



CORPORATE SOCIAL RESPONSIBILITY REPORT

PEOPLE | PLANET | WILDLIFE
SEPTEMBER 2019 - SEPTEMBER 2020

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A MESSAGE FROM OUR CEO



If ever there was any doubt on whether social responsibility is a hard or soft business imperative, the current global state of affairs reaffirms our long-held ethos at Tourvest that responsible corporate citizenship is our towering obligation. We don't operate in isolation and ultimately, what affects one of us affects us all. Our communities are at the heart of our operations and success. On a global scale, in every industry, the ongoing recovery process requires sustained commitment and impactful social investment as a critical business imperative.

We are living in a time like no other in living memory. Covid-19 has resulted in a world deeply mired in not just one crisis, but three – the pandemic itself, an economic meltdown and a series of events that have highlighted the desperate need for social justice reform. Never before have we been confronted with the true uncertainty and vulnerability of the human existence. But there is an upside – this moment is a crucible in our lives – a much-needed reminder and a turning point. This is a moment from which we have so much to learn, and even more to gain.

Tourvest continually pursues the highest standards of corporate responsibility as we work with stakeholders, partners and employees to support, empower and connect with the communities around us. The breadth of our Corporate Social Responsibility programmes reflects our expansive footprint and spans environmental responsibility, social responsibility to our workforce and innovative solutions to address a host of critical societal needs in the communities in which we operate and serve – guided by a rigorous system of corporate governance that promotes transparency across every division.

Since Tourvest's inception in 1997, we have always known and understood that the ongoing profitable growth of our company depends on the economic, environmental and social sustainability of the communities in our operating territories. Our commitment to, and our investments in the upliftment and sustainability of the communities that surround us are part of our DNA as a company, part of our culture, and at the heart of our purpose.

As Africa's largest integrated tourism group, Tourvest is, at its nucleus, about connecting people. As a principle-driven brand, our leadership and employees understand our obligation to make the world a better place.

At the core of every investment we make is a set of unwavering values and principles we live and operate by – operational excellence, unrivalled service, integrity and accountability. We house these values under the mantle of servant leadership, demonstrated by our commitment to being a good corporate steward, and a positive force in the communities around us.

We approach our Corporate Social Responsibility initiatives as we do any application – by applying our best talent, operational excellence and resources to develop innovative measurable solutions to address the needs of the communities around us.

This approach begins with the people at the heart of our business – our employees. None of our business objectives would be possible without the unwavering commitment of our people who come to work every day motivated to execute beyond the expected. This is what binds us and together we pledge to work tirelessly to meet the needs of our shareholders, stakeholders and our communities.

And so now, possibly more than ever before, the world is in need of organisations that act responsibly and proactively towards addressing key societal issues. Tourvest has a proud history of CSR, and it has been a privilege to be at the helm of the team that drives this. The pages that follow will showcase the work we have done, the work we are doing now and the work we will continue to do to uplift our people, protect our planet and conserve our wildlife.

Although we will continue to face headwinds as we navigate the ongoing calamities for years to come, our commitment to sustainable development will never falter.

We look forward to our future as a more resilient group, and I thank our shareholders, stakeholders, partners, employees and management team for their role in our journey.

I believe that Tourvest's CSR programmes, policies and practices offer compelling evidence for optimism – that collectively we can bring an end to inequality, injustice and the destruction of our planet. It can be done, and Tourvest pledges to redouble our efforts in the charge towards a new era of universal equality, prosperity and solidarity.

A handwritten signature in black ink, appearing to read 'SJoubert', enclosed in a thin black rectangular border.

Sean Joubert

MESSAGE FROM OUR COO



“Not only must we stand, we must also stand for something.” ~ Thoreau

“Compassion is even greater than courage. With courage we can conquer the world, but only with compassion can we heal and build it.” ~ Rasheed Ogunlaru

At Tourvest, operational excellence isn't just something we say, it's what we do. It's what we've been doing every day since we began our business journey 24 years ago. And at the heart of everything we do, is our Corporate Social Responsibility programme – the demonstrable reflection of our values and guiding principles.

Our business goes beyond maximising returns for our shareholders. With tourism being one of the key drivers of economic development, the key to creating sustainable profitable growth is by impactful, value-driven investment in the communities we operate in and the planet we inhabit. The collective must win. Creating profitable companies and developing thriving communities are not conflicting goals – they are two sides of the same coin and they are the sole route to our long-term success.

Our business is vast and the communities we operate in are numerous, so in the development and execution of our strategy we went back to basics. We listen to the ideas, needs and challenges facing our broader society. We hear them, and then we apply our best talents and operational resources to craft innovative solutions and then bring them to scale.

To build and sustain companies that people trust, we must focus equally on today and tomorrow. It isn't easy but the balance between short-term rewards and long-term outcomes is key to growth – growth that is beneficial to our shareholders, our customers, our employees, the communities where we live and work and the planet we inhabit.

Today, we find ourselves grappling with the aftermath of the COVID-19. As travel and tourism came to a complete global standstill for several months, our industry found itself forever altered.

This pandemic magnified every level of inequality – systemic racism, deep-seated gender bias and income inequality. The Covid-19 pandemic brought us face to face with the fundamental questions of life. Why are we here? What do we stand for? How do we want to be remembered?

Our overarching goal is clear – it is our duty to use our greatest strengths to serve our greatest purposes and to give the lives of people a new inspired meaning. We simply have to do better. This realisation gives us the impetus to create a more prosperous, equitable, inclusive and sustainable world.

We have renewed our commitment towards enhancing the fundamentals of our business through the disciplined allocation of capital to meet the demands and expectations of an ever-changing world, so we can continue to serve the needs not only of our shareholders, but our employees, host communities, partners and society as a whole.

To maximise the impact of our investment, we will continue to concentrate our efforts on comprehensive programmes that ensure measurable, sustainable outcomes over the long term. Our six focus areas include:

- Corporate Responsibility
- Corporate Social Investment
- Employee Volunteer Programmes
- Skills Development
- Community Development
- Africa's Natural Heritage

Housed under the umbrellas of our myriad divisions, our corporate responsibility mandate is far-reaching in keeping with Tourvest's presence in every facet of the tourism and travel value chain. In this Corporate Social Responsibility report we share not only our achievements and milestone to date, but also our vision for a world post COVID-19.

Indeed, as we continue our endeavours to uplift our teams and the communities, we rely upon our unshakeable conviction that the profound changes the world is experiencing will, in the fullness of time, be the making of us. Our industry, and our business, is resilient. Human beings are resilient. Humanity not only serves as our principle inspiration; humanity fuels our purpose and propels our growth.

Tourvest's commitment to be a force for positive change in communities remains undimmed. Never before has the need for solidarity and people-centred leadership been more necessary or more demanded of us.

The time for boldness is now. This is our moment to do more, to be a mirror of the society we want to live in. We move forward, in the same spirit as we began, with the determination to be on the right side of history and advance the march of society's progress.

Judi Nokwedi

OUR VISION



Tourvest is committed to being a responsible corporate citizen of the communities and the environment in which it operates. It realises that its continued success is not just a factor of how it performs operationally or financially but also on a demonstrable commitment to a positive and mutually beneficial relationship with every stakeholder affected by its business and the well-being of the environment.

To this effect, one of Tourvest's key strategic imperatives is to positively impact the long-term sustainability of society, particularly the communities in which Tourvest operates, and the tourism attractions on which much of its business is based.

Tourvest's sustainability approach has traditionally focused on the following areas:

- **Corporate responsibility**, realising that its continued success lies with the ability to play a leading role in the development of the travel and tourism industry and to support important industry initiatives.
- **Corporate Social Investment (CSI)**, including socio-economic development contributions as defined by the BEE Codes of Good Practice, aimed at positively impacting society.
- **Employee Volunteer Programmes**, in order to increase the visibility of and affinity in the Tourvest brand in the community while instilling the group's corporate culture and values within its employees.
- **Skills development**, especially in the area of travel and tourism education, with a focus on developing skills at a grassroots level in an industry where quality consultants are becoming increasingly scarce.
- **Community development**, particularly in the field of job creation through craft development and support for the Siyazisiza Trust as well as lodge ownership in order that rural community members, in particular women, may share the success and growth of Tourvest.
- **Africa's natural heritage**, it will assist in sustaining destinations that will become increasingly attractive to foreign visitors whose needs will further stimulate job creation and local economies.

UNPACKING TOURVEST



**Living the
Value of Experience**

Tourvest is Africa's leading integrated tourism group, operating businesses which range from travel management companies, hotels, lodges and restaurants to craft, curio and jewellery shops and foreign exchange bureaux, under some 60 sector-leading brands.

The group was created in 1997 through the amalgamation of a number of long-established tourism companies. That same year, Tourvest listed on the Johannesburg Securities Exchange. In August 2008, Tourvest delisted from the stock exchange, following an acquisition by a black economic empowerment consortium comprising Guma, IDC and Old Mutual.

