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SUSTAINABILITY 2020

Sustainability always has been a core value at Khiri Travel. 2020 has started so successful for us, and Khiri became the very first DMC to be Travelife certified it all of its destinations. Then, the so persistent Covid crisis hit, and the tourism industry came to a standstill, also for us. It's heartbreaking to see our local partners, our guides and drivers, communities we have worked with for years suffer to an unprecedented extent.

But if anything, 2020 has only further strengthened our commitment. We believe it is now more important than ever to focus on sustainable tourism development. And we used this time, without clients on the ground and without our teams being busy with their everyday work, to re-assess where we stand. We looked at existing projects and policies and reevaluated if there's any changes or improvements needed. But we also set up and implemented quite a few new projects, which can be launched right away when travelers arrive in our destinations again. For us, sustainable tourism development is an absolutely fundamental need and the only way forward.

We're trying our very best to be a leading example in the tourism industry in South East Asia. We want to support and engage our suppliers and work together with our competitors to promote sustainable tourism development. We really believe in collaborations and partnerships, so instead of boycotting or finger pointing, we support our partners or other businesses whenever possible.

We believe 2021 will be the year of recovery and we do our best to build back better.





KHIRI

Sharing Our Passion for Discovery

OUR PURPOSE

Making tourism a force for good.

OUR VISION

It is our dream that our passionately designed travel experiences – regardless of travel style and budget – provide unforgettable, high-quality experiences for our travelers, and an effortless, inspiring way to contribute positively to the conservation of communities & destinations we travel to.

OUR MISSION

A leading destination management company, Khiri Travel delivers creative and personalized itineraries with the highest standard of service to discerning tour operators worldwide; we hold ourselves accountable for the triple-bottom line: people, planet and profit.



TRAVELIFE CERTIFICATION IN ALL KHIRI DESTINATIONS

2020 started really well for us at Khiri Travel. In January we had Travelife audits in Thailand, Laos and Sri Lanka. And Khiri became the very first DMC to be Travelife certified in all its destinations.

Travelife certification is awarded to tour operators after rigorous systems, policy and procedure checks onsite by Travelife auditors. The threestage Travelife process acknowledges the Organization for Economic Cooperation and Development corporate social responsibility guidelines. These include labor conditions, human rights, environmental responsibilities, biodiversity and fair business practices across the company and its supply chains.

Everyone in the team has been proactive and involved in the process from the beginning. With full Travelife certification in all our destinations, clients can rest assured that they are working with a responsible operator who cares about the bigger picture and has the processes and metrics in place to prove it. Khiri Travel was one of the first DMCs in Asia to be Travelife certified in 2015. Since then Khiri has been a proactive supporter of the responsible tourism agenda advanced by Travelife, leading DMCs and PATA through its Tour Operators' Sustainability Working Group.

Each Khiri destination worked hard to comply with over 260 criteria and every staff member played an active role in the certification process.

The Travelife standard for tour operators is also formally recognized by the UN-supported Global Sustainable Tourism Council (GSTC).





KHIRI VOICES

Dany, Product & Contracting Coordinator Khiri Cambodia

My little story about sustainability:

My friend, who's Archeologist said to me "If you work in tourism, do you know that where tourism arrives, there will be a lot of destruction, including nature and ecology, history, temples, local ways of life, traditions, religion and cultures?!" I responded to him: NOT AT ALL, I work in tourism, but it's responsible tourism! He didn't believe me at that time, but until now I have done many great things to prove it. And so far, since Covid-19 hit, I saw a lot of people in the industry improving their business to become more sustainable.

I think, sustainability leads to more positive impacts while developing destinations' infrastructure for tourists or economy, and besides providing income for local people, it also helps to educate and improve living conditions, saving local traditions and culture.

In the last year, I have learnt about making destinations green (including accommodations, communities, local tour operators or representatives, transportation and local guides) and how more positive impacts can be created. The tons and tons of plastic used in the tourism industry often end up in the ocean and rivers, so we all must try to reduce our plastic use. I have also learnt a lot specially on the Covid-19 situation as well.

