

Mentoring Supporting

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LETS GO TRAVEL UNIGLOBE **2024 SUSTAINABILITY REPORT**

SHINE

WE

TOGETHER

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1. EXECUTIVE SUMMARY

This report presents the sustainability achievements and commitments of Lets Go Travel Uniglobe, a Kenyan sustainableconscious travel management company. As a leader in responsible tourism, we integrate sustainability into our core operations, ensuring our business contributes to the well-being of local communities, preserving biodiversity, and promoting ethical business practices. This report consolidates progress from quarters 1, 2, and 3 of 2024, emphasizing our impact across key sustainability pillars: Livelihood, Education for Sustainable Development, Conservation, and Community Tourism.

The travel industry plays a significant role in economic growth, cultural exchange, and environmental stewardship. As demand for sustainable tourism grows, Lets Go Travel Uniglobe has positioned itself as a leader in responsible travel by placing sustainability principles into our business model. This report highlights our ongoing efforts to integrate sustainability into every aspect of our operations, from reducing our environmental footprint to fostering strong relationships with local communities and advocating for inclusive growth. Our initiatives align with international frameworks such as the United Nations Sustainable Development Goals (SDGs) ensuring our sustainability efforts are measurable and impactful.

By prioritizing responsible tourism, we aim to create long-term value for all our stakeholders, including travelers, employees, local communities, and tourism, hospitality, and conservation partners. This report provides a comprehensive overview of our sustainability journey, outlining the progress we have made and the strategies we are implementing to drive meaningful changes. We are committed to continuous improvement, embracing new opportunities to enhance our environmental and social impact while maintaining our commitment to ethical governance and transparency.

2. WELCOME MESSAGE FROM OUR MANAGING DIRECTOR

I read this summary of all the different aspects we have touched in our Sustainability and Responsible Tourism journey of 2024 and really there is So Much we have achieved. This would not have been possible without our young dynamic team as well as all the great support and encouragement given by the rest of the Lets Go – really a great effort and thank you.

I hope you too are impressed by the various SDGs we cover and the new more daunting Climate Change proposals that we are currently drafting going forwards in 2025.

Please also try and **Do More** on your part this year.

Alan Dixson



3. 2024 IN NUMBERS

- 1. Livelihood Pat Dixson Aid Program
 - An estimated **317,550 meals** were served to 365 seniors and persons with disability registered members, Cheshire Home and Body of Christ Children Centre.
 - We distributed 10,200 packets (each containing 8 pieces) of sanitary pads to
 850 girls at 8 schools in Laikipia East Constituency, Laikipia County.
- 2. Education
 - The Young Change Makers Program impacted **872 students** from **6 institutions of higher learning** across **5 counties**.
- 3. Our contribution
 - A total of KES 2,035,750 (US\$ 15,696 and UK £ 12,413) was spent on our sustainability initiatives across Livelihood, Education for Sustainable Development, Conservation and Climate Action, and Community Tourism.
 - Our team contributed a total of **1,700 volunteer hours** towards various sustainability initiatives.



4. INTRODUCTION

At Lets Go Travel Uniglobe, sustainability is at the core of our business strategy. We recognize that sustainable tourism is essential for preserving our planet, supporting communities, and delivering meaningful experiences to our travelers. Our approach to sustainability is holistic, integrating economic, social, and environmental dimensions into our operations to ensure that tourism remains a force for good in the areas in which we operate. By adopting a responsible tourism model, we strive to balance the needs of travelers with the well-being of local people and ecosystems.

As part of our commitment to sustainability, we have developed a structured approach to addressing key sustainability challenges. Our initiatives focus on four core pillars: Livelihood, Education for Sustainable Development, Conservation and Climate Action, and Community Tourism. Through these pillars, we implement initiatives that provide essential social services, enhance environmental protection efforts, and drive sustainable economic growth. Our sustainability framework is designed to align with global practices and international sustainability reporting guidelines, ensuring transparency and accountability in all our activities. Throughout this report, we showcase our achievements and outline our future objectives in enhancing sustainable tourism practices. By working closely with local communities, conservation organizations, and industry partners, we continue to drive best practices in sustainable travel, ensuring that our operations contribute to positive social and environmental outcomes. As we move forward, we remain committed to integrating sustainability more fully into our business operations, embracing emerging trends, and adapting to the evolving needs of the tourism industry.



