

Indagare

# Impact Report 2024

## A Letter From Indagare's CEO and Founder

### Dear Investors and Friends,

As we reflect on 2024, we are pleased to share the latest Indagare Impact Report, a testament to the extraordinary strides we have made in advancing our commitment to sustainability, conservation, and community empowerment. At Indagare, we have always believed that how you travel matters. In the pursuit of unforgettable experiences, we are equally dedicated to ensuring that each journey we curate leaves a positive, lasting impact on the world. For our members, luxury and purpose go hand in hand.

This year, we are proud to report that Indagare has donated over \$500,000 to more than 20 organizations worldwide, spanning the critical areas of conservation, community development, and the preservation of cultural heritage. These funds support initiatives that empower marginalized populations, protect endangered ecosystems, and preserve treasured cultural traditions. Our Impact Hotel program has also more than tripled in size, with 52 new properties vetted to meet the highest standards of sustainability and local support. Every stay at one of these properties directly contributes to the positive impact we aim to create.

What sets Indagare apart is our unwavering belief that great travel doesn't have to compromise impact. With our carefully curated global network of partners, every trip that we plan makes a difference simply by being undertaken. We also encourage our members to deepen their connection to the places they visit, learning about local challenges and remaining engaged long after they've returned home. How you travel matters—not only in the destinations you choose but in the awareness, respect, and advocacy you bring back with you.

Indagare has always understood that luxury travelers seek more than just world-class experiences—they want to make a difference. We invite you to continue supporting our mission to create positive change through travel. By booking with Indagare, you are not only choosing access to the finest hotels, exclusive experiences, and unparalleled service, but you are also making a lasting impact on the world.

Thank you for being part of our community. Together, we can ensure that the travel experiences of today help create a better tomorrow.

