



Modern Slavery & Human Trafficking Statement

Introduction

Expedition Kilimanjaro is committed to conducting business ethically and with integrity. We have zero tolerance for modern slavery and human trafficking in our operations or supply chains. This statement sets out the steps we have taken to ensure these practices are not occurring within our business in accordance with applicable modern slavery legislation.

Our Business

Expedition Kilimanjaro is a tour operating organization based and registered in Tanzania, specializing in mountain trekking expeditions, safari experiences, and adventure tourism. We employ local guides, porters, cooks, and support staff, and work with various suppliers including accommodation providers, transport operators, equipment suppliers, and food vendors across Tanzania.

Our Supply Chain

Our supply chain includes:

- Local employment of guides, porters, and support staff
- Accommodation and lodge providers
- Ground transportation services
- Equipment and supply vendors
- Food and catering suppliers
- Partner tour operators and travel agencies

Given the tourism sector's known risks regarding labor practices, particularly concerning porters and local workers, we recognize our responsibility to maintain high ethical standards throughout our operations and supply chain.

Risk Assessment

We have identified potential modern slavery risks in our sector, including:

- Use of informal labor arrangements for porters and support staff
- Subcontracting practices by partner operators
- Recruitment agencies and employment practices
- Vulnerable workers in remote mountain areas

Our Commitment and Actions

To prevent modern slavery and human trafficking, we conduct:

- **Fair Employment Practices:** Ensure all employees and contractors receive fair wages above minimum standards, with transparent employment contracts and safe working conditions. We have introduced the porters' log books in which their worked hours, contractors, resting times and payments and tips are logged for full transparency.
- **Supplier Due Diligence:** Conduct assessment of key suppliers and partners to verify their labor practices and compliance with ethical standards
- **Direct Relationships:** Prioritize direct employment and engagement with local staff rather than through third-party labor brokers where possible
- **Porter Welfare:** Implement strict welfare standards for porters including fair wages, appropriate equipment, weight limits, and medical support in accordance with International Mountain Explorers Connection (IMEC) guidelines
- **Training:** Provide regular training to management and staff on identifying and preventing modern slavery
- **Whistleblowing:** Maintain confidential reporting channels for staff and workers to raise concerns without fear of retaliation
- **Regular Monitoring:** Conduct periodic reviews of our employment practices and supplier relationships

Measuring Effectiveness

We measure the effectiveness of our approach through:

- Annual review of this statement and our policies
- Regular audits of employment practices and payroll records
- Feedback mechanisms from staff and porters
- Supplier assessments and periodic reviews
- Investigation and resolution of any concerns raised

Ongoing Commitment

We are committed to continuously improving our practices and will update this statement annually. We expect all our business partners and suppliers to share our commitment to ethical labor practices and will not knowingly engage with any party involved in modern slavery or human trafficking.

Ramon Stoppelenburg
Tour operator
Expedition Kilimanjaro
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