

2025 SUSTAINABILITY REPORT



Sustainability Report

- Mawe Lodges 2025 -

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1- Introduction : Mission Statement

Mawe Lodges Ltd. is committed to responsible operations that protect natural environments, support local communities, and ensure fair and safe conditions for staff and partners. Through transparent practices and continuous improvement, we aim to create a positive and lasting impact.



2. Sustainability Management & Policies

In 2025, Mawe Lodges Ltd. strengthened its approach to sustainability by formalizing and documenting practices across all operations. Our focus remains on legal compliance, continuous improvement, and transparent reporting.

Sustainability performance is monitored by dedicated staff and shared annually through this report with key stakeholders, including employees, guests, suppliers, and partners, via internal communication, guest materials, and digital platforms.

Monitoring, Reporting, and Audit

- A pre-audit assessment was conducted to prepare policies, operational data, and staff engagement.
- A Travelife certification audit was completed in August 2025 to assess sustainability performance.
- Post-audit recommendations were reviewed and implemented across all departments, strengthening internal systems and reporting accuracy.
- Ongoing monitoring is conducted through the Travelife platform using monthly EPIT data to track key environmental indicators such as energy, water, waste, and emissions.

Staff Training & Engagement

Staff receive both online training and in-person guidance on sustainability practices, responsible tourism, and ethical behavior.

Employees are actively engaged in implementing sustainability practices across all operations, ensuring that sustainability principles are consistently applied.

Transparency & Continuous Improvement

Sustainability performance is regularly monitored, evaluated, and communicated internally and externally.

All departments contribute to improving systems, processes, and practices based on audit findings and operational insights. Continuous improvement is supported through dedicated personnel, structured training, and the use of monitoring tools.

The Travelife framework has played a key role in structuring our sustainability policies, strengthening data tracking, and supporting staff engagement across all operations.

2025 Sustainability Dashboard – Key Achievements

Highlights of Environmental & Social Progress

Consumption Variance Since 2024		
Average Emissions /Bednight	KTL -5.14%	BTC +8.53%
	GMC -7.59%	MTC -31.69%
Energy	KTL -10.72%	BTC -11.02%
	GMC -7%	MTC -9.19%
Water	KTL -17.81%	BTC +0.32%
	GMC -14.76%	MTC +29.97%
Solide Waste	KTL +55.59%	BTC +39.61%
	GMC -4.55%	MTC +55.45%
Hazardous Substances	KTL +3.03%	BTC -3.02%
	GMC -41.69%	MTC +5.45%
High Emission food	KTL +37.92%	BTC -11.19%
	GMC -6.63%	MTC -4.89%
Single use plastic	KTL -36.59%	BTC +66.10%
	GMC -75.43%	MTC +57.14%

Social & Training Performance

- **Workforce:**
 - Office team: 100% Tanzanian, 11% women
 - Camps & lodges: 100% Tanzanian, 9% women
- **Training:**
 - 72% of staff completed online sustainability courses
 - 6–8 hours of in-person training per camp
 - 66% of trained staff received certificates

Key Takeaways

- Energy consumption decreased across all properties, showing consistent efficiency improvements.
- Water and waste trends vary significantly between properties, requiring further analysis.
- Increases in waste and high-emission food may reflect improved tracking rather than operational decline.

- Strong progress has been made in staff training and local employment.

As this is our baseline year, no formal targets were set for 2025. However, the results above provide a clear starting point to identify priority areas. Waste production and high-emission food remain key areas for improvement, while positive reductions in energy and water consumption in some properties demonstrate the potential for progress.

