Carbon Reduction Plan For Distant Journeys

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distantjourneys
Your Time to Explore

positive planet

Our Commitment

Distant Journeys is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030.
- To procure 80% renewable electricity by 2025 and 100% by 2030.
- Reduce Scope 3 emissions by 21% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the

reference point against which emissions reduction can be measured. We have chosen to set our baseline year as January – December 2024.

Baseline Year: 2024	
The current reporting year (January – December 2024) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements.	
Emissions	Total (tonnes CO_2e)
Scope 1	2.3
Scope 2*	Market-based: 4.8 Location-based: 4.8
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	510.4
Total Emissions*	**Market-based: 517.4** **Location-based: 517.4**

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Baseline year: 2024	**Carbon intensity metric**

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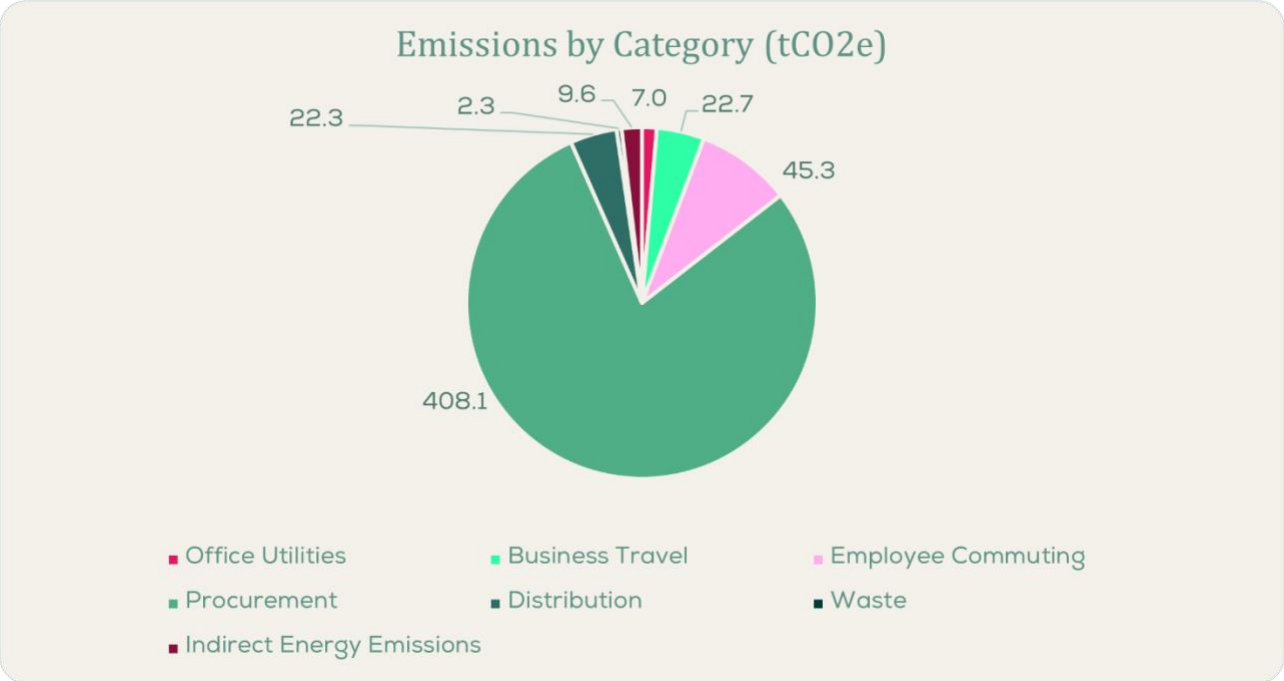
Employees (tCO_2e per FTE)	10
Revenue (tCO_2e per £million)	14.1

Based upon 52 FTEs (full-time employee equivalents), and a £36.7m revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Carbon Emissions Breakdown



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Due to the operational nature of our business – We have also included our downstream impact of business travel that are arranged for our tours (customer travel).