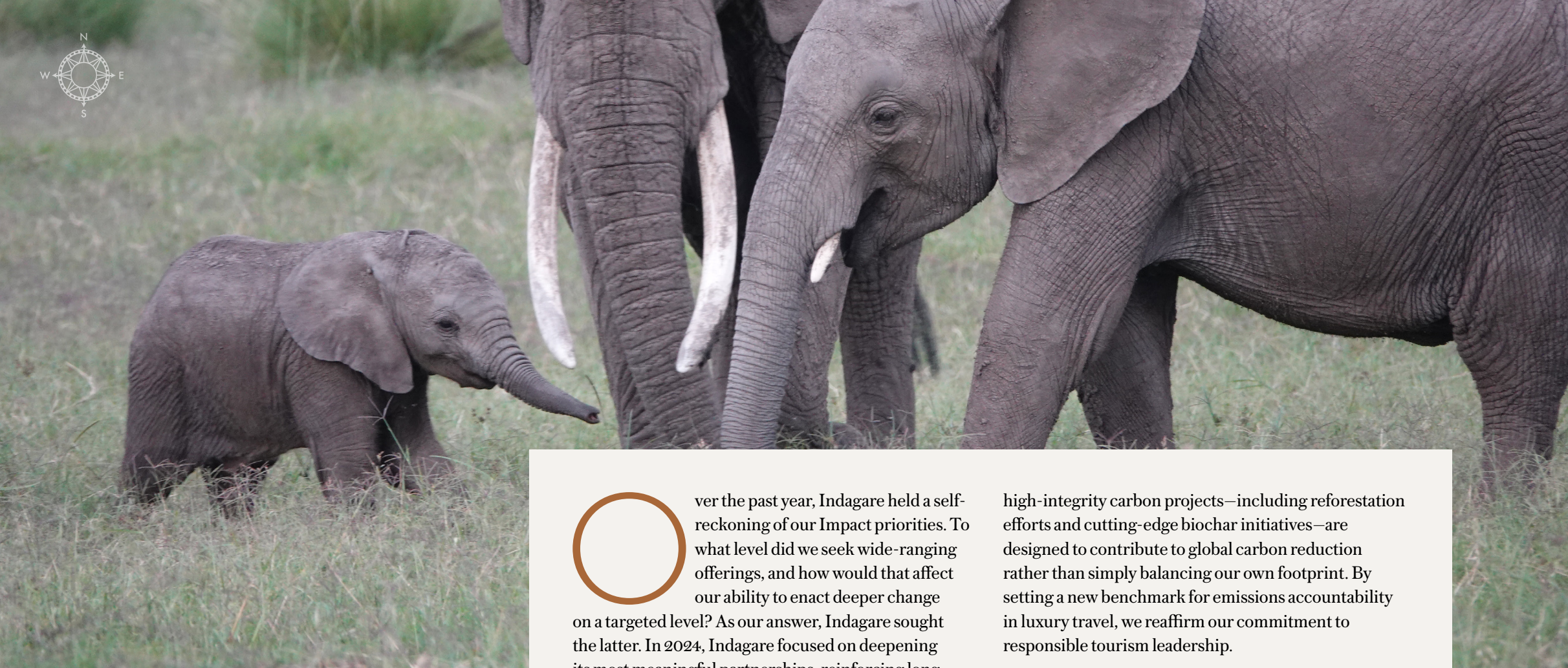


**Melissa Biggs Bradley**  
Indagare Founder & CEO

INDAGARE'S YEAR *in*

IMPACT





ver the past year, Indagare held a self-reckoning of our Impact priorities. To what level did we seek wide-ranging offerings, and how would that affect our ability to enact deeper change on a targeted level? As our answer, Indagare sought the latter. In 2024, Indagare focused on deepening its most meaningful partnerships, reinforcing long-standing commitments rather than expanding into new initiatives. By strengthening collaborations with trusted conservation organizations, impact-driven hotels, and community-led projects, we ensured that our efforts translated into tangible, lasting change. This year was defined not by growth for growth's sake, but by the refinement and expansion of our most effective programs—proving that impact, like travel, is most powerful when it is intentional.

Indagare's dedication to sustainability took a landmark step forward in 2024 as we moved beyond carbon neutrality to become carbon negative, offsetting 105.55% of our total emissions. Our investments in

high-integrity carbon projects—including reforestation efforts and cutting-edge biochar initiatives—are designed to contribute to global carbon reduction rather than simply balancing our own footprint. By setting a new benchmark for emissions accountability in luxury travel, we reaffirm our commitment to responsible tourism leadership.

Conservation remained at the heart of our mission. This year, Indagare continued our full funding of the Long Shield Lion Guardians, ensuring the protection of 10 lion prides across 7,000 square kilometers. Recognizing the intersection of conservation and community livelihood, we also backed a new feasibility study on sustainable livestock herding practices—an initiative aimed at reducing human-wildlife conflict while fostering economic resilience.

Indagare's Impact Hotel Program grew significantly, expanding from 18 to 70 vetted properties, ensuring that members have an even broader selection of stays that align with their values. Meanwhile, our Impact Travel





portfolio extended to 26 countries, integrating conservation experiences and fundraising elements directly into our journeys. From behind-the-scenes access to preservation projects to hands-on engagement with local artisans and environmental initiatives, we continue to make it easier for travelers to engage meaningfully with the destinations they visit.

And even though we focused on deepening relationships over growing our overall Impact initiatives, Indagare still actually increased the overall level of impact commitment over the year by nearly 25%--contributing over half a million dollars to global conservation, cultural preservation, and community development.

These commitments underscore Indagare's understanding of the urgency of these initiatives, as the changing climate has the potential to cause massive shifts in the tourism sector. From rising sea levels affecting such varied destinations as Venice to the Maldives, to desertification spreading across South America, Asia, and Africa, these physical risks may manifest in just a few decades, affecting the very viability of some of our favorite destinations.

As you explore the pages of our Sustainability Report, you'll gain insights into the comprehensive initiatives we undertook throughout the year. Indagare Travel remains steadfast in our dedication to continuous improvement, and we invite you to join us on this exhilarating journey towards a more sustainable and responsible future for travel.