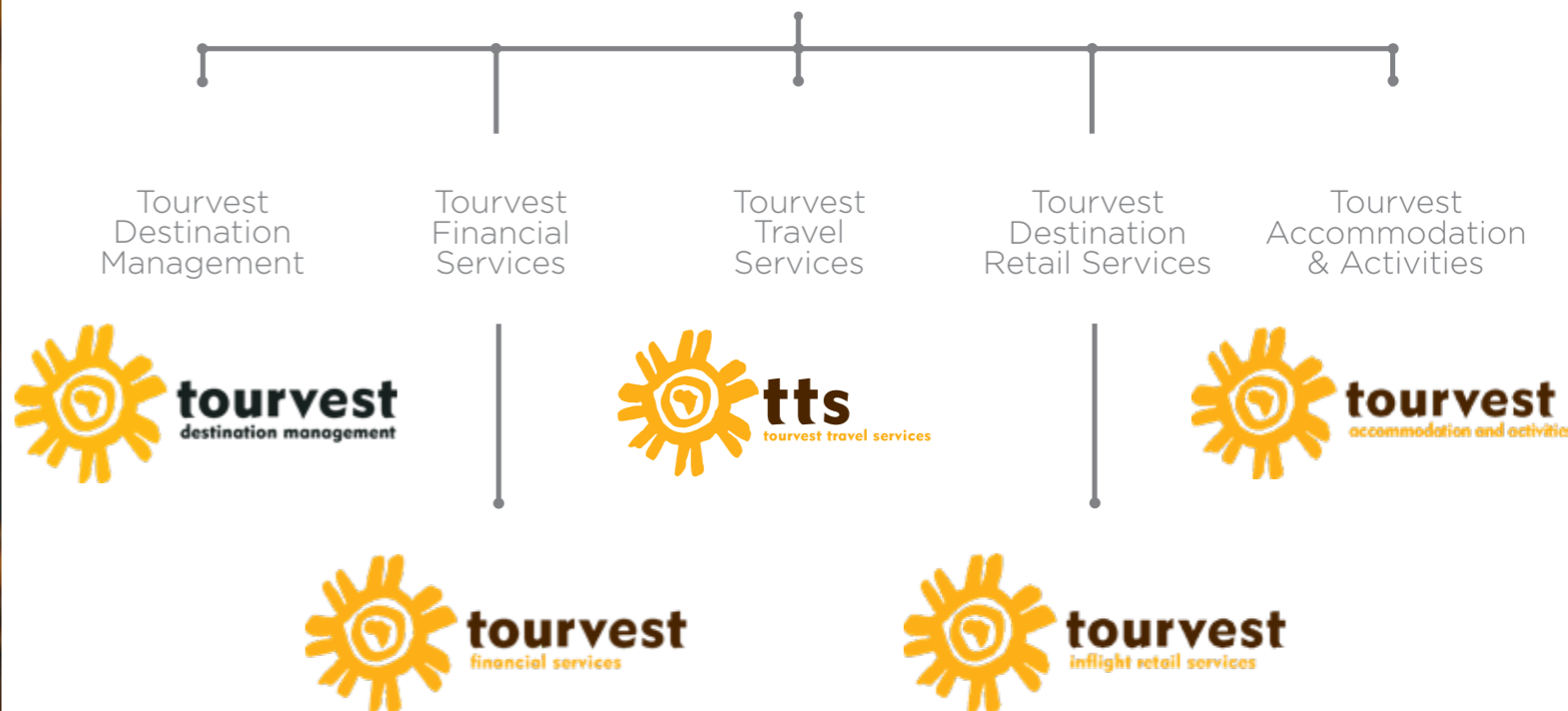
Tourvest's steady growth as a leading integrated tourism group has been driven by a commitment to exceptional quality, service and value, its people-centred business philosophy, the development of mutually rewarding partnerships, constant innovation, and world-class technology.

Headquartered in South Africa, we have built a global business with operations in Southern, East and West Africa, India, the United Kingdom, Spain and the Caribbean, as well as having principals, associates and clients throughout the world.

Tourvest is unique in that we are the only organisation with a presence in every facet of the travel and tourism value chain. Due to this, the company is well-placed to assist the tourism sector in addressing issues related to the conservation of our natural environment and heritage and the rising challenges of poverty, unemployment and inequality.

Tourvest is an entrepreneurial business and each division is run as an autonomous business unit with separate boards supported in its efforts by head office.

TOURVEST INTEGRATED SERVICES



WHO WE ARE

tourvest

destination retail services

Destination retail focuses on creating and developing retail brands built around specific destinations, providing customers with a strong sense of place and a unique retail experience. Tourvest Destination Retail has operated within the Transumer® gifting space for over 45 years, giving an unparalleled depth of experience in this specialist niche market. TDR is an internationally acknowledged expert in destination retail, and the leading proponent of such retail on the African Continent.

DESTINATION RETAIL



tourvest

destination management

Destination Management (TDM) is a reputable, reliable and trusted global travel management company with over 32 years' experience in the travel and tourism industry and dedicated to creating and delivering world-class travel experiences with a distinctly African Soul.

INBOUND LEISURE AFRICA



INDIAN OCEAN



TDM FRANCHISING



SPORTS & LEISURE TRAVEL



RESTAURANTS & TAVERNS



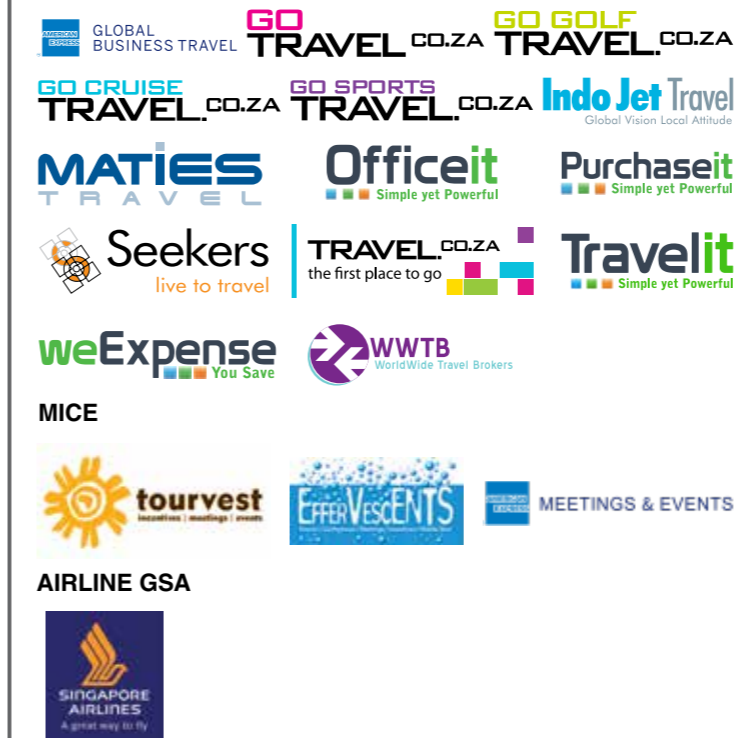
tourvest

travel services

Travel Services (TTS) is the travel management division within the Tourvest Group, and a frontrunner in the travel technology innovation space.

In repositioning itself as a tech company that delivers travel solutions, TTS has developed Travelit, a platform that enables an end-to-end corporate travel management service – from enforcing travel policy at all stages of a booking, through to cost accounting and reporting, and keeping track of travellers should emergency assistance be required.

TOURVEST TRAVEL SERVICES



tourvest

financial services

Financial Services (TFS) consists of the Tourvest Financial Services company and the Travelex Africa Foreign Exchange company. These entities have over 36 years of experience in the foreign exchange space. There are 57 branches in strategic tourism locations. TFS sells prepaid travel cards and TFS operates as a major agent for Western Union money transfers.



tourvest

accommodation and activities

Accommodation and Activities offers a wide array of activities and products through facilities owned and managed by the group, complemented by a portfolio of hotels and lodges in key tourist destinations.

AHA



ECHO AFRICA SAFARIS GROUP



MANKWE GAME TRACKERS



WILD HORIZONS



DRIFTERS



EAST AFRICA



TOURISM'S IMPACT ON AFRICA



Why is tourism so important?

Africa is the second fastest growing tourism region in world



8.5% Tourism contributes to 8.5% of the GDP in Africa

Tourism generates 24 million jobs – on a support rate of 8:1 that supports 192 million people



Africa is still the world's most untapped tourism destination

Africa offers the world in one continent – vibrant cities, wildlife, open spaces, beaches and cultural diversity



Tourism positively impacts the rural areas in a way that other industries cannot

Tourism's labour absorption capacity is unparalleled, particularly amongst the informal skilled sector



Africa's large population of employable youth bodes well for the growth of the tourism industry

LIVING OUR PURPOSE



**Committed to
Our Communities**

Tourvest's continued success is not just a factor of our operational or financial performance, it is a demonstration of our commitment to a positive and mutually-beneficial relationship with every stakeholder who is affected by our business, and the well-being of the communities and the natural environment.

To this effect, one of Tourvest's key strategic imperatives is to positively impact the long-term sustainability of our natural environment and society, particularly the communities in

which we operate, and the tourism attractions on which much of our business is based. We are responsible and accountable for the role we play in these communities and countries; economically, socially and environmentally.

Our accountability is lived through the DNA of our core business values and through our company culture.

