			Tūrisms			
Stan	darts	Saite	Kritēriji	Veids	Komentārs	Pieejamība
Global Sustainable Tourism Council	Sustainable Hotel, Accommodation	https://www.gstcouncil.org/certification/become-certified-hotel/	Demonstrate effective sustainable management (Sustainability management system; Legal compliance; Reporting and communication; Staff engagement; Customer experience; Accurate promotion; Buildings and infrastructure; Land, water, and property rights; Information and interpretation; Destination engagement); Maximize social and economic benefits to the local community and minimize negative impacts (Community support, Local employment; Local purchasing; Local entrepreneurs; Exploitation and harassment; Equal opportunity; Decent work; Community services; Local livelihoods); Maximize benefits to cultural heritage and minimize negative impacts (Cultural interactions; Protecting cultural heritage; Presenting culture and heritage; Artefacts); Maximize benefits to the environment and minimize negative impacts (Conserving resources; Reducing pollution; Conserving biodiversity, ecosystems and landscapes).	Hotels and Accommodations.	GSTC* GSTC HAXX230001	Vadlīnijas pieejamas mājaslapā: https://www.gstco uncil.org/gstc- criteria/gstc- industry-criteria- for-hotels/
Global Sustainable Tourism Council	Tour Operator	https://www.gstcouncil.org/certification/become-certified-tour-operator/	Demonstrate effective sustainable management (Sustainability management system; Legal compliance; Reporting and communication; Staff engagement; Customer experience; Accurate promotion; Buildings and infrastructure; Land, water, and property rights; Information and interpretation; Destination engagement); Maximize social and economic benefits to the local community and minimize negative impacts (Community support; Local employment; Local purchasing; Local entrepreneurs; Exploitation and harassment; Equal opportunity; Decent work; Community services; Local livelihoods); Maximize benefits to cultural heritage and minimize negative impacts (Cultural interactions; Protecting cultural heritage; Presenting culture and heritage; Artefacts); Maximize benefits to the environment and minimize negative impacts (Conserving resources; Reducing pollution; Conserving biodiversity, ecosystems and landscapes).	Tour Operators.	GSTC HAXX230001	Vadlīnijas pieejamas mājaslapā: https://www.gstco uncil.org/gstc- criteria/gstc- industry-criteria- for-tour- operators/
Global Sustainable Tourism Council	Destination	https://www.gstcouncil.org/certification/become-certified-destination/	Sustainable management (Management structure and framework; Stakeholder engagement; Managing pressure and change); Socio-economic sustainability (Delivering local economic benefits; Social wellbeing and impacts); Cultural sustainability (Protecting cultural heritage; Visiting cultural sites); Environmental sustainability (Conservation of natural heritage; Resource management; Management of waste and emissions).	Public policy-makers and destination managers. The criteria do relate to a named place that can be uniquely identified. Any type (e.g. urban, rural, mountain, coastal or mixed). The criteria can relate to large destinations (e.g. sizeable cities or regions) and to small ones (e.g. national parks, clusters of local communities, etc.).	GSTC* GSTC HAXX230001	Vadlīnijas pieejamas mājaslapā: https://www.gstco uncil.org/gstc- criteria/gstc- destination- criteria/
EU Eco- Management and Audit Scheme (EMAS)	for Sustainable Tourism	https://green- business.ec.europa.eu/emas/ema s-sustainable-tourism_en	Energy efficiency; Material efficiency; Water; Waste; Land use with regard to biodiversity; Emissions.	Organisations working in the tourism sector.	A voluntary environmental management scheme instrument designed by the European Commission.	

