



Sustainability Policy

**A Comprehensive Company Guide to Environmental
Responsibility, Social Impact, and Cultural Preservation**

Mauly Tours & Safaris Ltd

Introduction

At Mauly Tours and Safaris, we are committed to operating sustainably and responsibly. Our Sustainability Policy outlines our dedication to minimizing our environmental impact, promoting social responsibility, and preserving cultural heritage while providing exceptional travel experiences. Our company has a long-time commitment in improving the quality of life in destination areas through providing materials support as well as financial aid to local schools, orphanage centers and people with disabilities such as the [Neema International](#) and the [Foundation of Disabilities Hope](#). We have also committed on reducing our environmental footprint through waste reduction and recycling waste materials generated from our operations. We aim to further intensify our positive impact on the environment as well as the community around us by adopting sustainability measures in our operations. This handbook serves as a guide for all employees and stakeholders to understand and implement our sustainability initiatives.

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



10 REDUCED INEQUALITIES



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



8 DECENT WORK AND ECONOMIC GROWTH





Welcome Message from the Management



At Maully Sustainability is not just a policy, it is our philosophy, our commitment, and our promise to future generations.



Dear Team,

On behalf of the management team at Maully Tours and Safaris, we are excited to introduce our new Sustainability Policy in 2024. As a company deeply committed to responsible tourism and environmental stewardship, this policy reflects our dedication to creating positive impacts in the communities we operate in and preserving the natural beauty of our destinations.

Purpose of the Policy

The purpose of our Sustainability Policy is to outline our commitment to sustainable practices and to provide a framework for integrating sustainability into all aspects of our operations. By implementing this policy, we aim to minimize our environmental footprint, support local communities, and promote cultural preservation while delivering exceptional travel experiences to our clients.

Importance of Sustainability at Maully Tours and Safaris

Sustainability is at the core of everything we do at Maully Tours and Safaris. We understand that tourism can have both positive and negative impacts on the environment and local communities. Therefore, it is imperative for us to take proactive measures to mitigate any adverse effects and maximize the positive outcomes of our operations.

By embracing sustainability, we not only fulfill our ethical responsibilities but also create long-term value for our company and stakeholders. Sustainable practices not only help us reduce costs and increase efficiency but also enhance our reputation as a socially and environmentally responsible organization. Moreover, by preserving the natural and cultural heritage of our destinations, we ensure that future generations can continue to enjoy them for years to come.

Together, let us embrace our Sustainability Policy as a guiding principle in all our endeavors, knowing that our collective efforts will make a meaningful difference in the world.

Warm regards,

Managing Director
Maully Tours and Safaris

MISSION, VISION, AND VALUES

1.1 MISSION STATEMENT

At Mauly Tours and Safaris, our mission is to promote sustainable tourism practices that preserve the environment, support local communities, and embraces cultural diversity. Through innovation, education, and collaboration, we strive to create memorable experiences for our guests while protecting the destinations we visit for future generations.

1.2 VISION STATEMENT

We envision a world where tourism enhances, rather than harms, the environment, communities, and cultures. By leading by example and fostering partnerships, we aim to be pioneers in sustainable travel, inspiring others to follow suit.

1.3 CORE VALUES GUIDING OUR SUSTAINABILITY EFFORTS

- 1. Environmental Stewardship:** We are committed to minimizing our environmental footprint through responsible resource management, initiating conservation efforts, and the adoption of sustainable practices.
- 2. Community Engagement:** We believe in actively engaging with local communities, respecting their cultures, and contributing to their economic development and well-being.
- 3. Ethical Conduct:** Integrity, transparency, and accountability are the cornerstones of our operations. We conduct our business with honesty and fairness, adhering to the highest ethical standards.
- 4. Innovation and Continuous Improvement:** We embrace innovation and strive for continuous improvement in all aspects of our operations, seeking new ways to enhance sustainability and minimize our impact on the environment.
- 5. Customer Focus:** We are dedicated to providing exceptional travel experiences for our customers while ensuring their safety, comfort, and satisfaction. We prioritize their well-being and seek to exceed their expectations at every opportunity.
- 6. Employee Empowerment:** We value our employees as our most valuable asset and empower them to contribute to our sustainability efforts. We provide them with the necessary training, resources, and support to excel in their roles and make a positive impact on the world.

