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Sustainable Policy for Accommodation Providers

SEA Tours has joined Travelife Management System and on a mission to become Travelife Certified tour operator by 2020. We conduct internal environmental reviews to assess annually our progress towards an improved environmental performance. Therefore, SEA Tours encourages suppliers such as hotels, restaurants and destination agents to participate with us.

The company has a questionnaire checklist for accommodation providers regarding how do they apply and plan to promote sustainable practices to protect the environment.

- ❖ How do you understand sustainable?
- ❖ If so, how do you already apply or plan to do sustainable practices at your business?
- ❖ Do you comply with the local labour laws?
- ❖ Is everyone have the minimum wage at your business?
- ❖ Do you provide trainings and career development programs at workplace?
- ❖ Do you have any activity that saves water, paper and energy?
- ❖ How do you recycle the waste?
- ❖ Do you promote local culture or attractions?
- ❖ Do you have local purchasing policy?
- ❖ Do you promote responsible tourist behavior?

SEA Tours's preferences for sustainable accommodation

- ✓ SEA Tours is aiming to increase the number of sustainable accommodations. Our objective is to have contracts with at least 10 hotels by 2020, that have already followed the sustainable guidance of national standard of sustainability practice.
- ✓ Implement measures of natural resources management (energy, water, raw materials) and waste, with the aim of improving the surrounding environment and to encourage other members of the tourism industry to undertake corresponding initiatives.
- ✓ Use energy efficient light bulbs in the rooms.
- ✓ Recycled toilet paper and recycled paper for its marketing brochures.
- ✓ Eco-friendly cleaning products.
- ✓ Fair trade tea, coffee and fruit at the restaurant and also in the room.
- ✓ Recycled waste water system such as reuse water from the swimming pools in the toilet if possible.



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SEA TOURS'S SUPPLIERS GUIDELINE POLICIES

SEA Tours Commitment

Sea Tours is committed to sustainable, ethical business in compliance with applicable laws of Thailand. Maintaining integrity in dealings with employees, suppliers and stakeholders is part of SEA Tours's culture, thus maintaining reliable partners is important. SEA Tours adheres to an internal Code of Conduct to all employees in daily activities and actions. The company aims to support efforts to protect human rights and strives to develop appropriate chains of sustainable policies.

Scope of Supplier Commitment

This code serves as guidelines to a standard of ethical conduct and principles that SEA Tours expects suppliers to adhere when dealing with employees, suppliers and clients.

2.1 Working Conditions

2.1.1 General rights of workers

- ✓ Treat workers with dignity and respect as understood and defined by the Department of Labour applicable law;
- ✓ Ensure workers can easily access relevant information on their employee rights.
- ✓ Ensure that third-party agencies providing workers are compliant with the Department of Labour.
- ✓ Ensure their employees are free to enter their employment through their own choice and leave work or terminate their employment with reasonable notice, without penalty.
- ✓ Provide a national minimum wage
- ✓ Ensure that correct working documentations are in place for any recruited employees.
- ✓ Promptly inform the appropriate authorities where they reasonably suspect that any individuals associated with their businesses are at risk of human trafficking or similar exploitation.

Suppliers shall not:

- ✓ Employ anyone against their will;
- ✓ Traffic in persons or use any form of slave, forced or bonded labour;
- ✓ Require workers to undergo excessive indebted labour; that is, where workers are required to pay in a fee in connection with obtaining employment, expenses associated with recruitment, processing or placement of both direct and contract workers.



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2.1.2. Child Labour Protection

Suppliers shall:

- ✓ Implement preventative measures and procedures to ensure that children are protected from tourism-related sexual exploitation and all potential forms of abuse;
- ✓ Suppliers shall not: Employ children who are under 16 years old unless it is a voluntary work signed by their guidance.

2.2 Health and Safety

Suppliers shall:

- ✓ Anticipate, identify and control risk including emergency situations and events
- ✓ Implement emergency plans and response procedures, including emergency reporting and evacuation procedures.
- ✓ Ensure sufficiently high standards of hygiene and sanitation are maintained in work premises
- ✓ Provide workers with appropriate workplace health and safety information and the trainings in Thailand.

2.3. Environment and the Community

Suppliers shall:

- ✓ Commit reducing their overall environmental impact, while engaging community to help foster social and economic development
- ✓ Contribute to the sustainability of the communities in which they operate, with progress assessments on community issues in line with industry standards
- ✓ Commit to engage activity in aiming to reduce energy and water consumption
- ✓ Implement purchasing procedures which favour sustainable and locally produced goods and services in preference to imported products wherever possible and reasonable.
- ✓ Not exploit natural resources of the community.

