

Global Sustainable Tourism Council M.I.C.E. Sector Criteria and Indicators for Events & Exhibitions, Venues, and Event Organizers

First Draft_MICE Criteria (v.1.3)

Classifications on the MICE sector

Event Organizers (EOs)

- 1. Sustainable EOs who plan and operate events.
- 2. Sustainable EOs as a type of hospitality organizations(office) such as hotels and/or tour operators

Venue

- 1. Sustainable Venues as a facility or (closed or open) place where events occur
- 2. Sustainable Venues as a type of hospitality organizations(or office) such as hotels and/or tour operators.
- 3. Sustainable Venues as a type of EOs (where Venue itself hold events)

Event

- 1. Sustainable Events (business events like exhibition, international meetings(convention)
- 2. Sustainable event organizing committee as a type of organization especially for an event

Definitions as guidelines

Local purchasing (including food) & local entrepreneurs:

Products that are produced / entrepreneurs that are located within a radius of 100 km (62 miles) from the event location.

Relevant criteria: A8.3, A12, B3

Local employment:

Employees are permanent residents of the host country and reside in the city or region of the event location.

Relevant criteria: B2

Local culture:

One or more cultures that are significantly represented in the city or region of the event location. May include both dominant and minority cultures.

Relevant criteria: A10, C2, C3

Local community & livelihoods:

Communities in the immediate vicinity of the event location. Neighborhoods where event activities and community activities may overlap.

Relevant criteria: A11, B1, B7, B8, C1

Local water sources:

Water sources that are important for the health of the population and environment in the city or region of the event destination.

Relevant criteria: D1.2

Locally recyclable:

Accepted for recycling by a facility in the city or region of the event destination.

Relevant criteria: A8.3, A12

SECTION A: Demonstrate effective sustainable management

A1. Sustainability policy and plan

The organization has a sustainability policy and plan. A person or body is responsible for implementing the policy and plan and reviewing annually. The policy and plan address the environment, society, culture, economy, quality, human rights, health, and safety and drive continuous improvement.

- 1. The organization has a long-term sustainability policy and plan that are suitable to its size and scope.
- 2. The policy and plan are being implemented. A person or body is responsible for implementing the policy and plan.
- 3. The policy and plan address the environment, society, culture, economy, quality, human rights, health, and safety.
- 4. The policy and plan include a process for monitoring continuous improvement in sustainability performance.
- 5. The policy and plan are reviewed at least once a year.
- 6. The sustainability policy is signed by the event organizer, general manager, or senior executive.

A2. Risk assessment

The organization assesses risks, including sustainability risks, and has plans for unexpected situations.

- 1. The organization analyzes risks that may affect the event's success as well as the health and safety of attendees and staff.
- 2. The organization analyzes risks that the event may pose to the environment and society.
- 3. The organization has an emergency and/or crisis management plan, including staff roles.

A3. Legal compliance

The organization is in compliance with all applicable local, national, and international laws and regulations including, among others, health, safety, labor, and environmental aspects.

- 1. The organization is in compliance with all applicable local, national, and international laws and regulations in all countries of operation, and possesses necessary official documentation.
- 2. Necessary official documents, such as permits, licenses, and certificates, are kept.

A4. Reporting and communication

The organization communicates its sustainability policy, actions, and performance to stakeholders, including attendees, suppliers, and sponsors, and seeks to engage their support.

- 1. The organization communicates its sustainability policy and actions to stakeholders, including attendees, suppliers, and sponsors.
- 2. The organization seeks to engage the support of stakeholders, including attendees, suppliers, and sponsors, in delivering its sustainability policy.
- 3. The organization makes its post-event sustainability performance report(s) available online and shares them with stakeholders, including attendees, suppliers, and sponsors.
- 4. Supplier contracts include the organization's sustainability goals and require supplier commitment to them.
- 5. Sustainability actions and policies are visible during the event via methods that adhere to sustainable best practices for displays and communications.

A5. Staff engagement

Staff are engaged with the development and implementation of the sustainability policy and plan. Full-time and temporary staff receive guidance and training regarding their roles and responsibilities in their delivery.

- 1. Staff are engaged with both the development and implementation of the sustainability policy and plan.
- 2. Full-time and temporary staff receive guidance and training regarding their roles and responsibilities with respect to sustainability policies, plans, and practices. Records or evidence of training or guidance is available.
- 3. Staff training and guidance materials are available in an accessible format (including in multilingual format and minority languages are used where needed).
- 4. The organization seeks feedback from staff on the sustainability policy, plan, and practices. This feedback is used for continuous improvement.