Tourvest's sustainability approach is focussed on the following areas:

Corporate Responsibility

Realising that its continued success lies with the ability to play a leading role in the development of the travel and tourism industry and to support important industry initiatives.

Including socio-economic development contributions as defined by the BEE Codes of Good Practice, aimed at positively impacting society.

Corporate Social Investment

Employee Volunteer Programmes

In order to increase the visibility of and affinity in the Tourvest brand in the community while instilling the group's corporate culture and values within its employees.

Particularly in the field of job creation and lodge ownership, so that rural community members, particularly women, may share in the success and growth of Tourvest.

Community Development

Africa's Natural Heritage

Believing that by protecting Africa's natural heritage, it will assist in sustaining destinations that will become increasingly attractive to foreign visitors whose needs will further stimulate job creation and local economies.

Especially in the area of travel and tourism education, with a focus on developing skills at a grassroots level in an industry where quality consultants are becoming increasingly scarce.

Skills Development

LIVING OUR PURPOSE



**Committed to
local procurement**

Ensuring a sustainable supply chain for our operations across Africa is of paramount importance.

At Tourvest we understand that there is increasing consumer demand for products that are locally and ethically sourced and produced without exploiting workers, children and the environment.

Our commitment to providing a range of enterprise development, support and outreach initiatives towards our local communities and suppliers remains unwavering.

Our retail division has almost 1,200 suppliers. Ranging from rural craft producers, SMME's, artisans to iconic South African brands. Over the years, the division has built strong relationships and works closely with them all.

Many of the SMME suppliers are offered specific support from the 'Brand and Buying' teams in the form of:

- Finance
- Advice and outreach
- Guidance on demand patterns
- Market positioning and price points
- Merchandising requirements: input is offered on packaging, display ideas and brand identity

These unique relationships ensure the division delivers products that:

- Support and nurture emerging talent.
- Are consistent, both from a quality and availability perspective.
- Are ethically produced.
- Focus on all categories of merchandise, ensuring variety and diversity.
- Have a proven track record in terms of sales and popularity.
- Deliver a consistent value proposition.

LIVING OUR PURPOSE



People - We value the essence of humanity in everything we do and aim to improve people's lives.



Planet - We are committed to treading lightly on this earth in our everyday actions.



Wildlife - What would we be as an industry without our precious natural resources, including our wildlife?

Our pledge

OUR COLLABORATION PARTNERS

Tourvest is committed to being a responsible member of the tourism community and we accomplish this through our international certificates and affiliations. These include:



Travelife

Tourvest Destination Management has been a member of Travelife since 2017, with the Tourvest Accommodation and Activities division signing up in 2020. The Travelife Sustainability System is an initiative dedicated to promoting sustainable practices within the travel and tourism industry. Travelife is a system which helps tour operators and travel agencies to manage and improve social and environmental impacts by complying with sustainability criteria.

The Travelife initiative is based on the central role of tour operators and travel agents in the tourism supply chain. Their unique position between suppliers and buyers enables them to influence consumer demand, procurement policies and the development of destinations. This allows them to contribute significantly to sustainable development and environmental and cultural protection in destinations.

Fair Trade in Tourism South Africa (FTTSA)

Tourvest is a certified member of FTTSA, a non-profit organisation that certifies tourism businesses that comply with the principles of fair trade and responsible tourism. FTTSA awards a special label to qualifying businesses as a way of signifying their commitment to these principles (fair share, democracy, respect, reliability, transparency and sustainability) and related criteria, including fair wages and working conditions, fair purchasing, fair operations, equitable distribution of benefits and respect for human rights, culture and environment.

By electing to stay at or use the services of FTTSA-certified establishments, tourists can be assured that their travel benefits local communities and economies, and that the business is operated ethically and in a socially and environmentally responsible manner.

Tourism Child Protection Code of Conduct

As part of its membership of FTTSA, Tourvest is also a signatory to and a member of the Tourism Child Protection Code of Conduct (The Code), which aims to provide increased protection to children from commercial sexual exploitation in travel and tourism.

In South Africa, an estimated 30 000 children under the age of 18 are reported to be victims of sexual exploitation. Tourvest believes that firm measures are needed to prevent further escalation of child sex tourism (CST).

The Code is a self-regulating instrument that can play an active role in the tourism industry. As a member, Tourvest will seek ways to establish an ethical corporate policy regarding sexual exploitation of children; train personnel; introduce clauses in contracts with suppliers, stating a common repudiation of sexual exploitation of children; provide information to travellers through mediums such as brochures, posters and in-flight videos; provide information to local key persons at tourism destinations; and report annually on their involvement in preventing CST.

Gender Mainstreaming – Promoting Women In Tourism

Although, the tourism sector presents a number of income-generating activities for women, the disparity of women remaining primarily concentrated in low status, lower paid and precarious positions persists.

Tourvest believes that the industry is better positioned than other sectors of the economy to advance female representation in the formal sector, however, it is essential provide them with mentoring and educational opportunities to ensure their careers can progress meaningfully up the corporate ladder.

To this effect, Tourvest has played a leading role in the discussion of gender equity promotion in the sector by establishing a think-tank of the industry's female leaders. Additionally, we were instrumental in arranging the inaugural Women in Tourism Conference, established in 2015 by the National Department of Tourism in partnership with the Tourism Business Council of South Africa

OUR JOURNEY



Living our values

While the Tourvest holdings company and its the respective divisions each conduct their own corporate social investment (CSI) programmes, they all subscribe to the same underlying approach, which is focussed on positively impacting the long-term sustainability of the natural environment and society, particularly the communities in which they operate.

Tourvest and its divisions allocate resources to social responsibility initiatives based on the following objectives:

- To support sustainable social development through community development initiatives
- To enable the group (and its associated businesses and operations) to be a preferred business partner
- To be a corporate citizen valued by all its stakeholders

We do this while also ensuring that we maintain our purpose of People, Planet, Wildlife.



PEOPLE

- | | |
|---|--------------|
| African Home Community Project | South Africa |
| African Icons Invitational | South Africa |
| Bishop Kameeta Kindergarten | Namibia |
| Lemala Camps and Lodges | East Africa |
| Nkambeni Safari Camp Tourism Project | South Africa |
| Siyazisiza Trust | South Africa |
| Tourvest Bursary Programme | Company-wide |
| Tourvest Destination Management Guide Academy | South Africa |
| Tourvest Field Guide Academy | South Africa |
| Tourvest Leadership Programmes | South Africa |
| Travel for Impact | Botswana |
| Tumshangilieni Mtoto Children's Home and School | Kenya |
| Wild Horizons | Zimbabwe |



PLANET

- | | |
|-----------------------------------|--------------|
| Boombadotmobi | South Africa |
| Lemala Sustainability Project | East Africa |
| Trees for Tourism | South Africa |
| The Victoria Falls Wildlife Trust | Zimbabwe |



WILDLIFE

- | | |
|--|--------------|
| The Endangered Wildlife Trust: Wildlife in Trade | South Africa |
| SANPARKS Honorary Rangers | South Africa |
| Victoria Falls Anti-Poaching Unit | Zimbabwe |

AFRICAN HOME COMMUNITY PROJECT



Founded in 2002, African Home Community Project is a South African empowerment enterprise that creates employment for economically disadvantaged crafters.

On a small scale, they gather recycled materials from the local environment to craft designer items that embody a spirit of transformation. The initiative helps to raise environmental awareness and combat pollution.

Local crafters, through their skill and creativity have been transforming recycled bottle caps into green seat 'badges' for socially responsible corporates.



The African Icons Invitational was started in 2018, with the aim to raise funds for the Police Widow and Orphans Fund (WOF) and the SAPS Education Trust (SAPSET). These groups then distribute the funds to families of police officers killed in the line of duty.

Almost daily there are tragic and pointless deaths of brave South Africans serving on the front line of our Police Service, killed in the line of duty.

The full implication of their deaths and the destitute families they leave behind is not always realised, and in some instances they were the breadwinners and supporters of more than just their own immediate family.

African Icons Invitational also supports the Megan du Plessis Special Needs Centre, a Partial Care Facility, catering for learners with special needs.



AFRICAN ICONS INVITATIONAL

BISHOP KAMEETA KINDERGARTEN

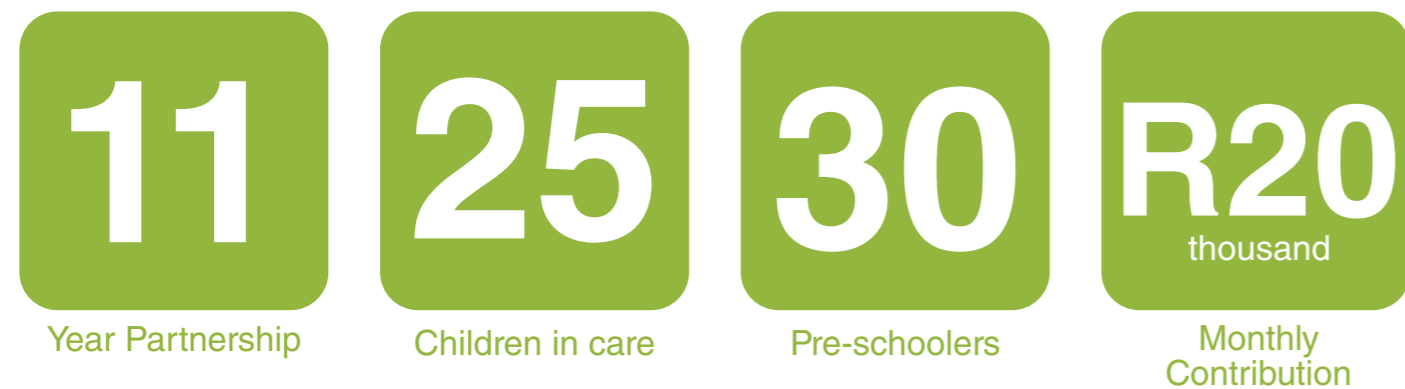


Founded in 2007, the Bishop Kameeta Kindergarten is an orphanage which tends to orphans and children (aged between 2 and 14 years) who are not supported or cared for by their parents.