3. Preferences for sustainable accommodation

- ✓ SEA Tours is aiming to increase the number of sustainable accommodations. Our objective is to have contracts with at least 10 hotels by 2020, that have already followed the sustainable guidance of national standard of sustainability practice.
- ✓ Implement measures of natural resources management (energy, water, raw materials) and waste, with the aim of improving the surrounding environment and to encourage other members of the tourism industry to undertake corresponding initiatives.
- ✓ Use energy efficient light bulbs in the rooms.
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SEA TOURS'S SUSTAINABLE GUIDELINES

SEA Tours has Sustainable Guidelines in which promotes sustainable practices on 3Rs: Reduce, Reuse and Recycle. The guidelines explained the practices not only to employees but also to our clients and stakeholders.

The objective is to maintain ecologically sound environment on our plant by:

- Minimizing energy consumption and carbon emission.
- Complying labour laws to increase awareness of human rights.
- Promoting responsible tourism.

The company is committed to the following principles:

Reduce Energy Consumption:

- Turn off lights when not in use. For instance: lunch break and out of office hours.
- Use available sunlight to illuminate when possible instead of light bulbs.
- Reduce and replace with inefficient, outdated or excessive lighting within the office and the compound.
- Ensure that light levels remain at adequate such as reducing number of opening lights.
- Use outdoor air for "Free Cooling" when outside air temperature and conditions permit during winter and dry season.
- To conserve energy and reduce internal heat gain, turn off computers, monitors and printers during non-business hours.
- Educate and encourage employee, guides and stakeholders to be energy-conscious and to offer ideas about how energy can be saved.
- Ensure all guides and vehicle operators are aware of energy conservation measures such as turning off engines when waiting for clients.

Reduce Water Consumption:

- Look for excessive use of water in bathrooms and reduce the flow of water from the tap.
- Regular inspect water leaks in the basin and toilets.
- Consider and practice re-using or recycling water where possible.
- Encourage employees and clients to provide suggestions, and occasionally consult with external experts where possible.



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Waste Management:

- Reduce reliance on plastic bags and containers in the office by providing reusable water bottles, cups and lunch boxes.
- Use environmental friendly based on Travelife recommendation or natural cleaning products to reduce pollution.
- Measure, record and monitor the usage of plastic bags in weekly basis.

Best practice for printing paper:

- Print on both sides of paper.
- No personal printing
- Networked Printers and/or Multi Functional Printers (MFPs) are set to duplex (double sided) and mono (black & white) as standard (via printer settings) and set as the default printer (via printer driver)
- Empty toner cartridges are recycled via Admin office.
- Environmentally preferable paper is used in all printers (FSC; PEFC; with a recycled content or 100% recycled)
- Printers are turned off every night.
- Paper consumption, toner use and number of prints are monitored and fed back to users
- Awareness raised in the department on print options and best practice

Labour Conditions:

- The company follows the Labour Law of Thailand, which has clearly shown in Employee's handbook revised and updated on annual basis.

Suppliers:

- Inform all suppliers of our commitment to sustainable practices.
- Commit reducing their overall environmental impact, while engaging community to help foster social and economic development.
- Contribute to the sustainability of the communities in which they operate, with progress assessments on community issues in line with industry standards
- Commit to engage activity in aiming to reduce energy and water consumption
- Implement purchasing procedures which favour sustainable and locally produced goods and services in preference to imported products wherever possible and reasonable.
- Not exploit natural resources of the community.

Accommodation:

- Use hotels that adhere by local Thailand's labour laws and do not engage in any activity that is in anyway harmful to children, e.g: labour or child sex tourism.



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Community:

- Support local purchasing in priority when quality, service, availability and price allow.
- Regular donations to local community causes and relief programs.
- Work with social enterprises or local procedures to provide giveaways for clients or local souvenirs.

Destinations:

- Provide tourists with relevant information to encourage responsible tourism by providing Do's and Don'ts newsletters before they arrive to Thailand.

To achieve our commitments and goals:

- We provide trainings and required resources to all employees.
- We openly communicate our policies and practices to interested parties.
- We monitor and record our environmental impacts on a regular basis and compare our performance with our policies, objectives and targets, with a view to continuous improvement.