A6. Stakeholder feedback

Stakeholder feedback, including aspects of sustainability, is monitored and corrective action is taken. The organization communicates ways that key stakeholders and attendees can support or submit feedback about the sustainability initiatives.

- 1. The organization communicates ways that key stakeholders and attendees can support or submit feedback about the sustainability initiatives.
- 2. Attendee feedback, including aspects of sustainability, is monitored, analyzed, and used for continuous improvement.
- 3. Corrective action is taken where appropriate, documented, and the stakeholder is consulted for feedback.

A7. Accurate communications

All event communications, including promotions and marketing, are accurate and transparent with regard to the organization and its products and services, including sustainability claims. They do not promise more than is being delivered.

- 1. All event communications, including promotions and marketing, are accurate and transparent with regard to the organization and its products and services, including sustainability claims.
- 2. Event communications do not prematurely claim sustainability results. Communications may describe sustainability programs, but results are only published once all steps have been taken to execute and measure the programs.

A8. Buildings and infrastructure

Planning, siting, design, construction, renovation, operation, and demolition of event buildings and infrastructure

A8.1. Compliance. All permanent buildings and temporary structures comprising a venue, are used for an event, or serve as event organizer offices, comply with zoning requirements and laws related to protected and sensitive areas and heritage considerations.

- 1. The organization demonstrates compliance with laws relating to land use and activities in the local area.
- 2. The organization demonstrates compliance with non-statutory area management plans and guidance (e.g., for particular zones, design, etc.).

A8.2. Impact and integrity. All permanent buildings and temporary structures that comprise a venue, are used for an event, or serve as event organizer offices, take account of the capacity and integrity of the natural and cultural surroundings.

- 1. Siting, access, and venue selection respect natural and cultural surroundings, visual amenity, and landscape.
- 2. Planning and design respect natural and cultural surroundings, visual amenities, and landscapes.
- 3. The organization assesses the capacity of the natural and cultural surroundings.
- 4. VENUES ONLY: The cumulative impact on the natural and cultural surroundings has been assessed and documented.

A8.3. Sustainable practices and materials. Use locally appropriate and sustainable practices and materials.

- 1. Local materials, practices, and crafts have been used in buildings, temporary structures, and designs where practical and appropriate.
- 2. For any temporary structures, the organization chooses materials that can be reused (such as rented tents or structures), donated, or locally recycled.

- 3. VENUES ONLY: The organization pursues some level of green certification for any new construction or significant renovations.
- 4. VENUES ONLY: Acquisition by the organization of land and water rights and of property is legal, complies with local communal and indigenous rights, including their free, prior, and informed consent, and does not require involuntary resettlement.

A9. Access for all

The organization provides access and information for persons with special needs, where appropriate.

- 1. Access is provided for persons with special needs where required.
- 2. Access information is provided for persons with special needs.
- 3. The level of accessibility is being monitored, analyzed, and improved.
- 4. Staff receives guidance and training with regard to accessibility.

A10. Information and interpretation

The organization provides information about and interpretation of the natural surroundings, local culture, and cultural heritage, as well as an explanation of appropriate behavior while visiting natural areas, living cultures, and cultural heritage sites.

- 1. Information and interpretation are provided to attendees about the natural surroundings, local culture, and cultural heritage.
- 2. The organization provides an explanation of appropriate behavior while visiting natural areas, living cultures, and cultural heritage sites.

A11. Destination sustainability

Events and event organizers prefer destinations that have sustainability efforts when selecting meeting sites. All subsectors align their activities to the destination's sustainable tourism plans, goals, and policies, and contribute to their development.

- 1. The organization is in contact with the local DMO (Destination Management Organization) or equivalent body in the event destination.
- 2. EEs ONLY: The event destination has an active, locally-driven sustainability program for tourism and events.
- 3. The organization is involved with sustainable tourism planning and management in the destination, where such opportunities exist.

A12. Purchasing and contracting

Purchasing policies favor environmentally sustainable and local suppliers and products, including event-specific items, food and beverages, building materials, and

consumables. Purchasing procedures are managed efficiently in order to minimize waste. When purchasing goods and contracting services, the organization gives priority to local and fair-trade products and suppliers, whenever these are available and of sufficient quality.