11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



2. POLICY OBJECTIVES AND TARGETS

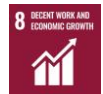
OVERVIEW OF SUSTAINABILITY OBJECTIVES

At Mauly Tours and Safaris, we have established a set of sustainability objectives to guide our efforts in minimizing environmental impact, supporting local communities, and promoting responsible tourism practices. These objectives encompass various aspects of our operations, including reducing our carbon footprint, energy efficiency usages, Proper Waste Management, Local Community Engagement, and more.

2.1 INTERNAL MANAGEMENT

At Mauly Tours and Safaris, we recognize that internal management practices play a crucial role in our sustainability efforts. Therefore, we have identified several strategies within our organization where we can implement sustainable practices and minimize our environmental impact.

2.1.1. Employee Training and Awareness



We recognize that in order to implement our sustainability practices, our employees need to be committed to the Mission, Vision and Goals of the Policy. Our management involves employees in the implementation of the Policy and has acknowledged them as driving force for successful and continuous sustainability improvements. Our company ensures, at all levels of responsibility, that all staff members receive periodic guidance, training and/or information about their roles and responsibilities in the action plan with respect to sustainability practices of the company.

2.1.2. Energy Efficiency and Renewable Energy Implementation



We aim to reduce our electricity usage and Increase the utilization of renewable energy sources to power our facilities. Our company educates employees about energy-saving practices and encourage them to participate in conservation efforts such as simple actions like turning off lights and equipment when not in use. We encourage our staff implement power management settings on computers and other electronic devices. Ensure the use of energy-efficient LED lighting which consume less energy and have a longer lifespan.

2.1.3. Water Conservation



We aim to reduce our water usage and increase the utilization of water-saving practices. Our company educates employees about water-saving practices and encourages them to participate in conservation efforts, such as fixing leaks promptly and using water-efficient appliances. We encourage our staff to implement water-saving measures, such as low-flow outlets and using water-efficient. We also ensure that our facilities are equipped with water-efficient fixtures and appliances



2.1.4. Waste Reduction and Recycling

We aim to minimize waste generation and increase recycling efforts to reduce our environmental footprint. Our company educates employees about waste reduction practices and encourages them to participate in conservation efforts, such as reducing paper usage and properly sorting recyclables. We promote the use of reusable containers and encourage staff to bring their own reusable items to work. Plastic bottle and packaging materials are prohibited on office premises, we promote alternatives by providing a water dispenser in the Office. Additionally, we enforce a strict no litter policy to maintain cleanliness and preserve the environment around our office facilities. All of the plastics generated from our activities is collected and sold at recycling plants and all the revenue generated goes to our charitable donations.

2.1.5. Community Engagement and Support



We aim to actively engage with and support our local community to foster positive relationships and contribute to social well-being. We collaborate with local organizations and non-profits such as [Neema International](#) and [Foundation for Disabilities Hope](#) to provide our support through donations, sponsorships, and partnerships. We ensure the monthly donations reach these institutions directly without involvement of the third parties. To further facilitate community support, we have donation cans placed at strategic locations within our office premises, allowing employees and visitors to contribute to local organizations easily. We also showcase hand-made products like Neema Bags at our offices. This is done with the aim not only to support local artisans and entrepreneurs but also provide our employees and visitors with opportunities to contribute to the local economy.

2.1.6. Carbon Footprints Reduction



We aim to reduce our carbon footprint and increase the utilization of practices that minimize our greenhouse gas emissions. Our company educates employees about carbon footprint reduction strategies and encourages them to participate in efforts such as reducing energy consumption and adopting sustainable transportation options like carpooling or using public transit. We also encourage our staff to utilize clean energy sources on meal preparation at their homes. Additionally, we strive to use renewable energy sources and invest in energy-efficient technologies such as solar powered equipment, LED lightning and Monitoring our Carbon footprint in our daily operations.

2.2 DESTINATION MANAGEMENT

2.2.1 Biodiversity Conservation



Our company aims to protect biodiversity, promote responsible tourism behavior, and support environmental conservation projects. We educate employees about the importance of these initiatives and encourage their active participation in conservation efforts, such as minimizing waste and

supporting sustainable practices. To ensure our commitment is upheld, we have implemented strict policies governing our operations, including sustainable sourcing practices, habitat preservation guidelines, zero-tolerance for illegal wildlife trade, thorough environmental impact assessments for new projects, and comprehensive employee training on biodiversity conservation and environmental souvenirs stewardship.



