



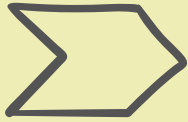
Climate Action Plan

. measuring and reducing our carbon footprint .

The 2023/24 reporting period marks our baseline year for measuring carbon, providing the foundation against which all future reductions will be tracked.



What we know



We are in a climate crisis

The world is getting hotter. This rise in global temperatures leads to a range of negative impacts, including more frequent and severe natural disasters, rising sea levels and the loss of biodiversity.



We need immediate action

It is essential that we reduce our carbon emissions. We don't have all the answers as to how we will do that, but we cannot use that as a reason to delay. As we start our journey, we will focus on progress rather than perfection.



We want to share our journey

This is an update on our emissions and the work going on behind the scenes to lower our footprint.

For more details, please get in touch.

MEASURE

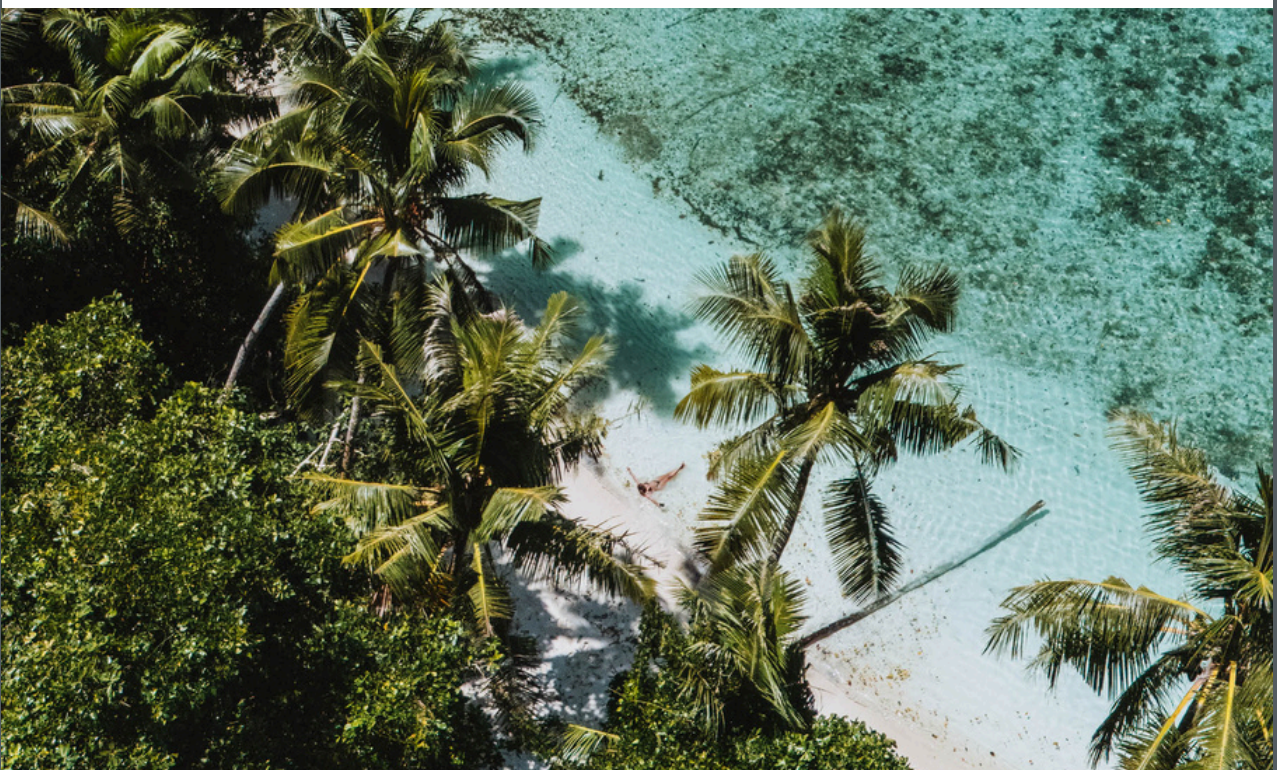
REDUCE

>> Each year we commit to measuring our carbon footprint and using the results to identify and implement strategies for emission reductions, to contribute to the global goal of Net Zero emissions by 2050.

>> As the 2024/25 period was dedicated to establishing our baseline and launching key reduction initiatives, we will not conduct a separate measurement for that reporting year. Instead, we will resume annual carbon measurement with the 2025/26 period and continue this on a yearly basis going forward.

>> Each year we will share our progress as well as our challenges because we believe that transparency keeps us accountable and opens the door to feedback and new ideas.

>> As new methodologies, targets, and regulations emerge, we will adapt our approach accordingly.



Our total carbon footprint

In the 2023/24 reporting period, our total emissions were

1,173,795 kilograms of CO₂e.