EU Ecolabel	Tourist accommodation	https://environment.ec.europa.eu/t opics/circular-economy/eu- ecolabel/product-groups-and- criteria/tourist-accommodation_en	Vispārējās vadības kritēriji (Vides vadības sistēmas pamats; Darbinieku apmācība; Informācija viesiem; Vispārējā apkope; Patēriņa monitorings); Enerģijas kritēriji (Energoefektīvi telpu sildītāji un ūdenssildītāji; Energoefektīvi gaisa kondicionētāji un gaisa siltumsūkņi; Energoefektīvs apgaismojums; Temperatūras regulēšana; Apsildes, ventilācijas un gaisa kondicionēšanas (AVGK) ierīču un apgaismojuma automātiska izslēgšanās, Āra apsildes un gaisa kondicionēšanas ierīces; Elektroenerģijas iegāde no atjaunojamo energoresursu elektroenerģijas piegādātājiem; Ogles un krāšņu kurināmais); Ūdens kritēriji (Efektīva ūdensapgādes armatūra: vannasistabas krāni un dušas; Efektīva ūdensapgādes armatūra: klozetpodi un pisuāri; Veļas mazgāšanas samazināšana, atkārtoti izmantojot dvieļus un gultasveļu); Atkritumu un notekūdeņu kritēriji (Atkritumu rašanās novēršana: vienreizlietojamie izstrādājumi; Atkritumu šķirošana un nogādāšana pārstrādei); Citi kritēriji (Nesmēķēšana koplietošanas telpās; Videi draudzīgu transportlīdzekļu popularizēšana; Informācija ES	Tūristu mītnes, kempinga pakalpojumi.	ECOlabel www.ecolabel.eu	Vadlīnijas pieejamas mājaslapā
European Commission	European Tourism Indicators System (ETIS)	https://single-market- economy.ec.europa.eu/sectors/tou rism/eu-funding-and- businesses/funded-	Destination management (Sustainable tourism public policy; Customer satisfaction); Social and cultural impact (Community/social impact; Health and safety; Gender equality; Inclusion/accessibility; Protecting and enhancing cultural heritage, local identity and assets); Economic value (Tourism flow (volume and value) at destination; Tourism enterprise(s) performance; Quantity and quality of employment; Tourism supply chain ); Environmental impact (Reducing transport impact; Climate change; Solid waste management; Sewage treatment; Water management; Energy usage; Landscape and biodiversity protection).	Tourist destinations.	A management tool; a monitoring system; an information tool.	Vadlīnijas pieejamas mājaslapā
World Sustainable Hospitality Alliance	Pathway to Net Positive Hospitality	https://sustainablehospitalityallianc e.org/our-work/pathway/	Environment (Resource use and pollution; Protection and regeneration of nature); Social (Fairness in the workplace; Equitable and better opportunities; Community partnerships and support; Customer welfare); Governance (Net Positive Governance).	Hotel.	Nav sertifikācija	Vadlīnijas pieejamas mājaslapā.
World Sustainable Hospitality Alliance	Hotel Carbon Measurement Initiative	https://sustainablehospitalityallianc e.org/resource/hotel-carbon- measurement-initiative/	Nav pieejami.	Hotel.	Methodology and free tool for hotels to calculate the carbon footprint of hotel stays and meetings in their properties.	Vadlīnijas pieejamas mājaslapā.
World Sustainable Hospitality Alliance	Hotel Water Measurement Initiative	https://sustainablehospitalityallianc e.org/resource/hotel-water- measurement-initiative/	Nav pieejami.	Hotel.	Enables a hotel property to calculate the amount of water used per occupied room per day and per area of meeting space per hour.	Vadlīnijas pieejamas mājaslapā.
World Sustainable Hospitality Alliance	Hotel Waste Measurement Methodology	https://sustainablehospitalityallianc e.org/resource/hwmm/	Nav pieejami.	Hotel.	To measure and track the following metrics for a hotel or portfolio: Total waste, including total food waste (metric tons); Total waste, including total food waste, per square meter (kilograms); Diversion rate (waste and food waste) (%).	Vadlīnijas pieejamas mājaslapā.

Green Key Certification	Hotels & Hostels	https://www.greenkey.global/criteria	Environmental management; Staff involvement; Guest information; Water; Washin and cleaning; Waste; Energy; Food and beverage; Indoor environment; Green areas Corporate social responsibility; Green activities; Administration	s;	Green Key	Vadlīnijas pieejamas mājaslapā.
Green Key Certification	Campsites and Holiday Parks	https://www.greenkey.global/criteria	Environmental management; Staff involvement; Guest information; Water; Washin and cleaning; Waste; Energy; Food and beverage; Indoor environment; Green areas Corporate social responsibility; Green activities; Administration	Campsites and holiday parks	Green Key	Vadlīnijas pieejamas mājaslapā.
Green Key Certification	Small accommodations	https://www.greenkey.global/criteria	Environmental management; Staff involvement; Guest information; Water; Washin and cleaning; Waste; Energy; Food and beverage; Indoor environment; Green areas Corporate social responsibility; Green activities; Administration	Small accommodations (small	Green Key	Vadlīnijas pieejamas mājaslapā.
