



PLEDGE FOR ALL ZIMBABWE PROFESSIONAL GUIDES ASSOCIATION

MEMBERS

I, the undersigned, hereby pledge my acceptance of the Z.P.G.A. Code of Ethics as part of my membership of Zimbabwe Professional Guides Association:

Surname: _____ Initials: _____ Title: _____

ID No.: _____ P.H./P.G./L. licence No: _____

Mobile phone No: _____

Postal address: _____

Email address: _____

With this pledge, I accept that I am personally responsible to meet all the requirements towards maintaining membership status. I confirm that I am committed to the Code of Ethics, the Constitution, Rules, and Policies of Z.P.G.A. Furthermore, I promise to comply with the Code of Ethics for the Z.P.G.A. I am committed to abide by the Code of Ethics listed below and to respect all the Association's policies.

Signed: Dated:

Z.P.G.A. "Guiding Code of Ethics" Values:

(Applicable to all Z.P.G.A. members)

- 1) Statement Of Reliability And Responsibility
 - a. I undertake to be on time, reliable, honest, conscientious and tactful. The number of people comprising a party should be appropriate to my qualifications the nature of the trail, the terrain and the type of activities engaged in, it is further proposed that a

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walking safari shall not comprise of more than eight (8), being made up of the Walking Guide and up to a maximum of seven (7) guests or Driving Guides and or scouts

- 2) Adherence To Universal Professional Standards, Norms And Values
 - a. I welcome tourists to Zimbabwe, and promise to serve competently and professionally those under my guidance, and I endeavour to the best of my ability to satisfy their expectations as valued clients, guests and visitors to Zimbabwe by dealing with the applicable tour programme and itinerary in a responsible and efficient manner
- 3) Adherence To Zimbabwe's Laws, Regulations And Customs
 - a. I adhere to and support the Zimbabwean Constitution, laws and regulations, including but not limited to the Parks and Wildlife Act, Firearms Act, Trapping of Animals (Control) Act, Tourism Act and any other Conservation Laws as may be enacted from time to time
 - b. I undertake to assist tourists under my guidance to respect local laws, regulations and customs; in addition, I promise to support and uphold the vision, mission and values of Z.P.G.A. and I submit to the applicable controls, sanctions and disciplinary procedures
 - c. I promise to operate within my own levels of expertise and refrain from entering areas or undertake activities for which I am not qualified
- 4) Attitude And Respect Towards Countries, Operations, People and the Environment
 - a. At all times I treat with respect all peoples of the world, all languages, all cultures and all religions, local and other customs, histories and lore, and the indigenous natural environment. I will conduct all guiding activities in such a manner as to cause the least possible damage to the environment and I will endeavour to remove litter thus improving the environment
 - b. I will not spread miss truths about my fellow Operators in the non-Consumptive or Consumptive sector and will only make comments based on truthful facts
 - c. I will always be mindful of the fact that legitimate and ethical hunting does play an integrated part in Conservation
- 5) Promise To Provide Reliable Information
 - a. I undertake to provide knowledgeable, correct, fair and unbiased information to tourists under my guidance, and I promise to keep an open mind towards comments and feedback from visitors to Zimbabwe. I undertake to apply professional skills and knowledge that I have acquired through training and experience
- 6) Undertaking To Care For The Safety Of Tourists
 - a. I undertake to implement all reasonable measures to protect the personal safety of everyone under my guidance, and I undertake to operate safely and responsibly in whatever mode of transport is used. In addition, in the event of any accident, injury, mishap or other situation that compromises the safety of those under my guidance, I pledge to immediately do all things required to ensure the persons safety, and, when safe to do so, contact the relevant authority for assistance if and where necessary
- 7) Avoidance Of Substance Abuse
 - a. At all times I refrain from and avoid substance abuse and or taking drugs, smoking in inappropriate areas, or use of any narcotic drug, and I promise to maintain my sobriety when on duty
 - b. I understand that drugs may also include prescribed medication where a doctor has specifically advised or warned me of the drug's effects such as drowsiness, impaired vision or concentration etc. With this in mind I will adjust where necessary my routine to ensure safety and professionalism
 - c. I will not handle a weapon if I have been drinking. The same principle shall apply to the taking of drugs, prescription or otherwise.
- 8) Non-Fraternization