5. OUR SUSTAINABILITY PILLARS

1. Livelihood

We believe that every individual deserves the opportunity to thrive. Through initiatives such as the Pat Dixson Aid, we provide essential support and food security to vulnerable populations. Programs like Keep Her in School empower girls through education, breaking the cycle of period poverty and contributing directly to SDG 2, SDG 3 and SDG 5.

2. Education for Sustainable Development

Investing in education is an investment in the future. We partner with primary schools, high schools, universities, and sustainability initiatives to provide educational opportunities that empower young people. These programs align with SDG 4, fostering sustainable tourism leaders and nurturing the next generation of global citizens.

Tourism should be a force for good, benefiting both communities and visitors. Our support for local communities and advocacy for sustainable tourism practices contribute to SDG 8 and SDG 10 (Reduced Inequalities). We aim to build a more inclusive and sustainable tourism industry that benefits everyone.

4. Community Tourism

Recognizing the importance of our planet's biodiversity, we actively participate in conservation efforts and collaborate with conservation-led organizations. These actions directly align with SDG 13 and SDG 15, ensuring a healthy environment for future generations.

3. Conservation and Climate Action

The SDGs supported by Lets **Go Travel Uniglobe**



6. VALUES AND GUIDELINES

Lets Go Travel Uniglobe is committed to ethical conduct, environmental responsibility, and social impact, aligning with the Sustainable Development Goals (SDGs) and the Ten Principles of the UN Global Compact. Our initiatives focus on reducing our environmental footprint, promoting fair labor practices, and supporting local communities through responsible tourism.

We uphold a code of conduct that applies to all employees and suppliers, ensuring integrity, respect for human rights, environmental responsibility, and compliance with laws and regulations. Our general office policies foster workplace professionalism, diversity, inclusion, and continuous education, ensuring a responsible and efficient working environment.

Sustainability is at the core of our operations, reflected in our sustainable purchasing and supply chain policies, which prioritize environmentally friendly products, ethical sourcing, and waste reduction. We advocate for local sourcing and engage in community-driven projects to promote economic empowerment. Our commitment to sustainability extends to carbon reduction, biodiversity conservation, and community engagement, ensuring that our business positively impacts both the planet and society.

Ten principles of the UN Global Compact

- Principles 1 and 2 (Human Rights) We uphold and respect internationally recognized human rights and ensure we are not complicit in abuses.
- Principles 3–6 (Fair Labor Practices) We promote workplace rights, including freedom of association, fair wages, and the elimination of child and forced labor.
- Principles 7–9 (Environmental Responsibility) We adopt a precautionary approach to environmental challenges, invest in sustainable innovations, and encourage eco-friendly technologies.
- Principle 10 (Anti-Corruption) We maintain a zerotolerance policy on corruption, bribery, and unethical business practices.

(Source: UN Global Compact)

7. OUR SUSTAINABILITY ACCOLADES IN 2024

We are proud to have received several awards and accolades from external stakeholders in 2024, including recognition in the following areas:

1. The African Travel and Tourism Association (ATTA) for Action -Traveler Education and Awareness Champion award for our efforts in promoting sustainability through traveler education, youth integration, capacity-building, and innovative initiatives.

2. Skål International Sustainable Tourism Award - Educational and Social Programs honored our impactful initiatives in education, conservation, livelihood, and community tourism.

3. The Ecotourism Kenya 2024 Eco-Warrior Awards, we were named 1st Runners Up in two categories: Leading Tour Operator in Advancing Gender Equality and Reducing Inequalities and Leading Tour Operator in Responsible Tourism Practices.