Green Key Certification	Conference Centres	https://www.greenkey.global/criteria	Environmental management; Staff involvement; Guest information; Water; Washin and cleaning; Waste; Energy; Food and beverage; Indoor environment; Green areas Corporate social responsibility; Green activities; Administration	Conference centres in	Green Key	Vadlīnijas pieejamas mājaslapā.
Green Key Certification	Restaurants	https://www.greenkey.global/criteria	Environmental management; Staff involvement; Guest information; Water; Washin and cleaning; Waste; Energy; Food and beverage; Indoor environment; Green areas Corporate social responsibility; Green activities; Administration	; Restaurants and cafés that are	Green Key	Vadlīnijas pieejamas mājaslapā.
Green Key Certification	Attractions	https://www.greenkey.global/criteria	Environmental management; Staff involvement; Guest information; Water; Washin and cleaning; Waste; Energy; Food and beverage; Indoor environment; Green areas Corporate social responsibility; Green activities; Administration	Attractions (museums, visitor	Green Key	Vadlīnijas pieejamas mājaslapā.
Travelife Sustainability Certification	Travelife Certified standard for travel companies	https://www.travelife.info/index_ne w.php?menu=certification⟨=n e	Sustainability management and legal compliance (Engagement of company; Soci cooperation; Baseline assessment; Policy; Action plan; Monitoring and evaluation; Extern reporting and communicatio; Legal compliance and fair business practices); Social polic and human rights (Social policy and human rights; Training and education); Environmer and community relations (Procurement; Paper (promotional materials); Energiconsumption; Water consumption; Waste management; Reducing pollution; Mobility Sustainability training and awareness raising; Land use and community relations); Partne agencies (Partner agencies; Specific conditions); Transport (Selecting transport suppliers Executing transport (own vehicles); Sustainable packages); Accommodation (Accommodations; Specific policies); Excursions (Excursions & activities; Specific criteria Tour leaders, local representatives and guides; Destinations (Selection of destination Local policies and initiatives); Customer Communication and protection (Prior to booking After booking and during holidays; After holidays	al y to	Travelife CERTIFIED Excellence in sustainability	Vadlīnijas pieejama smājaslapā: https://www.travel ife.info/index_ne w.php?menu=sta ndardsandcriteria ⟨=ne
Travelife Accommodation Sustainability	Travelife Certified	https://travelifestaybetter.com/	Emissions; Biodiversity; Human rights; Fair labour; Child safeguarding; Anima welfare.	Accommodation (individual properties and accommodation groups).	Travelife  Accommodation Sustainability	Vadlīnijas pieejamas mājaslapā: https://travelifesta ybetter.com/the- travelife-checklist/

EarthCheck Standards	EarthCheck Certified	https://earthcheck.org/what-we- do/certification/earthcheck- certified/	Greenhouse Gas Emissions; Energy Efficiency, Conservation and Management Management of Freshwater Resources; Ecosystem Conservation and Management Social and Cultural Management; Land Use Planning and Management; Air Quality Protection; Wastewater Management; Solid Waste Management; Environmentally Harmful	All tourism businesses.	EARTHCHECK	Vadlīnijas pieejamas mājaslapā: https://earthcheck .org/resources/
EarthCheck Standards	EarthCheck Sustainable Destinations	https://earthcheck.org/what-we- do/certification/sustainable- destinations/	Energy efficiency, conservation and management; Greenhouse gas emissions; Ai quality protection, noise control, light pollution; Management of freshwate resources; Wastewater management, drainage and streams; Ecosysten conservation and management; Land use planning and development; Transport Solid waste management; Management of environmentally harmful substances Cultural and Social Management; Economic Management	Destinations; Tourism Precincts; Local Municipalities.	EARTHCHECK	Vadlīnijas pieejamas mājaslapā: https://earthcheck .org/resources/
EarthCheck Standards	EarthCheck Evaluate	https://earthcheck.org/what-we- do/certification/earthcheck- evaluate/	Greenhouse Gas Emissions; Energy Efficiency, Conservation and Management Management of Freshwater Resources; Ecosystem Conservation and Management Social and Cultural Management; Land Use Planning and Management; Air Quality Protection; Wastewater Management; Solid Waste Management; Environmentally Harmful Substances	; / / All tourism SMEs.	Practical program for SMEs starting their sustainability journey. A self-guided assessment.	Vadlīnijas pieejamas mājaslapā: https://earthcheck .org/resources/
EarthCheck Standards	EarthCheck ECO	https://earthcheck.org/what-we-do/certification/earthcheck-eco/	Energy use; Water use; Carbon Emissions; Chemicals; Community and employed impact; Paper use; Waste		Two levels of certification: EarthCheck ECO is an entry-level program perfect for small- to medium-sized businesses; EarthCheck ECO – Certified is an advanced program for those operators wishing to be recognised at the highest level of ecotourism practices globally.	Vadlīnijas nav pieejamas.
