

Code of Ethics

1. Purpose

JS Travel is committed to conducting all of its activities with honesty, integrity, transparency and respect for people, cultures and the environment.

This Code of Ethics defines the principles that guide our daily work and our relationships with customers, colleagues, suppliers, local communities and public authorities. Every team member is expected to read, understand and comply with this Code.

JS Travel complies with all applicable local, national and international laws and regulations governing tourism, labour, health and safety, environmental protection and business operations.

2. Respect for Human Rights

JS Travel respects internationally recognised human rights and is committed to:

- Prohibiting child labour, forced labour and human trafficking
- Preventing the sexual exploitation of children
- Promoting equal opportunities and non-discrimination
- Providing a safe, healthy and respectful working environment

Child Protection

JS Travel has zero tolerance towards the sexual exploitation of children.

Employees must immediately report any suspected case involving customers, suppliers or third parties to management, who will notify the relevant authorities if necessary.

3. Anti-Corruption and Bribery

JS Travel has a zero-tolerance policy towards corruption.

Employees must never:

- Offer, promise or give any improper advantage to public officials or business partners
- Request or accept bribes or any undue personal benefit
- Make facilitation payments

Reasonable business hospitality and gifts may only be accepted when they comply with local legislation, remain transparent and cannot influence business decisions.

What to do if you are a victim of bribery or corruption?

It is important that you tell a Senior Manager as soon as possible if you are offered a bribe by a third party, are asked to make one, suspect that this may happen in the future, or believe that you are a victim of another form of unlawful activity.

Protection

We are committed to ensuring no one suffers any detrimental treatment as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place, or may take place in the future. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the compliance manager immediately.

4. Fair Competition

JS Travel supports free and fair competition.

Employees shall never:

- Fix prices with competitors
- Participate in bid rigging
- Divide markets or customers
- Exchange confidential commercial information with competitors

When dealing with competitors, we should never enter into any agreement, whether formal or informal, written or verbal, to set prices or other terms of sale, coordinate bids, allocate customers, sales, or engage in any other activity that violates applicable antitrust or competition laws.

We respect the confidential information and intellectual property rights of our Competitors and other third parties. Our company supports collaborative initiatives with other tour operators to promote sustainability among accommodations in specific destinations.

5. Protection of Customers

JS Travel is committed to:

- Providing accurate and transparent information
- Protecting customers' personal data in accordance with applicable legislation
- Respecting customer privacy
- Handling complaints fairly and efficiently

Customer information is treated confidentially and used only for legitimate business purposes.

6. Sustainable Tourism

Every employee contributes to the implementation of JS Travel's sustainability policy.

We commit to:

- Promoting certified sustainable accommodations whenever possible
- Recommending ethical activities that respect wildlife and local communities
- Reducing environmental impacts
- Supporting local businesses and community-based tourism
- Respecting local cultures, traditions and heritage

JS Travel does not support activities involving animal cruelty and prioritises suppliers that respect recognised animal welfare standards.

7. Relations with Suppliers

JS Travel works with suppliers who share our sustainability values.

Partners are expected to comply with our **Ethics and Sustainability Requirements for Partners**, including:

- Child protection
- Environmental protection
- Fair labour conditions
- Anti-corruption
- Respect for local communities

8. Conflicts of Interest

Employees must avoid any situation where personal interests could influence professional decisions.

Potential conflicts of interest must be declared to management.

9. Reporting Concerns

Any employee who becomes aware of unethical or illegal behaviour must report it to management.

JS Travel guarantees that no retaliation will be taken against employees who report concerns in good faith.

10. Non-compliance

Failure to comply with this Code may result in disciplinary measures in accordance with company procedures and applicable legislation.

Every employee is responsible for applying these principles in their daily work and contributing to JS Travel's commitment to responsible tourism.

Sanctions for Non-Compliance with the Code of Ethics

Any violation of this Code constitutes misconduct and may result in disciplinary sanctions.

These may range from:

A written warning or temporary suspension, to dismissal for serious misconduct, depending on the severity of the violation.

In the event of a violation of the law (corruption, fraud, embezzlement, etc.), civil and/or criminal proceedings may also be initiated.

06/08/2026

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