



SUSTAINABILITY POLICY

As a travel company that involves many partners in the tourism industry, including clients, tour guides, accommodation suppliers, transport companies, activity suppliers, and attractions, our team at Map2Africa, are aware of our key role and responsibility in the sustainable development of tourism. We aim to follow, implement and promote good sustainability practices to maximize positive impacts and minimize negative impacts on tourism and we vouch to encourage our clients and suppliers to do the same.

We are committed to offer our clients satisfying and authentic experiences respecting the planet and we pledge to plan and run itineraries that CARE Socially. Environmentally and Economically

We are committed to:

- Have an appointed employee who is responsible for sustainability coordinator tasks
- Have a sustainability mission statement that is public clearly communicated to our clients and suppliers
- To have a clear sustainability policy that aims for a reduction of the negative social, cultural, economic and environmental impacts of the company's activities;
- To ensure company's transparency in sustainability by public reporting and communicating
- We commit to complying with all national and/ or International legislation, regulations and codes of practice.
- To choose accommodation and transport and activity providers that are sustainable
- To support local communities and local economies
- To encourage our clients and our suppliers to also be sustainable and make sustainable choices and assist them with information
- Promote travel that is sustainable, healthy and embraces culture and conservation
- Offer and promote a service that is transparent

Staff & Recruitment

- We create a conducive work environment by ensuring our employees have the right seating, lighting, ventilation and are able to function well in their roles. A combination of remote and office workers with clear expectations and regular communication.
- To create opportunities for students in participating traineeship/internship/apprenticeship

- To be fair with wages and provide a clean and safe working environment
- Maintaining a non-racist, non- sexist and anti-discrimination hiring practice and an equal working environment

Internal Environmental management

- Favor the purchase of sustainable goods and services and office supply
- To be a paperless company as much as we can, by being 100% electronic and using apps for indemnity forms
- By not printing any brochures, only offering e-brochures
- Print business cards on environmentally friendly paper, with a preferred printing company that works with a certified environmental management system,
- Use biodegradable cleaning materials
- Saving energy as much as we can and using natural light in our office
- Purchase of low energy equipment only
- Reduce and monitor water consumption
- Strict recycling policy
- Separate all materials which can be recycled and organize collection and proper disposal
- Filling Eco bricks in office and dropping them off at designated point (Ecobrick Exchange)
- Work from home policies for all staff, hence minimizing their transport.
- Offering incentives for staff that cycle, walk and use public transport to get to the office

Suppliers

- Integrating and/or promoting one or more sustainable holiday products/packages based on a recognized methodology, including sustainable transport, sustainable accommodations, and sustainable activities.
- Encouraging cycle tours through interesting cycle packages

- Not offering any excursions that harm humans, animals, plants, natural resources such as water and energy, or which are socially and culturally unacceptable;
- Not offering any excursions in which wildlife is held captive
- Not being involved with companies that harvest, consume, display, sell, or trade wildlife species unless it is part of a regulated activity that ensures that their utilisation is sustainable and in compliance with local, national, and international law;
- Having skilled and/or certified guides to guide our guests in sensitive cultural sites, heritage sites, or ecologically sensitive destinations;
- Promoting and advise our guests on excursions and activities which directly involve and support local communities by purchasing services or goods, traditional crafts and local (food) production methods, or visiting social projects;