



schauinsland
reisen

Code of Conduct

HOLIDAYS IN THE BEST HANDS

We at the schauinsland-reisen group believe that trust, sympathy and reliability are the basis of our success. Connected As a family business, we stand harmonious cooperation, sustainable action and innovative travel experiences.

This Code of Conduct defines our ethical, legal and social standards. It is not only a guideline for our daily actions, but also a promise to live our mission statement – tradition-conscious and innovative, passionate and customer-orientated, reliable and down-to-earth, sustainable and committed.

We expect all our business partners and stakeholders to respect the standards of this Code of Conduct and our employees to actively promote them.

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01 Our interaction with each other

RESPECT, OPENNESS AND A STRONG SENSE OF COMMUNITY ARE THE FOUNDATION OF OUR COOPERATION.



Respect and fairness

We treat everyone equally, regardless of origin, gender, religion, sexual orientation, age or disability. We do not tolerate discrimination, bullying or harassment in any form.

Team spirit

We promote an atmosphere of trust in which everyone can contribute their ideas. Transparency, open feedback and flexibility are essential for our collaboration.

Opportunities for all

As a group of companies that has its roots in a family-run business, we value equal rights and equal opportunities.

02 Customer focus and data protection

OUR AIM IS TO GIVE EVERY GUEST THE BEST HOLIDAY POSSIBLE WHILE PROTECTING THE DATA OF ALL OUR STAKEHOLDERS.



Excellent support

We support our customers with passion and reliability. Your satisfaction and safety are our top priority.

Data protection

We protect the personal data of our customers with the same care as the data of our employees and business partners. We collect, store and process personal data exclusively in accordance with the General Data Protection Regulation (GDPR) and other relevant

regulations. Technological security measures protection against unauthorised access, misuse or loss.

03 Fair competition and business practices

INTEGRITY IS THE FOUNDATION OF OUR BUSINESS RELATIONSHIPS.

Competition law

We always act in accordance with the principles of free and fair competition. Agreements that violate antitrust law or measures that distort competition are strictly prohibited.

Honesty towards partners

Our contracts and business practices are transparent and based on mutual respect and reliability.



04 Anti-corruption and -bribery

WE FIRMLY REJECT ANY FORM OF CORRUPTION.



Prohibition of bribery

Employees and business partners are prohibited from accepting or offering gifts, payments or benefits that could give the appearance of exerting influence.