The kindergarten aims to enhance the lives of orphaned, HIV-infected or abandoned children, and their physical, emotional, social, mental and spiritual needs, all of which are essential elements for meaningful and positive development. Their mission is to empower children, ensuring them a brighter future, and to give them a basic education in order to be ready for school by the age of 6 years.

Sense of Africa, Namibia, a Tourvest Destination Management company, have supported one full school generation, with mostly excellent matric results. The kindergarten currently provides schooling and shelter to 25 children permanently, while 30 children receive their pre-schooling at the kindergarten.

SOA Namibia provides monthly revenue to take care of the running costs needed. All food, municipal bills, pre-paid electricity, Telecom and teachers' salaries are generated by Sense of Africa, Namibia through a voucher system, financed mainly by the tours that visit the Kindergarten or through donations from international agents.



Year Partnership



On-going Projects



Learners Supported

Nkambeni Safari Camp was started in 2010 as the brainchild of the community, who conceived the idea of establishing a sustainable and eco-friendly source of income for the local people.

Nkambeni believes that their people are their greatest asset. Cultural tourism is encouraged in all its many guises and the camp strives to provide local economic empowerment through community development and upliftment.

The camp has had an active involvement in the surrounding community for the last 6 years. Their main beneficiary is the George Mhaule Primary School, which educates around 650 learners.

The camp has initiated several projects to improve the community, including the sinking of a borehole at the school and building a covered learning area for use during assembly, prayer meetings and community gatherings. Two newer projects include the development of a garden service and a sewing group.



NKAMBENI SAFARI CAMP TOURISM PROJECT

LEMALA CAMPS AND LODGES



Lemala presents an authentic collection of tented camps and lodges with properties in Arusha, Tarangire, Ngorongoro and the Serengeti. Policies ensure that they rigorously adhere to the highest standards and conduct business in a socially responsible and ethical manner. Lemala continues to protect the environment and the safety of people, support human rights and engage, learn from and respect the local communities and cultures.

Local Staff

All of the camps and lodges employ a large percentage of its staff from the local community ensuring many families, who were previously reliant on only livestock and agriculture can now enjoy a steady income. Of a work force of 218 staff, less than 5% are foreigners of which 3% are East Africans.

They also employ a total of 9 young men from a homeless shelter in Arusha, thus giving them a new start in life by means of employment opportunities.

In-house training and leadership

Lemala has seen promotions and employment from within the company, with room attendants becoming guides, cleaners to camp managers, gardeners to store men, and waiters to assistant managers.

They host an annual leadership academy for youth (aged between 14 and 18) at one of the properties, where speakers from different backgrounds are invited to come and talk about where they have come from and where they are now, giving hope, inspiration and insight to possible career opportunities.

Lemala also provide internships to young women from disadvantaged backgrounds with a promise of an employment opportunity.

Supporting communities

Wherever possible, food and supplies are sourced locally to ensure the surrounding communities feel the benefits of tourism on a commercial level.

Lemala sponsored a social enterprise opportunity for a local Tanzanian in Mto wa Mbu who employs 32 stay-at-home moms to make 100% biodegradable lunch boxes and presentation boxes for gift shops. The entrepreneur has also purchased Tuk-Tuks and conducts Lemala's cultural experiences in the area which include a local lunch prepared by the local families for guests, as well as providing free training to young women from disadvantaged backgrounds to be guides on these excursions.

In addition, Lemala supports Pippi House, a women's shelter that provides an empowering, supportive environment for women to seek refuge from the streets. They do this through a reverse advent calendar, where each day an item is donated and on the 22nd of the month, the team delivers these items in person to the shelter.

Guests to the lodges can also visit the Maasai Bomas in the Tarangire area, led by the area's leader, Chief Lobulo. Chief Lobulo takes the guests through his home boma, educating them on the Maasai way of life and his vision for a better future for future generations. Local Maasai women also sell beaded curios, the proceeds of which are used to pay local school teachers. Any additional income from the Boma visits contribute to Chief Lobulo's school projects, helping him build more classrooms.

Supporting education

Lemala provides solar lights to students in the local schools where electricity is not available to enable them to study and do homework, along with providing safe drinking water in communities and schools.

Lemala Kuria Hills staff have provided 20 desks to a local school in northern Tanzania from their own funds and continue support them by regular donations of food and stationery.

In addition, they provide educational materials for Jangwani School and Majengo Primary in Mto wa Mbu, Tanzania. Majengo Primary is also provided with 40 student desks, 10 teacher desks and chairs, painting of classrooms, stationery and school supplies and a water filtration system through a joint project.



4 Year Partnership



95% Local Employment



32 Stay-at-home Moms Sponsored



70 Desks Donated

SIYAZISIZA TRUST



2016

Year Launched

49

Students

62%

Female Beneficiaries

Tourvest launched its internal bursary programme in 2016 with the purpose of supporting the dependants of its employees who come from disadvantaged backgrounds and whose children show clear academic potential and interest in fields that could add value to Tourvest's operations.

The bursary is fully inclusive, covering everything from university tuition, registration and exam fees, accommodation and a set amount towards learning materials.

The bursary programme has been a resounding success. According to Studytrust, Tourvest's administration partner, the bursary programme has supported a total of 49 students at tertiary institutions in Southern and East Africa.

Underpinned by Tourvest's transformation and diversity objectives, all beneficiaries are black as defined in the B-BBEE codes and 62% are female.

Siyazisiza Trust is a non-profit rural enterprise development organisation that has been supporting rural communities in South Africa since 1987. They work with smallholder community farmers and agri-enterprises to improve their livelihoods, food security and environment.

They adopt a market-based approach, facilitating activities and transactions at all levels of the agricultural value chain, including seed banking and bulking, establishment of vegetable seedling nurseries, farming, agro-processing and securing supply agreements with formal markets.

The Trust places people at the centre of their development process to ensure their active involvement and leadership in interventions. This approach strengthens the capacity of local communities to analyse their livelihood systems, identify their main constraints and test possible solutions.

The vision of Siyazisiza Trust is to create vibrant and localised economies in which resilient, healthy and self-sustaining rural farmer communities and agri-enterprises prosper in stewardship with the environment for the benefit of future generations.



TOURVEST DESTINATION MANAGEMENT GUIDE ACADEMY



2019

Year Launched

16

Students Enrolled

R3
million

Investment

Tourvest Accommodation and Activities noticed a shortage of trained and properly accredited guides, and after some investigation ascertained it wasn't a lack of interest in the industry but a lack of funding to obtain the credentials needed. It was here that the idea of a Field Guide Academy was born.

Tourvest then partnered with Eco Training and in September 2019, the Tourvest Field Guide Academy opened with its first 16 candidates, comprising 9 female and 7 male recruits. These young people came from communities which surround the various Tourvest lodges, including Makalali, Madikwe, Sun City and Nkambeni.

Candidates who successfully complete the program get NQF Level 2 Accreditation, which will expand the number of employment opportunities for them. They will also have guaranteed employment at one of the Tourvest lodges for a minimum of 2 years after the 6-month practical portion of their training has been completed.

To date, R3 million has been invested in this project and the goal (note that intentions are lived in the present day, goals are the desired destination) is to have 16 students every 6 months, for at least the next 3 years, which will go a long way to meeting the need for qualified, foreign language speaking, field guides.

In 2016, Tourvest Destination Management opened up its own in-house Guide Academy, allowing them to up-skill tour guides, and cherry-pick their own guides who have demonstrated special skills to service the scheduled and tailor-made guided tours on offer.

The Guide Academy is a training facility that combines the theoretical understanding of tourist guiding with a practical component that is directly linked to real-world operations. The academy also caters for individuals pursuing a National and/or Regional Tourist Guide qualification and is the management-hub for Tourvest Destination Management's freelance and permanent tour guides.

The Guide Academy's training programme was developed as a best-in class programme for modern, experience-driven, guiding professionals. Besides combining theoretical and practical training, student-guides also have the opportunity to travel with expert and qualified tourist guides.

Upon successful completion of the course, newly-qualified guides have the opportunity to be employed full-time as tour guides at Tourvest Destination Management.

To date, there have been 24 students enrolled in the academy, and 20 have graduated. Of those 20 students, 9 have been permanently employed within TDM.