## KEY TAKEAWAYS

- 1 **Itineraries Planned:** 3,984 (^33.18% from 2023)
- 2 **Countries Visited:** 112 (^2.75% from 2023)
- 3 **Amount Donated:** \$508,282.22\* (^24.13% from 2023)
- 4 **Amount Donated %:** 1.83% 2.0% (9.2% reduction from 2023)
- 5 **Emissions:** 16,259.85 metric tonnes (^33.5% from 2023)
- 6 **Carbon Neutrality Level:** 105.55% (^5.55% from 2023)

\*Of this number, \$209,465 went to pass-through payment management organizations who are not themselves 501©3 organizations. Full amounts were earmarked for non-profit organizations represented by said management organizations. Previous years used this tracking methodology without disclosing donations paid to for-profit management organizations.





# About INDAGARE & THIS REPORT

Indagare Travel is a private C-Corporation based in and operating from New York, reporting on Impact as the sole entity under which it reports financially. Indagare operates as both a tourism company and a media organization. Our value chain includes upstream services like technology, hotels, and destination management companies; these facilitate the provision of long-term and short-term project work to downstream B2C and B2B clients from over 100 countries worldwide.

This Indagare Impact Report for investors and members alike is the fourth annual assessment of the company's Impact efforts for the Calendar Year 2024, which aligns with its financial year. It will summarize the current status, celebrate the past year's accomplishments, and provide a road map for future initiatives, delving into all material aspects of Indagare's business model with the potential to reflect our dedication to impact.

This report has been written with reference to the Global Reporting Initiative along with the Sustainable Accounting Standards Board. While not explicitly written as such, this report may also be viewed through the lens of other industry-leading framework including the NASDAQ ESG Reporting Guidelines and the Global Sustainable Tourism Council's Operator Standards. This data is not currently

validated by a third-party Sustainability Assurance Service.

Indagare uses the term "Impact" to refer to company initiatives developed with respect to the principles of the "triple bottom line," wherein purely financial reports are joined by environmental and social impact as vital metrics for measuring the company's success. We believe that as a truly forward-thinking company, our sustainability measures must not be siloed but instead touch every aspect of the business, from the way we source our membership to the trips we operate and the projects we support around the world.

Due to the data-focused intent of this report, tangible initiatives will be our main focus, but the non-tangible effects and benefits of Impact in the luxury travel sphere cannot be overstated. They extend far beyond the scope of our membership and our community.

As our mantra asserts, we believe that How You Travel Matters, and the shift towards sustainability and global stewardship by Indagare is part of a larger global movement that has the potential to reshape the way we travel.

Questions may be sent to the Director of Impact at [impact@indagare.com](mailto:impact@indagare.com).

# SUSTAINABILITY

A large, bright sun is setting behind a layer of clouds, casting a warm orange and yellow glow across the sky. In the foreground, a single acacia tree stands in silhouette against the horizon. The ground is a flat, dark expanse, likely a savanna. The word "SUSTAINABILITY" is written in large, white, sans-serif capital letters across the middle of the image. A small orange horizontal line is positioned below the letter 'S'.



# Sustainability

## PRIORITIES & COMMITMENTS

**A**s a member of the travel industry, Indagare's reach extends to over one hundred countries and every continent. Every one of these destinations faces potential negative impact should tourism grow irresponsibly, from loss of local autonomy to the effects of climate change. With such a broad scope of influence, Indagare turned to the **UN Sustainable Development Goals** as a blueprint for responsible growth vectors.

In developing Indagare's list of material topics, the Company considered how an individual trip can contribute positively and negatively to the outcome targets of each SDG. On a more granular scale, Indagare also consulted with regional stakeholders on the issues present in their domains, as well industry policy drivers such as the Global Sustainable Tourism Council and Center for Responsible Tourism.

