

Mapping of CR Topic

Kuoni Travel (India) Private Limited ('Kuoni India') strives to act as a good corporate citizen which takes into full account the current and future economic, social and environmental impacts of our business.

By undertaking various programs in association with Non-governmental organizations (NGOs) for energy conservation, creating sustainable development opportunities for rural Indian artisans and craftsmen of India, education for under privileged children, paper recycling amongst others, Kuoni India commits itself to respect the rights of human beings and to proactively foster an environment of awareness on societal concerns.

Our Priorities

HUMAN RIGHTS

The Kuoni Group is committed to respect human rights and seeks to avoid responsibility for and complicity in human rights abuses. Kuoni has outlined this as follows in the Kuoni Code of Conduct: "We aim to respect and proactively foster internationally-recognised human rights within our sphere of influence, especially the rights of the most vulnerable of our society. We seek to avoid complicity in human rights abuses and to further develop appropriate response mechanisms."

Kuoni's CR Day 2013 under the slogan "Respect Human Rights" focused on awareness-raising on Human Rights, its impact on tourism and what we as Kuoni and individuals can do to combat human rights abuses. This was done through various activities, competitions and feature stories on the K-Net, Kuoni's internal communication portal. Tools for participating in a global charity miles contest to earn money for a charity just by walking, running or biking and tips on how to engage in volunteering projects were also made available.

LABOUR RIGHTS

Kuoni is committed to ensuring fair working conditions not only for our employees worldwide but also in our supply chain.

CHILD RIGHTS

Kuoni is committed to protect and empower children affected through our business activities. We try to maximise positive and minimise negative impacts on them.

Kuoni is committed to respecting and promoting the rights of the child, including protection from sexual exploitation of children and adolescents in tourism, protection from child labour and trafficking. We are aware that our business can directly or indirectly have impacts on children, which we try to maximise if they are positive and minimise if they are negative. Kuoni group has actively participated in the consultation on the Children's Rights and Business Tools developed by UNICEF giving practical advice on how companies can integrate Children's Rights into their business.

DECENT WORK AS BASIS OF OUR RELATIONSHIPS WITH SUPPLIERS

We are committed to ensuring fair working conditions not only for our employees worldwide but also in our supply chain. Human and labour rights standards are integral part of our contractual provisions with suppliers. The Supplier Code of Conduct commits our suppliers to respecting local employment law and international human rights, to not tolerating any discrimination on the basis of sex or religion, to offering a safe and hygienic workplace and to paying at least the minimum wage for the work done. The application of Kuoni's sustainability criteria is assessed and verified. We also strive to help our partners meet these requirements in the long term, and to ensure due and appropriate acknowledgement of their achievements in this regard. You can find more information on the Supplier Code of Conduct [here](#)

THE CODE

With acts of child sex tourism occurring in hotels, Kuoni sees itself as duty-bound to take action against this problem. During the last seven years Kuoni has taken a leading role by engaging with local non-governmental organisations and business partners in building awareness regarding the vulnerability of children to sexual exploitation due to tourism. Kuoni has been an active member of the Child Protection Code since 2006 and is represented on its board. We are therefore committed to adhere to the six criteria of The Code.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Kuoni acknowledges that fostering sustainability in the supply chain is one of the most effective ways for Kuoni to promote the values underpinning its Corporate Responsibility strategy in the long term. We place great emphasis on each link in the chain by involving a wide range of stakeholders, including our internal procurement & production departments, external certification schemes for sustainable tourism, hotel and other industry partners, NGOs and international organisations.

In 2014, a dedicated e-learning programme will be developed and rolled out to train our procurement department to prioritise sustainability, monitor key suppliers with reference to our Supplier Code of Conduct, and support certification schemes for hotels in our catalogues. Kuoni continually engages in building the capacity of our most important suppliers in key destinations on a variety of topics, including human rights and labour conditions, child protection and environmental management.

MONITORING SUPPLIERS

Kuoni has laid down the minimal ethical standards it expects from its suppliers in the company's Supplier Code of Conduct and continuously monitors the sustainability performance of its core hotel partners. To this end, Kuoni closely collaborates with the sustainability certification scheme Travelife which conducts regular third-party on-site audits, checking various criteria of social and environmental hotel management.