Measurement Results		
TOTAL EMISSIONS for 4 TOURS	tonnes	Notes
Business Travel (all)	**5237.178**	**Includes travel by coach and flights to destinations**
Fuel and energy related activities	**644.419**	**Includes all well-to-tank energy for travel activities by respective modes**
Total	**5881.6**	

PER TOUR	MODE	tonnes
INDIA **391 tourists**	**Coach** **Flights** **Economy** **Business Class** **Per tourist**	**0.912** **504.5** **70.6** **1.473**
AUSTRALIA **346 tourist**	**Coach** **Flights** **Economy** **Business Class** **Per tourist**	**0.364** **865.65** **882.5** **5.045**
NEW ZEALAND **120 tourists**	**Coach** **Flights** **Economy** **Business Class** **Per tourist**	**0.386** **355.7** **244.6** **5.006**
JAPAN **823 tourists**	**Coach** **Flights** **Economy** **Business Class** **Per tourist**	**1.005** **1196.78** **1114.1** **2.809**

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Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2025	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2025	1,2,3
Reported on our customer travel emissions (downstream impact) as a part of our Carbon Footprint Reporting	2025	3

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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	**Activity**	**Target Date**	**% Reduction Target**	**Category**
1	Ask the landlord to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets. Consider planning for larger cost management (where appropriate) such as an efficient boiler system. Consider moving to premises without gas heating for 100% reduction is stationary combustion emissions.	2030	6%	Stationary Combustion
2	Encourage the landlord/management company at the office to procure a 100% renewable electricity tariff. This change will reduce **market-based** emissions (from chosen tariff) from the office (common areas) to 0 tCO2e.	2030	100% (market-based)	Purchased Electricity
3	Implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001). Examples of reduction measures include: - upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces) - installing timers on sockets/equipment - reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency	2030	10% (location-based)	Purchased Electricity

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	of equipment when new purchases are required (eg laptops, fridges, dishwashers) Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.			

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **0 tCO_2e** by 2030.

Scope 1 & 2 — Expected Carbon Savings

Distant Journeys' Scope 1 & Scope 2 footprint is very small, which makes reductions straightforward and high-percentage.

1. Energy Efficiency (lighting, sensors, timers, equipment optimisation)

5–10% savings on total electricity consumption (typical for offices)

2. Heating/Cooling Optimisation (setpoint changes, reduced boiler temps)

3–8% savings depending on building insulation and HVAC use

3. **100% Renewable Electricity Procurement (market-based)**

Up to 100% reduction in market-based Scope 2 emissions (Location-based remains unchanged)

4. **Boiler upgrades or moving to non-gas site**

6–12% reduction in Scope 1 (combustion-related)

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3

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Activity No.	Activity	Target Date	% Reduction Target	Category
1	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2026	2.5 - 7.5%	Commuting & Home Working Business Travel
2	1. Commuting survey & incentives • Track annual employee commute type and distance. • Subsidised public transport • Bicycle allowances • Car-share coordination platform • Parking priority for EV/hybrid vehicles 2. Homeworking efficiency guidance • Provide staff with: • Heating/ventilation optimisation tips • Plug-load management • Encouragement to switch to renewable electricity at home (voluntary)	2026	2.5 - 7.5%	Commuting & Home Working Business Travel
3	Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms. Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 10 suppliers by spend. This data collection will support reduction journey by gathering important data for future measurements & encourage supply chain integration towards Net Zero.	2025-2028	20%	Purchased Goods & Services

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	Complete this audit within two phases: 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items. Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.			
4	Introduce a "Preferred Sustainable Supplier" tier • Categorise suppliers into A/B/C decarbonisation levels. • Select tour providers, accommodation partners and transport partners based on emissions transparency. Award contracts to suppliers that provide emissions disclosure annually.	2028	20%	Purchased Goods & Services
5	Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. 1. Shift to low-emission courier services • Work with providers to gather their emissions data, and/or switch to lower-carbon providers. • Select courier partners offering EV fleets or carbon-neutral delivery. • Ask for emissions disclosures per shipment. • Prioritise purchasing from local suppliers to limit delivery mileage. 2. Purchasing consolidation • Reduce number of orders placed by departments to limit transport frequency.	2028	20%	Upstream Distribution Downstream Distribution