Goals:

- Reduce electricity bills in the office by 15% over 6 months.
- Reduce waste at the office by 15% over 6 months.
- Reduce water usage by 15% over 6 months.



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SEA TOURS'S GENERAL SUSTAINABILITY POLICIES

SEA Tours approach to business is guided by our awareness of the delicate path we must tread to remove any negative impacts to the environment by travelers today and in the future. We have always believed that tourism organizations should play a pivotal role in caring for the planet's natural ecosystems, cultural heritage locations and communities, both at home and in places we visit. As leaders in the industry, we make a pledge to the following principles of tourism management: Education, Inclusivity, Integrity, Transparency, Stewardship and Continuous Improvement. We continually seek to expand our ways of creating a sustainable planet and are fully committed to implementation of the principles and processes with the Travelife Sustainability in Tourism program. Our internal planning, our processes and our operational partnerships are carefully managed to deliver meaningful and impactful results for sustainability and conservation.

SEA Tours sustainability policy are divided into 10 themes per following actions:

1. Sustainability Management & Legal compliance

- To have an appointed employee who is responsible for sustainability coordinator tasks;
- To have a sustainability mission statement that is communicated to customers, partners and suppliers;
- To have an accessible and written sustainability policy that aims for a reduction of the negative social, cultural, economic and environmental impacts of the company's activities; and includes employee related health and safety aspects;
- To conduct baseline assessment of the company's performance on sustainable practices;
- To have sustainability guidelines and assessment system in place to identify the sustainability performance of key suppliers/partners;
- To have sustainability action plan with clear targets, actions, measures, responsibilities and time planning;
- To develop documented procedures to monitor and evaluate the implementation of the sustainability policy, objectives and targets;
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.

2. Internal Management: Social Policy & Human Rights

- To grant employees the freedom of employment and contract termination with notice (ideally minimum one month) and without penalty.
- To include labor conditions according to national labor law and a job description in the employment contract;
- Wage rate is to be mentioned in the contract and equals or above the national legal wage;
- To determinate and compensate of overtime working hours based on agreement;
- To provide medical and liability insurance according to the national law;



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- To grant employees fixed paid yearly holiday and sick leave and unpaid annual leave allowance;
- To have health and safety policy for employees which complies to national legal standards;
- To have first aid sets and trained staff are available at all relevant locations;
- To obey national concerning Minimum Age for Admission to Employment;
- To have documented effective procedures in place for employees to voice out their complaints and expectations;
- To have a clear disciplinary procedure that is effectively communicated with employees;
- To create opportunities for students in participating in traineeship/internship/apprenticeship;
- To prohibit discriminations, regard to recruitment, conditions of employment, access to training and senior positions, or promotion in terms of gender, race, age, disability, ethnicity, religion/beliefs or sexual orientation;
- To ensure all employees have an equal chance and access to resources and opportunities for personal development through regular training and education;

3. Internal Management: Environment and community relations

- Actively reduce the use of disposable and consumer goods;
- Favor the purchase of sustainable goods and services, office and catering supply, giveaways and merchandise;
- Purchase products in bulk, to reduce the amount of packaging materials;
- Set copy and printing machines by default to double-sided printing or other forms of paper saving modes;
- Use cleaning materials which are non-hazardous, non-eutrophic and biodegradable and are certified with an eco-label, if locally available;
- Print brochures on environmentally friendly paper, with a printing company that works with a certified environmental management system;
- Implement measurements to reduce brochure wastage or an 'internet only' policy;
- Have an active commitment to measure, monitor and reduce energy consumption; Calculate and compensate CO2 emissions and compare different periods;
- Purchase green energy and energy efficient lighting for all areas, when available;
- Switch off lights and equipments when not in use, and set equipment by default in the energy saving mode, where this is feasible;
- Prefer low energy equipment when buying new items, including considerations of cost and quality;
- Have an active policy to reduce water consumption, implemented and monitored on a monthly or yearly basis for benchmark purposes;
- Comply with the national legislation concerning waste disposal;
- Take action to reduce the amount of (non-refillable) plastic bottles of drinking water for office use;
- Separate all materials which can be recycled and organize collection and proper disposal;
- Implement waste reducing methods when using ink and toner cartridges for printing and copying, whenever feasible;
- Recycle or properly dispose of batteries;
- Comply with national legislation of wastewater treatment, which should be reused or released safely;