Consumption Variance Since 2024

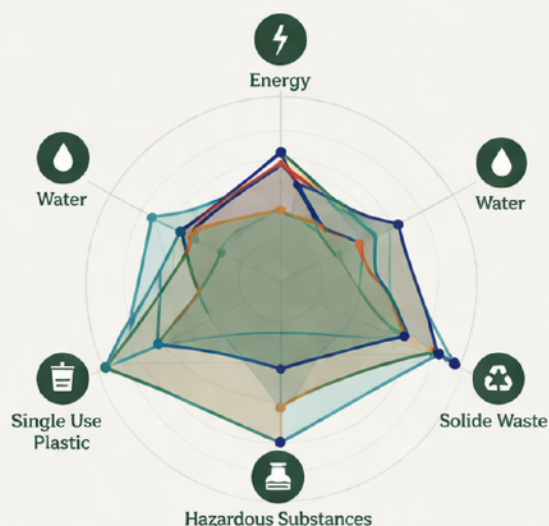
COMPARISON OF 4 PROPERTIES ACROSS 7 SUSTAINABILITY CATEGORIES



**Average Emissions
/Bednight**

KTL	BTC	GMC	MTC
-5.14%	+8.53%	-7.59%	-31.69%

— KTL — BTC — GMC — MTC



Energy

KTL	BTC	GMC	MTC
-10.72%	-11.02%	-7.00%	-9.19%



Water

KTL	BTC	GMC	MTC
-17.81%	+0.32%	-14.76%	+29.97%



Solid Waste

KTL	BTC	GMC	MTC
+55.59%	+39.61%	-4.55%	+55.45%



Hazardous Substances

KTL	BTC	GMC	MTC
+3.03%	-3.02%	-41.69%	+5.45%



High Emission Food

KTL	BTC	GMC	MTC
+37.92%	-11.19%	-6.63%	-4.89%



Single use plastic

KTL	BTC	GMC	MTC
-36.59%	+66.10%	-75.43%	+57.14%

3. Environmental Impact Management

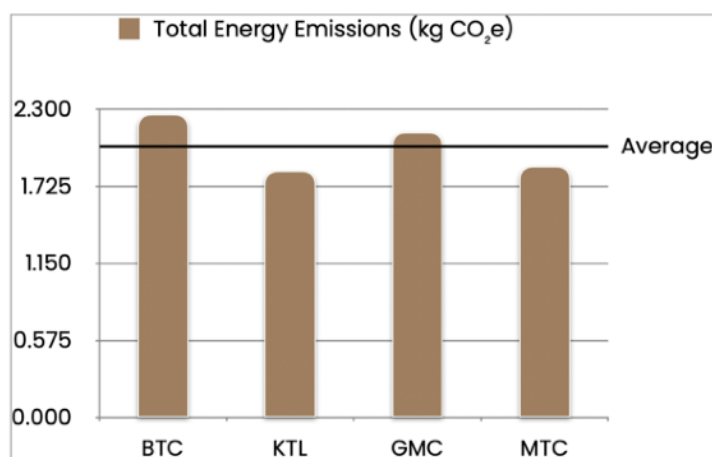
Mawe Lodges Ltd. is committed to minimizing the environmental impact of its operations across all camps and lodges.

Key environmental indicators – including energy, water, waste, fuel, high-emission food, hazardous substances, and single-use plastics – are monitored to assess performance and improve operational efficiency.

All environmental data is tracked monthly through the [Environmental Performance Indicator Tool \(EPIT\)](#), enabling consistent measurement and comparison across properties (see Section 2).

3.1 Energy Management

Classification	BTC	KTL	GMC	MTC
Total Energy Emissions (kg CO ₂ e)	2.262	1.838	2.13	1.87

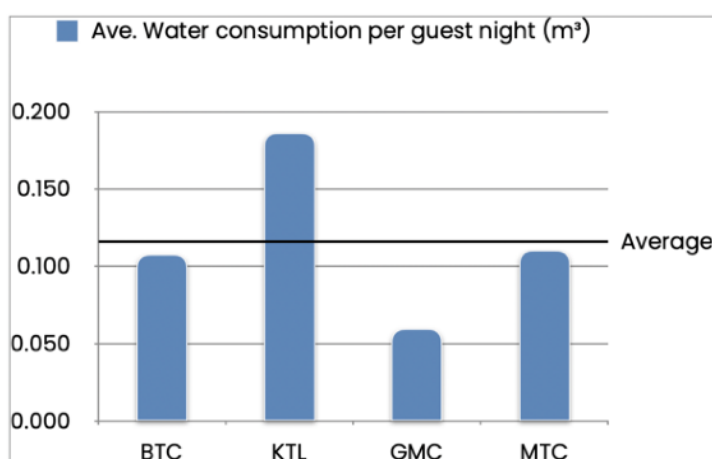


Notes:

- Energy consumption is tracked monthly through EPIT.
- Measures include the use of energy-efficient lighting, equipment, and improved operational practices.

