



G&C Tours Ltd (Wild Frontiers Uganda) Sustainability Policy

As a responsible travel company engaging with various stakeholders in the tourism sector, including international agents and wholesalers, tour guides, hotels and lodges, transport companies, restaurants, and attractions—*G&C Tours (Wild Frontiers Uganda)* recognizes its key role and influence in sustainable tourism development. We are committed to promoting sustainability by implementing and advocating for best practices that maximize positive impacts while minimizing negative ones on tourism and local communities.

Our sustainability policy is structured around ten core themes, each encompassing principles and practical actions to guide our commitment to sustainability.

1. Sustainability Management & Legal Compliance

We commit to sustainability management through the following actions:

- Designating a sustainability coordinator to oversee implementation.
- Communicating our sustainability mission statement to customers, partners, and suppliers.
- Maintaining a clear, accessible, and written sustainability policy that addresses environmental, social, cultural, and economic impacts.
- Actively participating in forums and working groups that support sustainable tourism.
- Conducting regular assessments of the company's sustainability performance.
- Establishing guidelines to assess the sustainability performance of key suppliers and partners.
- Developing an action plan with clear targets, responsibilities, and timelines.
- Monitoring and evaluating the implementation of the sustainability policy.
- Ensuring transparency through public reporting and communication.
- Training staff on sustainability practices and encouraging their participation in improvement efforts.
- Complying with all relevant national and international tourism legislation, regulations, and codes of practice.

2. Internal Management: Social Policy & Human Rights

We commit to upholding social responsibility and human rights by:

- Providing fair employment terms, including freedom of contract termination and adherence to national labor laws.
- Ensuring fair wages and compensation for overtime.
- Offering medical and liability insurance as per national regulations.
- Granting employees paid annual leave, sick leave, and other statutory entitlements.
- Maintaining a safe and healthy workplace with proper first aid measures and disaster preparedness.
- Establishing grievance mechanisms and disciplinary procedures for employees.
- Conducting regular employee satisfaction assessments and providing training on health, safety, and sustainability.
- Supporting equal opportunities, diversity, and inclusion within the workplace.
- Encouraging employment opportunities for persons with disabilities and marginalized communities.

3. Environmental Management & Community Relations

We strive to minimize our environmental footprint and enhance community relations through:

- Reducing disposable waste and encouraging the use of sustainable supplies across all business operations, including our offices, boats, and lodges.
- Sourcing sustainable and locally produced goods.
- Implementing water-saving and energy-efficient measures in office operations.
- Using eco-friendly cleaning products and printing materials.
- Promoting responsible waste management, recycling, and reduction of plastic use.
- Monitoring and reducing energy consumption and CO2 emissions.
- Supporting sustainable transport options for employees and clients.
- Encouraging community engagement and support for conservation initiatives.
- Complying with zoning and protected area regulations to preserve local heritage and biodiversity.

4. Partner Agency Engagement

We encourage our partners to adopt sustainable practices by:

- Evaluating sustainability efforts of partner accommodations and service providers.
- Prioritizing collaborations with organizations that integrate sustainability into their policies.
- Encouraging waste reduction, responsible resource use, and ethical employment practices.
- Providing sustainability training and awareness programs for key partners.
- Integrating sustainability requirements into contractual agreements.
- Regularly assessing and monitoring partner sustainability performance.

5. Sustainable Transport

We aim to reduce transport-related emissions and pollution by:

- Choosing the most sustainable transport options without compromising comfort.
- Promoting public transport for employee commutes and business travel.
- Encouraging low-emission vehicle use and proper maintenance of company vehicles.
- Supporting teleworking, virtual meetings, and other remote work solutions.
- Developing tour packages that incorporate sustainable transport options.

6. Responsible Accommodation Selection

To promote sustainable accommodations, we:

- Partner with hotels and lodges that have sustainability policies and programs.
- Prioritize accommodations implementing water and energy conservation, waste management, and ethical labor practices.
- Support eco-friendly lodges, homestays, and accommodations contributing to local communities.
- Require signed sustainability commitments from partner accommodations.
- Encourage guest participation in eco-friendly initiatives at accommodations.

7. Excursions & Activities

We ensure that all excursions and activities align with sustainability principles by:

- Offering tours that respect wildlife, cultural heritage, and local communities.
- Partnering with responsible operators who follow environmental and ethical guidelines.
- Avoiding activities that exploit animals or harm ecosystems.
- Encouraging cultural exchanges that benefit local communities.
- Promoting low-impact tourism activities such as hiking, eco-tours and primate tourism, where visitor numbers and environmental impact are carefully managed through regulated access and adherence to conservation guidelines.

8. Customer Engagement & Awareness

We empower our customers to make responsible travel choices by:

- Educating travelers on sustainable travel practices before and during their trips.
- Encouraging respect for local cultures, traditions, and communities.
- Providing guidelines on minimizing waste and energy consumption while traveling.
- Promoting the use of reusable items like water bottles and shopping bags.
- Offering carbon offset options for travel-related emissions.

9. Fair Trade & Local Economic Impact

We support local economies and fair-trade principles by:

- Prioritizing locally owned businesses, guides, and service providers.
- Ensuring fair wages and ethical working conditions across our supply chain.
- Promoting the sale and use of locally made handicrafts, food, and services.
- Partnering with local cooperatives and social enterprises.
- Supporting community tourism initiatives that generate direct benefits for local people.

10. Continuous Improvement & Monitoring

We recognize that sustainability is an ongoing journey and commit to:

- Regularly reviewing and updating our sustainability policy and practices.
- Setting measurable sustainability goals and tracking progress.

- Engaging with industry experts and stakeholders to enhance our initiatives.
- Encouraging feedback from employees, customers, and partners to improve our sustainability efforts.

At G&C Tours/Wild Frontiers Uganda, sustainability is at the heart of our operations. By working together with our employees, clients, and partners, we strive to create a travel industry that respects people, preserves the planet, and fosters positive local economic growth. Our commitment to sustainability will continue to evolve as we learn, innovate, and adapt to new challenges and opportunities in the tourism sector.