

SUSTAINABILITY POLICY

Our commitment.

“We are dedicated to driving lasting change through travel, that celebrates and revitalizes the long-lost aspects of Acholi culture.”

Years ago, we embarked on a journey with a mission to simplify travel while transforming the Acholi community which has been profoundly affected by the LRA war. The Acholi region with its rich cultural heritage, beautiful untouched landscapes and warm people offers a profound experience for travelers looking for more than just a typical vacation.

We are committed to redefining travel by developing immersive experiences aimed at improving livelihoods of our community. By training locals as guides and creating market linkages for crafts and community products, we transform rural communities and uplift livelihoods. Our experiences showcase the best of culture, fostering pride, sustainability, and meaningful connections.

Sustainability Policy

At Loremi Tours, we are committed to responsible and sustainable tourism that safeguards the environment, empowers local communities, and preserves cultural heritage in the Acholi region and beyond. Our policy is organized around twelve sustainability themes, each guided by principles and practical actions that shape how we operate, collaborate, and deliver meaningful experiences.

1. Sustainability Management and Legal Compliance

Guiding Principles:

We maintain a strong sustainability management system that integrates environmental, social, and economic responsibility into our business operations while ensuring full compliance with all applicable laws and international standards.

Practical Actions:

- Maintain an up-to-date sustainability policy communicated to staff, partners, and clients.
- Ensure compliance with all national and international laws, including labor, environmental, and tourism regulations.
- Appoint a Sustainability Focal Person to coordinate and monitor sustainability performance.
- Set measurable objectives and review progress annually.
- Engage employees and partners in regular sustainability training and awareness programs.
- Ensure transparency in sustainability reporting.



SUSTAINABILITY POLICY

2. Internal Management: Social Policy and Human Rights

Guiding Principles:

Lorem Tours upholds human rights, gender equality, fair labor practices, and diversity. We foster a safe and respectful workplace for all employees.

Practical Actions:

- Provide fair wages, safe working conditions, and equal opportunities regardless of gender, ethnicity, or background.
- Promote gender equality and equal representation in leadership and decision-making roles.
- Provide inclusive employment opportunities for marginalized groups and persons with disabilities.
- Uphold the rights of employees in accordance with national labor laws and international standards.
- Prohibit discrimination based on gender, age, religion, or ethnicity.
- Maintain a zero-tolerance policy on child labor, forced labor, discrimination, or harassment.
- Support professional development, continuous learning, and career growth.
- Ensure that our hiring and promotion practices are inclusive and merit-based.

3. Internal Management: Environment and Community Relations

Guiding Principles:

We strive to minimize our environmental footprint while fostering positive, respectful, and mutually beneficial relationships with local communities.

Practical Actions:

- Implement a paperless policy supported by digital communication and marketing tools.
- Practice waste separation and recycling, and collaborate with suppliers that do the same.
- Use refillable water dispensers at offices and homestays, and encourage travelers to carry reusable bottles.
- Purchase eco-certified, recyclable, and organic products whenever possible.
- Operate primarily during daylight hours to reduce electricity consumption.
- Partner with local suppliers to provide filtered, refillable water options.
- Source environmentally friendly and locally made products.
- Involve employees and guests in community-driven sustainability initiatives.
- Support environmental education and community development projects near our areas of operation.
- Regularly assess and reduce water and energy consumption.



SUSTAINABILITY POLICY

4. Partner Agencies

Guiding Principles:

We collaborate only with partners and suppliers who demonstrate ethical conduct and sustainability commitment.

Practical Actions:

- Select partners based on shared values in sustainability, human rights, and fair business practices.
- Encourage suppliers to adopt environmentally responsible and socially inclusive practices.
- Prioritize partnerships with local, community-based, and women-led enterprises.
- Include sustainability criteria in contracts and supplier assessments.
- Provide guidance and training for partners to align with Loremi Tours' sustainability objectives.
- Conduct regular evaluations of partner sustainability performance.
- Avoid partnerships with companies engaged in unethical labor, environmental, or cultural practices.

5. Transport

Guiding Principles:

We minimize the environmental impact of transportation by prioritizing efficiency and lower-emission options.

