

## Sustainability and CSR Policy

### 1. Sustainability Management & Legal Compliance.

Safari Gateway Ltd is committed to sustainability management by:

- Appointing a dedicated Sustainability Coordinator responsible for overseeing all sustainability initiatives.
- Developing and communicating a Sustainability Mission Statement to all clients, partners, and suppliers.
- Developing a comprehensive Sustainability Policy aimed at reducing negative social, cultural, economic, and environmental impacts, including employee health and safety considerations.
- Collaborating with external forums and groups that promote sustainability in tourism.
- Conducting regular assessments of our company's sustainable practices and performance.
- Establishing sustainability guidelines for evaluating the performance of key suppliers and partners.
- Creating a Sustainability Action Plan with defined targets, actions, responsibilities, and timelines.
- Ensuring transparency in our sustainability efforts through regular public reporting and communication.
- Ensuring all staff are informed about our Sustainability Policy and are committed to its implementation and continuous improvement.
- Complying with all relevant national laws, regulations, and codes of practice.

### 2. Internal Management: Social Policy & Human Rights.

Safari Gateway Ltd is committed to sustainable internal management by:

- Offering employees freedom of employment and contract termination with appropriate notice, free from penalties.
- Including labor conditions and job descriptions in all employment contracts, adhering to national labor laws.
- Ensuring that wages are equal to or above the national minimum wage.
- Providing employees with medical and liability insurance as per national requirements.
- Granting employees paid annual leave, sick leave, and unpaid leave in accordance with national laws.
- Maintaining health and safety policies that comply with national legal standards.
- Having first aid kits and trained personnel available at all relevant locations.
- Prohibiting discrimination in recruitment, employment conditions, training, and promotions.
- Encouraging equal opportunities for all employees, including access to resources and personal development.

### 3. Environmental Management

Safari Gateway Ltd commits to reducing its environmental footprint by:

- Actively minimizing the use of disposable goods and favoring sustainable products and services.

- Reducing packaging waste by purchasing products in bulk.
- Promoting double-sided printing and other paper-saving measures.
- Using non-hazardous, biodegradable cleaning materials.
- Monitoring and reducing energy and water consumption through efficient practices and equipment.
- Implementing waste reduction and recycling policies, including the use of refillable water bottles.
- Properly disposing of hazardous waste, including chemicals, batteries, and ink cartridges.
- Ensuring that all company vehicles are maintained regularly to reduce emissions and energy use.
- Encouraging sustainable transportation options for staff and clients.

#### **4. Community Relations**

Safari Gateway Ltd is committed to positively impacting local communities by:

- Supporting local economies by prioritizing the use of locally-owned accommodations, suppliers, and services.
- Encouraging responsible tourism that benefits local communities and respects their cultural heritage.
- Providing clients with information on local customs, cultural sites, and responsible tourism practices.
- Collaborating with local organizations to protect and preserve cultural and natural heritage sites.

#### **5. Partner Agencies**

Safari Gateway Ltd works with partner agencies committed to sustainability by:

- Evaluating and selecting partners based on their sustainability practices.
- Communicating our sustainability expectations and requirements to all partners.
- Preferring to work with partners who implement sustainable tourism practices and are committed to continuous improvement.
- Including sustainability clauses in contracts with partners to ensure compliance with environmental, social, and legal standards.

#### **6. Excursions and Activities**

Safari Gateway Ltd prioritizes the welfare of animals, communities, and the environment by:

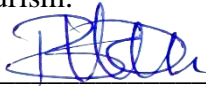
- Offering only those excursions and activities that are environmentally and culturally responsible.
- Providing clients with guidelines on respecting local culture, nature, and communities during activities.
- Ensuring that all wildlife-related activities are properly regulated and compliant with local and international laws.
- Encouraging excursions that support local communities and conservation efforts.

#### **7. Customer Communication and Protection**

Safari Gateway Ltd is dedicated to transparent and responsible customer communication by:

- Providing clear, accurate, and complete information about our services, including sustainability aspects.
- Offering clients information on local culture, environment, and responsible tourism practices before and during their trip.
- Ensuring customer privacy and data protection in all our operations.
- Encouraging clients to support local businesses and sustainable initiatives during their travels.

Safari Gateway Ltd is committed to continuously improving its sustainability practices and contributing positively to the local communities and environments in which we operate. We encourage all our employees, partners, and clients to join us in this commitment to sustainable tourism.



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Biubwa Omar Khamis  
Managing Director