authority requirements
- Maintain a guide-to-participant ratio appropriate to the activity (as required by local regulations)
- Clearly communicate the specific risks associated with air activities
- Ensure aircraft maintenance meets or exceeds regulatory requirements
- Monitor and respond to changing weather conditions

2.7 Animal-Based Experiences

In addition to General Responsibilities, Suppliers must:

- Hold liability insurance covering all interactions with animals
- Ensure animals receive regular veterinary care and vaccinations
- Prohibit contact with wild animals, except in ethical conservation or educational settings
- Prevent feeding or provoking animals
- Treat all animals humanely and ethically
- Use only trained animal handlers
- Pass GetYourGuide's animal welfare review and approval process

- Comply with local and international animal welfare regulations
- Maintain clean and species-appropriate habitats

3. Review Integrity

Suppliers must:

- Ensure reviews reflect genuine customer feedback
- Not pressure or coerce customers for reviews
- Allow customers to express opinions freely
- Not write or submit reviews for customers
- Not offer incentives for positive reviews
- Not leave fake reviews or arrange for others to do so
- Not request removal of legitimate negative reviews
- Not submit false reports of customer no-shows
- Maintain transparency and integrity in all review interactions

4. Compliance and Enforcement

Monitoring	Violations
GetYourGuide reserves the right to monitor Supplier compliance through: • Customer feedback and reviews • Spot checks and mystery shopping • Formal audits • Incident reports	Violations of this Code may result in: • Remediation requirements • Temporary suspension from the platform • Termination of the Supplier relationship • Legal action where appropriate
Reporting Concerns Suppliers should report any concerns or questions about this Code to their GetYourGuide account manager or through the Supplier portal.	

By adhering to these guidelines, Suppliers contribute to GetYourGuide's mission of creating safe, high-quality, and unforgettable experiences for travelers worldwide.