Practical Actions:

- Use fuel-efficient and hybrid vehicles for transfers and safaris.
- Conduct regular vehicle maintenance to ensure fuel efficiency.
- Avoid domestic flights and recommend road transport as a lower-impact alternative.
- Plan routes to minimize fuel consumption and emissions.
- Educate drivers on eco-driving techniques.
- Partner with transport providers that follow maintenance and emission control best practices.
- Instruct drivers to switch off engines when vehicles are idle.
- Encourage walking, cycling, and shared transport where feasible.



SUSTAINABILITY POLICY

6. Accommodations

Guiding Principles:

We promote accommodations that prioritize sustainability, cultural authenticity, and positive community impact. We select and recommend accommodations that operate responsibly and contribute positively to the local environment and economy.

Practical Actions:

- Partner with hotels and lodges implementing energy-saving, waste-reduction, and water-conservation measures.
- Promote properties that employ and empower local staff.
- Support accommodations that source food locally.
- Encourage guests to participate in conservation-friendly lodging practices.
- Regularly evaluate partner accommodations for environmental and social responsibility.
- Prioritize smaller, locally owned properties that create community-based economic benefits.
- Select accommodations utilizing renewable energy and eco-friendly materials.
- Encourage accommodations that educate guests about sustainability practices and local culture.

7. Excursions and Activities

Guiding Principles:

Loremi Tours designs and promotes excursions that are environmentally responsible, culturally respectful, and socially beneficial. All activities must uphold human rights, protect wildlife and ecosystems, and contribute positively to local communities.

Practical Actions:

- Ensure that no excursions are offered that harm humans, animals, plants, or natural resources such as water and energy, or that are socially or culturally unacceptable.
- Refrain from offering or promoting any excursions that involve the captivity of wildlife, except where such activities are demonstrably compliant with sustainability and animal welfare principles.
- Avoid and not engage with companies or activities that harvest, consume, display, sell, or trade wildlife species, unless these are part of a regulated framework ensuring sustainable utilization and full compliance with local, national, and international laws.
- Ensure all excursions respect cultural heritage, social values, and community traditions.
- Guarantee that at least 40% of excursions are sustainability-focused, emphasizing cultural preservation, community engagement, and environmental stewardship.



SUSTAINABILITY POLICY

Co-create authentic, community-based experiences ensuring fair distribution of tourism benefits.

- Avoid activities that degrade habitats, pollute environments, or overuse local resources.
- Conduct due diligence to ensure third-party operators comply with Loremi Tours' sustainability standards.
- Promote responsible excursions through guest briefings and interpretation materials.
- Review and update the excursion portfolio regularly based on feedback and best practices.

8. Tour Leaders, Local Representatives, and Guides

Guiding Principles:

Our guides and representatives are ambassadors of responsible tourism and play a key role in guest education and sustainability advocacy.

Practical Actions:

Provide regular sustainability and safety training for guides and tour leaders.

Encourage interpretation that promotes respect for local cultures and conservation.

Ensure guides follow all sustainability and ethical guidelines during tours.

Promote gender inclusivity and equal opportunities among guides.

Incorporate sustainability performance into guide evaluations.

Encourage guides to educate guests on environmental conservation and local traditions.

Empower guides to act as role models for ethical behavior and cultural respect.

Provide ongoing feedback and support to ensure guides uphold Loremi Tours' sustainability values

9. Destination Management

Guiding Principles:

We actively contribute to protecting destinations, preserving cultural identity, and ensuring tourism benefits local people.

Practical Actions:

- Collaborate with local communities to design tourism products that are culturally authentic and beneficial.
- Support community initiatives that preserve cultural and natural heritage.
- Promote local products, crafts, and cultural experiences.
- Avoid contributing to over-tourism or degradation of sensitive areas.
- Advocate for responsible tourism policies within destination management frameworks.
- Monitor the long-term impact of tourism activities on community well-being and ecosystems.



SUSTAINABILITY POLICY

10. Customer Communication and Protection

Guiding Principles:

At Loremi Tours, we promote transparency, ethical marketing, and responsible guest behavior to ensure safe and sustainable travel experiences. We ensure that our guests are well-informed, safe, and encouraged to participate responsibly in sustainability efforts.