- 1. The organization has a written "sustainable and efficient purchasing policy" that favors environmentally sustainable and local suppliers and products.
- 2. When available, the organization sources products with environmental certifications for any purchases of food & beverage, paper goods, wood, and products from the wild and requires the suppliers to do the same. When certified products are not available, the organization sources products with documented sustainable origins or methods of production. The annual percentage of purchased products and services that are sustainability-certified is higher than the previous year.
- 3. Contracts with suppliers include environmental sustainability requirements relevant to each supplier, including a target percentage of environmentally certified products in the categories of food & beverage, paper goods, wood, and products from the wild as applicable.
- 4. When available, the organization chooses suppliers and vendors that have a sustainability certification. When certified suppliers and vendors are not available, the organization chooses suppliers and vendors that have documented sustainable practices, if available.
- 5. When purchasing goods and contracting services, the organization gives priority to local and fair-trade products and suppliers whenever these are available and of sufficient quality. The annual percentage of purchased products and services that are local or fair-trade is higher than the previous year.
- 6. The organization favors reusable or rented goods over consumable or disposable goods in order to minimize waste. The organization favors recyclable or recycled-content products when the purchase of consumable or disposable goods is unavoidable. The organization reduces its use of consumable and disposable goods year over year.
- 7. Supplier contracts require "no-plastic package delivery" if applicable.
- 8. Signs, banners, and other on-site displays and communications are printed on locally recyclable materials or displayed electronically.

SECTION B: Maximize social and economic benefits to the local community and minimize negative impacts

B1. Community support

The organization supports the local community. Examples of support include contributions to the environment, culture, education, training, health, and sanitation projects by cooperating with local partners.

- 1. The organization supports local community development initiatives in the event destination. The level and nature of contributions made to schemes in the local communities are recorded.
- 2. VENUES ONLY: The organization actively supports initiatives for local infrastructure. The level and nature of contributions made to schemes in the local communities are recorded.
- 3. In selecting service providers and products/experiences to feature in the event, the organization favors those that engage with and support local communities.

B2. Local employment & contracting

Local residents are given equal opportunities for employment, including for temporary and management positions.

- 1. VENUES ONLY: Local residents are given equal opportunity for employment.
- 2. Local residents from the event destination are preferred for the temporary positions.
- 3. VENUES ONLY: Local residents are given equal opportunity for advancement and employment in management positions.
- 4. In selecting service providers and products/experiences to feature in programs, the organization favors those that provide local employment.
- 5. The organization monitors the level and proportion of employment it provides for local residents.

B3. Local entrepreneurs

The organization supports the access of local entrepreneurs to event attendees for the promotion or sales of sustainable products and services that are based on the area's nature, history, and culture.

- 1. The organization provides access to event attendees for local entrepreneurs that offer sustainable products and services that are based on the area's nature, history, and culture.
- 2. The organization supports local entrepreneurs in the sale of sustainable products and services that are based on the area's nature, history, and culture.
- 3. Opportunities for partnerships with local entrepreneurs are considered and pursued where appropriate.
- 4. VENUES ONLY: The organization supports local entrepreneurs in developing sustainable products and services that are based on the area's nature, history and culture.

B4. Exploitation, harassment, and human trafficking

The organization has implemented a policy against commercial, sexual, or any other form of exploitation or harassment, including human trafficking, particularly of children, adolescents, women, minorities, and other vulnerable groups.

- 1. The organization has a written policy against commercial, sexual, or any other form of exploitation or harassment, including human trafficking.
- 2. The policy covers children, adolescents, women, minorities, and other vulnerable groups.
- 3. The policy is being communicated and implemented by the organization.
- 4. The organization supports initiatives and efforts against human trafficking and sexual exploitation.
- 5. The organization does not contract with any suppliers, venues, or service providers that are under investigation for worker exploitation, harassment, or trafficking.

B₅. Inclusion and equality

The organization promotes inclusion and equal opportunities, including in management positions, without discrimination on the basis of race, religion, sex, gender identity, parental status, national origin, age, disability, political affiliation, or other non-merit-based factors.

- 1. The organization has identified groups at risk of discrimination, including women and local minorities. The proportion of staff drawn from each of these groups is measured to the extent allowed by local law.
- 2. The organization offers employment opportunities without discrimination on the basis of race, religion, sex, gender identity, parental status, national origin, age, disability, political affiliation, or other non-merit-based factors.
- 3. The organization offers employment opportunities in management positions without discrimination on the basis of race, religion, sex, gender identity, parental status, national origin, age, disability, political affiliation, or other non-merit-based factors.