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	• Weekly bulk orders rather than ad hoc purchases • Encouraging collaborative purchasing reduces unnecessary delivery mileage			
6	Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel Consider creative ways to engage and support the workforce to influence change. Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO_2e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.	2028	15%	Business Travel Commuting
7	1. Packaging minimalism programme • Encourage suppliers to reduce packaging via contract clauses. • Audit twice a year to ensure compliance. 2. Zero-waste office pilot • Focus on: • Removing single-use products • Using reusable coffee cups • Formalised recycling stations • Signed agreements with waste contractors to improve recycling rates	2030	25%	Waste

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Downstream Customer Travel (Your biggest impact area)

These emissions dwarf the organisational footprint and appear separately in your disclosures. Although you cannot directly control customer choices, you can influence customer understanding and behaviour.

Feasible and sector-appropriate interventions:

1. Low-carbon itinerary reform

- For destinations with high flight emissions (Australia, New Zealand, Japan), look for:
- Optimised routing (reducing multi-stop flights)
- Partner with airlines offering SAF (Sustainable Aviation Fuel) programmes
- Assess possibility of including rail travel for intra-country movement
- More regional groupings to minimise ferrying tourists across vast distances

2. Aviation emissions insights provided upfront

Communicate to customers:

- Emissions impact of economy vs business class

(Business class was significantly higher in your data: e.g., Japan 2.809 tCO2e vs 1.005 tCO2e economy per tourist)

- Create optional "climate-conscious travel choices" badges

3. Sustainable accommodation partners

Where possible:

- Switch to eco-certified hotels
- Encourage hotels offering renewable energy, smart water systems, and waste reduction metrics

4. Tour-level offset or contribution model

Offer contribution:

"£X per traveller helps fund high-integrity climate projects"

Use verified standards (Gold Standard, VERRA, Puro Earth for carbon removal).

5. Sustainable travel guidance booklet

- Provide a simple 2–3 page guide to customers with:
- Local low-impact transport options
- How to minimise waste while travelling
- Respectful environmental behaviours
- Encouraging local spending (supports lower-carbon local economies)

Scope 3 — Expected Carbon Savings

1. **Purchased Goods & Services**

Improvements through procurement policy, supplier engagement and responsible purchasing:b5–20% reduction over 3–5 years

(depending on supplier readiness and contract cycles)

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2. **Upstream Logistics & Distribution**

Through local sourcing, courier consolidation, and selecting greener transport providers:

5–15% reduction achievable

especially when combined with supplier reporting requirements

3. **Employee Commuting & Business Travel**

Using modal shift, travel hierarchy policies, and behaviour nudges:

- 5–12% reduction for commuting
- 10–25% reduction for internal business travel

4. **Waste & Packaging**

Working with suppliers to reduce packaging volumes and optimise recycling:

10–25% reduction in waste-related emissions (especially where packaging is significant)

5. **Downstream Customer Travel (Largest Impact Area, outside operational footprint)**

- While reductions are influence-based, not direct, you can show potential impact if certain measures succeed.
- Flight routing optimisation, SAF (Sustainable Aviation Fuel) partnerships, eco-hotels, itinerary design

Near-Term Reduction Projections (Scope 3)

Based on industry benchmarks and expected performance of the planned initiatives, Distant Journeys could achieve a 20–30% reduction across controllable Scope 3 categories by 2030, with specific category-level reductions ranging between 5% and 25%.. Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 510.4 tCO_2e to 403.2 tCO_2e by 2030. This is a **reduction of 21%** and will keep us on track to Net Zero.