Being Travelife certified is meaningful for me because I really want it, it's a perfect result for not only me but the Khiri Cambodia team as well as all Khiri countries. It's great for our company branding, and I trust it will help to promote us and we will be at the top of client's selection. Happy Work!



KHIRI VOICES



Aini, Assistant General Manager Khiri Indonesia

For me, sustainability means we're supporting the local people or local businesses to grow so she/he/they can have the same opportunity as us to develop themselves to reach her/his/their success. It's about taking care of our planet, making as low impact as possible. It means using as little energy as possible and being responsible for your waste.

Being Travelife certified means that we, as Khiri need to consider everything related to sustainability in everything we do. Take care of our people and our planet while getting income/profit from the business we are doing.

I know that I can not be zero waste, but my goal is to reduce waste from my personal, family and Khiri Indonesia team. Next to it, when covid is over, I want to continue telling the student (going to the school) how important it is to keep the planet clean.

Shashindri, Senior Account Manager Khiri Sri Lanka

Sustainability is such a 'buzzed' topic and it is often conversed at various platforms, but for me it had always been a question on how exactly we can make an impact on it!

The whole announcement of obtaining the Travelife certificate at our Khiri SL office was alien to all of us, but once the process started and when we all learned how much of a change we all can do 'without' completely changing our usual routine was amazing. It was the little things that added up and mostly the knowledge and awareness that we all gained was exceptional.

A very proud habit that I picked up from the whole process was to carry my own reusable water bottle around with me, even if it means I am making a trip to the supermarket on a hot day so I don't get tempted to buy a plastic water or juice container off a shelf. I truly experienced that Travelife was not yet another 'certification' for name sake, but a whole learning process that helped all of us make an impact in our own capacities.





KHIRI TRAVEL DECLARES CLIMATE EMERGENCY

2020 was the year where we wanted to step up our sustainability efforts. As many regions in the world have declared a climate emergency, the areas that Khiri Travel operates in are not immune to such problems.

Khiri Travel is proud to start the new decade as a signatory of <u>Tourism Declares a</u> <u>Climate Emergency</u>. While we believe tourism, conducted in a sustainable and responsible manner, has positive effects that contribute to the planet and people: we must also acknowledge the impact that tourism has on our climate. As such, Khiri Travel is committed to the UN Sustainable Development Goals across the seven countries in which we are active. Khiri Reach, our nonprofit organization, works with local communities and organizations to implement initiatives addressing climate change.

We accept current IPCC advice stating the need to cut global carbon emissions to 55% below 2017 levels by 2030 in order to keep the planet warming within 1.5 degrees.

Khiri Travel works closely with partners and suppliers to actively raise awareness and participate in eco-friendly initiatives. With our competitors and within the industry, we work towards having unified and widely accepted sustainable best practices in Asia.

Khiri Travel recognizes the need for systemic change across the whole travel and hospitality industry. As we call for urgent regulatory action to accelerate the transition towards zero-carbon air travel, Khiri Travel financially supports local partners that are dedicated to conserving their local environment.





KHIRI TRAVEL & OUR CLIMATE EMERGENCY PLAN

Our Climate Emergency Plan helps us monitor, evaluate, and improve our environmental impacts.

WHAT DO WE DO AT KHIRI TRAVEL

We measure our impact

In order to reduce our carbon footprint, we need to understand where our emissions are coming from. Internal energy use, staff commute and staff flights, use of water and waste, we're measuring our footprint. In all our offices, we keep track of the use of resources and calculate our emissions.

Low emission & zero waste offices

We reduce emissions in all our offices by using energy saving equipment and having strict policies in place to reduce the use of energy and water. Staff is trained and aware about our internal guidelines. In many of our destinations, we're still struggling with the use of plastic and the amount of waste. By 2030, all Khiri offices will be 100% plastic free. We're already on a good way, but improvements are always necessary and possible.