B6. Decent work

Labor rights are respected, a safe and secure working environment is provided, and staff are paid at least the local minimum wage. Employees, including temporary staff, are offered appropriate training.

- 1. The organization complies with ILO (International Labor Organization) standards and regulations.
- 2. A safe and secure working environment is provided.
- 3. The organization has a workplace code of conduct and ethics policy. Training on these items is provided during new staff orientation and repeated on an annual or more frequent basis.
- 4. Water, sanitation, first aid access, and hygiene facilities are provided for all onsite workers.

- 5. Staff are paid no less than the legal minimum wage in the event destination.
- 6. The organization provides full-time staff with health insurance and participates in the national social security program, if available. The organization has a program to cover costs for full-time and temporary staff for job-related injuries and illnesses.
- 7. Staff satisfaction is monitored.
- 8. Employees, including temporary staff, are offered appropriate training.
- 9. Staff are offered equal opportunities for advancement.

B7. Community services

The activities of the organization do not jeopardize the provision of basic services, such as food, water, energy, healthcare, or sanitation to neighboring communities.

- 1. The activities of the organization do not jeopardize the provision of basic food and water, energy, health, and sanitation services to neighboring communities in the event destination.
- 2. A communication/feedback/grievance mechanism is in place for communities in the event destination.
- 3. Any reduction in the availability of basic services to local communities in the event destination, identified as the result of the organization's activities, is addressed.

B8. Local livelihoods

The activities of the organization do not adversely affect local access to livelihoods, including land and aquatic resource use, rights-of-way, transport, and housing.

- 1. The activities of the organization do not adversely affect local access to livelihoods, including land and aquatic resource use.
- 2. The activities of the organization do not adversely affect access to rights-of-way and transport.
- 3. The activities of the organization do not adversely affect access to local housing.
- 4. A communication mechanism is in place for local communities to report any instance of reduced access to transport, local housing, and local livelihoods in the areas of events operations. Corrective action is taken where appropriate, documented, and the stakeholder is consulted for feedback.

SECTION C: Maximize benefits to cultural heritage and minimize negative impacts

C1. Cultural interactions

The organization follows international and national good practices and locally agreed guidance for the visits to indigenous communities and culturally or historically sensitive sites in order to minimize adverse impacts and maximize local benefits.

- 1. The organization follows international and national good practices for the management and promotion of visits to indigenous communities and culturally or historically sensitive sites in order to minimize adverse impacts and maximize local benefits.
- 2. The organization follows locally agreed guidance for the management and promotion of visits to indigenous communities and culturally or historically sensitive sites in order to minimize adverse impacts and maximize local benefits.
- 3. Particular measures are in place to avoid inappropriate interaction with children, such as taking pictures without the child's permission, physical contact, giving or receiving gifts, etc.
- 4. A communication mechanism is in place for local communities to report adverse impacts from visitors. Corrective action is taken where appropriate, documented, and the stakeholder is consulted for feedback.

C2. Protecting cultural heritage

The organization supports the protection, preservation, and enhancement of local properties, sites, and traditions of historical, archaeological, cultural, and spiritual significance and does not impede access to them by local residents.

- 1. VENUES ONLY: The organization is engaged with local programs for the protection, preservation, and enhancement of local properties, sites, and traditions of historical, archaeological, cultural, and spiritual significance.
- 2. The organization does not impede access by local residents to local properties, sites, and traditions of historical, archaeological, cultural, and spiritual significance.
- 3. The organization provides in-kind or other support for cultural heritage in the event destination.

C3. Presenting culture and heritage

The organization values and incorporates authentic elements of traditional and contemporary local culture in its operations, design, decoration, cuisine, or shops, while respecting the intellectual property rights of local communities.

- 1. The organization values and incorporates authentic elements of traditional and contemporary local culture in its operations, design, decoration, cuisine, or shops.
- 2. The organization respects the intellectual property rights of local communities.
- 3. The organization seeks input from the local community about the presentation of local cultural heritage.

C4. Artifacts

Historical and archaeological artifacts are not sold, traded, or displayed, except as permitted by local and international law.

- 1. Historical and archaeological artifacts are not sold or traded, except as permitted by local and international law.
- 2. Historical and archaeological artifacts are not displayed, except as permitted by local and international law.
- 3. The organization takes necessary actions to prevent damage to or theft of any artifacts on display.

SECTION D: Maximize benefits to the environment and minimize negative impacts

D1. Conserving resources

D1.1. Energy conservation. Energy consumption is measured by type, including energy used for transportation, and steps are taken to minimize overall consumption. The organization makes efforts to increase its use of renewable energy.