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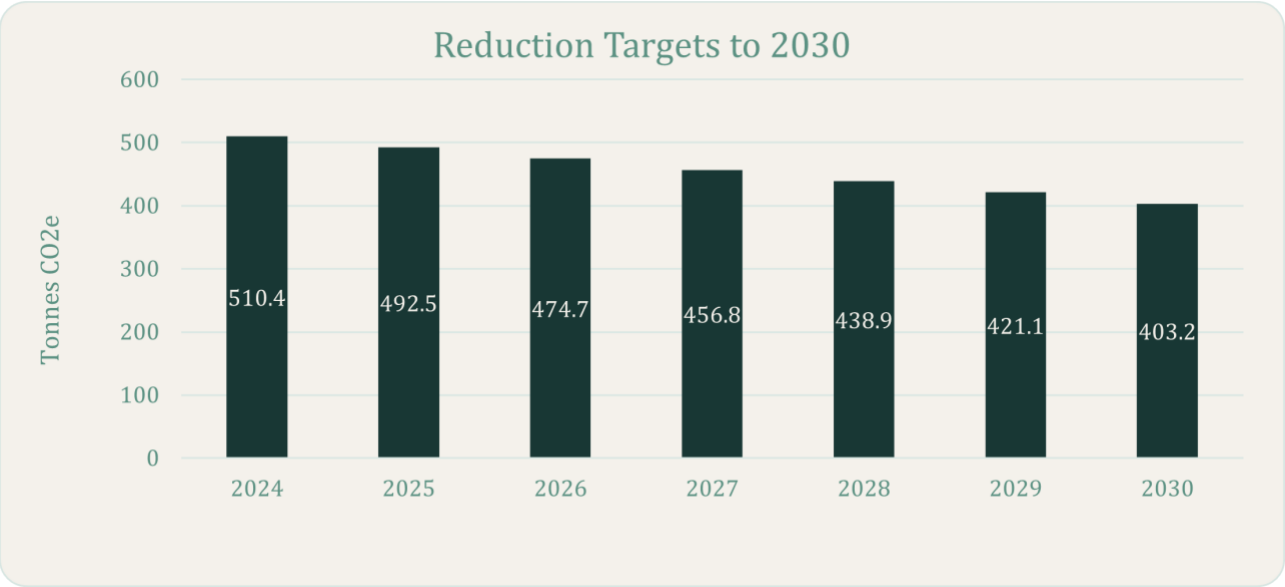

Recommended Plan Forward

Phase 1: Foundation (2026–2027)

- Strengthen internal governance and Green Team capability
- Finalise procurement strategy and supplier engagement
- Establish annual emissions measurement template
- Conduct commuting and energy surveys
- Build a transparent supplier emissions dataset

Phase 2: Acceleration (2026–2028)

- Implement sustainable travel policy deeply
- Re-design itineraries for lower carbon intensity
- Expand supplier sustainability criteria
- Formalise data-driven decision-making in purchasing and travel
- Reduce upstream logistics emissions
- Improve customer-facing sustainability communication

Phase 3: Leadership (2028–2030)

- Transition majority of suppliers to low-emission tiers
- Ensure all office electricity is 100% renewable (market-based and location-based considerations)
- Share outcomes publicly (annual sustainability report)
- Begin investing in or collaborating on high-quality carbon removal projects
- Offer SAF or low-carbon aviation options (in partnership with airlines)

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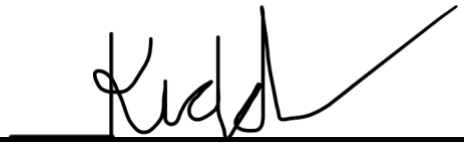
Declaration and Sign Off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Management Plan has been reviewed and approved by Distant Journeys Executive Team.

Signed on behalf of Distant Journeys



Name: Julia Kidd

Position: Head of People

Date: 20/11/25

1 https://ghgprotocol.org/corporate-standard

2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting