



# **SUSTAINABILITY STRATEGY**

SEPTEMBER 2023







Photo by Nikola Jovanovic on Unsplash

# AIMS

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**The Twedex Group** recognise the challenges posed by the climate crisis and in particular the impact the travel and tourism sector has on the global environment.

We are driven to act responsibly and sustainably going forward and therefore are committed to playing a positive role in promoting sustainable tourism in the long term.

For all of our events we aim to leave a positive social and environmental legacy. The following pages lay out specifically how we aim to do this.

Embedding Sustainability at the heart of our strategy and everyday decision making process





Photo by Renzo D Souza on Unsplash

# GOALS

Twedex aims to support up to 7 of the 17 NATO Sustainable Development Goals where we believe we can have the most impact.

These are:





# TWEDEX COMMITMENTS AND ACTIONS

## 4 QUALITY EDUCATION



Photo by Susan Q. Yin on Unsplash

- All tours and events offer an educational element for participants, as reflected in our full name “**Trans World Educational Experiences**” we understand the importance of enhancing the learning experience outside of the classroom.
- We will train all our staff on sustainable practices, including waste reduction, energy conservation, and responsible tourism principles.
- Our **World School Games** focusses on educating and creating the leaders of tomorrow through giving children the platform to learn from other cultures through competition, learning respect and the teamwork skills required to build the sustainable and resilient societies.
- We will build on our sports education with health and wellbeing, gender equality, leadership, responsible consumption and production and climate change lessons ensuring the next generation understand their responsibilities.



# TWEDEX COMMITMENTS AND ACTIONS



- We commit to offering female options at all our events across all sports.
- We will ensure the same quality of service and provisions are offered to females as well as males.
- We will go above the norm to promote the participation of females in sports across all our social media platforms, celebrating their engagement.
- We are committed to providing a workplace free from discrimination based on gender identity, including non-binary, genderqueer, or genderfluid identities. All employment decisions, including hiring, promotions, and compensation, are made without regard to gender identity or expression.



# TWEDEX COMMITMENTS AND ACTIONS



Photo by Clay Banks on Unsplash

We will offer provisions to ensure equal opportunities to all athletes of all races and religions can participate in our tours and events and end discrimination

Specifically:

- We will offer food options aligned to the requirements of religion.
- We will ensure different cultures are respected and therefore ensure all types of clothing is permitted in our events.
- We will use the influence of our sports events to raise awareness and advocate for social justice causes.
- We will implement and enforce strict anti-discrimination policies that cover race, gender, religion, sexual orientation, and disability.



# TWEDEX COMMITMENTS AND ACTIONS



We acknowledge that many of our tours and events involve flying, however, we will promote alternative means of transport where when viable (bus, train, ferry and other electric transport).

We adapt itineraries so that low carbon intensive excursions are offered and minimise high carbon travel when in country

We use local suppliers such as restaurants, staff & tour representatives, accommodation, and transport where possible.

We will encourage travelers to eat at restaurants that source local, organic, and sustainable food.

We hold our supply chain accountable for their environmental footprint by assessing their carbon footprint and asking them to sign up to our climate change actions.

We will offer travellers the option to purchase carbon offsets for their trips and invest the proceeds in renewable energy or reforestation projects

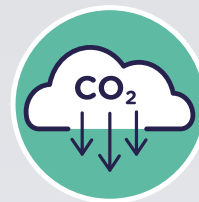


# TWEDEX COMMITMENTS AND ACTIONS

Acknowledging that our commitment to climate action will have the biggest impact on achievement of the Sustainable Development Goals we will dedicate more time and resource to this goal. Our approach to climate action will be centred around two areas; Reducing Emissions and Reducing Waste:



Photo by Maxim Tolchinskiy on Unsplash



## Reducing Emissions

- Use of electric transport wherever possible
- Targeting venue emissions
- Use of renewable energy



## Reducing Waste

- Elimination of plastic wherever possible including water bottles
- Recycling of any packaging and waste generated during a tour or event
- Reusable branding and signage
- Reduction in paper documents



# TWEDEX COMMITMENTS AND ACTIONS



Stronger partnerships contribute to environmental protection and sustainable development. We will support developing countries by improving their access to our events and training opportunities.

In addition we will partner with Charitable Organisations who support some of the SDGs we cannot influence, such as those addressing poverty.

We also partner with Trees4Travel to offset the carbon emissions for every international customer trip. Trees4Travel helps us calculate the emissions for the specific type of travel and accommodation then plant trees to offset the impact.

We include this cost in all our customer quotes and encourage all customers to include this commitment to sustainable travel.





# CONCLUSIONS

## Travel and Events



**DELIVERING GAMES  
THAT CAN BE HELD  
UP AS AN INSPIRING  
EXAMPLE**

Eco-responsible  
games that harness  
sustainable  
solutions

Games that boost  
regional growth  
and appeal

Games that open  
up opportunities  
for everyone

## Diversity



**LEAVING A  
SOCIAL AND  
ENVIRONMENTAL  
LEGACY**

Sport to improve  
health, education  
and civic  
engagement

Sport to improve  
inclusion, equality  
and solidarity

Sport to drive the  
environmental  
transformation



# OUR COMMITMENT

The company directors commit to reviewing our Sustainability Strategy on an annual basis to ensure we continue to push the Sustainable Business Goals forward.



A handwritten signature in black ink, reading "J. Hair", positioned above a horizontal dotted line.

**James Hair**  
(UK based)  
CFO



A handwritten signature in black ink, reading "Andrew Cook", positioned above a horizontal dotted line.

**Andrew Cook**  
(Dubai based)  
Co-founder & COO



A handwritten signature in black ink, reading "Scott Macfarlane", positioned above a horizontal dotted line.

**Scott Macfarlane**  
(Dubai based)  
Co-founder & CCO