Indagare uses these three Pillars of Impact to influence decision making and materiality:

### Community:

Indagare works to promote the long-term sustainability and development of the local communities we visit, focusing on the support and elevation of marginalized populations through directed projects that address issues at their root. (Goals 1, 2, 4, 5, 8)

### Culture:

Many destinations are at risk of losing their valuable cultural and natural heritages due to overdevelopment and overtourism. Indagare believes in preserving long-held customs and architectural wonders and protecting the autonomy of local cultures for the future. (Goals 10, 12, 16)

### Conservation:

Amid a rapidly changing climate, every effort to preserve our planet counts. From protecting and conserving wildlife to ensuring carbon neutrality and zero waste, Indagare is dedicated to doing all we can to preserve the natural world for future generations, and we strive to help our members do the same during their travels. (Goals 7, 13, 14, 15)

Under these Pillars, Indagare has defined material impacts of the company both positive and negative, and developed specific policies and initiatives to address those to which we may be directly or indirectly linked.



### UN Sustainable Development Goals



[GRI 413-2, 3-1]



# IMPACT PARTNERSHIPS



**A**s a policy, Indagare allocates 2% of annual revenue to philanthropic programs, a best-in-class amount for non-501(c)3 travel organizations and with acknowledgment to the standards of the 1% for the Planet Program, in which Indagare does not currently enroll. This accomplishment is representative of the strong processes and vetting practices instituted to allow Indagare to maximize its per-dollar impact throughout the world.

## What Makes a Partner Impactful?

### LOCAL

Organizations should be managed locally by the individuals who best know the destination and their community.

### SPECIFIC

Organizations should have clearly stated goals and measurable metrics of progress.

### DEPTH OF SCOPE

Organizations should seek to solve a problem at its roots and not simply provide a temporary band-aid.

### FORWARD-LOOKING

Organizations should have a long-term impact for future generations.

### TRANSPARENT

Organizations should clearly demonstrate how they spend their funds and spend no more than 10% on administration.



# Long Shield Lion Guardians



Lion population numbers have declined precipitously over the last 20 years, shrinking by around 43% to approximately 20,000 individuals. At the same time human populations are growing across Africa, predicted to double to 2 billion by 2050. More people and increasing requirements for land and resources puts pressure on the African environment and natural systems. This in turn creates human/wildlife conflict zones that further endanger the shrinking populations of lions (and more charismatic megafauna).

Indagare's primary fundraising beneficiary is **Long Shields Lion Guardians**, a conservation project in Zimbabwe. The program was established at two human predator conflict hotspot areas near Hwange

National Park, built on a foundation of community consultation and needs-assessments in collaboration with government offices and stakeholders. Understanding that economic factors generally drive human-wildlife conflict, Long Shields creates jobs throughout local rural villages across these sites, while respecting autonomous practice of their agricultural lifestyle. Training has been provided in predator ecology and behavior, conflict mitigation, and first aid. Participating families have been provided with "mobile bomas" which both protect their livestock and assist in fertilizing their fields, while non-participating families may still receive assistance in maintaining boma-equivalent kraals. Through these programs, human-lion conflict is being measurably reduced, improving the lives of both species.



## Long Shield Lion Guardians

**In 2024, Indagare funded the Long Shields with payments totaling \$120,050, while Indagare members donated an additional \$43,000. In accordance with our above standards, the project has clear and transparent metrics for each of our pillars and ensures maximum per-dollar impact.**

• **Area Covered:** The program operates across approximately 7,000 km<sup>2</sup>, including 2,000 km<sup>2</sup> of communal land, 500 km<sup>2</sup> of forest, and 4,500 km<sup>2</sup> within Hwange National Park, which is home to an estimated 103 lions based on the 2018 census. A lion survey is planned for 2025 to update these estimates.

• **Employment and Community Engagement:** Twelve local guardians were employed to address human-lion conflict in the region. Additionally, the program continued to employ a guardian manager and expanded the number of trained lion guardians to 63, including individuals from Zimbabwe, Botswana, and Zambia.