8. SOCIAL RESPONSIBILITY

i. Livelihoodii. Education for Sustainable Developmentiii. Community Tourism



8.1 The Pat Dixson Aid; Nurturing a Thriving Community

The Pat Dixson Aid program serves as a lifeline for vulnerable seniors, children, and other special groups in Limuru. The consistent provision of nutritious food hampers addresses immediate needs, combating food insecurity and promoting better health outcomes. The inclusion of clothing and essential items further enhances the well-being of beneficiaries, addressing other critical needs. By aligning with SDG 2 Zero Hunger and 3 Good Health and Wellbeing, the program contributes to broader global efforts to eradicate hunger and improve health.

The support extended to the Body of Christ Children's Centre, Cheshire Home, and St. Joseph's Kindergarten demonstrates a commitment to nurturing the next generation and supporting vulnerable populations. The donation of assorted grains ensures these institutions can provide nutritious meals, contributing to the overall well-being of the children and young women in their care.

The active involvement of volunteers and friends of the program, such as Global Connections, Druppels voor Kenia,



Amadeus Kenya, American Women's Association, East Africa Women's League, Diamond Trust Bank Kenya, and many more highlights the power of partnerships in creating positive change. Their participation in food distribution and donations amplifies the program's impact, fostering a sense of community ownership. The provision of books, learning materials, sports equipment, and shoes by friends of the program to the Body of Christ Children Centre demonstrates a strong commitment to education and equipping children with the resources they need to succeed.

The program's contributions to teacher salaries and the sourcing of bread from a local bakery demonstrate a commitment to sustainable community development. By supporting local institutions and businesses, the program creates a ripple effect, strengthening the local economy and fostering self-sufficiency. The visits by international partners such as Global Connections underscore the program's global reach and its potential to inspire similar initiatives elsewhere.

8.2 Keep Her in School, Empowering Through Education and Well-Being

The Keep Her in School program addresses period poverty which is a critical barrier to girls' education, and access consistent supply of sanitary products. By providing these essentials, the program ensures girls do not miss school due to menstruation, promoting gender equality and empowering them to reach their full potential. The program reaches across multiple primary and secondary schools namely Kalalu Primary School, Ndemu Primary School, Umande Primary School, Kirimara Primary School, Gakeu Primary School, Kalalu Secondary School, Ndemu Secondary School, and Sweetwaters Girls Secondary School, in Laikipia East constituency of Laikipia County.

The annual health talks, conducted in collaboration with health and social representatives from Nanyuki Cottage Hospital, equip students with crucial life skills that extend beyond academics. By addressing topics such as personal hygiene, self-esteem, and self-awareness, the program empowers students to navigate adolescence with confidence and make informed choices. The inclusion of male students in hygiene education fosters a holistic approach to well-being. Before this program was initiated by Lets Go Travel, schools faced numerous challenges related to health and the learning environment. However, overcoming these challenges has made a meaningful difference. The provision of sanitary pads has significantly improved the well-being of girls, allowing them to concentrate on their studies without disruption. As the deputy principal of Ndemu Secondary School notes, "When you educate a woman, you educate society. This support also eases the financial burden on guardians, enabling them to allocate resources to other essential needs." Additionally, the principal of Ndemu Primary School highlights, that the program has contributed to an improved school environment, enhanced the well-being of both boys and girls, and increased the retention of girls in school. Through these initiatives, students are not only supported academically but also given the tools to build a brighter and healthier future.



8.3 Education for Sustainable Development; Cultivating Responsible Practices

We recognize that education is key to driving change and fostering a culture of environmental responsibility.

8.3.1 Sustainable Tuesday Meetings

These internal monthly meetings serve as a crucial platform for knowledge sharing and capacity building. By keeping staff informed about the latest developments in sustainable travel and tourism, the company ensures that sustainability is integrated into its core operations. The inclusion of site visits and industry expert sessions provides practical insights and encourages a deeper understanding of sustainable practices.

The focus on staff health, wellness, and financial literacy demonstrates a commitment to employee well-being, recognizing that a healthy and motivated workforce is essential for achieving sustainability goals.

8.3.2 Expanding Our Knowledge

Active participation in industry events demonstrates a commitment to continuous learning and staying at the forefront of sustainable tourism practices. By engaging with experts and thought leaders, our staff gain valuable insights that form its strategies and operations. This proactive approach ensures that Lets Go Travel Uniglobe remains aligned with the latest trends and best practices in sustainable tourism.

