



Sustainability & Environmental Policy

Effective Date: 01/01/2025

Reviewed Annually – Approved by CEO & Sustainability Team

At **Mawe Lodges**, we are committed to sustainable tourism practices that protect the environment, support local communities, and approve ethical business operations. As a hospitality provider in Tanzania, we recognize our responsibility to minimize our environmental footprint and contribute positively to the well-being of people and nature.

1. Reducing Greenhouse Gas Emissions

- Prioritize renewable energy sources such as solar power for electricity and heating.
- Optimize energy efficiency by using LED lighting, energy-efficient appliances, and well-insulated tent structures.
- Reduce fuel consumption by implementing responsible vehicle use, including efficient logistics and maintaining eco-friendly safari practices.
- Encourage guests and staff to reduce energy and water consumption through awareness programs.

2. Protecting and Supporting Biodiversity

- Operate in harmony with the local ecosystem by maintaining minimal impact on the land and avoiding unnecessary deforestation.
- Support wildlife conservation efforts and collaborate with local organizations to protect endangered species.
- Implement responsible waste management practices, including waste separation, composting organic waste, and eliminating single-use plastics.
- Maintain a "no disturbance" policy for wildlife and educate guests on ethical wildlife interactions.



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3. Treating Employees Fairly

- Provide fair wages, safe working conditions, and opportunities for professional growth.
- Offer equal employment opportunities regardless of gender, ethnicity, or background.
- Conduct regular staff training on sustainability, workplace safety, and ethical tourism.
- Promote work-life balance and ensure employee well-being is prioritized.

4. Protecting Human Rights

- Uphold the highest ethical standards by ensuring that our operations respect the dignity and rights of all individuals.
- Engage with suppliers and partners that adhere to fair labor practices and ethical sourcing.
- Foster an inclusive and respectful workplace culture free from discrimination and harassment.

5. Being a Responsible Member of Our Community

- Support local businesses by sourcing food, materials, and services from nearby communities.
- Engage in community development initiatives, such as education programs, skills training, and health campaigns.
- Encourage cultural exchange and respect by providing guests with authentic and responsible tourism experiences.
- Partner with local organizations and government bodies to promote sustainable development.

6. Safeguarding Against Child Labor and Child Abuse

- Maintain a zero-tolerance policy for child labor, child exploitation, and abuse in any form.
- Conduct background checks and enforce strict hiring policies to prevent child labor.

- Train staff to recognize and report any suspected cases of child exploitation.
- Work closely with local authorities and NGOs to support children's rights and protection initiatives.

7. Water Conservation & Management

- Implement water-efficient systems, including low-flow faucets, showers, and toilets.
- Utilize rainwater harvesting and greywater recycling where feasible.
- Educate staff and guests on responsible water use.
- Regularly monitor and minimize water wastage in daily operations.

8. Sustainable Procurement & Ethical Sourcing

- Prioritize eco-friendly, biodegradable, and locally sourced products for lodge operations, when locally available.
- Ensure that food is sustainably sourced, with a preference for seasonal produce from local farmers.
- Avoid purchasing products that contribute to deforestation, habitat destruction, or unethical labor practices.
- Engage suppliers who adhere to sustainability and fair trade principles.

9. Waste Reduction & Circular Economy Approach

- Follow a strict waste management system, ensuring waste is minimized, reused, recycled, or composted.
- Reduce reliance on single-use plastics and offer reusable alternatives for guests and staff.
- Implement a "leave no trace" policy to keep the natural environment clean and undisturbed.

10. Cultural Heritage Preservation

- Respect and promote local traditions and cultural heritage by incorporating authentic Tanzanian elements into guest experiences.
- Support local artisans and craftspeople by showcasing and selling their handmade products.

- Educate guests about the cultural significance of the region and encourage responsible interactions with local communities.

Policy Review & Accountability

This policy will be reviewed annually by the Sustainability Team and approved by the CEO to ensure continuous improvement in our sustainability efforts. All employees, partners, and guests are encouraged to support these principles.

Approved on 01/01/2025 and reviewed on 01/07/2026:

George Joseph, Director


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Laly Berthet, sustainability coordinator