• **Patrol and Monitoring:** In 2024, guardians patrolled a total of 18,110 km, with 9,774 km covered on foot and 8,336 km by bicycle. They also removed 53 snares and gin traps, working alongside local anti-poaching units to improve the safety of both wildlife and local communities.

• **Livestock Protection:** In 2024, Long Shield Lion Guardians recovered 549 livestock, valued at \$194,470, with 327 animals returned in Hwange and 222 in Tsholotsho. There were 272 recorded livestock deaths from conflict, with

lions responsible for the majority, particularly in Hwange East (54% of total deaths). The severe drought contributed to increased conflict as livestock moved into protected areas. This program continues to improve livestock protection through the deployment of mobile bomas, with 35 bomas now operational, covering 121 families and over 1,100 cattle.

• **Lion Conflict Responses:** The program responded to 405 conflict incidents in 2024, addressing 100% of reported issues. Early warning systems helped prevent escalation, including alerts from GPS-collared lions and direct sightings.

• **Collaring and Monitoring:** Eleven lions were collared in 2024, with additional tracking efforts aimed at conflict-prone animals. Despite challenges in tracking elusive lions, a total of 48 early warning alerts were successfully issued through satellite collar locations, spoor sightings, and direct conflict incidents. In 2024, three collared lions were killed—one male in a snare due to retaliatory actions from farmers, and two others by poachers. The male lion's death led to an investigation, resulting in the prosecution of four individuals.

• **Educational Outreach:** Guardians conducted educational programs, focusing on improving livestock husbandry and reducing human-lion conflict. A total of 462 individuals participated in these educational activities. The program also introduced innovative conflict mitigation strategies, including early warning systems and kraal reinforcement.



• **Community Perception:** The program has seen a positive shift in community attitudes towards lions. An analysis indicated improved perceptions of lion conservation, particularly among farmers directly involved in the program as well as those interacting with participating farmers.

• **Mobile Bomas:** The mobile boma initiative, which helps protect livestock and improve agricultural practices, remains a central component of the program. In 2024, 12 new mobile bomas were deployed, replacing older versions and further strengthening community engagement in livestock management.

• **Additional Conservation Initiatives:** The program also contributed to national conservation efforts, including participation in three workshops aimed at enhancing carnivore conservation strategies in the region. These initiatives align with the broader goal of fostering coexistence between human and wildlife populations.

**Despite challenges such as a severe drought that increased livestock movement and conflict, the Long Shield Lion Guardians made substantial progress in 2024, continuing their mission to reduce human-lion conflict and support the preservation of lion populations in Zimbabwe.**



## Long Shield Lion Guardians

### Indagare joins the Guardians

**T**he Annual Guardians Workshop, held in Chobe Enclave, Botswana, is a cornerstone of Long Shield Lion Guardians' training program. This intensive, week-long event brings together guardians from Zimbabwe and Botswana to enhance their bush skills through lectures, field activities, and real-world exercises. Indagare documented this experience, which can be viewed [here](#).

In addition to the workshop, the Long Shield Lion Guardians program is increasingly recognized for its expertise in conflict mitigation and wildlife conservation. In 2024, the program hosted three highly successful training workshops, sharing valuable knowledge with conservation organizations such as the Kwando Carnivore Project, Zambia Carnivore Programme, and the African Wildlife Conservation Fund. These collaborations highlight Long Shield's leadership in advancing human-wildlife coexistence and its role in strengthening conservation efforts across Southern Africa.

### Spotlight on the Guardians

• **Liomba Junior Mathe:** Liomba, who previously served as the Guardian Manager, made significant contributions to the program during his tenure. In November 2024, Liomba transitioned to pursue a PhD at the Namibia University of Science and Technology, a step that was fully supported by the Long Shield team. While his departure marked the loss of an integral team member, it also represents a new chapter in his career. The team is excited to have him continue his work in conservation from an academic perspective. Mike January has been appointed to succeed Liomba as the Guardian Manager starting in January 2025. Mike, a conservationist with a background in natural resources management, brings valuable experience from his previous role with WWF.

