

Suggested Tipping Guidelines:

We realise that tipping may not be a common practice in your country or culture so this document is designed to help this process be easy, transparent and fair for all involved as there is a tipping culture for your Kilimanjaro or Meru trek. A tip (of course) is never compulsory and we recommend tipping only if you have received an exceptional service from your crew.

As a KPAP partner company, we are already committed to paying a fair basic wage for our support teams and market data shows KPAP companies pay above the market average. Some companies operating on the mountain make their support team solely depend on the tip as their salary and offer no salary. **We are not one of these companies!**

A tip is designed to add to the support teams financial compensation with a goal of providing a fair living wage for all involved in your trek with the combination of your generous tip and basic wage.

The current fair living wage defined by KPAP is at 33,000 Tanzanian Shillings (approx \$15 USD) per day and the below tables outline some recommended tip amounts for your support team to achieve this.

Kilimanjaro

Crew member	5 day trek	6 day trek	7 day trek	8 day trek	9 day trek
Mountain guide	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00
Mountain porter	\$30.00	\$35.00	\$40.00	\$45.00	\$50.00
Mountain cook	\$40.00	\$45.00	\$50.00	\$55.00	\$60.00

Meru

Crew member	3 or 4 day trek
Mountain guide	\$40.00
Mountain porter	\$15.00
Mountain cook	\$20.00

Please note all amounts above are recommended per staff member from the whole group combined.

When and how to tip:

- Clear any questions you may have regarding tips during your initial email / phone correspondence or during the pre-climb briefing latest.
- Never feel pressured to give a certain amount of tip. Only give what you can afford.
- DO NOT discuss the subject of tipping with your Kilimanjaro crew.
- The distribution of tips is BEST DONE AT THE PARK GATES after your climb / before heading back to the base hotel as this is the end of the trek for some support team members. You can either:
 1. Put the amount of tip money for each crew member in an envelope with their name on the top and personally hand it to them at the gate (HIGHLY RECOMMENDED).
 2. To give the whole amount to the head guide and request him to kindly announce to the whole team in English and Swahili (which encourages transparency), the amounts that you wish each crew member to receive.

Thank you for choosing to climb responsibly with a KPAP partner company

The exploitation and mistreatment of porters can be a troubling challenge in the climbing industry. By climbing with us - **a qualified KPAP Partner company** - you can be assured that your porters are well taken care of. All Kilimanjaro companies are invited to participate with the Partner for Responsible Travel Program. We voluntarily cooperate with KPAP's monitoring activities and allow KPAP to evaluate the treatment of our porters on all of our climbs.

We are proud to be an approved Partner company as this ensures we are providing a **fair salary to our porters, paying salaries on time, fair load weights, 3 meals a day** on the mountain, **proper shelter** and **equipment**, policies to **care for sick or injured porters on duty** and more to ensure a happy, healthy and great support team for each trek.

The Kilimanjaro Porters Assistance Project (KPAP) is a Tanzanian non-for-profit organization founded in 2003. KPAP is an initiative of the International Mountain Explorers Connection (IMEC), a US 501(c)3 nonprofit organization. You can find out more and donate at www.kiliporters.org.