



Acoav UG (haftungsbeschränkt), Frankfurt/Main, HRB 112882, MD: Ilona Katja Barth
+49 (0) 176 5821 7825, info@jambo-kilimanjaro.com, www.jambo-kilimanjaro.com
Facebook.com/JamboKili, Instagram.com/JamboKili

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 tipping is customary for your Kilimanjaro or Meru trek.

A tip plays a part in the compensation for the hard work your team on the mountain do and should always be based on the quality of service provided.

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. A tip is designed to add to the support team's 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 proper living wage defined by KPAP is at 34,000 Tanzanian Shillings (approx **\$15 USD**) per day and the below tables outline recommended tip amounts for your support team to achieve this. Our crew work extremely hard for your expedition and please give what you can afford based on the experience given by your crew.

Mount Kilimanjaro – Suggested / minimum recommended tip PER CREW MEMBER	
Mountain guide	USD \$85+ per guide, per trek*
Mountain porter	USD \$45+ per porter, per trek*
Mountain cook	USD \$65+ per cook, per trek*

Mount Meru – Suggested / minimum recommended tip PER CREW MEMBER	
Mountain guide	USD \$50+ per guide, per trek*
Mountain porter	USD \$25+ per porter, per trek*
Mountain cook	USD \$35+ per cook, per trek*

* All amounts are per crew member, per trek from all of the participants in the hiking group combined. Your crew will generally prefer tips paid in USD (\$, only bank notes printed after 2007) where possible. All guidelines are based on the latest 2023 proper living wage amounts.

Some crew members may have additional responsibilities or go above and beyond the standard call of duty. Although not compulsory, you are always welcome to add more for any or all crew members and it is popular for hikers to offer the following a slightly larger tip: **Head guide, waiters, dishwasher, personal porters, toilet porters, cook.**

If you do decide to tip, the following are the possible ways to tip:

- 1. RECOMMENDED METHOD** - Cash directly to each crew member or entire amount to our lead: 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 individually or to the head guide at the exit gate to distribute in your presence.
- 2. NOT RECOMMENDED METHOD** - Pre-pay the tip as part of your climb package + a 25% processing fee (admin, bank charges, VAT) + card or bank charges as per your payment method chosen. Please speak to your tour consultant for further information on pre-paid tipping. All pre-paid tips should be paid 30+ days prior to the start of the trek else only a cash payment directly to crew is possible.

Important information

- Office staff CANNOT ACCEPT CASH tips on behalf of your crew. All tips should be paid to the crew or head guide.
- Clear any questions you have regarding tips during your initial email / phone correspondence with your sales consultant. All quotes from Shah Tours should clearly indicate your expected crew size and suggested tip.
- Never feel pressured to give a certain amount of tip
- DO NOT discuss the subject of tipping with your Kilimanjaro crew. It is against our company policies for crew to discuss tips however if you have any questions unanswered your head guide will be the best person to check with.
- 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 and ensures each person receives what you intended them to receive.



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Example tipping based on our suggested / minimum recommended tip

NOTE: Any comfort upgrades, add-ons or extra crew booked may have extra crew members in addition to the guidelines stated below. All ranges below are based on a maximum estimate of porters. Your exact crew size can be reconfirmed with your guide during your pre-climb briefing.

Kilimanjaro Marangu route

Number of hikers in group	Number of crew members	Suggested minimum tip	Total minimum suggested tip / tip per hiker
2 hikers	2 guides 5 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 5 porters x \$45 per porter = \$225 1 cook x \$65 per cook = \$65	Approx \$460 total tip / Approx \$230 per hiker
4 hikers	2 guides 9 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 9 porters x \$45 per porter = \$405 1 cook x \$65 per cook = \$65	Approx \$640 total tip / Approx \$160 per hiker
6 hikers	3 guides 14 max estimated porters 1 cook	3 guides x \$85 per guide = \$255 14 porters x \$45 per porter = \$630 1 cook x \$65 per cook = \$65	Approx \$950 total tip / Approx \$160 per hiker

Standard Kilimanjaro camping routes (e.g. Machame, Lemosho, Umbwe, Rongai, Shira)

Number of hikers in group	Number of crew members	Suggested minimum tip	Total minimum suggested tip / tip per hiker
2 hikers	2 guides 9 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 9 porters x \$45 per porter = \$405 1 cook x \$65 per cook = \$65	\$640 total tip / Approx \$320 per hiker
4 hikers	2 guides 12 max estimated porters 1 cook	2 guides x \$85 per guide = \$170 12 porters x \$45 per porter = \$540 1 cook x \$65 per cook = \$65	\$775 total tip / Approx \$195 per hiker
6 hikers	3 guides 18 max estimated porters 1 cook	3 guides x \$85 per guide = \$255 18 porters x \$45 per porter = \$810 1 cook x \$65 per cook = \$65	\$1130 total tip / Approx \$190 per hiker

4 day hike on Mount Meru

Number of hikers in group	Number of crew members	Suggested minimum tip	Total minimum suggested tip / tip per hiker
2 hikers	1 guides 4 max estimated porters 1 cook	1 guides x \$50 per guide = \$50 4 porters x \$25 per porter = \$100 1 cook x \$35 per cook = \$35	\$185 total tip / Approx \$95 per hiker
4 hikers	1 guides 7 max estimated porters 1 cook	1 guides x \$50 per guide = \$50 7 porters x \$25 per porter = \$175 1 cook x \$35 per cook = \$35	\$260 total tip / Approx \$65 per hiker
6 hikers	2 guides 10 max estimated porters 1 cook	2 guides x \$50 per guide = \$100 10 porters x \$25 per porter = \$250 1 cook x \$35 per cook = \$35	\$385 total tip / Approx \$65 per hiker

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.