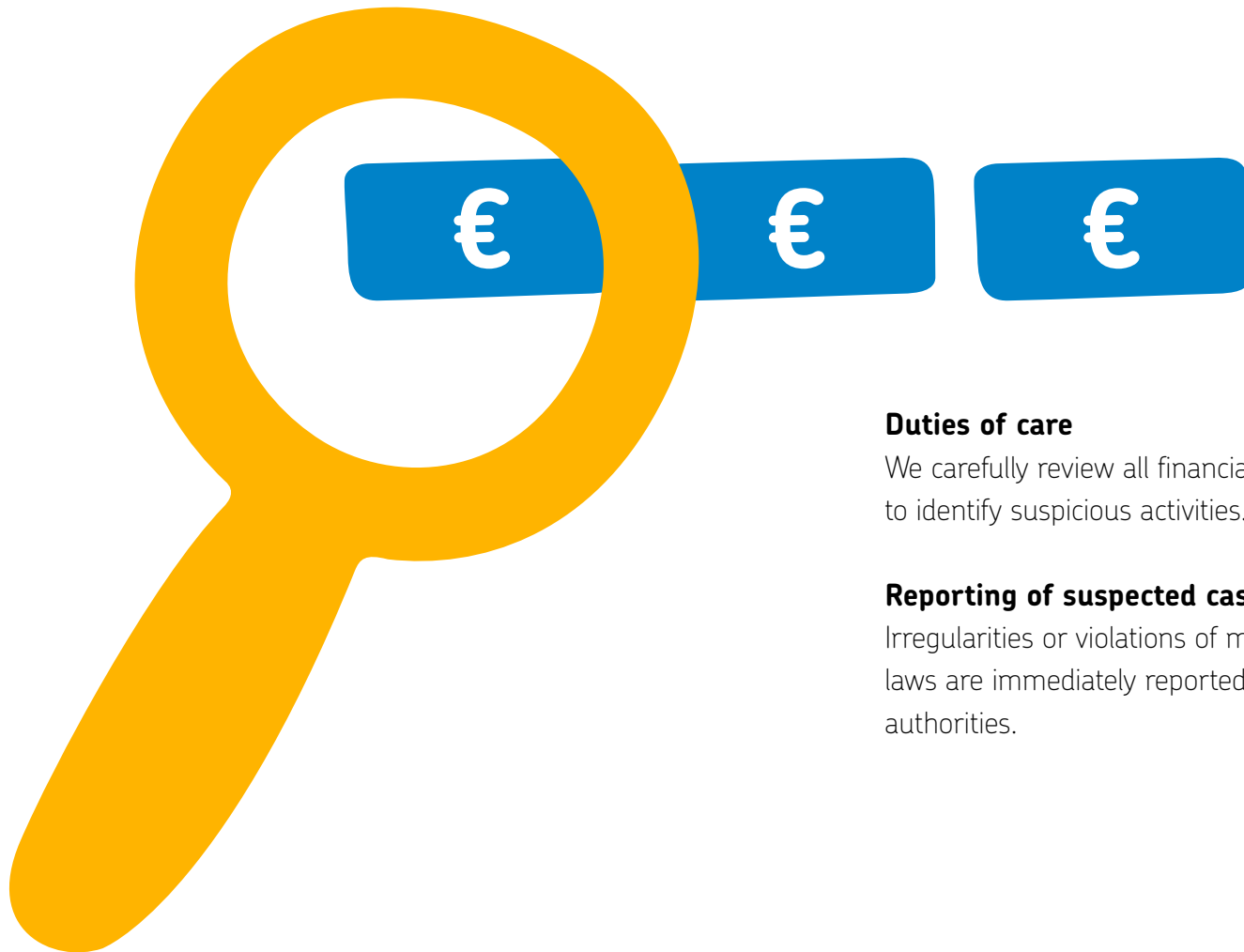
Clarity and transparency

Gifts or invitations must be within the scope of legal and internal company requirements. Borderline cases must be reported immediately.



05 Prevention of money laundering

WE ARE COMMITTED TO COMPLIANCE WITH ALL LEGAL REGULATIONS ON THE PREVENTION OF MONEY LAUNDERING.



Duties of care

We carefully review all financial transactions to identify suspicious activities.

Reporting of suspected cases

Irregularities or violations of money laundering laws are immediately reported to the responsible authorities.

06 Compliance with trade restrictions

AS AN INTERNATIONALLY ACTIVE GROUP OF COMPANIES, WE RESPECT THE APPLICABLE REGULATIONS ON TRADE RESTRICTIONS.



Trade sanctions

We check whether sanctions or trade bans apply to our business partners, products or services and ensure that these are complied with.

Responsible trade

Our aim to ensure transparency and legally compliant practices in all business transactions.

07 Protection of trade secrets

CONFIDENTIAL INFORMATION, BOTH INTERNALLY AND EXTERNALLY, IS A VALUABLE ASSETS AND REQUIRE SPECIAL PROTECTION.



Trade secrets

Internal company information may neither be passed on without authorisation nor used for personal gain.

Safety standards

We set the highest standards to ensure confidentiality and security and to prevent misuse.



08 Sustainability and Responsibility for the environment

SUSTAINABILITY IS A CORE VALUE OF OUR GROUP OF COMPANIES AND GUIDES OUR ACTIONS.

Conservation of resources

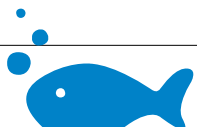
We committed to using energy, water and other resources efficiently.

Sustainable tourism

We promote more environmentally friendly travel offers, work with local, national and international partners and respect the cultures and ecosystems of the regions in which we operate.

Social responsibility

We support local communities and are committed to fair working conditions along our entire supply chain.



09 Dealing with conflicts of interest

WE EXPECT FROM OUR EMPLOYEES TO ALWAYS MAKE DECISIONS IN THE BEST INTERESTS OF THE COMPANY.

Disclosure

Potential conflicts of interest, for example through private business relationships with partners or customers, must be reported and handled transparently.

Independence

Personal interests must never be placed above the good of the company.



10 Whistleblower system

WE ENCOURAGE ALL EMPLOYEES
AND BUSINESS PARTNERS TO REPORT
POTENTIAL MISCONDUCT.



Confidentiality and protection

Reports can be submitted anonymously.
Whistleblowers are protected from any disadvantages.



Processing of notices

All reports are checked carefully and discreetly,
to remedy shortcomings and maintain our standards.



Signalling channel

The central e-mail address compliance@schauinsland-reisen.de
is available for reports, information and questions relating to
this Code of Conduct.



Commitment and responsibility

Our Code of Conduct is more than just a guideline - it is a shared promise that applies to all companies under the umbrella of schauinsland-reisen.

Only together can we live our values and strengthen the trust that makes our brand so special.

We would like to thank all employees, managers and partner companies for their daily commitment to implementing our principles.



Gerald and Steffen Kassner
For the schauinsland travel group





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