Biosphere Certification (Responsible Tourism Institute)	for individual companies	https://www.biospheretourism.com/ en/biosphere-certification-for- individual-companies/111	Certification aligned with the 2030 Agenda and the 17 SDGs	Any company that interacts, directly or indirectly, with the tourism sector.	BIOSPHERE	Vadlīnijas nav pieejamas.
Biosphere Certification (Responsible Tourism Institute)	for Chains and Groups	https://www.biospheretourism.com/ en/biosphere-certification-for- chains-and-groups/141		. Hotel chain or business group's corporate entity.	BIOSPHERE	Vadlīnijas nav pieejamas.
Biosphere Certification (Responsible Tourism Institute)	for Destinations	https://www.biospheretourism.com/ en/biosphere-certification-for- destinations/142	Certification aligned with the 2030 Agenda and the 17 SDGs	. Destination.	BIOSPHERE	Vadlīnijas nav pieejamas.
Blue Flag Certification	for beaches	https://www.blueflag.global/criteria	Water quality; Environmental management; Environmental education and information; Safety and services		BLUE FLAG	Vadlīnijas pieejamas mājaslapā.

		ı	Environmental management Environmental advertise and information 2011	al .		
Blue Flag Certification	for tourism boats	https://www.blueflag.global/criteria	Environmental management; Environmental education and information; Safety and services; Social responsibility and responsible operation around wildlife		BLUE FLAG	Vadlīnijas pieejamas mājaslapā.
Blue Flag Certification	for marinas	https://www.blueflag.global/criteria	Water quality; Environmental management; Environmental education and information; Safety and service facilities		BLUE FLAG	Vadlīnijas pieejamas mājaslapā.
Green Globe International Standard	for Sustainable Tourism	https://www.greenglobe.com/greenglobe-certification	Environmental (Conserving Resources; Reducing Pollution; Conserving Biodiversity Ecosystems, and Landscapes); Sustainable Management; Social Economic; Cultura Heritage.		GEEN	Vadlīnijas pieejamas mājaslapā: https://www.green globe.com/criteria- indicators
Green Seal	Hotel Certification Standard (GS-33, Hotels and Lodging Properties)		Waste Minimization, Reuse, and Recycling (Recycling Program; Composting Program Refillable Amenities; Double Sided Printing; Food Donation; Food Service Items); Energy Efficiency, Conservation, and Management (Energy-Consuming Devices; Indoor Lighting Appliances and Heating, Ventilation, and Air Conditioning (HVAC) Systems; Climate and Lighting Control; Indoor Air Quality); Management of Fresh Water Resources (Water Efficient Fixtures; Landscaping and Irrigation; Groundskeeping; Towel and Linen Reuse Program; Washing Capacity); Hazardous Substances (Minimization of Hazardous Substances; Storage and Mixing of Cleaning and Pool Products; Chemical Storage; Pes Control); Purchasing (Environmental Purchasing Policy; Paper Products; Cleaning Laundry, and Dish Products; Paints; Durable Goods; Reusable Packaging and Shipping Pallets; Environmentally Responsible Suppliers)	Hotels and lodging properties (All Suites, Bed and Breakfasts, Convention Hotels, Cottages, Country Inns, Extended Stay, Full Service, Hotels, Limited Service, Lodges, Motels, Motor Inns,	SEAL SEAL	Vadlīnijas pieejamas mājaslapā: https://greenseal. org/green-seal- standards/standa rds-list/
Circulare	The Circular Hotels Initiative	https://circulare.es/en/	Nav pieejam	Hotels.		Vadlīnijas nav pieejamas.