2.2.2 Cultural Preservation

Our company is deeply committed to cultural preservation, recognizing the importance of safeguarding cultural heritage and promoting respect for diverse traditions and communities. We prioritize initiatives that protect and celebrate cultural heritage, including supporting local artisans and traditional craftsmanship, preserving historical sites and landmarks, and promoting cultural exchange and understanding. To uphold this commitment, we showcase a variety of cultural souvenirs at our offices. We have implemented strict policies that guide our actions, including ethical sourcing practices that respect indigenous knowledge and traditions, responsible tourism practices that prioritize cultural sensitivity and preservation, and partnerships with local communities to ensure their voices are heard and their cultural heritage is respected.



2.2.3 Sustainable Transport

Our commitment to sustainability extends to every aspect of our operations, including the behavior of our Driver Guides during Safaris. Therefore, we prioritize the training and education of our Driver Guides to ensure they understand the importance of responsible driving practices. Our comprehensive training programs emphasize minimizing vehicle emissions, reducing disturbance to wildlife, and protecting delicate habitats. We have implemented strict policies that govern driving behavior during safaris, including adhering to designated trails, maintaining safe distances from wildlife, and minimizing engine idling to reduce fuel consumption and emissions. We also prioritize regular vehicle maintenance to reduce greenhouse gas emissions and save on fuel costs. We aim to develop guided walking tours for guests and contribute to the long-term carbon offset projects in the environments which we operate in.

2.3 CUSTOMER ENGAGEMENT

Our company is deeply committed to educating and engaging customers on responsible travel practices and sustainability initiatives. To achieve our goals, we have established specific targets to ensure that every tourist is informed and involved in our efforts.

- Firstly, we aim to educate 100% of tourists on responsible travel practices within the first year of implementing our sustainability program. This involves providing comprehensive information on sustainable behaviors, conservation efforts, and the importance of minimizing environmental impact.





- Secondly, we incorporate environmental education into all tour activities and offer eco-tours that showcase sustainable practices and highlight conservation efforts.
- Thirdly, we actively seek feedback from customers on sustainability practices and preferences to continuously improve our initiatives and tailor them to their needs.



2.4 SUPPLY CHAIN ENGAGEMENT

Our company is dedicated to sustainable supply chain management, with a focus on engaging suppliers in adopting environmentally responsible practices. To achieve this objective, we have set specific targets to guide our efforts:

- **Establishing Sustainability Criteria:** We have a sustainability criterion for selecting suppliers and regularly assess the sustainability performance of key suppliers. This includes evaluating their environmental policies, practices, and performance metrics.
- **Prioritizing Eco-Friendly Suppliers:** We prioritize suppliers that offer eco-friendly products and demonstrate a commitment to sustainable practices. This includes sourcing materials and products that are certified as environmentally friendly.
- **Promoting Local Sourcing and Sustainable Packaging:** We actively promote local sourcing options to reduce carbon emissions associated with transportation. Additionally, we prioritize suppliers that use sustainable packaging materials and practices to minimize waste.
- **Green Purchasing Practices Training:** We provide comprehensive training to our procurement staff on green purchasing practices. This includes educating them about the importance of sustainability in procurement decisions and providing them with the tools and resources to make environmentally responsible choices.



3. POLICY FRAMEWORK

Policy framework for identifying, monitoring, and improving sustainability aspects

Component	Description
i) Identification of Sustainability Aspects	<ul style="list-style-type: none"> Conduct a thorough assessment of our operations to pinpoint key sustainability aspects including carbon footprint, energy consumption, water usage, waste generation, transportation practices, biodiversity impacts, employee practices, and cultural preservation efforts.
ii) Establishment of Key Performance Indicators (KPIs)	<ul style="list-style-type: none"> To have defined and measurable KPIs that are directly linked to our sustainability objectives and targets, enabling us to actively monitor our performance and progress over time.
iii) Implementation of Monitoring Systems	<ul style="list-style-type: none"> Utilizing the Travelife Monitoring and Evaluation tool to monitor the implementation of our policies and ensuring real-time tracking of progress.
iv) Regular Review and Evaluation	<ul style="list-style-type: none"> Conducting regular reviews and evaluations of our sustainability performance, our sustainability manager documents findings in a formal Monitoring and Evaluation document, enabling us to closely track our progress.
v) Continuous Improvement Initiatives	<ul style="list-style-type: none"> Continuously developing and implementing targeted initiatives based on comprehensive review and evaluation results, actively addressing areas for improvement and driving tangible progress.
vi) Stakeholder Engagement	<ul style="list-style-type: none"> Engaging proactively with both internal and external stakeholders, we actively seek feedback, share best practices, and foster collaboration on sustainability initiatives, ensuring alignment with diverse perspectives and priorities.
vii) Training and Capacity Building	<ul style="list-style-type: none"> Providing robust training and capacity-building opportunities to our employees, we empower them with a deep understanding of sustainability issues, equipping them to contribute effectively to our sustainability objectives.
viii) Integration into Decision-Making Processes	<ul style="list-style-type: none"> Embedding sustainability considerations into our decision-making processes at every organizational level, we ensure that sustainability is seamlessly integrated into strategic planning, operations, and daily activities, driving continuous improvement and long-term value creation.