As this is the first year we have tracked our emissions, it establishes our baseline. Future measurements will be benchmarked against this figure to help us monitor progress and drive meaningful reductions towards our sustainability goals.

We measured

> **Scope 1 & 2 emissions:** those we produce directly, such as fuel from company vehicles and electricity used in our offices.

> **Scope 3 emissions:** those that come from our value chain, in other words carbon produced on trips, including food, transfers, accommodation and activities, but excluding travellers return flights to the destination (we estimate international flight emissions internally, as they carry a large footprint to be considered in future decisions).





Carbon footprint of our trips

Travel plays an important role in our lives; it connects us with new cultures, inspires personal growth, supports communities, and fosters understanding across borders. Yet we know that travel also carries an environmental cost, particularly in the form of carbon emissions.

To ensure that these benefits can continue for future generations, we take responsibility for reducing our carbon footprint. By measuring our impact, choosing lower-carbon options, and working with travellers and partners to tread more lightly, we can protect the very places and people that make travel so enriching.

Taking responsibility

In 2023/24, our average carbon footprint per customer per night was

46 kg of CO₂e.

Our goal is to reduce this figure, aiming for a 45% reduction in the average carbon footprint per customer per night, by 2030.

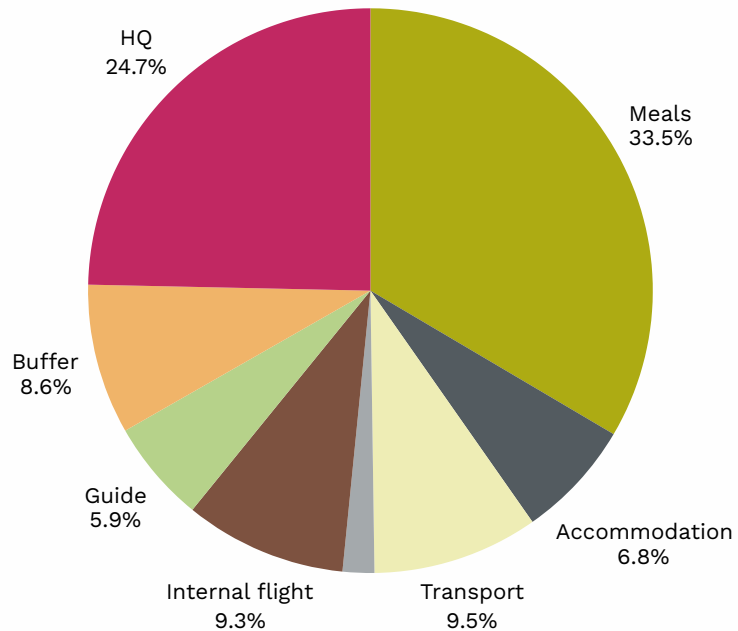
Measuring our adventures

The carbon footprint of each trip has been calculated, with its carbon label displayed on our website. Here are two examples:

Everest Base Camp in Comfort (16 nights)

- CO₂e per person: **448 kgs (28 kgs per night)**
- Trekking adventures using camping accommodation have a low carbon output.

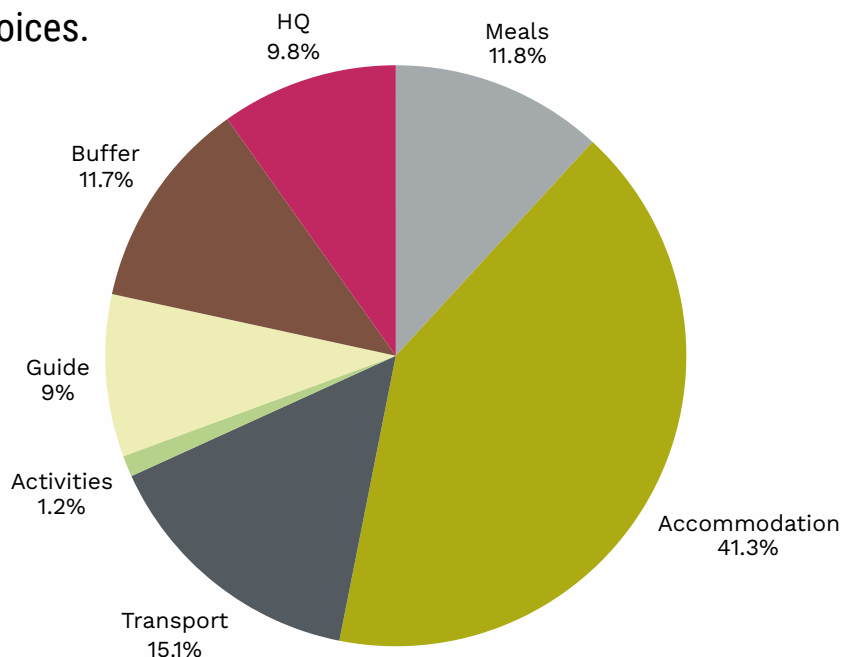
Meals: 147 kgs
Accommodation: 30 kgs
Transport: 42 kgs
Internal flight: 41 kgs
Activity: 8 kgs
Guide: 26 kgs
Buffer: 38 kgs
HQ: 109 kgs



South Africa Encompassed (16 nights)

- CO₂e per person: **1114 kgs (70 kgs per night)**
- Touring adventures staying in hotels have a higher carbon footprint, presenting an opportunity to reduce emissions through accommodation choices.