Green Destinations Certification	Programs for Destinations	https://www.greendestinations.org/ awards- certification/#1492794066443- 19a41459-4c8d	Destination Management (Commitment & Organisation; Planning & Development; Visitor Management; Monitoring & Reporting; Legal & Ethical Compliance); Nature and Scenery (Nature & Conservation; Nature & Animal Experience); Environment and Climate (Land Use & Pollution; Water Management; Waste & Recycling; Energy, Sustainable Mobility & Climate Change; Climate Change Adaptation); Culture and Tradition (Cultural Heritage; People & Tradition); Social Well-being (Human Respect; Community Participation; Local Economy; Socio-Economic Impact; Health & Safety); Business and Communication (Business Involvement; Information & Marketing).	Destination, also, Private Destinations (resorts, game reserves, eco-lodges, etc. which include a valuable area or asset).	GREEN	Vadlīnijas pieejamas mājaslapā.
Green Destinations Certification	Good Travel Seal	https://www.greendestinations.org/ home/what-we-do/solutions-for- businesses/good-travel-seal/	Food and Products; Reducing Pollution; Caring for People; Caring for Water; Good Employment; Caring for Nature; Caring for Climate; Caring for Culture; Reducing Waste; Management and Info.	Tourism and travel related businesses and facilities.	GREEN	Vadlīnijas pieejamas mājaslapā.
Green Destinations Certification	Good Travel Scan	https://www.greendestinations.org/ home/what-we-do/solutions-for- businesses/good-travel-scan/	Support local community development; Offer equal opportunities and fair employment to all and to the local community; Energy saving and climate mitigation and adaptation; Avoid waste, especially single-use disposables and plastics; Clean and sufficient water guaranteed; Prevent noise, air, and water pollution; Promote local, eco-friendly and Fairtrade products; Promote ecological protection and regeneration; Protect the local cultural heritage and sense of place; Use a sustainable tourism management system and publicly communicate sustainability performance.	Tourism (all small businesses, products, services).	SMEs that have no previous knowledge or experience in sustainability management.	Vadlīnijas nav pieejamas.
Bioregional	One Planet Living Framework	https://www.bioregional.com/one- planet-living	Health and happiness (Encouraging active, social, meaningful lives to promote good health and wellbeing); Equity and local economy (Creating safe, equitable places to live and work which support local prosperity and international fair trade); Culture and community (Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living); Land and nature (Protecting and restoring land for the benefit of people and wildlife); Sustainable water (Using water efficiently, protecting local water resources and reducing flooding and drought); Local and sustainable food (Promoting sustainable humane farming and healthy diets high in local, seasonal organic food and vegetable protein); Travel and transport (Reducing the need to travel, encouraging walking, cycling and low carbon transport); Materials and products (Using materials from sustainable sources and promoting products that help people reduce consumption); Zero waste (Reducing consumption, reusing and recycling to achieve zero waste and zero pollution); Zero carbon energy (Making buildings and manufacturing energy-efficient and supplying all renewables).	Tourist resorts and	Nav sertifikācija.	Vadlīnijas pieejamas, iesniedzot informāciju: https://www.biore gional.com/resour ces/one-planet- living-goals-and- guidance-for- schools
ISO	14001:2015 Environmental management systems — Requirements with guidance for use	https://www.iso.org/standard/6085 7.html	Provides a framework for organizations to design and implement an environmental management system, and continually improve their environmental performance. The framework encompasses various aspects, from resource usage and waste management to monitoring environmental performance and involving stakeholders in environmental commitments.			Maksas.
ISO	14040:2006 Environmental management — Life cycle assessment — Principles and framework	https://www.iso.org/standard/3745 6.html	Describes the principles and framework for life cycle assessment (LCA) including: definition of the goal and scope of the LCA, the life cycle inventory analysis (LCI) phase, the life cycle impact assessment (LCIA) phase, the life cycle interpretation phase, reporting and critical review of the LCA, limitations of the LCA, the relationship between the LCA phases, and conditions for use of value choices and optional elements. It does not describe the LCA technique in detail, nor does it specify methodologies for the individual phases of the LCA.			Maksas.

