



Foothill

Wild Expeditions Limited

Steps to Expeditions/East Africa

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Sustainability policy of Foothill Wild Expeditions LTD.



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Purpose

The company is committed to sustainability and responsible environmental practices. This policy aims to minimize our environmental impact by implementing eco-friendly initiatives and promoting sustainability across all aspects of our business.

Scope

This policy applies to all aspects of our operations, including tours, transportation, accommodation and related services. Staff, Suppliers, and Partners are expected to actively support and align with the objectives outlined in this policy while maintaining a commitment to operating within the constraints of existing budgets.

All staff are responsible for implementing the company's sustainability policy.

Sustainability management & legal compliance

Sustainability Commitment

Foothill Wild Expeditions Limited leadership is wholly committed to the company's sustainability performance and endorses the company's sustainability mission statement and policy.

We will use the Travelife platform to report on our sustainability progress and to monitor and evaluate progress. We are committed to (publicly) communicating our sustainability performance (utilizing the Travelife report) every two years.

Sustainability management & legal compliance

Foothill Wild Expeditions Limited commits to continuous improvement of sustainability practices, including the ongoing monitoring and evaluation of our sustainability policy, with dedicated personnel and resources to achieve our sustainability goals.

Our company follows all local, regional, national and international regulations as they relate to human resources, human rights, children's rights, land rights, environmental management, wildlife, and land use. We follow a strict Code of Ethics, including a zero-tolerance policy for corruption, bribery, forced labor, and discrimination.



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Internal management: social policy & human rights

Employees

- Foothill Wild Expeditions Limited supports both career-related and job-related professional development activities.
- Foothill Wild Expeditions Limited is committed to the principle of fair and equal pay for like work and for work of equal value for all its employees, and contractors, regardless of gender/sex, race, national origin, marital status, age, religion.
- Foothill Wild Expeditions Limited is committed to fostering a safe, healthy, and inclusive workplace/workculture where all employees are able to perform their duties to recognize their potential.
- Foothill Wild Expeditions Limited is committed to a zero-tolerance policy for acts of bribery, corruption, discrimination, and violation of human rights, including forced labor, human trafficking and all rights of children.
- Foothill Wild Expeditions Limited further expects this commitment from all partners and suppliers.

Internal management: Environment

Environmental management of office operations

Foothill Wild Expeditions Limited is committed to managing environmental impact as an integral part of our operations. It is our policy to assure the environmental integrity of our processes and products at all times by:

- Continuously seeking opportunities to improve our environmental performance by establishing objectives and targets, measuring progress, and reporting our results, including but not limited to energy, water, paper and carbon.
- Practicing a waste hierarchical approach to always reduce, reuse, and recycle commodities and products instead of waste, particularly waste to landfill.
- Promoting participation and communicating our commitment to responsible environmental management by promoting environmental responsibility amongst our employees and stakeholders and soliciting their input to achieve our environmental goals better.
- Minimizing pollution including light, noise and any soil, water or air contaminants and avoiding the use of any toxic or hazardous substances.



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Land use

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- Foothill Wild Expeditions Limited offices are located in an urban area and abide by all local land use laws respect local cultural and natural resources in our business operations, and favors sustainable architecture and design.

General supplier's policy

- Foothill Wild Expeditions Limited is committed to sourcing its products and services responsibly, avoiding harmful impacts on society, culture and nature as much as possible. We expect the same level of engagement and commitment from our suppliers.
- Foothill Wild Expeditions Limited prefers to work with partners that share the company's commitment towards sustainability. This means that we prefer partners that have a written sustainability statement as an integral part of their business policy and/or a clear sustainability policy in place.
- Foothill Wild Expeditions Limited prefers to work with suppliers in destinations that are locally owned or managed, use local and seasonal products and services and benefit the local community by hiring locally and equitably and by providing fair working conditions.
- Whenever possible, Foothill Wild Expeditions Limited prefers to select partner companies that comply with tourism-specific, internationally recognized (GSTC-accredited/recognized) certifications or other sustainability certifications like B Corp or ISO.
- Foothill Wild Expeditions Limited offers incentives for partners that are actively engaged in sustainable operations.
- Foothill Wild Expeditions Limited expects its suppliers to adhere to the Code of Ethics, which includes the following responsible business practices:
 - Complying with all local, regional, national and international regulations.
 - Respecting all human rights including labor rights, children's rights and women's rights.
 - Committing to fair employment conditions.



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- Following anti-corruption, anti-bribery, anti-extortion and anti-discrimination policies.
- Protecting children from (sexual) exploitation through tourism.
- Protecting the environment and natural resources.
- Acting in the best interest of local communities.
- Protecting the interests of Foothill Wild Expeditions.
- Following a zero-tolerance policy, Foothill Wild Expeditions Limited will immediately terminate any relationships with suppliers that violate our policies/the Code of Conduct/Code of Ethics, specifically through acts of bribery, corruption, discrimination and violation of human rights.
- Foothill Wild Expeditions Limited raises awareness amongst its suppliers to adopt sound social and environmental practices and to minimize their carbon footprint.
- Foothill Wild Expeditions Limited actively collaborates with suppliers to improve their sustainability performance. We encourage our suppliers to continuously learn about sustainability and provide/support this learning whenever possible.
- Foothill Wild Expeditions Limited maintains open lines of communication with our suppliers and partners and encourages feedback from our stakeholders at any time and on any topic, particularly sustainability.