Technologies and home office

Khiri Travel will increase the use of new technologies to reduce the amount of in-person meetings – we will reduce staff travel to cut down on carbon emissions as much as possible. Khiri Travel offers the possibility for remote working, reducing staff commute and providing more flexibility to employees.

Sustainable sourcing

Whenever possible, we will source office supplies, cleaning products, gifts for clients and food and drinks for our staff sustainably, e.g. eco-friendly and/or supporting a social cause.



KHIRI TRAVEL & OUR CLIMATE EMERGENCY PLAN

HOW WE ENGAGE OUR CLIENTS

Carbon offset for clients

Similar to our internal carbon footprint calculation and offsetting scheme, Khiri Travel will offer this option to all clients 2021 onwards. Once travelers arrive in Southeast Asia, Khiri Travel will offset carbon emissions for guest trips by charging US\$1.50 per person per day. The aim is to offset entire itineraries, including accommodation, activities and transport.

Low Carbon Tours

When developing new products, we are focusing on low carbon options, offering alternatives such as city tours by foot or bicycle. Such tours will be highlighted in our product portfolio and give clients the option to choose the most suitable alternative. Accommodation will be vetted against Khiri's social, cultural and environmental criteria. And excursions will benefit the host communities, mostly in less developed regions.

Plastic-free excursions

Khiri Travel is implementing systems to make tours plastic free. We work closely with tour guides, transport companies and clients to ensure we reduce the amount of waste as much as possible. We already offer alternatives to plastic water bottles: glass bottles or refill options. In Myanmar, we provide an alternative to plastic bags when visiting pagodas and whenever organizing picnic lunches/foodie tours, we're working closely with our suppliers to only use reusable cutlery and tableware.



KHIRI TRAVEL & OUR CLIMATE EMERGENCY PLAN

OUR PARTNERS AND DESTINATIONS

<u>Collaborations</u>

We believe in strong collaborations, as together we can achieve more. We are proud to share best practices and share experiences with like-minded companies. Our long-term goal is to influence policy makers and governments to adopt more responsible strategies and development plans in all of our destinations.

Khiri Reach projects

Khiri Reach is our non-profit organization that operates as a social platform where people and organizations can collaborate and create positive change across Asia. We will continue to support local projects, initiatives and NGOs, which support sustainable development in South East Asia and therefore not only have positive impacts on climate change and environmental protection but also on social issues on regional levels.

Supplier Engagement

Besides the thorough sustainability assessment of hotel and excursion suppliers, we also ask all our partners to sign our sustainability contract, which asks to comply with basic environmental and social guidelines. If needed, we provide support in order to help our partners to adopt a more responsible management. If available, we promote suppliers which have a GSTC accredited sustainability certification. We will continue to encourage our suppliers to support conservation projects and anti-plastic initiatives.

You can find our full Climate Emergency Plan here

OUR ENVIRONMENTAL IMPACTS

In 2020, the tourism industry came to a complete standstill. And despite having extreme negative impacts on our business, our supply chain and our partners overseas, we want to highlight the positive coming out of this crisis – our reduced impacts on the environment.

Electricity Use Lombok in kWh







Electricity Use Sri Lanka in kWh





RESPONSIBLE EXPERIENCES

Khiri Travel aims to maximize the positive effects of tourism on individuals and local communities, while minimizing negative social, environmental and economic impacts. We have made a firm commitment to social and environmental sustainability throughout our supply chain and to ensure that our products don't harm people or planet. Khiri Travel has now gone a step further to make your choice easier: we have introduced two icons, People and Planet. You may recognize these icons from our NGO arm Khiri Reach. We highlight all experiences which actively benefit local communities or the protection and conservation of biodiversity.

Introducing these icons does not mean however that our other products are not responsible - we always make sure to protect our environment and treat local communities with respect. The icons simply highlight experiences which have an added deep and meaningful positive impact on our destinations.

Having these two classifications and our guidelines help our travel design teams focus on developing new and innovative responsible programs for you. Additionally, it will be much easier for our team members to recommend great responsible travel options for our guests.