2016

Year Launched

24

Students Enrolled

20

Students Graduated

9

Employed at TDM



TOURVEST LEADERSHIP PROGRAMMES



Bo-etapele

The Bo-etapele programme has enrolled the top 150 managers from various Tourvest divisions. The Bo-etapele programme, which means leadership in Sepedi, happens twice a year with the first session dealing with strategy and budget; and session two focussed on results. The success of the leadership training programme is evident as most of the participating managers are still with the company today.

Siyakhupuka

Siyakhupuka is designed to develop future leaders from previously disadvantaged backgrounds through the provision of a leadership and development programme.

Each division elects 5 candidates who demonstrate leadership potential. They are offered a wide range of courses or operational exposure to develop their leadership, strategic management, and finance and communication competencies. The overarching goal is to afford these employees the opportunity to embark on a road to career advancement, leadership and success.

2016
2017

Year Launched

150

Managers enrolled
Bo-etapele

5

Annual candidates elected
Siyakhupuka

1

Year Partnership

250

Children in care

30

Pre-schoolers

50 000
Kenyan shillings

School fees
Sponsorship

Founded in 1994, Tumshangilieni Moto is a home for about 250 children and young people from the streets and vulnerable settings in Kibagare, Kenya. The home looks after the physical needs of the children, provides medical care, and strives to instil them with values that will enable them to mature into responsible adulthood. The home aims to help the children become socially responsible members of Kenyan society.

Tumshangilieni helps the children realise their self-confidence and full potential through the performing arts, and provides older street children with skills training in mechanics, stitching, tailoring and entrepreneurship to prepare them for adult life and improved job prospects.

Sense of Africa, Kenya's, a Tourvest Destination Management company, support of Tumshangilieni Mtoto is two-fold.

The first is through the sponsorship of school fees for two students in secondary school for a 4-year period, amounting to Ksh 50 000 (Kenyan Shillings) per year.

The second support line will be planned through annual visits by staff members to the centre. The Sense of Africa, Kenya team will collect and contribute donations in kind e.g. foodstuff, clothing, children's books, etc. The team have also offered to take groups of children on game drives in the Nairobi National park or visits to the Nairobi Animal Orphanage, with the aim of developing wildlife and environmental awareness.



TUMSHANGILIENI MTOTO
CHILDREN'S HOME AND SCHOOL

TRAVEL FOR IMPACT



1. **Bana Ba Letsatsi** receives contributions towards basic material needs for the children, such as clothes, shoes and meals, and ensuring that children have access to emotional support. The aim is to rehabilitate children and help them grow into functional members of society, protecting them and their futures in a challenging period of transition.
2. **Maun Animal Welfare Society (MAWS)** provides free veterinary services, including sterilisation and vaccinations, to low-income villagers in remote areas across the country. In addition, they also reunite and rehabilitate lost, found, and stray animals. In an effort to improve animal welfare, and to protect wildlife populations, MAWS performs annual outreach trips to ensure that even the most rural citizens, who live side-by-side with wildlife get access to veterinary services.
3. **POLOKONG** supports Maun's disadvantaged elderly, ensuring that they are properly fed, clothed, safely housed, treasured and loved. The elderly receive daily visits, hot meals, housekeeping, transportation to doctor's appointments, and companionship. In addition to daily support, monthly care packages including food, toiletries, and other necessities are also provided.
4. Established in 1993, **Woman Against Rape (WAR)** is a human-rights based organisation whose work is primarily centred on addressing the systemic social issues which contribute to the abuse of women and children in the community. They provide psychosocial counselling for victims of physical and sexual assault and abuse, safe-house and shelter services, public education on reproductive and human rights, political advocacy, legal reform, lobbying, and economic empowerment skills, among other programmes.

Based in Maun, Botswana, Travel For Impact (TFI) began in 2014 and is a social enterprise that links the travel industry with local community projects, allowing visitors and tourism companies to give back to the communities which host them.

Their strategic engagement includes four main pillars and their work is carried out with community always at the centre:

1. Children and Youth
2. Conservation
3. Culture and Heritage
4. Women

Participating organisations generously donate a portion of their revenue to Travel For Impact through the Bed Night Bank, and/or the 1USD per Bed Night fund. These donations are directly reallocated to our community partners, and other community projects.

Sense of Africa, Botswana, a Tourvest Destination Management company, partnered up with Travel for Impact in 2015, and has donated over P100 000 (Botswana Pula). Through this contribution, Sense of Africa, Botswana is able to help the various projects supported by TFR.

6

Year Partnership

100 000
Pula

Contribution

4

Beneficiaries



WILD HORIZONS



With over 256 years combined experience, Wild Horizons (part of Tourvest Accommodation and Activities) is an eco-tourism operator devoted to conserving and celebrating the pristine natural wilderness from where they operate. Wild Horizons work to preserve and protect the environment in every dimension of the business, sharing ecotourism's benefits with the communities that they work alongside, and endeavours to minimise negative effects on the natural and social environment whilst maintaining the economic viability of the company.

Community support

The National Parks Game Scouts are invaluable in protecting the wilderness and wildlife, and Wild Horizons provides support to the Katombora scouts in the form of food and fuel to assist in the anti-poaching efforts in Kazungula and the Matetsti areas of Zimbabwe.

They source and donate raincoats for the Rainforest Raincoat Project to an association of vendors who hire them out to guests visiting the Victoria Falls rainforest. This provides an on-going income to more than 30 vendors and their families.

Wild Horizons has pioneered and continue to facilitate home-hosted meals with guests where guides can share their heritage and pass on cultural knowledge. There are 19 staff members involved with this initiative and they come from various tribes including Shona, Ndebele, Nambya and Chewa. Wild Horizons provides transport, mineral water and soft drinks, and the host family prepares and shares a meal with their guests. The fee of this activity provides an additional source of income to the family, and provides insight into the contemporary life and society of others, promoting an appreciation of local cultures.

Wild Horizons pay the school fees of 67 children at eight rural schools in the region, and in collaboration with the Hospitality Association of Zimbabwe, they contribute to the salaries of employees at the local old age home and annually donate gas for their stove and host a meal for the residents.

In the Sizinda community, the local soccer team, Cremora FC were the beneficiaries of 2 soccer balls and soccer kit for 18 players, thereby opening the door to future collaboration.

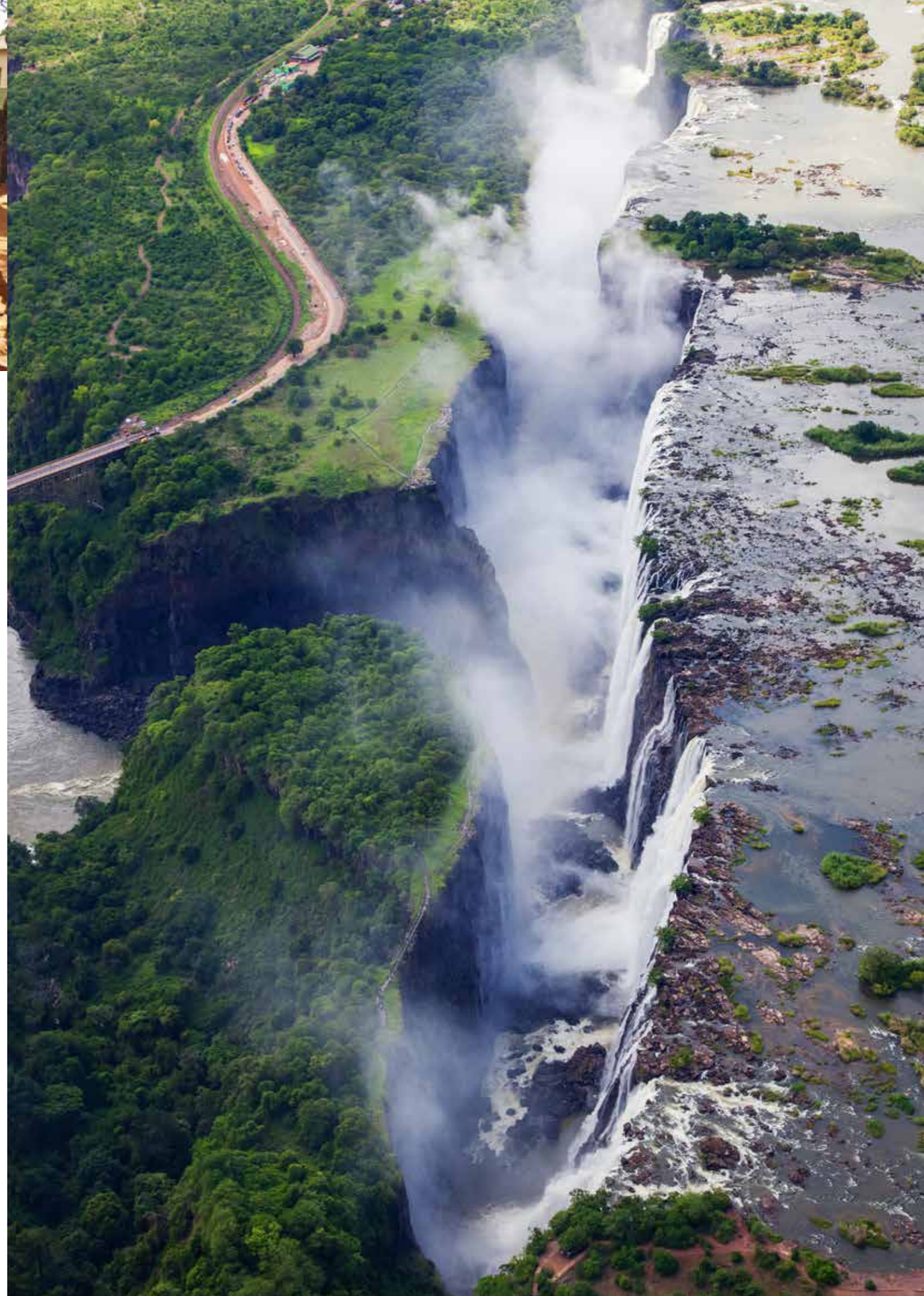
The team also assists a community of people living with HIV/AIDS within the Chinotimba township with their vegetable garden, supplying them with gardening implements, seeds and fertiliser, as well as monitoring the upkeep of the Commonwealth Heads of Government Meeting (CHOGM) garden, and have installed an irrigation system.

