

JS Travel  
**8. Tour leaders,  
local representatives, and guides**

**8.1: Preference local tour leaders/ representatives**

At JSTRAVEL, we recognize the value of hiring locally qualified tour leaders, representatives, guides, porters, drivers, cooks, and other staff members. Our policy prioritizes the employment of individuals from the local communities where we operate tours, provided they meet the necessary qualifications and standards. We integrate this policy into our company's processes to ensure that we contribute to the economic development of the destinations we serve while providing authentic and enriching experiences for our clients.

**Policy Overview:****- 1.Preference for Local Candidates:**

JS Travel gives preference to local candidates for tour leader, representative, guide, and other staff positions, especially when qualifications and experience are comparable. We believe that employing individuals who have a deep understanding of the local culture, customs, history, and language enhances the quality of our tours and fosters meaningful connections between travelers and the destinations they visit.

**- 2.Training and Development:**

While preference is given to local candidates, JS Travel also recognizes the importance of providing training and development opportunities to enhance the skills and capabilities of our staff members. We offer comprehensive training programs to ensure that all employees, regardless of their background, meet our company's standards of professionalism, safety, and customer service.

**- 3.Integration into Company Processes:**

Our preference for local tour leaders and staff is integrated into our recruitment process and sustainability policy. We actively seek out qualified candidates from the local communities where we operate, leveraging local networks and partnerships to identify potential hires. Our recruitment criteria prioritize candidates who demonstrate a strong commitment to environmental stewardship, cultural sensitivity, and guest satisfaction.

#### - **4. Community Engagement:**

Hiring locally not only benefits our company but also contributes to the economic well-being of the local communities. By providing job opportunities and investing in the development of local talent, JS Travel supports sustainable livelihoods and fosters positive relationships with community stakeholders. We engage with local organizations, educational institutions, and vocational training centers to promote career opportunities in the tourism sector and empower individuals to pursue meaningful careers in their own communities.

By prioritizing the employment of local tour leaders and staff, JS Travel demonstrates its commitment to responsible tourism practices and sustainable community development. We believe that investing in local talent not only enriches the travel experience for our clients but also contributes to the long-term prosperity and resilience of the destinations we serve.

#### **8.2: Employment conditions**

#### **8.3: Living wage**

#### **8.4: Qualification and training**

#### **8.5: First aid**

#### **8.6: Sustainability policy**

To effectively communicate our sustainability policy to tour guides, local representatives, and tour leaders, we integrate sustainability training into our programs, distribute written materials outlining our policy, send regular email updates, conduct training sessions, and include sustainability adherence in performance evaluations. This ensures all team members understand and implement our sustainability principles, contributing to our commitment to environmental and cultural protection.

#### **8.7 Sustainability knowledge**

JS Travel gives preference to local tour leaders and guides. Our tour guides and local representatives participate in comprehensive training programs focused on general tourism sustainability principles. These programs cover topics such as environmental conservation, cultural preservation, responsible tourism practices, and community engagement. We keep detailed records of training dates, content,

participants, and training outcomes to ensure accountability and continuous improvement.

### **8.8 Destination knowledge**

Our company ensures that our tour guides and local representatives are equipped with comprehensive knowledge about the destinations they operate in, including relevant sustainability aspects. We conduct regular training sessions covering all aspects of our sustainability policy, with a focus on environmental conservation and cultural preservation.

### **8.9: Customer communication**

#### **8.10 Sexual exploitation of children: staff training**

At JSTRAVEL, we take the issue of sexual exploitation of children extremely seriously. To ensure the safety and protection of children during our tours, we provide comprehensive training to all our tour leaders and local representatives, whether they are directly employed by us or contracted through local partners.

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