



## Vendors & Suppliers Code of Conduct

At The Coconut Traveler, we believe that it is not enough to make changes in our organization alone. Therefore, we encourage our partners to incorporate environmental, social, community, and governance goals. The following Supply Chain Code of Conduct is expected of our vendors, suppliers, sub-contractors, and outsourced staffing services ("partners").

### Supply Chain Code of Conduct

#### **Our commitment to helping the world *thrive***

The Coconut Traveler aims to explore the world safely, responsibly, and sustainably. We understand that supply chains supporting the tourism industry must be sustainable and regenerative - balancing the needs of each destination now with the needs of future generations.

We can achieve our purpose only by working closely with our partners. Our Supply Chain Code of Conduct defines our minimum expectations that partners uphold in their commitment to fair and safe labor practices, environmental responsibility, and compliance with applicable laws.

### Expectations of Our Partners

#### **1. Obey the law**

- Know and follow the laws that apply to them and their business in their destination.
- Treat legal requirements as a minimum standard.

#### **2. Conduct business with integrity**

- Compete fairly and ethically for The Coconut Traveler's business.
- Never offer or accept improper incentives connected with the business.
- Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be inappropriate.

### 3. Honor business obligations

- Share our commitment to conducting business honestly and transparently.
- Honor business obligations and manage proactively, timely, and open way.
- Maintain accurate and honest records, which helps us make responsible business decisions and disclose truthful and timely information to our stakeholders.

### 4. Treat people with dignity and respect

- Provide safe and healthy working conditions at all of their operations.
- Never use or tolerate human trafficking, forced labor, or child labor as defined by the International Labor Organization (ILO).
- Foster an inclusive work environment that is free of harassment and discrimination.
- Meet or exceed all legal requirements for compensation and working conditions.

### 5. Be a responsible global citizen

- Maintain strict standards to promote tourism with regenerative goals as a priority.
- Strive to reduce environmental impact by minimizing greenhouse gas emissions and waste and using resources efficiently.
- Protect water resources by minimizing the use of water in their operations, avoiding contamination from their operations, and reducing the impact on the water resources of the surrounding communities.
- Respect the free, prior, and informed consent concerning indigenous communities' resources and tenure rights.
- Work with The Coconut Traveler to implement sustainable processes and correct problems to drive continuous improvement and societal value.

### Vetted Partners

The Coconut Traveler commits to responsible tourism's "shared value" aspect. This means that we strive to create flows of capital that remain local for the benefit of the community. Additionally, we prioritize mission-aligned and underrepresented organizations.

The Coconut Traveler vets all vendors and prioritized those who buy local and donate to local non-profits, thereby keeping tourism dollars in the community. Below is a complete list of preferences

- Local (Hawaiian), privately owned company
- Woman owned
- Minority owned
- Veteran owned
- Small Business (under 5 employees)
- Certified B Corporation
- Member of Sustainable Tourism Association of Hawaii (STAH)
- Donates portion of proceeds to local non-profit organizations

### Our goal of trusted partnership

Our goal is to build trust-based relationships with ethical partners who align with these principles. We expect our partners to cooperate with our reasonable requests for information, certifications, and audit access. When there is a concern, we may be able to help identify possible improvements. We believe we can achieve mutual success while helping communities and the Hawaiian Islands thrive by working closely.

If you see or suspect any conduct or business practices that you think could violate our Supplier Code, please contact The Coconut Traveler directly.



## Vendors & Suppliers Code of Conduct

By signing below, the undersigned acknowledges receipt of The Coconut Traveler's Vendors and Suppliers Code of Conduct and agrees to comply with its provisions. The undersigned affirms a commitment to ethical practices, environmental responsibility, and social equity as outlined in this Code. Additionally, the undersigned agrees to cooperate with The Coconut Traveler in maintaining transparency and continuous improvement in the supply chain. Should any significant changes occur within the undersigned's operations that could impact adherence to this Code, The Coconut Traveler will be promptly notified.

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Authorized Representative Name

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Title

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Company Name

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Authorized Representative Signature

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Date

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The Coconut Traveler Signature

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Date