

## Policy Against Exploitation, Discrimination, and Human Rights Violations

At FitCamp Montenegro, we are committed to creating a safe, inclusive, and equitable environment for our guests, team members, and the wider community. This policy outlines our zero-tolerance stance against any form of commercial, sexual, or other exploitation, discrimination, or deprivation of human rights.

We uphold the principles of fairness, respect, and equality, ensuring that every individual - regardless of gender, ethnicity, religion, disability, or any other characteristic - is treated with dignity and afforded equal opportunities.

### Our Commitments

#### Zero Tolerance for Exploitation and Abuse

- We strictly prohibit all forms of commercial or sexual exploitation, including human trafficking and child labor, within our operations and supply chains.
- FitCamp Montenegro works exclusively with partners, suppliers, and contractors who demonstrate a clear commitment to ethical practices.
- Our programs and guest activities are carefully designed to avoid any harm to vulnerable populations, including children and marginalised groups.

#### Promoting Equal Opportunities

- We ensure equal access to employment, programs, and services at FitCamp Montenegro, providing fair opportunities regardless of gender, ethnicity, religion, age, sexual orientation, disability, or socioeconomic background.
- Recruitment and employment practices are based on merit and ability, ensuring a diverse and inclusive workplace.
- Our estate and programs are designed to be as accessible as the terrain allows and accommodating for people with lighter disabilities.

#### Respecting Cultural Diversity

- Guests and team members are encouraged to celebrate and respect the diversity of Montenegro's culture and traditions, as well as those of other nationalities and backgrounds represented within our community.
- Discriminatory behavior, hate speech, or any form of harassment is not tolerated at FitCamp Montenegro.

#### Education and Awareness

- We conduct regular training for our staff and volunteers to recognise, prevent, and respond to exploitation, harassment, or abuse in any form.
- Guests are provided with resources and information about responsible travel, including guidelines for interacting respectfully with local communities.

## Actions We Take to Uphold This Policy

### Partner and Supplier Code of Conduct

- All partners and suppliers are required to adhere to our ethical code, ensuring their practices align with our zero-tolerance stance on exploitation, abuse, and discrimination.
- We conduct regular reviews and assessments to ensure compliance with these standards.

### Guest Code of Conduct

- Guests are required to adhere to our policies promoting respect and inclusion. Instances of harassment, exploitation, or discrimination will result in immediate action, including removal from the estate if necessary.
- Our activities are designed to foster mutual respect and understanding between guests, staff, and the local community.

### Reporting Mechanisms

- We provide safe and confidential channels for reporting any concerns or incidents of exploitation, discrimination, or abuse. Reports can be made directly to our management team, and all cases are handled with the utmost seriousness and confidentiality.
- FitCamp Montenegro has a clear procedure for investigating and addressing any reported violations, with disciplinary measures implemented when necessary.

## Alignment with International Standards

This policy reflects our adherence to key international frameworks, including:

- The United Nations Universal Declaration of Human Rights (UDHR)
- The United Nations Guiding Principles on Business and Human Rights
- The Global Code of Ethics for Tourism
- The International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

At FitCamp Montenegro, we believe that respect, equity, and inclusion are cornerstones of sustainable and responsible travel. Together, we can create an environment where everyone feels valued, safe, and empowered to thrive. We invite all guests, partners, and staff to uphold these values, ensuring FitCamp Montenegro remains a place of positivity, fairness, and shared humanity.