4. DISSEMINATION OF SUSTAINABILITY POLICY

At Mauly Tours and Safaris, we recognize the importance of ensuring that our Sustainability Policy is effectively communicated to all stakeholders. To achieve this, we have developed a comprehensive plan for disseminating the policy

4.1 Internal Communication

Staff Meetings: The Sustainability Policy will be presented and discussed during regular staff meetings to ensure that all employees are aware of its contents and objectives.

Employee Training Sessions: Special training sessions will be organized to provide detailed information about the policy, its significance, and the role of employees in its implementation.

Email Communication: An official email containing the full text of the Sustainability Policy will be sent to all employees, accompanied by a brief explanation of its key points.

4.2 Employee Handbook Integration

The Sustainability Policy is integrated into the company's employee handbook to serve as a reference guide for all staff members. This will ensure that employees have easy access to the policy whenever needed.

4.2. Customer Communication

Website Publication: The Sustainability Policy is prominently featured on our company website, accessible to both current and potential customers. This will demonstrate our commitment to sustainability to our clients.

Tour Information: Information about our sustainability initiatives, as outlined in the policy, will be included in tour itineraries and promotional materials provided to customers.

4.3 Supplier Engagement

Supplier Communication: Our suppliers are informed of our Sustainability Policy and encouraged to align their practices with our sustainability objectives. This is communicated through official letters, emails and meetings with key suppliers.

4.4 Community Engagement

Local Community Partnerships: Local community organizations are informed about our Sustainability Policy and invited to collaborate on sustainability initiatives. This is achieved through direct communication and meetings with community leaders.

4.5 Feedback Mechanisms

Channels for feedback and suggestions regarding the Sustainability Policy will be established to encourage ongoing dialogue and engagement with stakeholders. This will include dedicated email addresses, Feedback Forms, suggestion boxes, and scheduled feedback sessions.

5. CONTINUOUS UPDATES OF THE POLICY

In order to ensure that our policy remains relevant and effective, the following procedures will be implemented:

- i) **Annual Review:** The Sustainability Policy will undergo a comprehensive review annually to assess its effectiveness and alignment with our sustainability goals.
- ii) **Industry Benchmarking:** We will continuously monitor industry trends, best practices, and emerging sustainability issues to ensure that our policy remains in line with global standards and expectations.
- iii) **Stakeholder Engagement:** Feedback from employees, customers, suppliers, and local communities will be solicited on an ongoing basis to gather insights, identify challenges, and explore opportunities for enhancing our sustainability efforts.
- iv) **Transparent Communication:** Updates to the Sustainability Policy will be communicated transparently to all stakeholders through multiple channels, including company-wide announcements, internal newsletters, and updates on our website and social media platforms.
- v) **Training and Awareness:** Regular training sessions and awareness programs will be conducted to ensure that employees are familiar with the latest version of the Sustainability Policy and understand their roles and responsibilities in its implementation. This will foster a culture of continuous learning and improvement across the organization.
- vi) **Legal and Regulatory Compliance:** We will monitor changes in relevant laws, regulations, and industry standards to ensure that our Sustainability Policy remains compliant with legal requirements and reflects current best practices.
- vii) **Evaluation of Impact:** The impact of updates to the Sustainability Policy will be evaluated periodically to assess their effectiveness in driving positive change and achieving our sustainability objectives. Key performance indicators (KPIs) will be used to measure progress and track the outcomes of implemented changes, allowing us to refine our approach and improve our sustainability performance over time.

6. CONCLUSION

We believe that, by integrating sustainability considerations into all aspects of our operations, from internal management to destination practices, customer engagement, supplier relations, and community partnerships, we can aspire to lead by example in the tourism industry. Transparency, collaboration, and continuous improvement are fundamental to our approach, ensuring that we not only meet but exceed our sustainability goals.

Together, with our stakeholders, we embark on a transformative journey towards a more sustainable and equitable future. Join us as we pioneer a new era of responsible travel, one adventure at a time.