3.2 Water Management

Classification	BTC	KTL	GMC	MTC
Total Water Emissions (kg CO ₂ e)	0.015	0.028	0.01	0.01

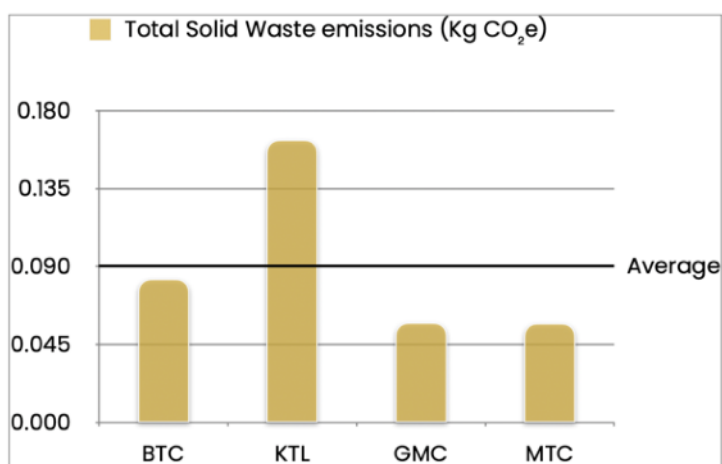


Notes:

- Water consumption is monitored monthly.
- Water-saving measures include low-flow fixtures, guest awareness, and operational controls.

3.3 Waste Management

Classification	BTC	KTL	GMC	MTC
Total Solid Waste emissions (Kg CO ₂ e)	0.083	0.163	0.06	0.06



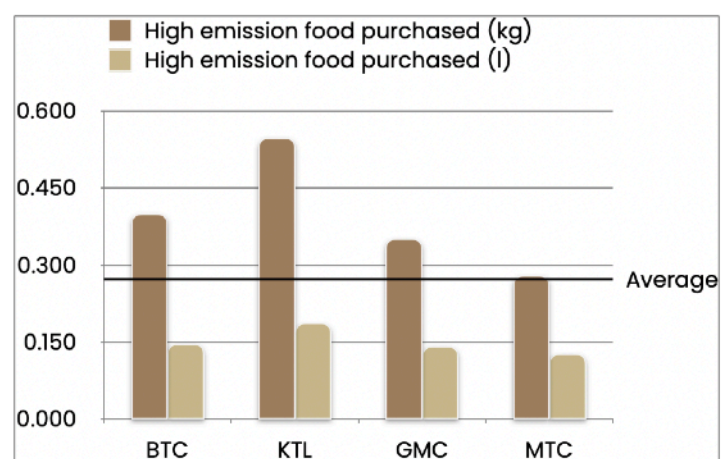
Notes:

- Compostable waste mainly consists of food waste.
- Landfill waste includes non-compostable materials.
- Waste separation and tracking systems have been implemented across all properties.

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3.4 High-Emission Food

Classification	BTC	KTL	GMC	MTC
High emission food purchased (kg)	0.399	0.547	0.35	0.28
High emission food purchased (l)	0.147	0.188	0.14	0.13



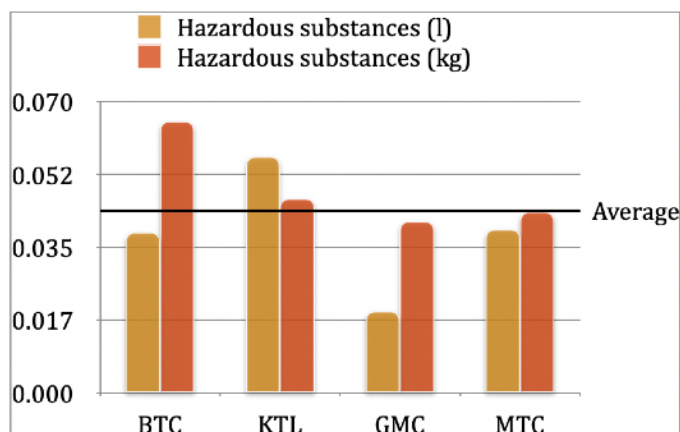
Notes:

- This indicator tracks the impact of high-emission food items.
- It can be used alongside food waste data to better understand the environmental impact of meals.