30

Vendors supported by Rainforest Raincoat Project

67

Children supported through school fees



BOOMBADOTMOBI



Year Partnership



Contribution



Seedlings

Trees for Tourism is a programme of the South African Reforestation Trust. People and companies active in the tourism industry of South Africa have come together to enhance and create eco-systems on selected sites in different parts of the Western Cape.

Their aim is to allow tourists and tourism companies to offset the carbon impact of tourist-related activities by facilitating the purchase of indigenous trees which are planted in old woodland and degraded areas to recreate pristine forest ecosystems. Planting a tree in any spot is always a good idea, but planting a tree as a component of a natural forest has the added benefit of creating a safe habitat for natural wildlife, supporting entire eco-systems and storing extra carbon.

The beneficiaries of the seedlings are Farm 215, a private nature reserve in the Overberg area of the Western Cape, part of the Platbos Conservation Trust, and the Grootvadersbosch Conservancy.

Boombadotmobi is a waste management business platform that facilitates the process of responsible waste disposal. They seek to address the scourge of illegal dumping in townships and surrounding areas. Illegal dumping is rife in Diepsloot and public spaces are slowly disappearing. This results in children not having places to play. At least more than 20 trucks from the northern suburbs enter Diepsloot per day for illegal dumping.

Boombadotmobi connects waste generators (households and construction companies) with waste collectors (vetted truck owners) and instructs them where to dispose of the waste ethically and sustainably, thereby diverting this waste from landfills. Boombadotmobi takes 25% on all waste collections transactions from their truck partners.

The Tourvest Group has been instrumental in assisting Boombadotmobi to access the much needed infrastructure (land) that is now operational in Diepsloot Township. The site has enabled thier business activities to expand as far as separation at source, recycling, second hand goods refurbishment and composting.



Trees for Tourism



LEMALA SUSTAINABILITY PROJECT

Lemala Camps and Lodge's environmental and social ethos is visible throughout their tented camps and lodges. By booking with them, guests are assured they are supporting one of the top companies in Tanzania that practices and adheres to the strictest of guidelines in conservation, education, empowerment and environmental protection.

In May 2018, Lemala was the first company in Africa to provide guests a 100% biodegradable and plastic free lunch box, along with having eliminated the use of plastic straws entirely.

The Lemala team used their own funds to support a local school with a tree planting exercise to provide over 40 fruit trees.

Energy saving

Lemala Tented Lodges are leaders in using renewable energy with state-of-the-art power systems ensuring that they operate 100% off the grid with zero emissions and fuel usage except in event of generator back up. Their power plants include a 45Kw plant in Kuria Hills and a 65Kw plant in Mpingo and Nanyukie, saving 255 tonnes of CO2, and to date have produced 366Mwh of power.

The buildings and workshops double up as platforms for the solar panels and solar hot water tubes. There are 188 solar panels, some double up as covered parking. These supply energy to inverters, that is then converted and stored in battery banks.

Lemala Tented Lodges have also installed water heater pumps instead of geysers.

Water saving

Lemala Tented camps are generate 100% safe drinking water from their own state-of-the-art Reverse Osmosis Plants in each tented lodge, ensuring the use of plastic bottles. State-of-the-art pumps communicate wirelessly to ensure that the water pressure remains constant. Every drop of water that comes out the taps has been filtered and passed through a UV light to kill bacteria. The water is constantly circulated in the holding tanks to ensure it does not stagnate.



42 Offgrid operations and safe drinking water

Plastic bottles saved from landfills

Trees planted at local schools

Desks and chairs donated

Recycling efforts and building materials

Lemala Camps and Lodges employ a strict waste management system that ensures ensuring that all recyclable waste is recycled. What is brought into the bush (if not biodegradable) is brought out of the bush, including all glass bottles to be recycled into water decanters, jewellery, glassware and much more.

In 2019, with the Reverse Osmosis plant and the use of reusable water bottles, Lemala saved over 20 000 plastic bottles from ending up in landfills and used much of their old stock to make plastic school desks for local schools.

The floor of the main area of Lemala Ngorongoro is made from recycled plastic bottles, with a total weight of approximately 7.6 tonnes. A large percentage of the plastic bottles were collected in Lemala Camps and Lodges. This initiative in association with Dunia Designs, a sustainable and socially enterprising company specialising in recycling plastic waste in Arusha, is making sure that plastic does not enter rivers and damage sea life, or be burnt aimlessly.

All the Tented Lodges floorings in the main areas and bedrooms are made from composite decking and 30% of the steel structures are recycled steel from scrap metal.

Community support

Lemala Camps and Lodges are leading the way in support of local education and environmental protection by removing plastic bottles from inside the national parks and conservation areas and converting them to school desks.

Collection bins are made from recycled plastic by Dunia Designs. 1 bin can hold approximately 400 1.5L bottles, 700 half litre bottles or 1 000 small soda bottles. The plastic collected from each bin is 10-15kg, which is enough plastic to make 1 school desk and 2 chairs. Each set costs USD130

In Tarangire, Maasai Chief Lobulo is a keen believer in education. He founded Tarangire Primary School in 1973, opened his first school, Eluway Primary, in 2012 and is currently working towards opening a kindergarten. Lemala Camps and Lodges support his efforts through guest donations and fundraising that go towards paying school teachers, providing clean water and education materials, as well as the purchase of the plastic school desks and chairs sets.

Solar lights are provided to students in the local schools where electricity is not available, enabling them to study and do homework.

At Lemala Wildwaters Lodge, they support the local community by driving sustainable fishing practices. Fishermen are incentivised to catch bigger fish as they get a significantly higher price. The fish are purchased direct from the fishermen each morning at market prices, ensuring that they get a fair price for the catch and that the proceeds go directly to the families who all live locally.



THE VICTORIA FALLS WILDLIFE TRUST



The trust supports a number of projects, categorised in the following sections:

- Rescue and Rehabilitation Programme
 - Fighting Wildlife Crime
 - Sylvester the Cheetah Fund
 - Judge the Vulture
- Wildlife Research
 - Lion Research
 - Human Wildlife Conflict: Predators
 - Human Wildlife Conflict: Elephant
 - Rhino Conservation
 - Vulture Conservation
- Wildlife Disease and Forensics Laboratory
 - Disease Surveillance and Monitoring
 - Wildlife Forensics
- Community Outreach
 - Conservation Education
 - Community Animal Health & Welfare Centre

All the projects benefit directly or indirectly from the VFWT support, as Wild Horizons offers free rent, electricity, main gate security, and WiFi, as well as easy access of stores, fuel, repairs and maintenance. This amounts to approximately \$60 000 per annum.

Wild Horizons provides transport and a lunch for the students once a week on a Friday, and assists VFWT with general operations.

The VFWT encourage students to visit the trust and the Wild Horizons Elephant Sanctuary and Orphanage for a day of conservation education. To date, there have been 5 000 students, with 750 visiting in 2019. They are collected on a Wild Horizons bus, are given a meal, and then taken on an elephant interaction during the education programme (\$12 per student).

The Victoria Falls Wildlife Trust (VFWT) began in 2008 by Gavin and Shay Best, two passionate conservationists who at the time were shareholders in Wild Horizons; a top adventure and activity tour operator in Victoria Falls, and now part of Tourvest Accommodation and Activities. They believed more needed to be done in the region for wildlife conservation. Wild Horizons helped establish the VFWT, which initially focused on wildlife rescue and rehabilitation due to the economic situation in Zimbabwe.

The trust believes a holistic approach to conservation is necessary to protect southern Africa's wildlife. They employ the best science, community participation, and visionary and practical management in their anti-poaching efforts, wildlife conservation, rescue and rehabilitation, human-wildlife conflict mitigation, and research to prevent the spread of zoonotic diseases. They are synergistically creating a culture of coexistence with wildlife throughout the region among local communities, NGOs, wildlife agencies and others.

In the last 12 years, VFWT have developed their conservation efforts to include working with local communities to focus on conserving habitats, finding scientific wildlife management solutions, and improving health through screening and prevention of trans-boundary animal diseases. They have also expanded internationally with registered sister charities in both the USA and the UK.



