



Sustainability 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 to continuously examine all aspects of our own business, and seek ways to try to help and influence our clients and suppliers. We are committed to:

- Complying with all relevant environmental legislation, including following the UK government's direction on the commitment of becoming net zero by 2050.
- 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 and all our overseas suppliers and representatives to support environmentally friendly practices.

Office Policies

- We closed our previous office in 2024 and now occupy a much smaller area in a shared office building, managed by IWG/Spaces who have highly developed sustainability policies.
- Our staff now work mainly from home, substantially reducing their personal travel.
- 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 small fleet of company cars and since 2014 have purchased only phev's and ev's.
- We encourage the use of public transport for office staff and offer the Cycle to Work scheme on request.
- We limit production of printed promotional materials, using online marketing wherever possible.

Staff Awareness and Participation

We encourage staff to:

- participate in conservation projects in their local area.
- combine multiple projects, conferences and/or personal travel together into one trip to reduce the number of flights required.
- hold team meetings and external meetings via Zoom/teams to reduce the need for travel.

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.
- Confirmations from our airline booking system (Amadeus) include information for the passenger on the carbon output from each flight they take.
- 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 all single use plastics.
- We encourage collaboration with local charitable organisations, with proceeds funding local community health, social or education projects.

Richard Savage, Chairman & CEO
7/10/2025