

Sustainability policy of Fun Trip Montenegro



Purpose

The company is committed to operating responsibly and minimising negative environmental and social impacts. The purpose of this policy is to guide the company's activities by integrating sustainability principles into daily operations and decision-making.

Scope

This policy applies to Fun Trip Montenegro and all its operations, including employees, suppliers, and partners involved in delivering services. This policy does not apply to independent third parties that are not contracted or controlled by the company.

Blažo Martinović is responsible for implementing the company's sustainability policy.

Sustainability management & legal compliance

Fun Trip Montenegro leadership is fully committed to the company's sustainability performance and endorses the company's sustainability mission statement and policy.

We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate performance. We are committed to communicating our sustainability performance publicly, through the Travelife report, every two years.

Fun Trip Montenegro commits to the continuous improvement of its sustainability practices, including the ongoing monitoring and evaluation of its sustainability policy, with appropriate responsibilities and resources allocated to achieve its sustainability objectives.

Fun Trip Montenegro complies with all applicable local, regional, and national regulations related to human resources, human rights, children's rights, land rights, environmental protection, wildlife, and land use. The company operates in accordance with a strict Code of Ethics, including a zero-tolerance approach to corruption, bribery, forced labour, and discrimination. Measures are proportionate to the size of the company.

We recognise that our employees are a key asset in delivering high-quality and meaningful travel experiences. Therefore, Fun Trip Montenegro maintains a clear human resource approach to ensure:

- Compliance with all applicable legal requirements
- A safe, healthy, and supportive working environment
- Fair working conditions and appropriate compensation
- Equal opportunities and non-discrimination in all aspects of employment
- Participation of employees in sustainability awareness and practices

Fun Trip Montenegro supports both job-related and career-related professional development opportunities for its staff.

The company is committed to fair and equal treatment of all employees and does not tolerate discrimination based on gender, race, nationality, age, religion, or any other status.

Fun Trip Montenegro promotes a respectful and inclusive workplace culture and applies a zero-tolerance policy towards corruption, bribery, forced labour, human trafficking, and any form of violation of human rights.

The company expects the same standards from its partners and suppliers. Measures are proportionate to the size of the company.

Internal management: environment

Environmental management of office operations

Fun Trip Montenegro is committed to managing its environmental impact as an integral part of its operations and aims to minimise the direct footprint of its activities.

The company follows practical sustainability principles and implements measures that are proportionate to its size.

To support this, Fun Trip Montenegro:

- Complies with all applicable local and national environmental regulations
- Seeks to reduce resource consumption, including energy, water, and materials
- Minimises paper use by prioritising digital communication and printing only when necessary
- Encourages energy-saving practices such as switching off equipment when not in use
- Promotes responsible water usage in daily operations
- Applies basic waste reduction practices, including reducing, reusing, and recycling where possible
- Prefers locally sourced products and services with lower environmental impact when available
- Minimises pollution, including noise and unnecessary environmental disturbance

The company recognises that monitoring systems are currently informal and is committed to improving environmental performance over time through continuous evaluation and practical measures.

Carbon management of office operations

Fun Trip Montenegro is committed to reducing its carbon footprint and minimising emissions related to its operations.

Due to the size of the company, carbon management is currently approached through practical and achievable measures.

To support this, Fun Trip Montenegro:

- Minimises unnecessary travel and prioritises efficient planning of activities
- Encourages the use of digital communication to reduce the need for travel
- Promotes environmentally responsible transport options where feasible
- Encourages energy-saving practices in daily operations
- Uses equipment efficiently and switches off devices when not in use

The company recognises that formal carbon measurement and offsetting systems are not currently in place and aims to develop these practices over time.

Fun Trip Montenegro operates in an **urban area** and complies with all applicable local land use regulations.

The company respects local cultural and natural resources in its business activities and seeks to minimise any negative impact on the surrounding environment.

Due to the nature and size of the business, operations are conducted within existing infrastructure, and no significant land use impact is generated.

General suppliers policy

Fun Trip Montenegro is committed to working with suppliers in a responsible manner and aims to minimise negative impacts on society, culture, and the environment.

The company prefers to collaborate with partners that demonstrate responsible and sustainable practices and share a commitment to sustainability.

Where possible, Fun Trip Montenegro:

- Prioritises locally owned and managed suppliers
- Supports businesses that contribute to the local economy and community
- Prefers partners that provide fair working conditions and respect human rights
- Selects suppliers that operate in an environmentally responsible manner

Fun Trip Montenegro encourages its suppliers to adopt sustainable practices and continuously improve their performance.

The company expects its suppliers to:

- Comply with all applicable laws and regulations
- Respect human rights, including labour and children's rights
- Provide fair and safe working conditions
- Avoid corruption, bribery, and discrimination
- Protect the environment and natural resources

Fun Trip Montenegro maintains open communication with its suppliers and encourages cooperation and feedback, particularly regarding sustainability practices.

Due to the size of the company, supplier evaluation is currently informal but is being strengthened over time.

Inbound partner agencies

Fun Trip Montenegro collaborates with partner agencies that are expected to operate in line with responsible and ethical business practices.

In the development and delivery of travel services, the company encourages its partner agencies to act in the best interests of local communities, the environment, and customers.

Fun Trip Montenegro promotes sustainability awareness among its partners and encourages the adoption of responsible practices throughout the supply chain.

Due to the size of the company, cooperation with partner agencies is based on direct communication and mutual understanding, with expectations being communicated informally. The company aims to formalise these requirements over time.

Transport

Fun Trip Montenegro collaborates with local transport providers that are expected to operate in a responsible and safe manner.

When selecting transport services for customers, the company considers environmental aspects alongside operational factors such as distance, route, group size, and comfort.

Where possible, Fun Trip Montenegro:

- Encourages efficient route planning to reduce unnecessary travel
- Uses appropriately sized vehicles according to group size
- Prefers local transport providers to support the local economy
- Promotes responsible behaviour during transport services

The company recognises that formal systems for measuring and offsetting transport-related emissions are not currently in place and aims to develop these practices over time.

Measures are proportionate to the size of the company.

Accommodations

Fun Trip Montenegro collaborates with accommodation providers that are expected to operate in a responsible and ethical manner.

In the accommodation selection process, the company considers basic sustainability aspects, including environmental practices, respect for local culture, and overall quality of services.

Where possible, Fun Trip Montenegro:

- Prefers locally owned and managed accommodations
- Supports accommodations that contribute to the local economy
- Considers properties that respect local architecture, culture, and traditions
- Avoids cooperation with accommodations involved in harmful or unethical practices

Due to the size of the company, accommodation assessment is currently informal but based on direct experience and communication with partners.

The company aims to strengthen accommodation evaluation criteria over time.

Activities & Excursions

Fun Trip Montenegro collaborates with excursion and activity providers that are expected to operate in a responsible and ethical manner.

All excursions and activities organised by or on behalf of the company are designed to respect local customs, traditions, cultural integrity, and natural resources.

Fun Trip Montenegro is committed to not offering any activities that harm people, animals, the environment, or

natural resources.

Where possible, the company:

- Prefers excursions that benefit local communities
- Promotes respect for animal welfare and responsible wildlife interactions
- Supports activities that minimise environmental impact
- Encourages respectful behaviour from customers during excursions

Guidance on responsible behaviour is communicated to customers and, where applicable, to local partners and guides.

Due to the size of the company, procedures are currently informal but are based on direct communication and experience, with the aim of being further developed over time. Measures are proportionate to the size of the company.

Tour leaders, local representatives, and guides

Fun Trip Montenegro works with local guides, drivers, and representatives and aims to collaborate with individuals who are experienced, reliable, and operate in a responsible manner.

The company supports fair working conditions and expects that all staff and partners are treated with respect and in accordance with applicable labour regulations.

Fun Trip Montenegro recognises that guides play an important role in communicating appropriate behaviour to customers and representing the destination.

Where possible, the company:

- Works with local guides and service providers
- Encourages responsible behaviour towards the environment and local communities
- Promotes awareness of sustainability topics through direct communication

Due to the size of the company, training is conducted informally through communication and practical experience, with the aim of further developing structured approaches over time.

Destinations – Sustainable destinations

Fun Trip Montenegro aims to operate in destinations in a responsible manner, taking into account environmental, social, and cultural aspects.

Where possible, the company:

- Supports destinations that demonstrate sustainable practices
- Promotes visits to less crowded or lesser-known areas to reduce pressure on popular locations
- Encourages respect for local communities, culture, and natural environments

Fun Trip Montenegro does not support activities or destinations that involve clear violations of human rights or unethical practices.

Due to the nature and size of the company, destination selection is based on local knowledge and practical considerations, with sustainability aspects increasingly taken into account.

Contribution to local communities / local economic network

Fun Trip Montenegro is committed to contributing positively to the local communities and destinations in which it operates.

To support this, the company:

- Prioritises working with local suppliers, guides, and service providers
- Promotes local culture, traditions, and authentic experiences
- Encourages customers to respect local communities and to purchase local products responsibly
- Avoids promoting illegal or unethical products and activities
- Respects human rights, including children's rights, labour rights, and gender equality

Where possible, Fun Trip Montenegro supports cooperation with local stakeholders and contributes to the sustainable development of tourism in the destination.

Due to the size of the company, contributions are currently informal but based on direct engagement with local partners and communities.

Environmental stewardship in destinations

Fun Trip Montenegro is committed to protecting the natural environment in the destinations in which it operates.

To support this, the company:

- Encourages responsible use of natural resources and aims to minimise negative environmental impacts
- Promotes respect for natural areas, biodiversity, and local ecosystems
- Educates customers about responsible travel behaviour and environmental awareness
- Encourages customers to minimise waste and respect the natural surroundings

Due to the nature of the business, these practices are implemented through direct communication with customers and partners.

Customer communication and protection – Privacy

Fun Trip Montenegro recognises the importance of protecting customer data and privacy.

The company is committed to ensuring that all personal information is handled responsibly and in accordance with applicable data protection regulations.

To support this, Fun Trip Montenegro:

- Ensures compliance with relevant legal requirements regarding data protection
- Protects customer information from misuse or unauthorised access
- Communicates clearly to customers how their personal data is collected and used

A privacy policy is available and can be provided to customers upon request or accessed via the company's website.

Marketing and communication

Fun Trip Montenegro is committed to providing accurate and transparent information in all communications.

The company ensures that all products and services are presented truthfully and reflect the actual experiences offered.

Fun Trip Montenegro aims to:

- Communicate honestly and avoid misleading or exaggerated claims
- Ensure that sustainability-related statements are clear and based on actual practices
- Respect cultural, religious, and social sensitivities in all marketing materials
- Promote inclusive and responsible communication

The company is committed to continuous improvement in its communication practices and aims to ensure that all messaging reflects its values and operations.

Measures are proportionate to the size of the company.

Sustainability communication

Fun Trip Montenegro informs customers about the social and environmental aspects of their travel experience and encourages responsible behaviour.

The company communicates sustainability topics through direct contact and guidance before and during services.

Where possible, Fun Trip Montenegro:

- Provides guidance on responsible travel behaviour
- Encourages respect for local communities, culture, and environment
- Promotes activities that support local communities and minimise environmental impact
- Advises customers to avoid illegal or unethical products and souvenirs
- Encourages waste reduction and responsible use of resources

Communication is currently informal and adapted to the nature of services, with the aim of further developing structured communication channels over time.

Measures are proportionate to the size of the company.

Customer experience

Fun Trip Montenegro aims to ensure a positive and safe experience for all customers.

The company considers customer satisfaction, safety, and responsible practices as key priorities in all services provided.

Fun Trip Montenegro:

- Promotes safe and responsible travel experiences
- Works with reliable partners to ensure basic health and safety standards
- Provides guidance to customers on appropriate behaviour during tours and activities
- Respects customer privacy and personal data
- Encourages responsible conduct regarding local culture, environment, and communities

The company maintains open communication with its customers and encourages feedback at any time, including on sustainability-related topics.

Due to the size of the company, procedures are managed directly and informally, with the aim of continuously improving customer experience and service quality.

All staff are responsible for the ownership and implementation of this sustainability policy within their roles.

The implementation of this policy is led by the Sustainability Coordinator, **Blažo Martinović**, who can be contacted at contact@funtripmontenegro.me

Definitions

“**Sustainability**” is defined as “meeting the needs of the present without compromising the ability of future generations to meet their own needs.”

“**Responsible tourism**” is defined as “tourism that minimises negative environmental and social impacts while maximising positive contributions to local communities and destinations.

Effective date

This policy is effective from 25 March 2026.

Revision history

This policy was revised on **25 March 2026**.

This policy will be reviewed by **25 March 2028**.