- 1. Energy used in the organization's operations and those over which it has direct influence/control is measured. Energy is measured by type such as gas, electricity, transportation fuel, etc.
- 2. The organization uses renewable energy sources when available and measures the share of renewable energy in the total energy supply.
- 3. The organization takes steps to minimize the overall consumption of energy, such as using energy-efficient equipment and turning off equipment and vehicles that are not in use.
- 4. The organization has specific annual energy consumption reduction targets.
- 5. Vendors, exhibitors, attendees, and staff are given guidance on minimizing energy use.

D1.2. Water conservation. Water risk is assessed, water consumption is measured, and steps are taken to minimize overall consumption. Water sourcing is sustainable and does not adversely affect environmental flows. In areas of high water risk, context-based water stewardship goals are identified and pursued.

- 1. Water risk in the event destination is assessed and documented.
- 2. In destinations where water risk has been assessed as high, water stewardship goals are identified and pursued.
- 3. Water used in the organization's operations and those over which it has direct influence/control is measured.
- 4. The organization takes steps to minimize overall water consumption and has specific annual water consumption reduction targets.
- 5. VENUES ONLY: The water originates from a legal and sustainable source which is unlikely to affect environmental flows.
- 6. VENUES ONLY: The organization manages its water consumption with respect to the cumulative impacts of tourism and events on local water sources.
- 7. Staff, vendors, exhibitors, and attendees are given guidance on minimizing water use.

D2. Reducing pollution

D2.1. Greenhouse gas emissions. Significant greenhouse gas emissions from all sources controlled by the organization, including attendee transportation, are identified, calculated where possible, and procedures implemented to avoid or minimize them. The remaining emissions are offset.

1. Total direct greenhouse gas emissions from the organization's operations and those over which it has direct influence/control are measured.

- 2. The organization has specific annual greenhouse gas emissions reduction targets.
- 3. Actions and procedures are taken to avoid and reduce significant emissions from the sources controlled by the organization.
- 4. The organization encourages suppliers and vendors to avoid and reduce significant greenhouse gas emissions.
- 5. The organization offsets some or all of its remaining greenhouse gas emissions. The organization increases the percentage of emissions offset year over year.

D2.2. Transport. The organization seeks to reduce transportation requirements and actively encourages the use of cleaner and more resource-efficient alternatives by event attendees, staff, suppliers, and in its own operations.

- 1. The organization has a sustainable transport policy and actively encourages event staff to use the cleanest and most resource-efficient transport alternatives available for commuting and event operations.
- 2. The organization actively encourages exhibitors and attendees to use the cleanest and most resource-efficient transport alternatives available.
- 3. The organization actively encourages suppliers and vendors to minimize transport requirements and use the cleanest and most resource-efficient transport alternatives available.
- 4. The organization implements strategies for minimizing single-occupancy vehicle use in the destination, and from the primary arrival points to the event venue.

D2.3. Wastewater. Wastewater has no adverse effects on the local population and the environment.

- 1. The organization has documentation of its awareness of wastewater treatment arrangements in the event destination(s).
- 2. Wastewater resulting from the event is disposed of to a municipal or government-approved treatment system, if available.
- 3. If suitable municipal wastewater treatment is not available, the organization works with local authorities to ensure that wastewater has no adverse impacts on people and the environment.

D2.4. Solid waste. Waste, including food waste, is measured, and mechanisms are in place to reduce waste and, when reduction is not feasible, to reuse, donate or recycle it. Any residual waste disposal has no adverse effect on the local population or the environment.

- 1. Solid waste, including food waste, is measured by type. Goals are in place to reduce overall solid waste.
- 2. The organization has an active solid waste management plan. The plan includes actions to reduce overall waste as well as reuse or recycle materials. The plan addresses food waste and construction materials where applicable.
- 3. A minimum of 30% of event waste is diverted from landfills and incinerators. The organization increases the percentage of waste diverted year over year.
- 4. The organization implements a plan to collect litter and loose waste in the event area(s).

- 5. The organization has a recycling program for batteries and electronic waste such as computers, peripherals, printer cartridges, and appliances. Electronics that are still usable are reused or donated rather than recycled.
- 6. Guidance is given to exhibitors, vendors, attendees, and staff on minimizing waste.