Meals: 132 kgs
Accommodation: 457 kgs
Transport: 167 kgs
Internal flight: 0 kgs
Activity: 13 kgs
Guide: 100 kgs
Buffer: 130 kgs
HQ: 109 kgs



This is a snapshot of our
2023/24 emissions,
independently calculated by
ecollective:

>> Owned vehicle emissions

4,580 kg CO₂e

>> Purchased goods emissions

34,454 kg CO₂e

>> Office emissions

37,775 kg CO₂e

>> Customer transport emissions

92,865 kg CO₂e

>> Business travel emissions

116,966 kg CO₂e

>> Customer accommodation emissions

333,098 kg CO₂e

Our Journey to Net Zero

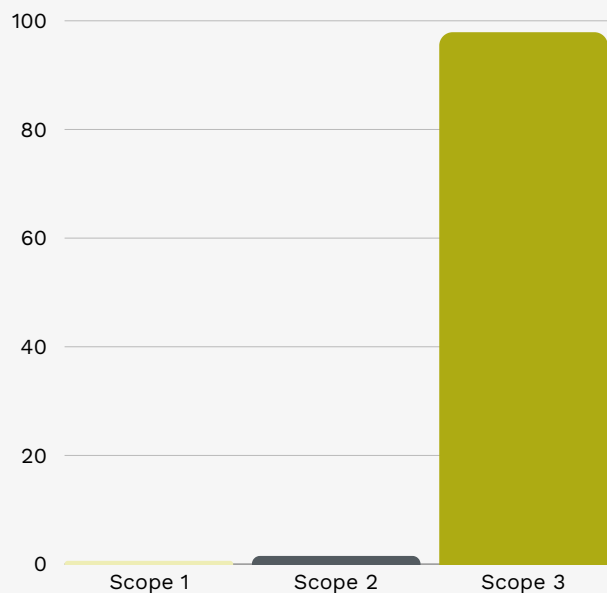
Our Net Zero strategy is centred on reducing climate-damaging emissions by at least 90% (by 2050 at the latest) through decarbonising every part of our business. Once these reductions are achieved, we will support projects that actively remove carbon from the atmosphere to ensure a genuine Net Zero balance.

We recognise that some areas of our business will be easier to decarbonise than others, depending on the level of control we have.

Scope 1 = CO₂e emissions from the petrol, gas and oil we use at our buildings or in our company cars.

Scope 2 - CO₂e emissions created from the electricity we use at our buildings or in our company cars.

Scope 3 = CO₂e emissions from everything else we buy and do; including trip emissions (the full list is too long to include).







- Scope 1 & 2 emissions reduce at a quicker rate than Scope 3 emissions, as we have more control over these things.
- Scope 3 emissions are harder to reduce quickly, as it requires action from other people and companies.

Scope 2 emissions have been calculated using the market-based methodology.

Our Journey to Net Zero

Measuring our carbon footprint has given us the clarity to focus our efforts where the biggest reductions can be made. Alongside other meaningful actions, we'll prioritise these three key steps to lower emissions over the next 3 to 5 years:

-  To reduce emissions from participant accommodation, we will prioritise the 40 properties with the highest footprints. Working alongside our local partners, we will support these accommodation providers to measure their impact using the ecollective accommodation calculator and encourage them to take practical steps to lower their emissions. **This approach is projected to reduce accommodation-related emissions by around 20% over the next 3–5 years.**
-  To reduce emissions from accommodation used during company travel, we will prioritise hotels powered by renewable energy. By ensuring that at least half of the hotels we use during company travel are powered by renewables, **we expect to reduce company travel-related emissions by around 2% within the next 3–5 years.**
-  We will work with our local partners to reduce emissions from meals by cutting red meat servings by 10%, replacing with white meat and /or a vegetarian meal. **This is expected to reduce meal-related emissions by around 4% within the next 3–5 years.**
-  We will move our offices in Melbourne, Sydney and Brisbane to 100% GreenPower. This means all electricity used at our base will be sourced from accredited renewable energy, cutting emissions at the source and supporting Australia's clean energy transition. **This approach is projected to reduce energy-related emissions by around 2% within the next 3–5 years.**

Climate change is a global challenge, and addressing it will only be possible if we all play our part.



Behind the numbers

The work to measure our carbon footprint and identify areas for reduction was carried out by carbon consultancy **ecollective**.

Take a look at the methodology used.

ecollective



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