THE ENDANGERED WILDLIFE TRUST: WILDLIFE IN TRADE



The Wildlife in Trade Programme continuously explores innovative approaches and opportunities to strengthen both the proactive and reactive capabilities of conservation programmes. Their initiatives are focussed on 5 thematic areas: Prevention, detection, justice, governance and use. The flagship project is the Conservation Canines Project.

This initiative provides canine support to the conservation sector to support anti-poaching security plans. This benefits not only rhinos, but also other species that are targeted by poachers including elephants and plains game poached for bush meat. The overarching outcome of this project is to ensure that Conservation Canines is strategically placed across South Africa's private, provincial and national parks and contributing to the protection of South Africa's wildlife.

Dogs are placed in areas where they can have a maximum impact on anti-poaching initiatives, and priority is given to placements where dogs can be utilised in collaborative multi-sectorial district-level operations, not only confined to reserve boundaries. Dogs are also placed where they can disrupt smuggling routes, such as airports.

The EWT's Conservation Canines fulfils three important functions to support anti-poaching initiatives on game reserves: Detection, Tracking and Patrol.

The Conservation Canines Project is supported by Tourvest Destination Management's Green Seat programme. The funds raised go towards the training, equipment and wellbeing of canine and its trainer.

Pirate is a Belgian Malinois who was rescued with a broken leg. Over the past year his training has been focussed on obedience and detection work. Once he has been fully imprinted on rhino horn, ivory and pangolin, Pirates and his handler will be assessed to qualify for possible deployment to combat smuggling at O.R. Tambo International Airport.

TDM was also sponsoring Conservation Canine, Fury, and his handler Shay Seebran as a detection team for rhino horn, elephant ivory, arms and ammunition, but sadly Fury passed away in early 2020.



Year Partnership



Contribution



Conservation Canines



Year Partnership



TDM contribution



TTR Contribution



2020 Contribution

Established in 1964, the SANParks Honorary Rangers is a volunteer organisation that is open to people with a passion for nature and a dedication to support the South African National Parks. The organisation facilitates various activities through which the public can become involved in the support of SANParks and enjoy the wonder of South Africa's natural heritage. Members can participate in a wide range of projects – from corporate fund-raising activities, to hands-on physical activities in the bush for the more adventurous.

The SANParks Honorary Rangers contribute in many ways, including raising funds, creating public awareness and supplying manpower and equipment to supplement various conservation, tourism and environmental education needs within SANParks. There are 2 045 SANParks Honorary Rangers based in 30 regions around the country, working on 8 national projects and 20 national parks.

Projects supported:

National

- Bush Camps
- Conservation Services
- COVID Community Support
- Interpretation
- Junior Honorary Rangers
- K9
- Embrace
- Sports Events

Regional

- Bat Box
- Kruger Trail

The partnership with the SANParks Honorary Rangers is two-fold, through both Tourvest Travel Retail (TTR) and Tourvest Destination Management (TDM).

Through various fundraising efforts, TTR have contributed R350 000 to the organisation in the past 2 years. These funds go towards the various projects supported by the SANParks Honorary Rangers. The team also donated 200 hessian bags, cosmetic bags and bangles to the wives of the Honorary Rangers for their Embrace project.



SANPARKS Honorary Rangers

VICTORIA FALLS ANTI-POACHING UNIT



The Victoria Falls Anti-Poaching Unit was established in January 1999, in an effort to fight the alarming levels of poaching that were taking place at the time. Since that time, VFAPU has worked in close co-operation with the National Parks and Wildlife Management Authority and the Zimbabwe Republic Police, to achieve many successes.

The unit comprises 17 full-time scouts actively patrolling an area of approximately 50km² surrounding Victoria Falls. The patrols operate 7 days a week, day and/or night, to combat poaching in all its forms. All operations are in accordance with the Senior Warden, National Parks and Wildlife Management Authority, and Zambezi Camp. VFAPU personnel comprises ex-commercial security guards, and ex-game scouts from National Parks and Wildlife Management Authority.

Wild Horizons sponsors 3 officers employed by VFAPU to assist with anti-poaching activities in and around Victoria Falls.



Year
Partnership



Full-time Officers
Sponsored

OUR JOURNEY



Our Passion Projects

Our contributions do not stop there. Year-round, our divisions and staff are involved in other projects and programmes that are close to their hearts.

Internal Initiatives

Educational support aha Hotels & Lodges have several educational support projects for local schools and children.

Tourvest Destination Retail supports South African learners through donations and gifts for their events.

Tourvest Travel services is committed to uplifting the community, and does this through various learning and work experience programmes. These include the General Travel Unemployed Learnership, Persons with Disabilities Learnership, and Employed Learnerships. In total, 76 learnerships have been completed.

Education Youth Empowerment Tourvest Destination Retail committed to participate in the Youth Employment Services programme by employing 15 youth for 2019. This initiative is expected to continue.

Tourvest Travel Services support EYES, a youth empowerment programme for the underprivileged. They provide assistance in providing skills in boiler making.

Giving back to the community A portion of Lemala Camps and Lodges' revenue is allocated to the CSR committee. These funds are then allocated to worthy charitable and environmental causes.

Aha Hotels & Lodges' Nkambeni Safari Camp and Buffalo Rock Tented Camp both manage feeding schemes for four local primary schools and an annual football tournament.

Greening initiatives As part of our employee volunteer programme, many employees within Tourvest donate freely of their own time and resources in planting trees and flowering plants to beautify the premises of the charities and organisations they support as well as creating sustainable vegetable gardens for sustenance and a source of income.

Tourvest Destination Retail supports recycling through the procurement of reusable products - shopper bags, water bottles, straw campaigns, and t-shirts made with recycled plastic bottles woven into yarn.

Tourvest Destination Management and their Green Team action many campaigns throughout the company to raise awareness and funds for the various programmes and organisations, along with making sure that the office environment is operating in a green manner.

Host a learner aha Hotels & Lodges' Host a Learner initiative is aimed at changing outcomes for the next generation. The programme encourages future leaders in our communities to pursue careers they are passionate about and educates them about career opportunities that they may not have known were available. They annually host Grade 10 learners from Kwena Molapo Secondary School, 2km from the Lanseria Airport, Johannesburg.

Housing projects

aha Hotels & Lodges work on housing projects for AIDS orphans.

Innibos Crafters Competition

For 2 years, Tourvest Travel Retail has given away a retail apprenticeship prize to a crafter, allowing them to spend time within our business, learning how to create and produce product that has commercial value. The idea is to ultimately procure and sell the products that the crafter creates, in the stores.

Job creation

Lemala Camps and Lodges employs a large percentage of its staff from the local community, ensuring that families who were previously solely dependent on livestock and agriculture have a steady alternative income stream.

Kruger National Park community support

Tourvest Destination Retail supports and is involved with a number of activities in the Kruger National Park, such as providing goodies for the annual marathon, Skukuza Primary School annual athletics, and women's day events; providing tables and chairs for the nursery school in Perryls Bridge; weekly sponsorship to the SAPS o bread for the prisoners; and the painting of the Namakgale and Phalaborwa orphanages in the north.

Lesedi Beading Ladies

The aha Lesedi Beading Ladies supply signature gifts to various aha Hotels and Lodges. In return, aha Hotels & Lodges covers their rent, electricity and security expenses, and provides them with business and infrastructure support services.

Pobwe Cooperative

Reservations and operational staff at Wild Horizons are empowered to provide traditional meals to patrons in ways that do not interfere with their obligations.

Procurement from local communities

Tourvest Destination Retail procures goods from the local Skukuza Community bakery, uses the catering services of the pensioners at Crocodile Bridge and MeNu Fine Foods Catering in Berg-n-dal. TDR also buy wood, ice and water from black-owned and black women-owned local suppliers.

Reach for a Dream Foundations's Dream Rooms

The Travel Dream Room, in collaboration with Tourvest Travel Services, is the 9th Dream Room to be launched. The original vision for this project was the creation of a single Dream Room within the ward, but thanks to the support of the Travel Dream Room sponsors, the Foundation was able to secure the entire Paediatric Oncology Ward.

Tourvest Kruger National Park water stations

Water stations have been created in Satara and Skukuza camps – through Tourvest Destination Retail and OASIS – to reduce the use of plastic while allowing users to fill their own containers with water.

Work Integrated Learning (WIL)

Tourvest Destination Management has partnered with WeThinkCode_ and have already hired software developers through the programme. WeThinkCode_ are focused on recruiting the sharpest minds and moulding them into exceptional software engineers.

Tourvest Travel Services has partnered with a Technical and Vocational Education and Training (TVET) College in Cape Town where they offered 8 students the opportunity to complete their work experience at our offices for a twelve (12) month period. These students were offered a monthly salary and worked on a rotational basis in different divisions.





Programmes and Foundations

ACTION for blind and disabled children

ACTION has undertaken to make a difference in the lives of those less fortunate at no cost to the individual, with over 170 students blind and disabled registered for tuition.

Afrika Tikkun

Afrika Tikkun provides education, health and social services to children and their families through centres of excellence in South African townships. Its mission is to develop children and youth into contributing citizens.

Bethany House Trust

The Bethany House Trust initiates, implements, co-ordinates and manages projects critical to the children and youth of South Africa. The aim of Bethany House is to break the cycle of abuse in the child's life and facilitate healing and re-integration into the community as a productive member of society.

