

Sustainability Policy

At Get Africa Travel and Get Norway Travel, we are committed to organizing exclusive safari experiences for our travels in a way that respects and protects the environment, cultures, and communities we engage with. Responsible travel is at the heart of our business. We aim to maximize positive social, cultural, and economic impacts while minimizing negative environmental footprints. Our sustainability policy is endorsed by top management and forms part of our company strategy.

Our sustainable objectives

- ✓ Comply with all relevant environmental, social, and labour legislation.
- ✓ Integrate sustainability into all business operations and decision-making.
- ✓ Drive sustainability standards within our supply chain and destinations.
- ✓ Support employee wellbeing, health, and safety.
- ✓ Provide our customers with transparent information, encouraging responsible travel choices.
- ✓ Commit to animals' welfare, taking strongly distance from any type of illegal actions.

Sustainable purchasing policy

We commit to:

- ✓ Favouring local suppliers and fair-trade products wherever possible.
- ✓ Avoiding single-use plastics and excessive packaging.
- ✓ Prioritizing suppliers who demonstrate sustainability practices and hold internationally recognized certification (e.g., Travelife, GSTC).
- ✓ Including sustainability clauses in supplier contracts, requiring cooperation on audits and compliance.

Water reduction policy

- ✓ In our offices, we use rainwater as a main water source.
- ✓ We continually monitor and reduce our water consumption through staff awareness and efficiency measures.
- ✓ We partner with accommodations, restaurants, and lodges that demonstrate responsible water management (e.g., use of greywater systems, sustainable sourcing, information on water reduction available)

- ✓ Our water risk assessment is measured as a whole of our organization and our suppliers when evaluating the year's environmental impact.

Sustainable mobility policy

- ✓ We encourage low-impact travel options whenever possible (e.g., shared transfers, efficient vehicles).
- ✓ We accommodate for our employees to work from home up to three days a week due to lack of public infrastructure.
- ✓ Partner agencies and guides are encouraged to minimize fuel use and explore low-emission alternatives.
- ✓ Safari activities are carefully planned to reduce unnecessary driving distances, while maintaining traveller experience.

Partner agency policy

We expect our partners to share our sustainability principles, which include:

- ✓ Respecting local communities, cultures, and traditions.
- ✓ Prohibiting child labour and ensuring fair working conditions.
- ✓ Condemning and preventing the sexual exploitation of children. Any evidence of such activity will result in immediate contract termination.
- ✓ Participating in knowledge sharing, training, and sustainability improvement programs.
- ✓ Comply with and sign our *sustainability checklist* before writing the partner contract each year.

Accommodation policy

We prioritize accommodation that:

- ✓ Demonstrate sustainable practices and certifications (e.g., Travelife, GSTC, Fair Trade).
- ✓ Operate in a way that does not jeopardize local community access to basic services (e.g., food, water, energy, healthcare).
- ✓ Respect local culture, environment, and employment practices.

Our actions include:

- ✓ Promoting sustainability certification among partners.
- ✓ Including a sustainability clause in their contracts (with the right to terminate on breach).

- ✓ Highlighting sustainable accommodations in our marketing (e.g., with dedicated icons, special collections).
- ✓ Offering incentives (marketing benefits, visibility, referrals) for suppliers achieving certifications.

Excursion and activity policy

When offering excursions, we aim to:

- ✓ Ensure fair and transparent financial contributions to local communities.
- ✓ Provide guides with training on cultural norms, environmental protection, and responsible visitor behaviour.
- ✓ Share clear guidelines with travellers on respectful conduct, waste management, and resource use.

Sustainable customer policy

We believe our travellers are an essential part of our sustainability journey. We therefore:

- ✓ Provide clear, transparent information about the environmental and social impact of our products.
- ✓ Encourage responsible behaviour by sharing guidelines on wildlife encounters, cultural sensitivity, and resource use (e.g., water, energy).
- ✓ Highlight sustainable accommodation and excursion options (e.g., certified suppliers, low-impact activities).
- ✓ Offer opportunities for guests to support community projects or conservation initiatives during their trip.
- ✓ Collect traveller feedback on sustainability and use it to continuously improve our operations.

Communication and monitoring

- ✓ We maintain open communication with suppliers through newsletters, sustainability clauses, checklists and trainings.
- ✓ Our sustainability coordinator monitors progress, keeps records, and ensures continuous improvement.
- ✓ Annual report/evaluation on sustainability performance will be shared.

Internal sustainability actions

Within Get Africa Travel, we commit to reducing our own footprint and fostering a culture of sustainability among our staff:

- ✓ We try to ensure a safe, fair, and supportive working environment for all employees.
- ✓ We have weekly sustainability updates with the whole team.
- ✓ We have weekly meetings with the Sustainability Team.
- ✓ We provide staff with training, education, and incentives to adopt sustainable practices at work and at home.
- ✓ Minimize business travel emissions by filling up the car if driving for site inspections, prioritize digital meetings, always use the greenest option available.
- ✓ Purchase local, sustainable, and fair-trade office supplies and services.
- ✓ Reduce, reuse, and recycle our waste.
- ✓ Continue rainwater use, limit consumptions, and raise awareness among staff to minimize use.
- ✓ Reduce office energy use through efficiency measures, green energy sourcing, and smart technology.

Continuous improvement

Sustainability is a journey. An important journey. We live from providing astonishing nature experiences, which is why we commit to sustainable choices to keep our nature intact. Therefore, we will review our policy annually, set measurable targets, and adjust our practices in line with new challenges, technologies, and opportunities for the environment.