8.3.3 Youth Empowerment and Development

The Young Change Makers seminars represent a significant investment in the future of sustainable tourism. By engaging with university students, we are nurturing the next generation of sustainability leaders. The diverse range of topics covered in the seminars ensures that students gain a comprehensive understanding of the challenges and opportunities in sustainable tourism. The provision of scholarships, educational stationery, and internship opportunities further demonstrates the company's commitment to supporting young people and providing them with the tools they need to succeed. Participation in environmental and conservation programs provides hands-on experience and fosters a deeper appreciation for the natural world.

8.4 Community Tourism; Enriching Travel Experiences through Local Engagement

Lets Go Travel Uniglobe's commitment to community tourism reflects a recognition that tourism can be a powerful force for good. By engaging with local communities, we ensure that tourism benefits both visitors and residents, creating a more sustainable and equitable tourism industry.

8.4.1 Utalii Bora Product Watch Reviews

The involvement of university students in these reviews provides a valuable opportunity for them to gain practical experience in tourism research and assessment. By engaging with local communities and evaluating tourism sites, the students develop a deeper understanding of the social, economic, and environmental impacts of tourism. This initiative also contributes to the development of local tourism by providing valuable feedback on the quality and sustainability of tourism offerings.

8.4.2 World Tourism Day, Africa Environment and Wangari Maathai Day Celebrations

As part of our commitment to environmental conservation and awareness, we participated in the celebrations of World Tourism Day, Africa Environment Day, and Wangari Maathai Day. These events serve as important platforms for promoting sustainability and honoring the legacy of environmental champions. One key initiative involved providing children of staff members with an opportunity to visit Nairobi National Park. This experience not only connected them with their natural heritage but also instilled a love for nature and wildlife, fostering a sense of environmental stewardship and inspiring future conservation leaders.

Additionally, we joined fellow environmental supporters in the inaugural Wangari Maathai Marathon, held in commemoration of the late Nobel Laureate. The marathon, held in commemoration of the late Nobel Laureate. The marathon, themed "Power of One," aimed to promote individual action for environmental sustainability. Celebrated alongside Africa Environment Day, this event highlighted the urgent environmental challenges facing the continent while paying tribute to Wangari Maathai's enduring green legacy.

8.4.3 Direct Support for Conservation

Directly remitting entry and conservation fees demonstrates a commitment to protecting the natural resources that underpin the tourism industry. By supporting conservation efforts, we are ensuring that future generations can enjoy the same natural wonders that attract tourists to Kenya.

8.5 Staff Welfare, Diversity, and Inclusion: Investing in Our People

Lets Go Travel Uniglobe's commitment to staff welfare, diversity, and inclusion reflects a recognition that its employees are its greatest asset. By providing professional development programs and sustainability training workshops, the company empowers its staff to grow and contribute to the company's success. Participating in international conferences provides employees with opportunities to learn from global experts and share best practices. This investment in employee development not only benefits the company but also contributes to the professional growth of its employees. The focus on diversity and inclusion ensures that Lets Go Travel Uniglobe is a welcoming and equitable workplace where everyone feels valued and respected.











Mentoring and Supporting Youth Participation in Sustainable Tourism Development since 2017

9. CONSERVATION AND CLIMATE ACTION



Lets Go Travel Uniglobe remains dedicated to sustainable tourism by actively implementing conservation and climate action initiatives. Our focus is on reducing environmental impact, engaging in community-led conservation programs, and promoting responsible travel practices. Below are key areas of our 2024 conservation and climate efforts:

9.1 Waste Management and Circular Economy

To minimize waste generation and promote circular economy principles, we have implemented waste reduction strategies, including transitioning to digital documentation and eliminating single-use plastics. Our collaboration with Enviroserve Kenya Limited ensures responsible electronic waste disposal, keeping toxic materials out of landfills while fostering entrepreneurship through e-waste recycling. By properly managing electronic waste, we not only prevent environmental pollution but also create opportunities for the repurposing of valuable materials, reducing the need for new resource extraction.

We continue to encourage the use of refillable water bottles for our safari and leisure travellers and sustainable packaging to align with SDG 12 Responsible Consumption and Production, further ensuring that our operations contribute to a zero-waste economy.