Kuoni has defined its minimal requirements towards its suppliers in the Kuoni Supplier Code of Conduct, a policy document which requires our suppliers to adhere to human and labour rights, compliance with local law and environmental standards, non-discrimination, anti-corruption, work place safety and hygiene and child protection.

Kuoni suppliers agree to report on their compliance and progress and allow their properties to be inspected by Kuoni upon request. In case of a breach of the terms and conditions of the Supplier Code of Conduct Kuoni is entitled to terminate any contract and cooperation with the supplier with immediate effect and reserves the right to take any further legal action at its discretion. In 2013 Kuoni has revised its sustainable supply chain strategy which aims at increasing the sustainability level of all suppliers and increasing the number of hotel partners with sustainability certifications.

CAPACITY BUILDING

In a further step to enhance the sustainability of the Kuoni value chain, the company actively supports its suppliers through various capacity building measures such as workshops and individual coaching. These workshops bring together various stakeholders at the destinations, fostering collaboration and building awareness and expertise among hoteliers to make their contribution towards sustainable tourism.

An important means thereby are workshops conducted with and individual coaching provided to hoteliers in the destinations. Kuoni brings together local experts and practitioners in the fields of social and

environmental hotel management and thus contributes to hoteliers' increased awareness of sustainability aspects as well as providing them with concrete measures that will enhance the sustainability of their business and activities. Hotel partners also learn about other benefits of sustainability management for their business, such as cost reduction, improved service quality and employee satisfaction. They are given a platform to exchange experiences among each other at a local and international level.

Definition of Core CR Areas

Kuoni India does not attribute more importance to one human right over another. However, we strive to prioritise our implementation efforts according to the severity of adverse impacts on affected rights holders and opportunities to advance human rights aligned with our degree of control and influence.

PROJECTS AND INITIATIVES FOR EACH CR AREA

Human Rights

The Code:

Kuoni India will be joining The Code. The Code is an internationally recognised organisation that provides awareness, support and tools to protect the community you work in from child sexual exploitation. The Code has had the pleasure to have worked with Kuoni group for many years now. By joining The Code, Kuoni India will be now known as a responsible tourism company.

CR initiative: Paint a wonderful world at Kuoni India

Kuoni India Employees paint a wonderful world with Art for Akanksha. Talented children from Art for Akanksha, an NGO that empowers children from low income communities to discover their art potential expressed themselves through Art on a wall at Kuoni Head office. A beautiful canvas themed "Our Dream World" brought to life the ideas and dreams of a sustainable environment. The art activity focused on the global CR theme for 2014, Kuoni values sustainability- Respecting People.

Volunteering Programme

Collaboration with NGO Happy Hands Foundation, an NGO committed towards the revival of traditional/folk art and craft, empowering rural artisans and building potential in women and young people to lead community development activities and craft entrepreneurship. Employees will volunteer their time and efforts to help the artisans.

ENVIRONMENT

Conducting Tree Plantation Drives with NGO's committed to environmental causes.

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Slogan Competition:

We will invite employees to pen down a slogan on the topic: Passion- We care for our Climate.

Building awareness through Travelife

To help contribute to sustainable tourism development, Kuoni India will strongly recommend hotel partners to join the international certification system for Sustainable tourism with Travelife.

This Policy shall apply to all CSR projects/programmes/activities undertaken by the Company in India as per Schedule VII of the Companies Act 2013 ('the Act').

Committee

Pursuant to the provisions of Section 135 of the Act, the Board of Directors shall constitute the Corporate Social Responsibility (CSR) Committee. The Members of CSR shall be appointed by the Board of Directors of the Company which must consist of atleast two or more Directors. The CSR Committee shall monitor the implementation of the CSR Policy through periodic reviews of the CSR activities.

Reporting

On approval of the CSR policy or any amendments thereof, the contents of the policy shall be included in the Boards' report and the same shall be displayed on the web site of the company.

At the end of each financial year, the CSR committee shall prepare a report of the CSR program in the below form relating to the financial year and submit to the board for its inclusion in the Board's report.

S.no	CSR Project or Activity Identified	Sector which the project is covered	Project or Programs 1) Local Areas, 2) Specify the state and district where projects or programs was undertaken	Budget (Project or Program)	Amount spent on Project or Program	Cumulative Expenditure	Amount Spent Direct or through Agency	Target Date & Status
					a)Direct Expenditure			
					b)Overheads			

Review of Projects and initiatives: In process