3.5 Hazardous Substances & Single-Use Plastic

Hazardous Substances

Classification	BTC	KTL	GMC	MTC
Hazardous substances (l)	0.038	0.057	0.02	0.04
Hazardous substances (kg)	0.065	0.047	0.04	0.04

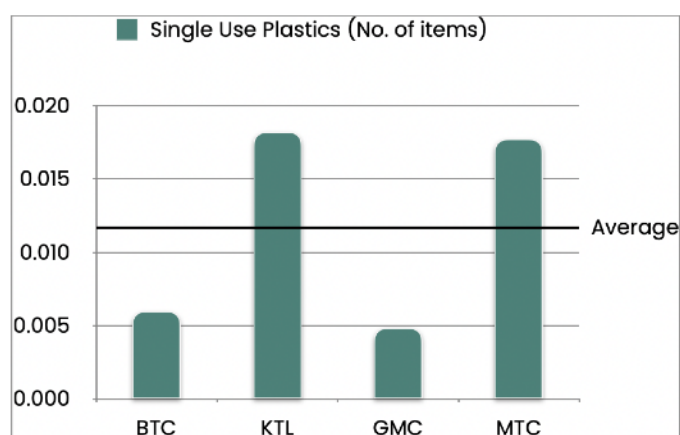


Notes:

- Includes chemicals used for cleaning, maintenance, and operations.
- Usage is monitored to reduce environmental and health risks.
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Single use plastic

Classification	BTC	KTL	GMC	MTC
Single Use Plastics (No. of items)	0.006	0.018	0.00	0.02

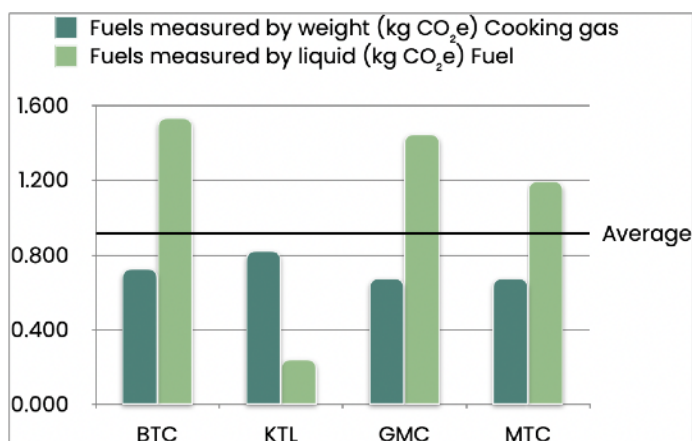


Notes:

- Includes disposable items such as beverage bottles and emergency drinking water containers.
- Reduction efforts are ongoing across all properties.
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3.6 Fuel & Transport Management

Classification	BTC	KTL	GMC	MTC
Fuels measured by weight (kg CO ₂ e)	0.729	0.823	0.68	0.68
Fuels measured by liquid (kg CO ₂ e)	1.533	0.243	1.45	1.20

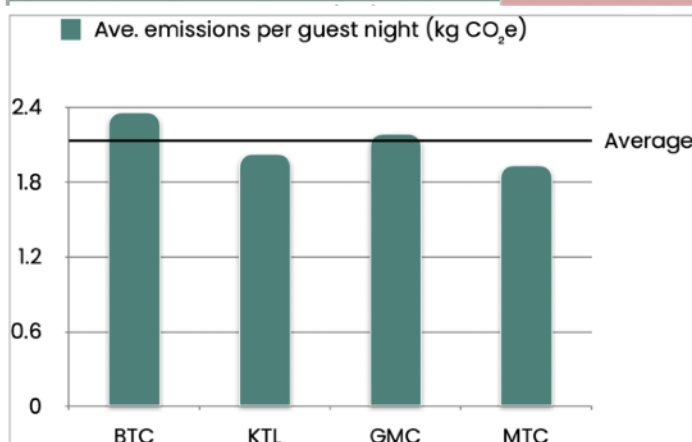


Notes:

- Fuel consumption includes transport logistics and generator use.
- Cooking gas (LPG) is tracked separately for food preparation.

3.7 Average Emissions per Guest Night

Classification	BTC	KTL	GMC	MTC
Ave. emissions per guest night (kg CO ₂ e)	2.36	2.03	2.19	1.94



Notes:

- Combines key environmental indicators (energy, water, waste) into a single CO₂e metric.
- Allows comparison of environmental efficiency across properties.

Highlights:

- Waste tracking and separation systems are now implemented across all properties.
- Monthly monitoring through EPIT enables consistent and reliable data collection.
- Environmental performance is reviewed regularly to support targeted improvements in 2026.

4. Social & Community Performance – 2025

Mawe Lodges Ltd. is committed to creating a positive social impact through staff development, local sourcing, community support, and responsible guest engagement.

Staff Training & Engagement

Sustainability training is integrated into operations across all properties.

- **72% of employees** completed online sustainability courses covering topics such as greenhouse gas emissions, human rights, waste management, and sustainable procurement.
- Staff also received **6–8 hours of in-person training per property** to support practical implementation.

