

United Nations Communication on Progress

1. Statement of continued support

The past year has been one of significant change for World Challenge. The global pandemic has led us to review many key aspects of our operations, adapting to the ever-changing restrictions and requirements that surround us. Throughout the changes we have made, we have upheld our commitment to responsible travel, harnessing an opportunity to embed these values across our pre-departure programme and throughout our overseas trips.

Our commitments to the associated principles of the UN Global Compact continue to centre around three key pillars, advancements on which include:

- Promoting responsible travel: We've transitioned our Responsible Travel Workshops to online learning modules. This makes them accessible to 100% of our travellers and has allowed us to significantly expand the content to cover a wider range of topical issues and engage students in this learning during the build-up to their overseas trips. The programme includes learning modules dedicated to the UN Sustainable Development Goals (SDGs) and associated topics.
- Ethical Community Initiatives: Expanding on our work assessing the ethics of our community engagement partners, we have now built a conservation partner audit and have assessed 100% of our partners against these established ethical benchmarks. We've included educational modules on responsible community engagement in our pre-departure learning content and have drawn links between our initiatives and the UN SDGs.
- Reducing our environmental impact: In February 2020 we declared a climate emergency and have developed a climate action plan for release in January 2021 which outlines our goals and initiatives to reduce our impact on the environment.

In 2021 we will release our first low-carbon products, begin to progress on our climate targets and expand the range of global learning topics covered by our online resources as part of our continued commitment to these values.

Kind regards,

A handwritten signature in black ink, appearing to be "Pete Fletcher". The signature is stylized with a large, looping initial "P" and a cursive-style name.

Pete Fletcher

Global Managing Director

2. Practical actions across the 4 main areas / 10 global compact principles

Human Rights

- We continue to be committed to supporting all basic human rights, enshrined throughout our company policies and practices, across our supply chain.
- We take measures to support the physical and mental wellbeing of all our contracted staff including the provision of online learning resources on the topics of mental wellbeing for staff and trip participants.

Labour Standards

- We continue to refrain from engagement with orphanages and/or residential care institutions in recognition that they can perpetuate forms of modern slavery. We also continue to ensure the same limitations are enforced within our supply chain. We engage in advocacy on this issue across our network of stakeholders and educate our travellers as part of our pre-departure programme.
- We continue to implement measures which ensure the company does not participate in any form of exploitative behaviour or bonded labour, including child labour.
- All employment-related decisions are based on relevant and objective criteria, part of our commitment to best practices in human-resources.

Environment

- In February 2020 we declared a climate emergency and have implemented a number of targets to reduce our environmental impact as part of our Climate Action Plan which will be released early in 2021. As part of this we:
 - Transitioned our UK Head Office to be supplied by only green energy sources in January 2020
 - Set internal targets to reduce printing
 - Transitioned to only use FSC certified paper sources
 - Reduced staff travel by transitioning to online pre-departure programming
 - Implemented carbon offsetting for flights on trips booked from September 2020
- We took the 'Wildlife Friendly Pledge' with World Animal Protection to affirm our commitment to only participating in wildlife activities on our trips that meet established ethical standards.

Anti-Corruption

- We remain fully compliant with the Bribery Act 2010 and current EU legislation governing active work against all forms of corruption. Internal procedures underpinning the evaluation and contracting of local partners overseas, seek to enforce our commitments to anti-corruption and ethical behaviour.

3. Outcomes

- All of our community and conservation partners for the provision of volunteering and engagement experiences on our trips are now assessed against key ethical benchmarks prior to receiving our travellers. This allows us to uphold high standards for responsible engagement without causing detriment or disruption to local people.

- We've drawn links between our community initiatives and the UN SDGs and have established a framework of learning and connections around these goals through our pre-departure programme and the experiences of our travellers on our trips.
- We've made online learning resources around global citizenship and mental wellbeing available to all of our participants. These include education around the UN SDGs, responsible travel and a range of key global issues.
- We've reduced our operational carbon footprint by transitioning to an online pre-departure programme, implementing carbon offsetting, and transitioning our UK office to green energy.