D2.5. Harmful substances. The use of harmful substances, including pesticides, paints, disinfectants, and cleaning materials, is minimized, and substituted when available by innocuous products or processes. All storage, use, handling, and disposal of chemicals are properly managed.

- 1. An inventory of harmful substances has been made and safety data sheets (SDS) are held.
- 2. The use of harmful substances is substituted by environmentally certified alternatives when available.
- 3. Chemicals are stored and handled in accordance with appropriate standards and applicable regulations. Relevant safety warnings are posted for attendees and staff.
- 4. The use of harmful substances, including pesticides, paints, and cleaning materials, is minimized.

D2.6. Minimize pollution. The organization implements practices to minimize pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water, and soil contaminants.

- 1. The potential sources of pollution during the event from noise, light, runoff, erosion, ozone-depleting substances, and air, water, and soil contaminants have been reviewed and identified.
- 2. The potential sources of pollution during the event covered in the criterion are monitored.
- 3. Action is taken to minimize and, where possible, eliminate pollution from the sources covered in the criterion.

D3. Conserving biodiversity, ecosystems, and landscapes

D3.1. Biodiversity conservation. The organization supports and contributes to biodiversity conservation. Particular attention is paid to natural protected areas and areas of high biodiversity value. Any disturbance of natural ecosystems is minimized.

- 1. The organization assesses the event location(s) for natural protected areas and areas of high biodiversity value.
- 2. The organization provides and records monetary or in-kind support for biodiversity conservation in the event destination and encourages attendees to support relevant local biodiversity organizations/efforts.
- 3. VENUES ONLY: Properties owned or operated by the organization are actively managed to support biodiversity conservation.

- 4. The organization has plans to mitigate activities with the potential to disturb wildlife and habitats, if applicable.
- 5. Any disturbance of natural ecosystems is rehabilitated.
- 6. The organization cooperates with local conservation NGOs in the event destination, if available.

D3.2. Invasive species. The organization takes measures to avoid the introduction of invasive species. Native species are used for decoration, landscaping, and restoration wherever feasible, particularly in natural landscapes.

- 1. The organization provides native plant guidelines to relevant stakeholders to avoid the introduction of invasive species.
- 2. Native and endemic plants obtained from sustainable sources have been used in landscaping and decoration, avoiding invasive species, if available.

D3.3. Visits to natural sites and wildlife interactions. The organization follows appropriate guidelines for visits to natural sites and wildlife interactions in order to minimize adverse impacts.

- 1. The organization complies with existing guidelines for visits to natural sites in the event destination.
- 2. Based on the guidelines, the organization provides appropriate information to attendees for visits to natural sites in order to minimize adverse impacts on the environment.
- 3. The organization engages with local conservation bodies and NGOs, if available, to establish/identify issues concerning visits to particular sites.
- 4. The organization complies with existing local, national, and international regulations and guidelines concerning wildlife interactions, including wildlife viewing in the event destination.
- 5. The organization ensures that all suppliers comply with existing local, national and international regulations and guidelines concerning wildlife interactions. Attendees are provided with information about appropriate wildlife interactions.

D3.4. Animal welfare. No species of wild animal is acquired, bred, or held captive, except by authorized and suitably equipped persons and for properly regulated activities in compliance with local and international law. Housing, care, and handling of all wild and domestic animals meet the highest standards of animal welfare.

- 1. The organization complies with relevant laws and regulations concerning animal welfare and wildlife in the event destination.
- 2. Housing, care, and handling of all wild and domestic animals meet the highest standards of animal welfare. There is regular inspection of the conditions of animals and their housing.
- 3. Personnel responsible for animal care have appropriate qualifications and experience and are fully licensed, if applicable.
- 4. No species of wild animal is acquired, bred, or held captive, except by authorized and suitably equipped persons in compliance with local and international law.

5. The organization ensures that all suppliers and sites visited comply with relevant laws, regulations, and guidelines concerning captive wildlife and animal welfare.

D3.5. Wildlife harvesting and trade. Wildlife species are not harvested, consumed, displayed, sold, or traded, except as part of a regulated activity that ensures that their utilization is sustainable, and in compliance with local and international laws.

- 1. The organization complies with relevant laws and regulations concerning wildlife harvesting and trade in the event destination.
- 2. The organization ensures that all suppliers and sites visited comply with relevant laws and regulations concerning wildlife harvesting and trade.
- 3. Attendees are informed of regulations concerning wildlife harvesting, consumption, and trade and of the need to avoid buying illegal products/souvenirs derived from threatened species of wildlife notified by IUCN or CITES.