• **Nozipho Moyo:** Nozipho, a student from Plumtree District, is pursuing a Bachelor of Science Honours Degree in Wildlife Resource Management. In 2024, she joined the Long Shield team, where she is gaining practical experience while working on research projects. Nozipho's passion for conservation and her focus on the balance between human communities and wildlife are central to her work with WildCRU. In particular, she is investigating how large carnivores are impacted by human activities near Hwange National Park's boundaries. She aspires to become a leading conservationist, promoting peaceful coexistence between humans and wildlife in Zimbabwe and beyond.

• **Mbalenhle Gugu Ngwenya:** Mbalenhle, from Hwange, is studying Animal Science and Rangeland Management. Her deep respect for wildlife, instilled during her childhood near Hwange National Park, drives her conservation efforts. She is working with WildCRU on a project that examines the economic impacts of lion-induced livestock losses in the surrounding communities. The research aims to quantify these losses and assess the coping mechanisms employed by local farmers. Mbalenhle hopes her findings will inform better strategies for mitigating human-lion conflict while supporting both conservation and local livelihoods. She is also committed to inspiring youth from her community to engage with wildlife conservation.





# Other Impact Partners

While the Long Shield Lion Guardians are the primary recipient of Indagare Impact aid, Indagare fundraises for additional organizations from around the world and spanning topics from community development, cultural heritage, and environmental conservation. Some of the many recipients of Indagare donations include:



## Central Park Conservancy

The Central Park Conservancy is the guardian of New York City's cherished green heart, and through Indagare's partner journeys, discerning travelers are invited to support its mission of cultural heritage and conservation. Guests directly contribute to projects that restore historic landmarks, nurture community programs, and sustain one of the world's most iconic urban landscapes for generations to come.



## The Place of Wonders

Place of Wonders in Florence is a dynamic initiative dedicated to preserving the city's unparalleled cultural heritage, revitalizing historic public spaces, and fostering sustainable urban development. The Foundation provides scholarships to students to study under these aging artisans, preserving Italy's cultural heritage while providing opportunities to youths in need.



## Movimento Refloresta

Movimento Refloresta exists to resolve the issue of community and cultural loss in remote regions due to urbanization. Children of remote tribes understandably seek better lives in larger population centers, leading to devastating cultural consequences in the homes they leave behind. Movimento Refloresta identifies the reasons specific villages are losing youth, and provides long-term solutions to improve the quality of life in that sector, thus building up the economy and cultural foundation for future generations.

# CARBON NEUTRALITY

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We are thrilled to announce that Indagare has gone carbon negative for the first time in our history, offsetting 105.55% of our total emissions. This milestone reflects our unwavering commitment to sustainability and the planet, ensuring that our operations not only neutralize their environmental impact but actively contribute to global carbon reduction. By exceeding net-zero, we are setting a new standard in the luxury travel industry, proving that extraordinary experiences can go hand in hand with a positive impact.

**At Indagare, our emission sources include a small carbon footprint from staff operations, as well as a larger carbon footprint from activities of our members. These break down into Scope 1, Scope 2, and Scope 3 emissions.**



## Scope 1

Emissions are defined as emissions created through the direct operation of company-owned sources. This type of emissions is particularly relevant for manufacturing and transportation industries. Indagare's Scope 1 emissions are generally zero, as we do not own any means of production.

## Scope 2

Emissions are defined as emissions created in the upstream generation of power for a company's use. Indagare's Scope 2 emissions come mostly from power used for our team's home offices (we no longer have a centralized office), as well as server use for our online offerings.

## Scope 3

Emissions are the Scope 1 and 2 emissions owned by other organizations within our value chain. For Indagare, this encompasses all staff- and client-travel booked through Indagare. (For example, when Indagare books a flight to Paris for a member, the emissions created by burning the fuel in the plane owned by the airline would be that airline's Scope 1 emissions, while the percentage attributed to the Indagare member on-board member would be Indagare's Scope 3).