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- Minimize and substitute the use of harmful substances and manage properly the storage, handling and disposal of chemicals;
- Reduce transport related impacts by tele-work, tele/video meetings, work-at-home policies or other means;
- Maintain and properly check motorized company vehicles, to reduce emissions and energy use and make sure they comply with the legal emission standards,
- Provide periodic guidance, training and/or information to all staff members, about their roles and responsibilities with respect to internal environmental practices;
- Comply with land use, zoning and protected or heritage area laws and regulations; when planning, designing, constructing, renovating, operating or demolishing company buildings and infrastructure;
- Base planning, design and construction of new buildings or renovations, on locally appropriate and feasible sustainable practices and materials;
- Contribute to the protection and preservation of local historical, archaeological, culturally, and spiritually important properties and sites, and not impede access to them by local residents;

4. Partner agency

- Keeping a list of the sustainability practices of partner accommodations and agents;
- Minimalizing the ecologic footprint of the office by travelling mainly via public transport, working as paperless as possible, separating waste, and to make use of certified recycled paper;
- Paying attention to the local benefits of communities when selecting local accommodations and their social policy for employees;
- Informing key partners on the Travelife and national tourism standards;
- Having a cooperation contract including an annex of the national code of conduct for local partners to encourage their practices towards sustainability;
- Evaluating the sustainability practices regularly of our key partners to ensure their practices are truly sustainable;
- Informing key partners about the travel companies' sustainability policy and that they are expected to comply with it and/or communicate it to final customers where relevant; Including key sustainability clauses in contracts with inbound/receptive partners;
- Motivating incoming/inbound partners to participate in sustainability trainings for travel companies;
- Having a written contract with partner agencies;
- Including clauses in the partner contracts that enable contract partners to end the contractual agreement prematurely if the partner company does not take adequate measures to prevent sexual exploitation of children within the direct supply chain;
- Ensuring that partner companies comply with all relevant national laws protecting the rights of employees;



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5. Transport

- Selecting the most sustainable options considering price and comfort when selecting transport options to the destination;
- Including sustainable (public) transport to the point of departure for the international/long distance journey;
- Considering and giving preference to more sustainable alternatives when selecting transport options for transfers and excursions in the destination, taking into account price, comfort, and practical considerations;
- Integrating and/or promoting one or more sustainable holiday products/packages based on a recognized methodology, including sustainable transport, sustainable accommodations, and sustainable activities.

6. Accommodations

- Selecting accommodations that comply with sustainability and quality standards with a special focus on the following items;
 - ✓ Do they have a water saving program?
 - ✓ Do they have an energy saving program?
 - ✓ Do they have a waste management program?
 - ✓ Do they have a sustainable supply chain?
 - ✓ Do they have a child protection policy?
 - ✓ Do they conduct CSR activities?
 - ✓ Do they train employees in Health & Safety?
- Motivating and encouraging partner accommodations to become sustainably certified;
- Preferring and selecting accommodations that are locally owned and managed;
- Selecting accommodations that employ local communities;
- Having accommodations provide evidence clarifying their sustainability goals and strategies;
- Encouraging accommodations to follow best practices/trainings on responsible tourism;
- Encouraging accommodations to fill in the sustainability questionnaire to gain insight in their practices;
- Clearly and actively communicating our sustainability objectives and requirements regarding accommodations to contracted and other relevant accommodations;
- Giving clear preference to accommodations that work with internationally acknowledged (e.g. GSTC recognized) and/or Travelife certification;
- Including standard sustainability clauses in all contracts with accommodation providers that focus on child labour, anti-corruption and bribery and waste management;
- Ensuring that through our accommodation supply chain, the rights of children are respected and safeguarded by;
 - ✓ Having a clause in contracts throughout the value chain stating a common repudiation and zero tolerance policy of sexual exploitation of children;
 - ✓ Having a clause dedicated to this aspect in their contract that enables the travel company to end the contractual agreement prematurely if the accommodation supplier does not take adequate measures to prevent sexual exploitation of children;
 - ✓ Training employees in children's rights, the prevention of sexual exploitation and how to report suspected cases;



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- ✓ Supporting, collaborating with, and engaging stakeholders in the prevention of sexual exploitation of children;
- Working with accommodations and restaurants that incorporate elements of local art, architecture, or cultural heritage; while respecting the intellectual property rights of local communities;

