



Social Responsibility, Labour Standards & Client Communication Policy Version 2025–2026

1. Employment & Labour Standards

ACME operates in accordance with applicable labour laws in all countries of operation. Commitments include:

- Written employment agreements
- Fair compensation
- Safe working conditions
- Respect for working hour regulations

2. Non-Discrimination & Human Rights

Equal opportunity principles apply across recruitment, compensation and professional development.

3. Child Protection & Prevention of Exploitation

ACME maintains zero tolerance toward child labour and sexual exploitation. This applies to employees, contractors and suppliers.

4. Health & Safety

Operational risk assessments are conducted for tours and excursions. Safety guidelines are communicated to staff and suppliers.

5. Responsible Client Communication

Clients are informed regarding:

- Respect for local customs and traditions
- Responsible purchasing practices
- Avoidance of prohibited wildlife activities
- Sustainable travel considerations

Marketing materials reflect accurate representation of destinations and experiences.