PLANET

Travel Products which actively conserve the environment and support the restoration of native flora and fauna at the holiday destinations. While promoting eco-friendly lifestyles in our destinations, our activities continue to educate local people about reducing their footprint and environmental impact.



Animal Rescue Centers:



Promoting Animal welfare and not using them for attractions or entertainment. With a focus on animal rescue, well-being, and protection, educational programs should not disturb the animal's normal activity or habitat. Visitors should not disturb the animal or harm the animal's environment during these activities. Profit goes fully towards the conservation/rescue of wildlife: with many centers being registered as NGOs.



Animal Sanctuaries:

Animals in their wild habitat, but protected by local NGOs/organizations/rangers. Visitors should maintain a safe distance from all wildlife. Travelers should not directly interact with animals. When viewing the wildlife, visitors should be accompanied by rangers/biologists/expert-handlers.

Promoting Sustainable Lifestyles:

Activities/attractions are aimed at minimizing our footprint on the environment.With environmental workshops and/or trainings, we will engage locals and/ or travelers to focus on preserving our environment.



PEOPLE

Sustainable products should have a positive impact on the local community. As our partners empower their communities with their products, they are simultaneously promoting the local culture & traditions while advocating social equality and supporting underprivileged or marginalized groups.

Visit to a Vocational Training center

or Restaurant: Vocational training focuses on developing practical skills offers a great opportunity for the young, underprivileged youth to get a better education and access to the job market.

Activity/Workshop with NGOs:

Visiting an NGO, with a workshop and/or activity, supports less fortunate groups working to improve their communities e.g. women, disabled people, people from poor backgrounds, former inmates.





CBT & Social Enterprise: Excursions that include a visit to a CBT project can bring awareness to a pressing issue in the local community. Social enterprises, local youth associations, or community initiatives where part of the profit goes back into community supports sustainable development.



Visits to local families directly benefits the hosts:

Spending time with a local family, where clients engage with locals and learn from their unique point of view. In-depth interactions between host and guest provides travelers a personalized experience with the country's culture while supporting the local economy.







SUSTAINABILITY IN CAMBODIA

- Khiri Travel Cambodia celebrated Earth Hour in March 2020, turning off all lights, ACs, fans and laptops to save electricity and raise awareness about climate change
- All Team members successfully passed the Travelife Covid-19
 Resilient Training on the Travelife platform
- The Team managed to stay well connected even in difficult times, with team lunches, BBQs and other regular team events
- Khiri Cambodia is doing really well when it comes to waste in the offices. Both teams in Phnom Penh and Siem Reap are on a good way to become zero waste. They're policy includes a plastic fine, measuring waste and regular events and workshops all around waste
- Khiri Cambodia is an active member of CAM-DMC, a network of DMC and tour operators promoting a more responsible tourism industry in Cambodia. Our team joined meetings and events, which focused on communication with local governments to re-open the tourism destination Cambodia better.



SUSTAINABILITY IN INDONESIA

- Regular Green Team Meetings with discussions on waste measurements and waste reduction, Travelife re-certification in 2021, staff engagement, team motivation and sustainability education
- Guide Training in Lombok in February 2020: 15 guides joined and learned about our responsible products, sustainability and first aid
- Regular English trainings and workshops for all our staff a fun way to get the day started! And Zumba classes after our lunch breaks!
- Our Bali office is collaborating with BaliEco: our teams learn about waste reduction, recycling and waste management. Our team in Lombok has started composting organic waste in the office
- To reduce the sun glare and the use of electricity in our offices, we have applied anti glare window film
- Our team joined a waste and plastic awareness workshop by MVO in Bali in March 2020
- In December 2020, our GM Bart gave an online training to local NGOs and local tourism stakeholders in Flores and Sulawesi on sustainability and post-covid preparedness
- Khiri Travel is an active member of <u>IDSC</u>: IDSC focused in 2020 on health & safety assessment and "new normal" trainings for our supply chain