	14044:2006		Specifies requirements and provides guidelines for life cycle assessment (LCA) including:		
	Environmental		definition of the goal and scope of the LCA, the life cycle inventory analysis (LCI) phase, the		
	management —	, , , , , , , , , , , , , , , , , ,	life cycle impact assessment (LCIA) phase, the life cycle interpretation phase, reporting and critical review of the LCA, limitations of the LCA, relationship between the LCA phases, and		
l iso	Life cycle	https://www.iso.org/standard/3849 8.html	conditions for use of value choices and optional elements.		Maksas.
	assessment —	<u>0.HtHI</u>	Conditions for use of value choices and optional elements.		
	Requirements				
	and guidelines				
	14046:2014		Specifies principles, requirements and guidelines related to water footprint assessment of		
	Environmental		products, processes and organizations based on life cycle assessment (LCA). Provides		
			principles, requirements and guidelines for conducting and reporting a water footprint		
	management —	https://www.iso.org/standard/4326	assessment as a stand-alone assessment, or as part of a more comprehensive		
ISO	Water footprint —	3.html	environmental assessment.		Maksas.
	Principles,				
	requirements and				
	guidelines				
	20121:2024		A beacon for sustainable event management, guiding organizations to seamlessly integrate		
	Event		sustainability into every facet of their event planning and execution. With a keen eye on		
	sustainability		social, economic, and environmental impacts, this standard is pivotal for events that aspire		
	management	https://www.iso.org/standard/8638	to leave a lasting positive legacy.		
ISO	systems —	9.html			Maksas.
	Requirements	<u></u>			
	with guidance for				
	use				
			Provides guidance to organizations on integrating sustainability within procurement. It is		
	20400:2017		intended for stakeholders involved in, or impacted by, procurement decisions and processes.		
ISO	Sustainable	https://www.iso.org/standard/6302	interface for state fiolders involved in, or impacted by, procurement accisions and processes.		Maksas.
	procurement —	<u>6.html</u>			
	Guidance				
	21902:2021		Establishes requirements and provides guidelines for "accessible tourism for all" with the aim		
	Tourism and		of ensuring equal access and enjoyment of tourism by the widest range of people of all ages		
	related services		and abilities. This document provides information on the key aspects of policy making, strategy, infrastructure, products and services.		
100	<ul> <li>Accessible</li> </ul>	https://www.iso.org/standard/7212	strategy, initiastructure, products and services.		
ISO	tourism for all -	6.html			Maksas.
	Requirements				
	and				
	recommendations				
	+		Provides a framework of requirements for organizations to: Develop a policy for more		
100	50001	https://www.iso.org/iso-50001-	efficient use of energy; Fix targets and objectives to meet the policy; Use data to better		
ISO	Energy	energy-management.html	understand and make decisions about energy use; Measure the results; Review how well the		Maksas.
	management		policy works; Continually improve energy management.		
	E0004-0004		Includes defining key terms and concepts, outlining a vision for a circular economy,		
	59004:2024		elucidating core principles, and offering practical guidance for actionable steps towards		
	Circular economy		sustainability. The standard aims to support organizations in contributing to the United		
ISO	<ul><li>Vocabulary,</li></ul>		Nations Agenda 2030 for Sustainable Development by facilitating a transition to a circular		Maksas.
.50	principles and	<u>8.html</u>	use of resources.		
	guidance for				
	implementation				
	+		Focuses on business-oriented strategies to implement circular economy practices at both		
	59010:2024		organizational and inter-organizational levels. It complements ISO 59004 by offering more		
	Circular economy		detailed guidance on assessing current value creation models, mapping value chains and		
	- Guidance on	,,	value networks, and developing strategies for circularity. ISO 59010 is designed to help		
ISO	the transition of	https://www.iso.org/standard/8064	organizations make this transition effectively, contributing to sustainable business practices		Maksas.
	business models	<u>9.html</u>	and a resilient global economy.		
	and value				
]	networks				
	11011101110	i			

Sets forth requirements and guidance for organizations to measure and assess circularity performance within defined economic systems. This document aims to stand the process by which organizations collect and calculate data using mandatory and or circularity indicators, ensuring consistent and verifiable results. It provides a structural framework for setting system boundaries, selecting appropriate indicators, and interdata to evaluate the circularity performance at multiple levels—from regional and organizational to organizational and product-specific	rdize tional tured reting  Maks.	ksas.
---	----------------------------------	-------