



MONDOVERLAND TRAVELS

ETHICAL CODE



**MORE THAN TRAVEL,
BE A PART OF THE WORLD**

MOT Ethical Code of Conduct concerns our principles and practices in the implementation of fair, strong and long-lasting relationships with stakeholders, suppliers, customers, personnel and community within our destination(s).

The objective of the Ethical Code covers the most relevant topics about **Business Practices** and **Corporate Social Responsibility** regarding both internal and external aspects of our business, in order to develop our crucial role in defining the path towards Sustainable Tourism in Kenya and in other countries.

We are committed to establishing transparent partnerships and contracts and reporting against corruptive actions or unfair competition practices.

To ensure the effectiveness of our company's Ethical Code:

- All staff must read it upon hiring and follow it in their daily job.
- Supply chain key partners and stakeholders are addressed and must read it as an integral part of the contract.

MOT will not tolerate any evidenced violation of the company's Ethical Code and where any violation is revealed MOT will act in proper results.

ETHICS AND BUSINESS PRACTISES

1. **Bribery**

As Mondo Overland Travels we refuse to accept or offer any kind of reward that could undue pecuniary or other advantage to/from public officials or the employees of business partners.

We pay extreme attention to the selection of our Tour Operator and DMC partners, employees and suppliers, and we are committed to be as transparent as possible with our clients about the reasons behind our partnerships and collaborations.

We always act in accordance with international and national law relevant to the business activity of tour operators and we ask all our employees to behave with integrity and in compliance with the law.

2. **Gifts and Corruption**

In Kenya, such as many other countries, exchanges of small gifts and hospitality are normal tokens of courtesy and friendliness between business partners and colleagues.

In Mondo Overland Travels we do not accept them as they hinder the intent of influencing decision making or our ethical values.

3. Donations

Instead of making financial donations we prefer to establish strong relationships with certain partners we first-hand know in Kenya, especially with associations which impact on the society and environment of our territory.

We collaborate with many associations putting their efforts for social responsibility at the core of our products.

4. Consumer Rights

In Mondo Overland Travels we respect consumer privacy and take reasonable measures to ensure the security of personal data we collect, store, process, or disseminate.

We do not spread any confidential information about our customers, employees or business partners unless such divulgence is required by law.

We do not acquire personal data by illegal means.

5. **Fair Competition**

Refrain from entering or carrying out anti-competitive agreements among competitors, including agreements to:

- a) Fix prices;
- b) Make rigged bids (collusive tenders);
- c) Establish output restrictions or quotas; or
- d) Share or divide markets by allocating customers, suppliers, territories or lines of commerce.

6. **Confidentiality**

All employees are obliged to confidentiality not only business secrets but also all information which is entrusted to them or which becomes known to them as a result of their job. This applies during and after the end of the contract of employment in accordance with the national regulations. All documents and any other data carriers containing confidential information shall be returned to Mondo Overland Travels upon termination of employment.

CORPORATE SOCIAL RESPONSIBILITY

1. **Safety and Health**

Mondo Overland Travels is committed to create fair, healthy and safe opportunities of employment for our colleagues in compliance with international and national health law.

We always do our utmost to take care of the working environment and to set all the potential initiatives to actively make it safe by promoting appropriate training and materials.

Before departing we provide our customers with sanitary guidelines about medical insurance, vaccines, medicines and others and we carefully inform our suppliers how to guarantee safety of the guests during their trip.

2. **Non discrimination of Cultural Diversity**

We respect and proactively foster internationally-recognised human rights within our sphere of influence, especially the rights of the most vulnerable of our society, always seeking to avoid complicity in human rights abuses and to further develop response mechanisms.

In Mondo Overland Travels we deeply look at the diversity of our employees and customers as an opportunity and we welcome people from different nations all over the world who can contribute with open-mindedness and different perspectives.

3. Child Protection Policy

As Mondo Overland Travels we recognise the issue of child exploitation in many countries, including the one in which we operate. We are fully aware of the concrete risks in the travel industry. For this reason we want to clearly declare our non-compliance with any partner or supplier which employs children at any job level. We do not contract accommodations or other suppliers directly nor indirectly that are involved in compulsory labour, or that employ children to complete work that is normally undertaken by adults. Considering our role in the tourism industry we have been constantly involved in training opportunities with International organisations. Our effort is direct to share this knowledge with all the stakeholders and staff we work with.

4. **Environment and Community Protection**

We are committed to bettering and minimizing our carbon footprint as far as possible and foster resilience to climate change impacts within our value chain. We strive towards a sustainable management of natural resources and the protection of their future productivity.

We constantly update regarding the environmental legislation within the countries we operate to preserve the communities we work with.

Mentions to safari and natural parks

This Code of Conduct came into effect on 16 January 2025

The current version is been approved by the founders of Mondo Overland Travels Ltd

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Mondo Overland Travels