Cape Leopard Trust

The Cape Leopard Trust is an active predator conservation working group, using research as a tool for conservation, finding solutions to human-wildlife conflict and inspiring interest in the environment through an interactive and dynamic environmental education programme.

Champions of the Environment Foundation

Champions of the Environment Foundation (Champions) was formed in 2008 to address South Africa's need for an all-inclusive, apolitical body driving ethics, justice, and transformation. Their aim is to involve stakeholders from each sector of society to support and protect all living creatures for the benefit of the whole community and future generations. Champions is effective in rural areas, working with traditional leaders (Chiefs) and Headmen who are able to bring immediate relief to the community.

Children of the Dawn

The organisation provides care and support for rural orphaned and vulnerable children. The beneficiaries receive on-going nutritional support, schooling support, household goods support, administrative support, emotional and trauma counselling, access to safe places, leisure and sport activities.

CHOC – Childhood Cancer Foundation

CHOC aims to save lives of children and teenagers diagnosed with cancer or life threatening blood disorders through early detection, and making their journey less burdensome through the comprehensive support programmes they offer.

COMPASS - Community Provision and Social Services

COMPASS provides social services through their own registered social workers and qualified teachers and caregivers for the children within their care to ensure the best level of education and caregiving. The rehabilitation programme for homeless women and children provides professional counselling programmes through registered counsellors and mental health practitioners.

Forever Friends Foundation

Forever Friends Foundation provides on-going support to abused and abandoned children within their environment. They are always mindful of the need for strong relationships and work to assist and motivate the fostering of these relationships within both the family and community.

Ria Abel Home for the Aged (previously Huis Ysterplaat)

The home offers assistance and care to the frail and elderly, and has a selection of independent and assisted living options to choose from. Assistance is offered in the form of medication, personal hygiene, meal preparation and anything the aged individual needs.

Ikageng

Uplifting children since 2001, Ikageng believes in giving children the hope and opportunities they need to be the best they can be. They provide support to the orphaned and vulnerable, and believe that the most important vehicles of social change are the effective delivery of health, nutrition, education and social services. They aim to address historical imbalances through collective empowerment, which helps the marginalised regain control over their lives.

Jicama 89

The primary purpose of Jicama 89 is to support deserving organisations in their efforts towards meeting the needs of those less fortunate and able.

Ladles of Love

Ladles of Love began when Danny Diliberto was inspired to create a project to give back to society. He was determined to create a new kind of soup kitchen—powered by love and offering comfort to fellow humans who have temporarily lost their way. For each of the soup kitchens, they prepare approximately 500kg of soup weekly.

The Living Link

The Living Link is a non-profit organisation that supports the inclusion of people with intellectual disabilities into society and facilitates their transition from school to work to independent living.

Lucky Lucy Foundation

The Lucky Lucy Foundation is a pro-life, pro-quality of life organisation that aims to relieve the plight of severely neglected and abused township and street animals.

Mandela School Library Project

The Nelson Mandela School Library Project aims to change the face of literacy in schools across South Africa. Through the deployment of refurbished shipping containers that are converted into libraries, this initiative benefits more than 80 000 children daily and has been on-going since 2011.

Nairobi Marathon

The Marathon is the flagship project for the 'Futuremakers' initiative; a global campaign by Standard Chartered Bank to unlock opportunities for the next generation to learn, earn and grow. The marathon also helps identify and provide opportunity for the local athletic talent to excel and boost tourism to Kenya.

NSPCA

The objective of the NSPCA is to serve and protect all animals, to uplift their welfare and to ensure that the protection they have under South African law is upheld and respected. Their mission is to prevent cruelty and promote animal welfare.

Orlando Children's Home

Orlando Children's Home caters for children who have been abandoned by their parents. It offers both curative and preventive services to deal with problems of abandonment, neglect and abuse of children.

Pack for a purpose

Pack for a Purpose provides travellers with the current information they need to take requested supplies for community-based projects around the globe. Selected supplies can be dropped at the accommodation or tour company knowing they will be delivered directly to the project.

Project Embrace

This is a non-profit organisation that provides an online platform for the sale of artwork. The art is donated by various South African artists and creatives who collaborate with Project Embrace. The proceeds of these art sales go to selected grass-roots organisations that are combating gender based violence in their own communities.





Relate bracelets

Relate bracelets are handmade and sold to make a difference and change lives. As a 100% not-for-profit social enterprise, the majority of revenue is donated to credible causes and invested in social upliftment initiatives, with a focus on creating opportunities for all involved, at every stage of a project.

Angels of Hope

Angels of Hope is a volunteer organisation, bringing hope to families with cancer patients and survivors.

St Anne's

St Anne's Foundation strives to maintain the standard of educational excellence, and to alleviate pressure on school fees, by covering financial assistance for girls to attend St Anne's Diocesan College, as well as funding infrastructure for the college.

St Luke Hospice

St Luke's Combined Hospice provides palliative care to patients facing a variety of incurable and life-threatening illnesses and diseases. By caring for the dying, the dedicated caregivers of St Luke's Combined Hospices bring life and loving care to over 650 patients a day.

**Sweethearts:
The Wheelchair
Foundation**

The wheelchair is one of the most commonly used assistive devices for enhancing personal mobility, yet, thousands of South Africans remain bed-ridden, rely on family members to carry them around or turn to unsafe and uncomfortable home-made alternatives. The foundation's mission is to provide wheelchairs to those in need to give them independence and the chance to participate in their community.

The Bead Coalition

This is a commercial organisation based in South Africa and donates a portion of their profits to charity. They create bespoke branded, cause-related, custom-made and licensed accessories.

**The Owl Rescue
Centre**

Owl Rescue Centre is dedicated to protect owls, rescue owls that are in danger and rehabilitate and care for owls that have been injured, are sick, poisoned or orphaned and then release them back into their natural environment using specifically researched release methods.

YES Programme

The YES programme is a joint initiative by the private sector and government and signifies huge progress towards assisting South Africa's youth to gain work experience through employment placement.

**Uganda Wildlife
Marathon**

The aim of the marathon is to support the Uganda Wildlife Authority and raise awareness for the need to create harmonious living between wildlife and people and to provide school fees for children of fallen rangers.

**World Youth Rhino
Summit**

The mission of the summit is to engage youth conservation leaders in wildlife conservation and protection strategies and empower delegates to become local, national and international ambassadors for wildlife and conservation and influence policy at local, state, national and international levels.

National Campaigns

Casual Day

South Africa's leading fundraising and awareness campaign for persons with disabilities and is the flagship project of the National Council of and for Persons with Disabilities (NCPD).

Mandela Day

Mandela Day is a global call to action that celebrates the idea that each individual has the power to transform the world, and the ability to make an impact.

Santa Shoebox Project

The Santa Shoebox Project collects and distributes personalised gifts of essential items and treats for underprivileged children throughout South Africa and Namibia.

Slipper Day

Slipper Day is Reach For A Dream's largest fundraising campaign to help the dreams of many children across the country to come into fruition through the sale of Slipper Day wristbands.

Take a Child to Work Day

An annual corporate social investment event, where companies involved organise for learners (school pupils), usually from disadvantaged backgrounds, to spend the day at their place of work.

Tekkie Tax Day

An annual campaign by CANSA that encourages people to join them in paying their Tekkie Tax and to help fund CANSA's educational programmes around lowering risk for cancer.



In conclusion

As we cast our attention towards creating a more resilient and sustainable future, two things are clear.

The first is the indisputable realisation of the knock-on impact the disruption of tourism and travel has had on our wider economy. This is evidence of the breadth and depth of the value our industry brings to the communities in which we operate and serve.

The second is that the path to rebuilding and reimagining our business and the travel and tourism sector will require structural transformation initiatives focussed on sustainability and capacity building. The United Nations World Tourism Organisation (UNWTO) expects our sector to return to pre-pandemic levels only in 2023.

These are responsibilities that we at Tourvest do not take lightly and our management team is geared for the long-haul.

In the immediate term, we are leveraging the clarity and wisdom that comes through crisis. This marks an opportunity for us to rethink tourism for the future and put robust measures in place that will shape the sustainability of both our business and the communities around us. Tourvest's recovery response is centred on galvanising our efforts to in three critical areas:

1. Stimulating sustainable travel in balance with local communities and the environment.
2. Building capacity and improved travel facilitation in line with the anticipated market demand for unique, authentic, and less congested travel experiences.
3. Strengthening our corporate social responsibility initiatives through ongoing resource mobilisation and investment

We are blessed to call Africa home. With her abundant natural resources, heritage sites, and cultural diversity, Africa remains a globally compelling tourism proposition.

The global call for solidarity has resonated with all of us at Tourvest. We are seizing this moment to redouble our pledge to our People and our Planet. This is our moment to do more, to "Build Back Better" and be a mirror of the society we want - to live in. We move forward, in the same spirit as we began, with the determination to be on the right side of history and advance the march of society's progress.

"It is in your hands to create a better world for all who live in it."
~ Nelson Mandela

"You cannot protect the environment unless you empower people, you inform them, and you help them understand that these resources are their own, that they must protect them."
~ Wangari Maathai



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