SUSTAINABILITY IN LAOS

- January 2020 started really exciting for our team in Laos with their very first (and very successful!) Travelife audit
- The team organized regular meals together, Karaoke nights and other staff outings to keep spirits high
- All Team members successfully passed the Travelife Covid-19 Resilient Training on the Travelife platform
- Our team joined the ASEAN Sustainable Tourism Solutions Expo in November 2020 to share our experience in responsible tourism









SUSTAINABILITY IN MYANMAR

- Waste at Khiri Myanmar gets a second life: our team collected and cleaned waste and delivered it to Hla Day, a non-profit social enterprise where it's reused to make new products for sale
- Our team also did the sustainability trainings on the Travelife platform to learn more about responsible tourism. Green Team meetings focuses on action plans, staff engagement, review of previous initiatives, our switch-off policy and waste reduction
- Zero Waste Office: The team agreed on a 1\$ fine for each piece of single-use plastic brought to the office. And it seems they are successful! All members are using refillable bottles and food containers.
- Khiri Reach in Myanmar:

2 water wells were donated to our <u>Water Well Project</u>
57 of our guests donated to an English class for Buddhist Nun in Sagging, Mandalay

Khiri Myanmar contributed to the local monastery in Twante – Payagyi Mingalar Parahita near Yangon with 50 rice sacks, 20 containers cooking oil & school stationery for 700 students in there

Salary for 2 full-time employees at the Bagan Plastic campaign (till end of Mar 2020)

Through a private donation of one of our guests: 2 washing machines to a nunnery in Loikaw









SUSTAINABILITY IN SRI LANKA

- The most important assignment led by the Green Team was preparing for the Travelife Audit which was held in early January. After a lot of hard work and commitment from the entire team, we managed to obtain the Travelife Certification which was a huge achievement since it was our first time being certified. During the preparation process itself we managed to align a lot of our operations in a more sustainable manner.
- The team implemented a lot of new initiatives:

Distribution of 2 Hand Towels each for every staff member to minimize the use of paper towels, encouraged all staff members buying lunch packets to take their own containers to the shop and get lunch served on those instead of using lunch sheets. This had some success. In addition, we made a conscious effort to cut down further costs by using Ceiling and Pedestal fans and having air conditioning switched on only when absolutely necessary.

- In an effort to minimize the use of single use plastic bottles on our tours, in February 2020 we sourced 50 refillable bottles and as soon as we have clients arriving, we will implement this collaborating with hotels and restaurants as refilling centers.
- In preparation for the Travelife Certification Audit in January 2020, all our staff members completed the general Travelife Sustainability Management Training Module on the Travelife learning platform
- In November 2020, we set a goal and deadline for all 5 members remaining in the team to complete all 8 Training Modules on the Travelife online learning portal: Basic Training – Sustainability Management, Staff Engagement, Guide Training, Guides & Sustainability, Animal Welfare, Child Protection Training, Internal Environment Management, Covid-19 Resilience





SUSTAINABILITY IN THAILAND



 (Single use) Plastic free was one of the initiatives that we would have really like to have gotten behind. This was a huge learning curve for the small team that was left here in July 2020. To an extent this has been adhered to as the team bringing their own food from home these days









SUSTAINABILITY IN VIETNAM

- As part of <u>IMPACT Vietnam</u>, we have organized a number of events. Due to Covid, we had to pause our actions for several months but were able to host an online event in October ("Sustainable Vietnam: What Makes A Tourism Business Responsible?") followed by our first in-person event in December ("Living in Harmony with Nature - Linking Wildlife & Biodiversity Conservation with Tourism") Both were successful, and it was great to have this collaborative group back together again.
- Despite reduced teams and home office, the team managed to meet up regularly and enjoy get togethers





SHARING BEST PRACTICES

While tourism came to a standstill in 2020, we kept busy sharing best practices at industry events online...







KHIRI REACH

Khiri Reach is our non-profit organization that operates as a social platform where people and organizations can collaborate and create positive change across Asia.