9.2 Adopt a Tree Program and Reforestation Efforts

In celebration of World Environment Day 2024, we expanded our Adopt a Tree Program, planting 210 trees including 100 fruit trees, 65 olive trees, and 45 cedar trees across seven partner schools in Laikipia County. This initiative aims to enhance local biodiversity, soil conservation, and air quality, while also providing students with fresh fruit and fostering long-term environmental stewardship.

A standout success story is Ndemu Primary School, where thriving banana trees greet visitors at the entrance, a testament to their commitment to sustainability. Since 2017, when the school received a sponsored teacher training in partnership with the African Fund for Endangered Wildlife (A.F.E.W. Kenya), and with a follow-up training in 2023, it has consistently maintained a thriving kitchen garden.



The students have fully embraced environmental conservation and food security, applying their knowledge to sustain their farm. With flourishing banana plantations, vegetable gardens, and tree nurseries, the students have mastered the full cycle of farming and treegrowing. Notably, every three weeks, the entire school enjoys a nutritious meal from their harvest, showcasing the program's tangible impact on both education and nutrition.

By involving students from Form 1 in secondary schools and Grade 4 in primary schools, we fostered a culture of environmental responsibility among young learners, equipping them with the knowledge and skills to nurture and maintain these trees. The inclusion of fruit trees further contributes to food security and nutritional benefits for the schools and surrounding communities. These efforts contribute to SDG 15 Life on Land by promoting reforestation, preventing desertification, and ensuring the sustainability of land resources.



9.3 Strategic Partnerships and Community Engagement

Our success in conservation efforts is largely driven by collaborative partnerships with organizations that share our commitment to environmental sustainability. Through partnerships with Nature Kenya we participated in bird walks to monitor avian populations and identify ecological threats. These activities support biodiversity conservation by collecting valuable data that informs strategies for protecting endangered bird species and restoring habitats.

Additionally, we actively supported the Rhino Charge event, which raises funds for the Rhino Ark Kenya Charitable Trust to protect mountain ecosystems, our important water towers, and wildlife corridors. Our contribution, both in volunteer efforts and financial donations, strengthens conservation initiatives that protect endangered species and promote sustainable land management.

To further integrate environmental education into our programs, we sponsored a teacher to attend conservation workshops at Elsamere Conservation Centre, empowering educators to instill environmental awareness among students. Furthermore, we piloted a learning trip for 57 students and four teachers from Ndemu Primary School, Ndemu Secondary School and Kalalu Secondary School rom Laikipia East Constituency to Ol Pejeta Conservancy, where participants gained hands-on knowledge about biodiversity, antipoaching measures, and the significance of conservation efforts.





9.4 Climate action strategy and carbon footprint reduction

Recognizing the impact of tourism on climate change, we are in the final stages of implementing our carbon reduction strategy that focuses on reducing our emissions and promoting climate-friendly travel. Our approach includes adopting energy-efficient operations and promoting eco-certified accommodations among other actions.

We actively encourage our clients to participate in carbon offset programs, offering them the option to contribute to reforestation projects and renewable energy initiatives that help counterbalance their travel emissions.

9.5 Biodiversity and Conservation Initiatives

Biodiversity conservation remains a key focus of our sustainability initiatives. In 2024, we participated in the Forest Challenge at Kereita Forest, organized by the East African Wildlife Society, contributing to the restoration of 600 hectares of key water towers over ten years. The funds raised from this initiative are directed toward tree planting, habitat restoration, and watershed conservation, ensuring long-term benefits for wildlife and surrounding communities. Our commitment to biodiversity extends beyond tree planting to include wildlife monitoring programs and habitat restoration projects. Through collaborations with Nature Kenya, we facilitated bird-watching initiatives, allowing for the observation and tracking of species populations. These efforts contribute to data collection for conservation research, ensuring that appropriate measures are implemented to protect endangered species and restore ecological balance.

Additionally, we work closely with travel partners to develop ecofriendly tourism packages that emphasize wildlife conservation, environmental education, and sustainable practices. By integrating conservation-focused excursions into our offerings, we provide travelers with meaningful experiences while actively contributing to the preservation of natural ecosystems.

By embedding these conservation and climate action initiatives into our broader sustainability framework, we continue to lead in responsible tourism, protecting natural environments, empowering local communities, and driving impactful change for a sustainable future.

10. SUSTAINABLE FINANCE

Sustainable finance is about integrating environmental, social, and governance goals into financial decision-making ensuring businesses grow responsibly while contributing positively to society and the planet. We utilize our travellers philanthropy amounts and donations from various friends of the Pat Dixson Aid in Limuru such as Global Connections, Druppels voor Kenia, Americans Women League, East African Womens League, Diamond Trust Bank amongst others to promote social welfare, economic empowerment, and sustainable community support. This funding has enabled us to provide educational support, financial assistance for vulnerable populations, and opportunities for economic independence, particularly for seniors, children, and adolescent girls in need.

Additionally, our investments in responsible tourism business and membership in conservation organizations such as East African Wildlife Society, Nature Kenya, Ecotourism Kenya, Friends of Nairobi National Park, Friends of Oloolua Forest, Ngare Ndare Forest, Laikipia Wildlife Forum, Tsavo Trust and Colobus Trust align with our Environmental, Social, and Governance (ESG) commitments. These affiliations not only contribute to conservation efforts but also enhance our visibility and credibility in sustainabilityfocused forums.



Our support for youth empowerment includes sponsoring students pursuing tourism and hospitality courses, funding professional development training, and facilitating international travel for knowledge exchange programs such as the attending a one-week Sustainable Tourism Technical Seminar in Bavaria, Germany that brought together an East African delegation through the joint invitation of Bildungswerk der Bayerischen Wirtschaft (BBW) gGmbH and the Bavarian Ministry of Economic Affairs. Digital marketing through various online platforms and various travel publications also aligns with ESG investments, as it promotes sustainable tourism practices while reaching a broader audience.



11. STAKEHOLDER ENGAGEMENT

We engage with stakeholders through transparency initiatives, strategic partnerships, and participation in sustainability networks.

Our approach includes:

- Hosting industry partners to share best sustainability practices in the tourism and hospitality sectors.
- Collaborating with government agencies, conservation bodies, and Non-Governmental Organizations to develop policies that promote responsible tourism.

- development.
- tourism.

These efforts help us create a collaborative network of stakeholders, ensuring that sustainability remains a core component of our industry's future.

• Engaging with travelers and corporate clients to raise awareness about sustainable travel and encourage eco-conscious choices. • Building strong relationships with local communities to ensure that tourism benefits are equitably shared and contribute to social

• Participating in global sustainability forums and tourism summits to exchange knowledge and strengthen our leadership in sustainable

12. FUTURE GOALS AND ROADMAP

We are committed to reducing our carbon footprint and are in the final stages of implementing a Climate Action Plan to guide us toward achieving net-zero emissions. This includes:

- Adopting energy-efficient practices across our operations.
- Encouraging carbon offset programs for travelers to mitigate the environmental impact of their trips.
- Collaborating with eco-lodges and sustainable tourism partners to ensure that our travel packages align with carbon reduction goals.

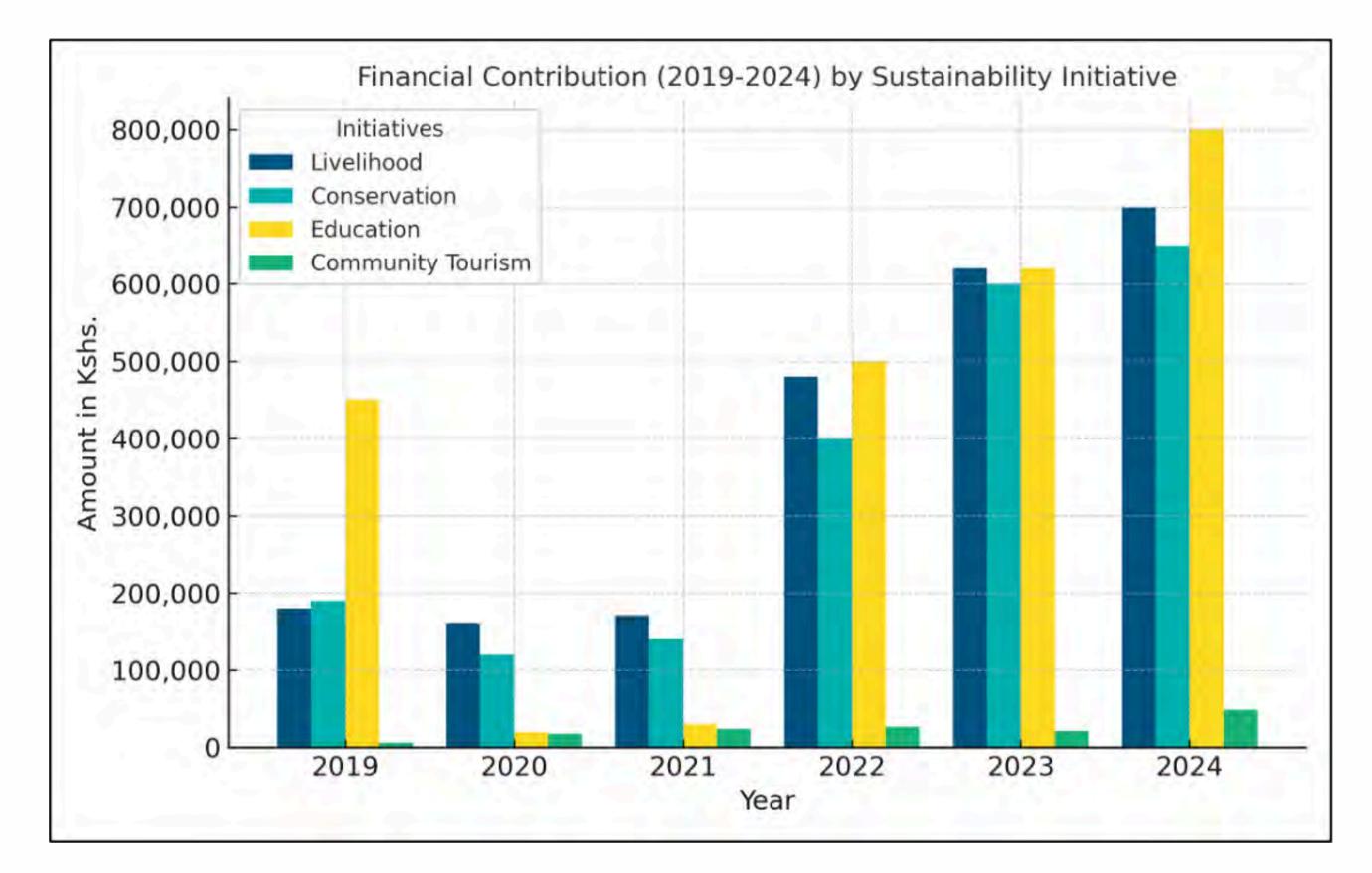


To maintain accountability and improve stakeholder confidence, we will:

- Implement quarterly ESG reporting, detailing our sustainability performance and progress toward climate goals.
- Engage with investors and partners to ensure our strategies align with the best sustainability practices.
- Develop measurable sustainability metrics, allowing us to track and communicate our impact effectively.

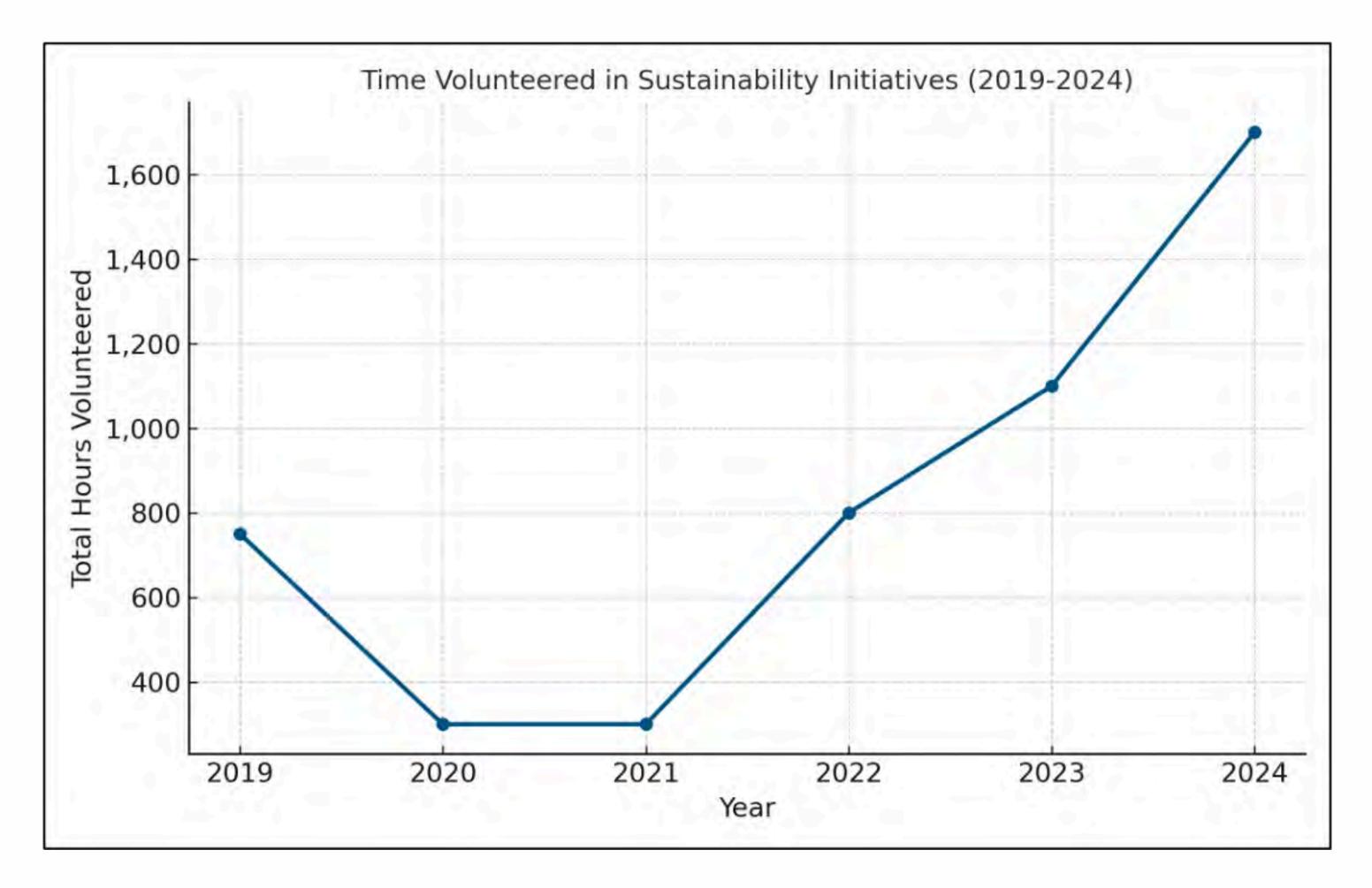
By focusing on these strategic areas, Lets Go Travel Uniglobe remains at the forefront of sustainable tourism and corporate responsibility, driving long-term environmental and social impact while ensuring economic resilience.

13. FINANCIAL CONTRIBUTION GRAPH



*** Community tourism – shown financially here for our contributions to <u>Utalii Bora</u> facilitations. Community conservation fees paid by clients are not included in this report as, really, they are a part of the tour cost.

14. TIME VOLUNTEERED GRAPH





Lets Go Travel Uniglobe remains dedicated to pioneering responsible tourism that balances environmental conservation, social development, and business growth. Our sustainability journey continues to evolve, and we are committed to setting new benchmarks for ethical travel practices.

Also, visit our sustainability practices and reports page to read and download our past sustainability reports.

15. CONCLUSION

Thank you for taking the time to read our 2024 Sustainability report. Please let us know at <u>felix@letsgosafari.com</u> if you have any feedback or suggestions, we would love to hear them.

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