This combined approach helps ensure that sustainability practices are consistently applied across all operations.

Local Supplier Engagement

Mawe Lodges prioritizes working with local suppliers to support the regional economy.

- **80–90% of suppliers are locally based**
- **100% of artisans** are sourced from local communities

This approach strengthens local partnerships and contributes to community development.

Community Support

Mawe Lodges contributes directly to local communities through structured initiatives.

- A contribution of **\$1 USD per bed-night** is donated to the **Dove Foundation**
- This supports programs such as *Back-to-School*, helping improve access to education

These initiatives reinforce the company's commitment to long-term community impact.

Guest Awareness & Responsible Tourism

Guests are informed about sustainability practices through check-in briefings and in-room materials available in multiple languages.

While most guests are aware of sustainability efforts, **detailed feedback remains limited**, indicating an opportunity to further strengthen engagement.

Highlights

- Staff training is now integrated into daily operations

- Strong reliance on local suppliers and artisans
- Community support programs are active and impactful
- Guest awareness of sustainability practices is increasing

5. Challenges & Next Steps for 2026

Mawe Lodges Ltd. recognizes that sustainability is a continuous process. While 2025 marked significant progress, several areas require further improvement as we build on this baseline year.

Sustainability Goals for 2026

Based on 2025 results, the following measurable objectives have been defined:

- Reduce food waste by 5%
- Reduce landfill waste by 5% through improved recycling
- Reduce the use of hazardous substances by 20%
- Reduce water consumption by 5%
- Support at least 10 children per property through the Back-to-School program in partnership with the Dove Foundation

These goals will be monitored monthly through internal tracking systems.

Environmental Challenges

- **Waste management:** Waste volumes increased in some properties, likely due to improved measurement and separation systems implemented in 2025. Further improvements in recycling and food waste management are needed.
- **Property variations:** Differences in performance between properties were observed. As this is the first year of comparison, these variations may reflect both operational differences and evolving data accuracy.
- **Data tracking:** Environmental data collection has improved but still requires refinement to ensure consistency and reliability.

Next Steps

- Maintain accurate monthly monitoring of all environmental indicators
- Strengthen collaboration with recycling partners to reduce landfill waste
- Continue staff awareness initiatives on waste reduction and sorting

Social & Community Challenges

- **Staff understanding:** Some employees found sustainability concepts complex, particularly for self-learning and new policy implementation.

- **Training participation:** Online training completion reached 72%, indicating room for improvement.
- **Supplier engagement:** Suppliers were not fully integrated into sustainability practices in 2025, as the focus was primarily on internal operations.

Next Steps

- Continue both online and in-person training to strengthen understanding
- Increase staff participation in training programs
- Engage suppliers more actively in sustainability practices and expectations

Supplier & Partner Engagement

While local sourcing is prioritized, communication on sustainability expectations remains limited.

Next Steps

- Strengthen communication with suppliers regarding sustainability standards
- Encourage alignment with ethical and environmental practices

Guest Engagement Challenges

- **Awareness & communication:** Guest awareness is increasing, but staff confidence in explaining sustainability practices can be improved.
- **Eco-activities:** Initiatives such as the bike tour were introduced but had limited uptake, resulting in insufficient feedback.
- **Feedback collection:** Guests observe sustainability efforts but provide limited detailed feedback.

Next Steps

- Develop new ways to encourage guest interaction and feedback
- Strengthen staff confidence in communicating sustainability practices
- Explore additional eco-activities, such as walking safaris

Recommendations for Management

To support continuous improvement, the following actions are recommended:

- Strengthen partnerships with recycling service providers
- Increase staff participation in sustainability training
- Improve communication and engagement with suppliers
- Continue investing in staff training on selective waste and data records

6. Conclusion & Sustainability Commitment

2025 was a year of progress for Mawe Lodges Ltd., with strengthened environmental practices, improved staff training, and continued support for local communities. The Travelife audit in August 2025 helped validate these efforts and refine our systems.

We remain committed to responsible operations by reducing emissions, protecting biodiversity, promoting fair and safe working conditions, and safeguarding children.

Looking ahead, our focus is on reducing environmental impact, strengthening staff capacity, supporting local communities, and increasing guest awareness of sustainable tourism.

Sustainability is an ongoing journey, and we will continue to improve through collaboration with our staff, partners, and guests.

We thank our team for their dedication and our guests for their responsible choices, which support positive environmental and social impact.

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