Khiri Reach was founded with the objective of helping to solve some of the pressing issues in the region by using sustainable tourism as a tool to enhance cultural understanding, create respect for nature, protect the environment, and to support sustainable development in local communities.

Our Khiri Reach Ambassadors serve as representatives of these ongoing projects in our various destinations. Initially, they search for meaningful and feasible projects to participate in. While monitoring and supporting their progress, the ambassadors also provide updates to our donors.



MEET OUR PROJECTS

In August 2020, Khiri Reach launched its very first brochure. The booklet provides a detailed overview of all our projects and also lists a number of ways how you or our guests can support the individual causes.

We wish to leverage our business network throughout the regions we operate in to link partners, donors and volunteers with NGOs and community service projects, to find ways to solve pressing issues, such as health care, education, equality, plastic pollution, access to clean water, the protection of local flora and fauna, and to provide support for less fortunate. All programs and projects at their core, must encompass sustainable, responsible and positive benefits for the planet and its people. Many of the projects and organizations can be visited during your or your guests' itinerary: meet beneficiaries first hand, learn about the impacts of the project you decide to support and experience how you personally contribute to a good cause!

Our goal is to create sustainable income sources for our programs and often, we can achieve this through bringing tourists on site.

However, other projects depend more on the on-gong financial support from donors.

Click here to read our Khiri Reach Brochure.





GUIDE FUND

In June 2020, Khiri Reach started a fundraising campaign dedicated to our tour guides, who are all freelance workers. Over the years, many of them have warmly welcomed your treasured guests into their countries, lives and homes.

With the collapse of international tourism, our guides' livelihoods have been completely upended. Many have had no work or income since February 2020. In Southeast Asia, government safety nets are minimal if they exist at all, especially for freelance workers.

You can read personal stories and watch a video message from our tour guides to get a to know them better.



HONEYBEE ARTS & CRAFTS AND KUMEL MYANMAR

When Myanmar's borders were shut and we had no more clients on the ground, our teams there came together to discuss the situation. We brainstormed ideas that would keep our staff busy, give them something to wake up to every morning and to be proud of, and that would help us support all the Burmese with whom we have good relationships. We chose two ideas and made them priority projects.

The first project is called <u>Honeybee Arts & Crafts</u>. In many of the Burmese communities we visit with our clients, we find extremely talented artisans. They produce beautiful crafts and souvenirs that showcase the local culture and use traditional materials, but without any tourists visiting they don't have any source of income. So, instead of bringing the tourists to the products, our idea was to bring the products to the tourists. Our team put together an online platform, which has provided an opportunity for our local partners to sell their products worldwide. (All their products are made with sustainable and traditional materials, such as bamboo, papier-mâché, recycled plastic, and coconuts.)

The second project is called <u>Ku Mel</u>, which means "We will help". Even in good times, many local projects and NGOs can't afford to hire full-time staff or pay for the expertise they need. At the same time, many young Burmese are looking to gain work experience and develop their skills, especially in areas where educational programs might be lacking. KuMel is a free platform we developed to connect organizations and volunteers. The Khiri team works with many local NGOs and communities, so collectively we have a vast network of partners and a good understanding of their needs. Our team used that knowledge to build a database of projects, which is shared with anyone enthusiastic about helping them out.









SUPPORT FOR COMMUNITIES DURING A PANDEMIC

SRI LANKA

Our team in Sri Lanka collaborated with a local NGO and donated grocery packages to 250 families in Grandpass Colombo.

VIETNAM

Khiri Travel Vietnam staff donated funds to a CanCham project to purchase about 148kg of rice to help families in Binh Tan, Hoc Mon, Cu Chi, Tan Phu and Nha Be, suburbs around Saigon where many laborers have been made unemployed. Local communities developed the system of Rice-ATMs — automatic rice dispensers — which limit physical contact. People in need come with their own bags, which they can fill up with free rice

THAILAND

Khiri Travel in Thailand supported the Covid Relief BKK Project set up by SOS Thailand (Scholars of Sustenance). Khiri provided two vans for donation deliveries to communities, homeless shelters and health care centers. The COVID Relief BKK Projects have helped by distributing over 500 bags of dry goods so far.