Inbound partner agencies

- Foothill Wild Expeditions Limited only works with partner agencies that adhere to the company's Code of Conduct/Code of Ethics.
- In the entire process of developing and operating our travel packages, Foothill Wild Expeditions Limited expects partner agencies to act in the best interests of the surrounding communities and environment as well as our guests.
- Foothill Wild Expeditions Limited will provide partner agencies with opportunities for sustainability learning and management, including free access to the Travelife online learning and reporting platform.



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Transport

Foothill Wild Expeditions Limited only works with transport providers that adhere to the company's Code of Conduct/Code of Ethics.

- When selecting transport for guests and business related travel, Foothill Wild Expeditions Limited commits in choosing the most environmentally friendly options available for travelling to/from and within the destination – taking into consideration distance, price, route and comfort.
- Foothill Wild Expeditions Limited has implemented clear guidelines for reducing GHG emissions from transport and selecting the most environmentally friendly transport options, including the following measures:
 - ✓ Preferring ground transport over air transport for short-haul travel destinations
 - ✓ Avoiding in-destination flights as much as possible
 - ✓ Offering rail & fly transport to and from the airport
 - ✓ Using public transportation options in the destinations
 - ✓ Using appropriate vehicle sizes for group sizes and purchasing the most efficient vehicles available
 - ✓ Training drivers on eco-driving techniques.

Accommodations

- Foothill Wild Expeditions Limited only works with accommodations that adhere to the company's Code of Conduct/Code of Ethics.
- In the accommodation selection process, Foothill Wild Expeditions Limited considers the sustainability practices of an accommodation by taking into account its sustainability management and social and environmental footprint. This is guided by the eco-rating certification scheme from Ecotourism Kenya and it is GSTC-recognized.
- Foothill Wild Expeditions Limited favors the selection of accommodations that respect and protect land use, as well as respectfully highlight elements of local architecture, customs and traditions.



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Activities & Excursions

- Foothill Wild Expeditions Limited only works with excursion providers that adhere to the company's Code of Conduct/Code of Ethics.
- All excursions and activities run by or on behalf of Foothill Wild Expeditions Limited respect local customs, traditions, cultural integrity and natural resources.
- Foothill Wild Expeditions Limited commits to not offering any excursions that harm humans, wildlife, the environment or natural resources such as water and energy.
- Foothill Wild Expeditions Limited gives preference to excursions and activities that benefit local communities, respect animal welfare and support environmental protection.
- Foothill Wild Expeditions Limited has clear guidelines/Codes of Conduct in place for environmentally and culturally sensitive excursions offered by or on behalf of the company. These guidelines are actively communicated to guests as well as distributed and implemented by excursion providers and guides.
- Foothill Wild Expeditions Limited provides excursion and attraction providers opportunities for sustainability learning and management, including free access to the Travelife online learning and reporting platform.

Tour leaders, local representatives, and guides

- Foothill Wild Expeditions Limited commits to hiring qualified local guides, porters, drivers or other local staff, paying them living wages and providing safe and fair working conditions. We expect the same from our suppliers that are hiring local staff on behalf of Foothill Wild Expeditions Limited.
- Foothill Wild Expeditions Limited understands that guides are the intermediaries between the guests and the socio-cultural and environmental context of the destination, conveying the appropriate behavior to them. Therefore, we make sure that all guides hired by or leading tours on behalf of Foothill Wild Expeditions Limited are trained regularly and knowledgeable in the sustainability topics of the destination.
- Our guides are specifically trained on the critical issue of sexual exploitation of children in tourism.



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- Foothill Wild Expeditions Limited provides guides with learning opportunities on sustainability topics including providing free access to the Travelife online learning platform.
- In our aim to support our guides, the company encourages our guides to continuously undertake refresher courses which are offered by certified learning institutions in Kenya.

Destinations

Sustainable destinations

- Foothill Wild Expeditions Limited prefers to work in destinations that have committed to sustainability as an integral part of community and destination development.
- Our company aims to send visitors to secondary or lesser-known tourist areas to avoid over tourism.
- Foothill Wild Expeditions Limited does not support destinations that have a questionable human rights track record.

Contribution to local communities/local economic network

- Foothill Wild Expeditions Limited commits to a positive contribution to the destinations in which we operate, by:
 - ✓ Sourcing locally and responsibly, and supporting local and traditional arts and culture
 - ✓ Encouraging guests to shop responsibly and educating them about illegal/prohibited/forbidden souvenirs.
 - ✓ Collaborating with other local tourism stakeholders (including local government, other tourism businesses, and community groups) to further the sustainable tourism development of the destination
 - ✓ Respecting and advocating for all human rights (i.e. children's rights, women's rights, labor rights, etc.) as well as land rights



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Environmental stewardship in destinations

- Foothill Wild Expeditions Limited commits to environmental stewardship in the destinations in which we operate by:
 - ✓ Ensuring natural resources remain intact
 - ✓ Educating guests about the principles of responsible travel and responsible visitor behavior

Customer communication and protection

Privacy

- Our customer protection is our priority. Therefore, we maintain a clear privacy policy [\[link\]](#) to ensure
 - ✓ Legal compliance in all regards
 - ✓ Customers and their data are protected
 - ✓ Customers know how their information is being used



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Contact / Responsible person

All staff are responsible for the ownership and undertaking of this policy.

All staff are responsible for the promotion and implementation of this sustainability policy within their departments.

The implementation of this policy will be led by the Sustainability Coordinator Damaris Kirangi, who can be reached at damaris@foothillwildexpeditions.com

Effective date

This policy is effective from 20th November 2023.

Signature: _____

Stamp:

