



SPECIALISED TRAVEL LTD

Specialised Travel Ltd and its Brands Sustainability and Environmental Policy

Climate change is universally recognised as one of the greatest current threats that our world is facing. Our oceans are increasingly polluted with alarming quantities of plastics. The growth of travel is a contributor to these issues. At Specialised Travel, we accept our responsibilities to the communities in which we operate. In December 2020, our Directors set up a Sustainability Committee or “Green Team” with key representatives from each of our business areas to examine all aspects of our own business, and seek ways to try to help and influence our clients and suppliers.

We are committed to:

- Measuring our impact on the environment
- Setting targets for ongoing improvement
- Complying with all relevant environmental legislation
- Reducing any harmful impact our operations may have on the local & global environment
- Raising staff awareness of environmental issues, and enlisting their support and “buy-in” to all the company’s policies on sustainability
- Working alongside key travel partners to support environmentally friendly practices.

The Sustainability Committee will present a quarterly report to the Directors for them to monitor progress and consider new initiatives. Our Sustainability Policy will be reviewed annually.

Office Policies

- We use a 100% renewable energy tariff with E.ON. Their electricity comes entirely from renewable sources from independent UK wind generators, with renewable electricity certification.
- We aim to manage waste in a responsible manner by utilising a company called First Mile. They operate a zero-to-landfill policy recycling 90% of business waste and sending non-recyclable waste to generate Green energy.
- We reuse as many materials as possible. We donate IT equipment to local charities and freecycle unwanted office furniture.
- We conserve office electricity by using auto on/off light switches. We use energy-efficient bulbs and electrical equipment with energy-saving standby functions.
- We only use FSC-certified or recycled paper. We promote a paper-free office culture and aim to reduce waste towards zero.
- We have a modest fleet of company cars and have purchased only low-emission, fuel efficient vehicles, including phev’s and ev’s, since 2014.
- We encourage the use of public transport for office staff and are willing to offer the Cycle to Work scheme on request.
- We limit our production of printed promotional materials, use online marketing where possible and send any brochures in bio-degradable packaging.

Staff awareness and participation

- We encourage our staff to implement this Sustainability Policy as an integral part of their daily work.
- We encourage staff to participate in conservation projects in their local area.
- We encourage staff to combine multiple projects, conferences and/or personal travel together into one trip to reduce the number of flights required.

- We are planning to make all staff travel carbon neutral by December 31, 2021.
- We organise team meetings and external meetings via conference call to reduce the need for physical travel.
- We are operating a working from home policy (WFH) which will be reviewed after the current lockdowns.

Client travel

- Many of our clients take into account the potential carbon impact of different types of transport when travelling. We recommend environmentally friendly travel options, such as using rail services instead of air travel, where practical.
- We are members of Travelife, ABTA's accommodation sustainability certification programme, from which we are able to advise customers on sustainable accommodation options where available.
- Confirmations from our airline booking system (Amadeus) include information for the passenger on the carbon output from each flight they take.
- We provide information on which airlines already have inbuilt carbon off-setting programmes.
- Where applicable, we offer excursions which maximise the benefit to local communities.
- We promote the use of refillable water bottles on tour, and discourage the purchase of single use plastics.
- Where possible, we ensure that our tours directly benefit the international communities visited by our clients. Many concerts promoted by ACFEA Tour Consultants are organised in collaboration with local charitable organisations, with proceeds funding local community health, social or education projects.

Our key travel partners

- We promote awareness of environmental issues with key suppliers, and work alongside them to support environmentally friendly products & initiatives.
- We maintain an ongoing dialogue with our travel partners on sustainability issues in order to share best practice and consider new strategies.

Carbon off-setting schemes

Air travel is calculated to contribute around 2.5% of CO² emissions; although the number of flights is generally increasing, planes and their engines are becoming increasingly "clean" and fuel efficient. However, zero emissions from flying is many years away. A variety of companies and charities offer carbon offsetting schemes. They calculate how much CO² your travel has generated, and plan to remove the equivalent amount of carbon dioxide from the atmosphere, often by tree planting and/or carbon capture. Carbon offsetting is generally not expensive, and is viewed by some as a way to make travel more ethical. Some airlines, for example those of the Lufthansa Group, already include offsetting in some of their fares. Gold Standard, founded by the WWF in 2003, is considered by many NGO's to be one of the most stringent standard for carbon credits. See <https://www.goldstandard.org>. Reviews of carbon offsetting schemes have shown variable outcomes and efficiencies. We monitor the performance of schemes to ensure they remain amongst those to be recommended, and look for new entrants to the field and for new initiatives.