GILI GEDE RESTORATION PROGRAM INDONESIA

Beginning of 2020, we supported the start of the Gili Gede Restoration Program in Indonesia.

Like many Indonesian islands, Gili Gede suffers from pollution with plastic waste covering its pristine beaches and seas. Waste gets dumped on the island or burnt, which leads to severe health problems for local communities. The fish population has drastically reduced with fishermen picking up more plastic waste than fish.

The Gili Gede Restoration Project, with the support of the Indah Village Government and Khiri Reach, has established a waste collection system in January 2020.

Two garbage collectors were appointed with three public bins placed in strategic locations, with more to come. Khiri Reach supports the project by providing trash bags and gloves. While seeing the trash collected on a daily basis, reusable waste is recycled and non-reusable trash is transported to the main landfill on Lombok, near Kebon Konggok. So far this project is set up in one pilot village, but with the success it has, we hope to soon expand to neighboring communities.

Read more....







SUSTAINABILITY 2021 – OUR GOALS



SUSTAINABILITY AT KHIRI – A REVIEW

We ended 2020 with a survey among our destinations to find out how important our teams rate sustainability, even in times of crisis. We wanted to find out what we need to improve and how we can make sustainability projects and initiatives more successful in the future.

It was good to see that all our Khiri countries see sustainability as 'very important' or 'most important'. Our teams understand and support the need for a more responsible tourism industry and are proud of our recent achievements.

Here's a few of the answers we got:

"Agents and clients who work with Khiri Travel share the same values based on sustainability", "Sustainability is one of the cornerstones of Khiri Travel", "We genuinely care about the environment and people in all our operations, and also because sustainability is a USP"

But of course, there's always room for improvements:

We want to focus even more on integrating sustainability in our daily operations. It's necessary to engage all staff, share responsibility and educate teams better. We also took away form the survey that we need to create more incentives for sustainability and apply detailed action plans and regular review sessions, to make sure we're on the right track.

"It is great working for a company that takes sustainability so seriously. Covid has proven that it is actually a necessity to survive as a DMC in the future."



GOALS AND ACTION PLANS 2021

SOCIAL MANAGEMENT

Focus in 2021 will be on our social impacts internally. Our aspiration is to build long-lasting, positive and engaging relationships with clients, suppliers, employees and owners. We aspire to have an impact on our staff, often young people with limited education. We want to educate them on all matters travel, sustainability, positively impacting their personal finance & family well-being. We want everyone to feel a strong sense of pride in working with Khiri Travel.

ENVIRONMENTAL MANAGEMENT

In order to reduce our carbon footprint, we need to understand where our emissions are coming from. Internal energy use, staff commute and staff flights, use of water and waste, we're measuring our footprint. In all our offices, we keep track of the use of resources and calculate our emissions. We reduce emissions in all our offices by using energy saving equipment and having strict policies in place to reduce the use of energy and water. Staff is trained and aware about our internal guidelines. Our goal is to reduce the use of resources by 10% annually. In many of our destinations, we're still struggling with the use of plastic and the amount of waste. By 2030, all Khiri offices will be 100% plastic free. From 1st of January 2021, Khiri Travel will be carbon neutral with an extensive offsetting scheme in place. <u>Read more here.</u>

SUPPLY CHAIN

Our purpose: Making tourism a force for good. Our vision: It is our dream that our passionately designed travel experiences, provide unforgettable, high-quality experiences for our travelers, and an effortless, inspiring way to contribute positively to the conservation of communities & destinations we travel to.

With this in mind, we need to look beyond our own impacts and operations, but broaden the scope of our work to include and engage our supply chain (local partners, accommodations, excursion suppliers, transport providers, tour guides, drivers, tourism industry and competitors,...)