Practical Actions:

- Provide pre-trip information highlighting responsible travel behavior.
- Communicate clearly about cultural norms, wildlife etiquette, and environmental care.
- Include sustainability messages in marketing and guest briefings.
- Safeguard customer privacy, data, and personal information.
- Maintain systems for emergency response, health, and safety.
- Collect guest feedback to improve sustainability performance.
- Provide accurate, transparent information about our sustainability policies and practices.
- Educate guests on local customs, traditions, and responsible conduct.
- Discourage giving money or gifts directly to individuals to prevent dependency.
- Encourage responsible shopping by promoting local artisans and certified fair-trade crafts.
- Maintain customer safety and privacy while offering clear channels for feedback and complaint
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11. Carbon Compensation and Environmental Protection

Guiding Principles:

We take active steps to reduce and offset our carbon footprint while protecting the ecosystems where we operate.

Practical Actions:

- Measure and reduce greenhouse gas emissions from operations and tours.
- Offset carbon through tree-planting initiatives in collaboration with Kijani Forestry.
- Engage guests in tree planting and environmental education activities.
- Avoid single-use plastics and promote waste reduction.
- Partner with local organizations on conservation and climate adaptation projects.
- Partner with Kitgum Women Peace Initiative to promote sustainable shea butter production and protect indigenous shea trees.
- Encourage communities to collect shea nuts instead of cutting down trees, promoting sustainable livelihoods and conservation.
- Support tree planting and reforestation initiatives to offset carbon emissions.
- Regularly measure, reduce, and report on our carbon footprint and offset progress.



SUSTAINABILITY POLICY

12. Monitoring and Continuous Improvement

Guiding Principles:

Loremi Tours is committed to transparency, accountability, and continuous improvement in implementing this Sustainability Policy. We monitor progress regularly to ensure that our practices align with our commitments and international sustainable tourism standards.

Practical Actions:

- Conduct annual internal reviews of all sustainability themes using the monitoring matrix below.
- Set measurable objectives and targets for environmental, social, and economic performance.
- Collect data, feedback, and reports from staff, guides, partners, and communities.
- Evaluate compliance with national laws, sustainability standards, and company policy.
- Report progress and challenges to management and stakeholders annually.
- Use findings to guide corrective actions, continuous learning, and policy updates.

Loremi Tours Sustainability Monitoring Matrix

Theme	Key Indicators	Monitoring Tool/Methods	Responsible Person/Department	Frequency
1.Sustainability Management& Legal Compliance	Updated sustainability policy; staff awareness	Policy review; compliance audits	CEO/Sustainability focal person	Annually
2.Social Policy &Human Rights	Staff training records; gender balance; inclusion policy	HR reports; employee feedback	Human Resource Manager	Sami-Annually
3.Enviroment & Community Relations	Energy and water use; recycling rate; community projects supported	Utility bills; project records	Office Manager/Community Liaison	Quarterly
4.Partner Agencies	%of suppliers meeting sustainability criteria; signed codes of conduct	Supplier evaluations	Procurement Manager	Annually
5.Transport	Fuel consumption per km; vehicle maintenance logs	Driver log; maintenance report	Fleet Manager	Quarterly
6.Accommodation	% of eco- certified or sustainable partner lodges	Supplier audits	Product Manager	Annually
7.Excursions & Activities	Compliance with Wildlife &cutural guidelines;% sustainable excursions	Portfolio reviews; feedback	Product Development Manager	Bi-Annually



SUSTAINABILITY POLICY

Loremi Tours Sustainability Monitoring Matrix				
Theme	Key Indicators	Monitoring Tool/Methods	Responsible Person/Department	Frequency
8. Tour Leaders & Guides	Number of guides trained; traveler satisfaction	Training records; surveys	Training coordinator	Bi-annually
9. Destination Management	Local partnerships; community impact assessments	Partner reports	Destination Liaison Officer	Annually
10.Customer communication Protection	Guest briefing on sustainability ; safety and satisfaction data	Guest feedback form; reports	Marketing &Guest Relations	Ongoing
11. Carbon compensation& environmental Protection	Carbon footprint measured; trees planted offset records	Environmental audits; reforestation data	Environmental coordinator	Annually

Review and Reporting:

- The Sustainability Focal Person coordinates all monitoring activities and compiles an annual sustainability report.
- Findings are reviewed by management and shared with staff, partners, and community stakeholders.
- Identified gaps are addressed through updated action plans and training.
- The monitoring matrix is reviewed annually to ensure ongoing relevance and improvement.