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- a. The Z.P.G.A. desires to avoid misunderstandings, actual or potential conflicts of interest, complaints of favouritism, possible claim(s) of sexual harassment, and the member's morale and dissension problems that can potentially result from romantic relationships involving clients/guests.
- 9) Tutorship's
 - a. As a Walking Guide I will mentor any Driving Guide to the best of my ability
- 10) Carrying of weapons
 - a. I will only carry a weapon that is correctly licenced with the Firearms Registry Office
- 11) Walking Guides & Hunting Guides walking with clients
 - a. When walking or guiding in Big Game country I will always carry with me a firearm of calibre .375 or greater
- 12) L.P.H.'s Walking Clients
 - a. I understand as a L.P.H. I may not walk alone with clients/guests in any area, State Land, Communal Land or Private Land where big game occurs
- 13) Shooting an animal in self defence
 - a. I understand that I am legally justified in killing or seriously injuring a threatening animal in self-defence, and I also understand I am not legally justified in killing or seriously injuring a threatening animal if I have intentionally, knowingly, or recklessly provoked the attack
- 14) Feeding Animals
 - a. I will never feed or leave food for wildlife and I am aware that habituation due to hand outs can result in disease or even death of that animal and injury to others
- 15) Calls Or Calling Animals To Include Birds
 - a. I understand my role is to facilitate an experience with minimal disturbance. Calling or mimicking animals constitutes a disturbance (both to the animal and the human observers) and interferes with the natural experience
- 16) Harassment of wildlife
 - a. I fully appreciate that animal family groups must be viewed with respect and not adversely disturb or harassed
 - b. I will endeavour not to disturb or impede animals from coming to a water hole, food, mud baths, mating, courtship, hunts or stalks, suckling and feeding of youngster etc. either whilst on foot or by vehicle
- 17) Drivers licences and driving
 - a. I will ensure I am correctly licenced for the class of vehicle I am driving as laid out by the Vehicle Inspection Department (V.I.D.)
- 18) Off Road driving
 - a. I understand that off Road driving will be permitted on Private Land and Communal Land at times, for example where there is an iconic sightings, pertaining to the key species e.g. A lion kill in progress, key big cat interaction, wild dog hunt, black rhino sightings, white rhino sightings, elephant and buffalo herd sightings etc. where driving off road will be accepted. That is, provided I am confident the sighting cannot be viewed successfully from the game drive roads
- 19) Spotighting
 - a. I understand that spotighting has a place, however there needs to be a cut off time which has been set at 22:00 so that wildlife has a period of no human harassment and will only be used with fitted red filters
- 20) Tracking cubs/dogs dens
 - a. It is a privilege to be able to track on foot or by vehicle and I will conduct my viewings in such a way as not to cause an animal to move den site as a result of my having been there

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- 21) Telemetry
 - a. Guides may not use telemetry to locate animals for reward
- 22) First Aid certificates
 - a. I will ensure I am up to date in terms of my first aid certificate and as a certified First-Aider, I adhere to the applicable ethical norms and First-Aid procedures, and, when requested for First Aid, commit myself to provide competent assistance
- 23) Tips & Gratuity
 - a. I understand I may not solicit in any way for tips & gratuity or break the Guides Code of Ethics to better my chances of gaining a tip & gratuity and I will not solicit for clients or for clients to tip me
- 24) Social Media
 - a. It stands to reason that in the Safari Industry many photographs are taken and stories written by the client/guest as well as by the Industry. Whilst no one can regulate what a client/guest does with his or her content it must be clear that I should not get myself knowingly in a position where a story can be formulated causing damage to the Country, Z.P.G.A., Operator or indeed myself
- 25) Witness to unethical behaviour
 - a. If I should witness unethical wildlife viewing behaviour, I will assess the situation, and intervene only if I think it prudent. When interceding, I will do my best to inform the person(s) of the inappropriate action, and attempt, within reason, to have it stopped. If the behaviour continues, I will document it, and notify the Z.P.G.A.

(Additional requirements pertaining to Hunting Guide Members)

- 1) I Pledge to obey and abide by the Z.P.G.A. Guides Code of Conduct
- 2) I will respect and obey the laws, regulations and recognized codes of conduct that relate to Zimbabwe's wild
- 3) life and adhere to the provisions of the Parks and Wild Life Act
- 4) I will hunt and guide my client according to the principles of fair chase which is defined as pursuing a free ranging wild animal
- 5) I will respect the customs and needs of rural communities
- 6) I will set and maintain a high standard of ethics to ensure hunting for future generations of Hunting Guides in Zimbabwe
- 7) I will at all times show the utmost respect for all wildlife
- 8) I will assist all clients in their interpreting and understanding of the law correctly and ethics pertaining to fair chase
- 9) I will ensure the safety of a client is paramount during the pursuit of dangerous game
- 10) I will always ensure the highest level of honesty and integrity in all dealings with clients
- 11) I will ensure my behaviour and conduct is such that it will not bring Z.P.G.A. and Zimbabwe into disrepute

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