7. Excursions and Activities

- Having an inventory of environmentally or culturally sensitive excursions which are offered in each destination;
- Advising guests on behavior standards during excursions and activities with a focus on respecting the local culture, nature, and environment;
- Communicating our sustainability objectives and requirements to contracted and other relevant excursion providers by distributing this information via code of conducts, representative agents, social media, email, discussions, and/or meetings, to minimize negative visitor impact and maximize enjoyment and guest experiences;
- Not offering any excursions that harm humans, animals, plants, natural resources such as water and energy, or which are socially and culturally unacceptable;
- Not offering any excursions in which wildlife is held captive, except for properly regulated activities in compliance with local, national, and international law;
- Not being involved with companies that harvest, consume, display, sell, or trade wildlife species unless it is part of a regulated activity that ensures that their utilization is sustainable and in compliance with local, national, and international law;
- Having skilled and/or certified guides to guide our guests in sensitive cultural sites, heritage sites, or ecologically sensitive destinations;
- Promoting and advise our guests on excursions and activities which directly involve and support local communities by purchasing services or goods, traditional crafts and local (food) production methods, or visiting social projects;
- Promoting and advising our guests on excursions and activities which support local environment and biodiversity such as visiting protected areas or environmental protection projects;

8. Tour leaders, Local representatives and Guides

- Ensuring that all employees have a written employment contract, including labor conditions and a job description, and fully understand the terms and conditions;
- Preferring to work with local tour leaders, local representatives, local tour guides, porters, drivers, cooks, and other local staff in case of equal ability, and provide training as required;
- Ensuring that our local partners comply with all applicable international, national, and local laws and regulations, industry minimum standards, and any other relevant statutory requirements whichever requirements are more stringent;
- Paying tour leaders, local representatives, guides, porters and other local staff contracted by us at least a living wage that is equal to or above the legal minimum or relevant industry standard;
- Ensuring that our tour guides, hosts, and other employees under contract are qualified and trained regularly;
- Ensuring that our local employees are informed on relevant aspects of our sustainability policy and comply with it, by newsletters, references or supplements to contracts, emails, or training and information sessions;



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- Offering a special sustainable travel module in the trainings program for local tour guides and hosts, in which the main responsible tourism aspects are brought to attention followed by the role expected from the employees. This module will also include knowledge regarding the destination and its relevant sustainability aspects;
- Having our tour leaders, local representatives and guides inform clients on relevant sustainability matters in the destination (e.g. protection of flora, fauna, and cultural heritage, resource use), social norms and values (e.g. tips, dressing code and photography) and human rights (e.g. sexual exploitation);
- Training our employed tour leaders and local representatives on the avoidance of sexual exploitation of children. This will include training on how to check the requirements concerning exclusion of child abuse;

9. Destination

- Consider sustainability aspects in the selection process of new destinations and possibly offer alternative, non-mainstream destinations;
- Not selecting destinations in which tourism leads to structural negative local effects, (unless the company's involvement results in clear counter balancing effects);
- Consider selection of new destinations, which are reachable through more sustainable means of transport;
- Comply with legally based spatial planning, protected areas and heritage regulations. Also with destination management strategies of local, regional and national authorities;
- Support initiatives that improve the relationships between accommodations and local producers;
- Influence and support local government (when possible, together with other travel companies and stakeholders) concerning sustainability, destination planning and management, use of natural resources and socio-cultural issues;
- Support biodiversity conservation, including protected areas and areas of high biodiversity, through financial contribution, political support, and integration in product offers;
- Not promote souvenirs which contain threatened flora and fauna species as indicated in the CITES treaty and the IUCN 'Red List'; or historic and archaeological artefacts (except as permitted by law);



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10. Customer Communication and Protection

- Make available a company guideline for client consultation, which is followed by client advisors;
- Ensure that customer privacy is not compromised;
- Comply with relevant standards and voluntary codes of conduct in marketing and advertising messages, and not promise more than is delivered;
- Make product and price information clear, complete and accurate, with regard to the company and its products and services, including sustainability claims;
- Promote (Certified) sustainable accommodations, excursions, packages and/or transport options, with logos or other messages; ensuring they are recognizable to consumer and presented as the “better” option;
- Inform the customer about sustainable alternatives concerning accommodations, excursions, package holidays and transport options, if available;
- Clearly inform (potential) direct customers, about sustainability commitments and actions;

After booking and during holidays,

We commit to this by:

- Provide Information to consumers about the natural surroundings, local culture and cultural heritage in the holiday destination;
- Inform consumers about key sustainability aspects and issues in the destination and receive recommendations on how to make a positive contribution;
- Inform customers about risks and precautions related to health and safety matters in the destination;
- Keep a contact person and a telephone number permanently available for emergency situations;
- Train personnel and keep guidelines available, on how to deal with emergency situations;
- Provide clients with documented guidelines and/or codes of conduct for sensitive excursions and activities, to minimize negative visitor impact and maximize enjoyment. When possible, guidelines are developed in collaboration with relevant NGO's and the affected community;
- Provide customers with information about commercial, sexual or any other form of exploitation and harassment, particularly of children and adolescents;
- Inform clients about applicable legislation concerning the purchasing, sales, import and export of historic or religious artifacts and articles containing materials of threatened flora and/or fauna in the destination;
- Motivate clients to use local restaurants and shops (where appropriate);
- Inform clients on sustainable transport options in destinations, when feasible;
- Encourage clients to donate to local charity and sustainable initiatives;

After holidays,

We commit to this by:

- Measure systematically client satisfaction and take into account the results, for service and product improvements;
- Include sustainability as an integral part of the research into client satisfaction;
- Have clear procedures in case of complaints from clients;



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SEA Tours's Animal Welfare Policies

SEA Tours promotes the welfare of animals' compliance with local, national and international law.

Offering Wildlife encounters that directly benefit those species.

- If wildlife excursion is included in our tours, we only offer clients to observe or interact with wildlife either in National parks or the areas that are protected from poaching or hunting, or at dedicated conservation centres that aim to protect animals to release back into the wild.

Working with suppliers that match our animal welfare standards.

- SEA Tours is carefully selective of local associates and approaches to those who share our commitment to promotion of animal welfare. Working in line with Travelife animal welfare guidelines, we are committed to assessing and monitoring animal welfare throughout our supply chain.
- Wildlife species are not harvested, consumed, displayed, sold, or traded, except as part of a regulated activity that ensures that their utilization is sustainable and in compliance with local, national and international law.

Working with suppliers to improve living standards for animals.

- An extremely important part of animal welfare is working with animal owners and care-takers throughout the destinations we travel, to encourage better standards of welfare. We recognize that our animal welfare policy can have a huge impact on animals. We therefore remain committed to providing our suppliers with animal guidelines for animal welfare and discussing ways to make sure they follow the guidelines.

Guidelines for visiting pristine areas and interacting with wildlife

Travel to national parks and wildlife area can bring positive economic impact as entrance fees contribute to the maintenance and conservation of local flora and animal species while visitors benefit from the educational aspects of the area and increase awareness of the need and place for conservation. SEA Tours's local tour guides and drivers are expected to adhere and provide necessary information to the clients:

- Stick to roads and established paths, keep to speed limit and do not drive tuck off road expect in the case of emergency.
- Ensure to dispose waste in appropriate bins if available.
- Remind clients to refrain from smoking or otherwise provide one-off cigarette butt bins and throw at designated area.
- Do not touch or bring trees, plants and corals.
- Do not shout or make excessive noises to wild animals.



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Unacceptable Practices involving animals in captive attractions:

- Animals on display in restaurants and entertainment venues involving bad practice
- Animal breeding or commercial trade in sanctuaries and orphanages
- Animals used as photographic props involving bad practice
- Animal performances based on non-natural behaviors and shows where training methods compromise welfare
- Canned hunting
- Elephant polo
- Ostrich riding
- Unlicensed zoos
- Surgery or physical modification of the skin, tissues, teeth or bones of an animal, other than for the purposes of genuine medical treatment
- Euthanasia practices which do not comply with best practice guidance.

Unacceptable Practices Involving animals in cultural events and activities

- Animals used for begging (e.g. dancing bears, snake charming, primates).
- Bear baiting.
- Bear bile farms.
- Bear pits.
- Bullfighting and bull running.
- Cockfighting.
- Reptile farms involving bad practice.
- Crocodile wrestling.
- Tiger farms.
- Surgery or physical modification of the skin, tissues, teeth or bones of an animal, other than for the purposes of genuine medical treatment.

Unacceptable practices involving free-roaming wild animals

- Unregulated animal and plant collection from the wild.
- Direct contact with and feeding of free roaming animals.
- Human initiated physical interaction with wild whales and dolphins.
- Trade and sale of endangered wildlife products.
- Trophy hunting.



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