# EMISSIONS

## Home Office Operation

**209.5 MT**

(0.6% decrease from 2023)

## Staff Travel

**1050.35 MT**

(15.83% increase from 2023)

## Printing/ Magazine Operation

**Unknown\***

## Member Travel

**15,000.00 MT**

(36.25% increase from 2023)

**Total: 16,259.85 MT**

**(33.5% increase)**

Indagare has not recalculated the baseline carbon emissions for trips since 2022, and thus no reductions in energy requirements can be calculated on a service basis. Current calculation methodologies are available in the appendix.

\* In 2023, our printing partners allowed for the offsetting of both carbon and biomass. In 2024, our partners allowed for only one or the other. Indagare has elected to continue with biomass offsetting only for this initiative. Indagare remains carbon neutral, as the estimated operative emission for printing are within the margin of error allowance in our offsetting budget, and because at least one of our printing partners is a carbon neutral company itself, but it does mean that we no longer have exact figures on this particular process.

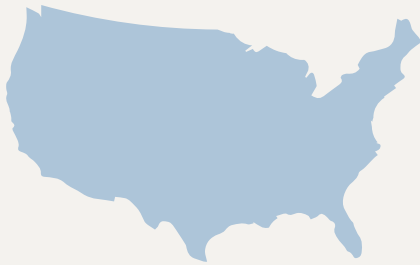




# Energy Mix

Indagare's office energy mix included the following breakdowns:

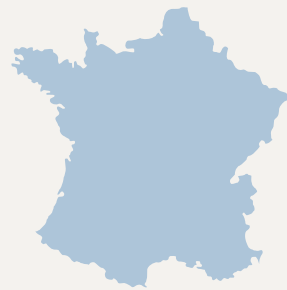
## United States



7.66 kWh per person per  
work day (electricity)

4.88 kWh per person per  
work day (natural gas)

## France



3.85 kWh per person per  
work day (electricity)

4.11 kWh per person per  
work day (natural gas)

In 2024, Indagare used 336.8 mWh of electricity and 214.58 mWh of natural gas (16.62% increase from 2023). Indagare does not track the ratio of renewable energy use in staff home offices.



# Emissions Intensity

Calculated with Scope 1, 2, and 3 emissions.

- **Revenue:** \$7,399.25 per metric tonne emitted (^318% over 2022)
- **Staff Travel:** 3.57 metric tonnes per trip  
(unchanged from 2023 – per trip statistics not measured this year)
- **Client Travel:** 3.68 metric tonnes per trip  
(unchanged from 2023 – per trip statistics not measured this year)
- **Per Member:** 1.38 metric tonnes per traveler  
(83.34% reduction from 2023) \*
- **Top Country:** Italy (5375 metric tonnes per annum)
- **Flights:** 3166 metric tonnes (39.07% increase from 2023)

\* Previous years reported emissions intensity per traveling member. Upgraded tracking protocols now allow for tracking per traveler, and thus different party sizes can be taken into account.



# Offsetting

**The best way to become** carbon neutral is to reduce carbon emissions. However, Indagare sends its members to many countries which lack the infrastructure or economic capability to provide a carbon-free travel experience (indeed, there are few if any countries that can). Indagare's emissions primarily come from overseas airlines for which there are no sustainable alternatives.

Despite this limitation, Indagare sees immense value in community development, conservation, and the preservation of cultural heritage funded by tourism dollars, and so offsets emission we cannot avoid.

## By the Numbers

# \$206,288.39

(amount invested into  
offsetting projects)





# Meet Our Offset Projects



## Elpitiya Biochar

The Elpitiya Biochar project in Sri Lanka transforms agricultural waste from tea, cinnamon, and rubber plantations into biochar, creating permanent carbon removal while enhancing soil health and boosting local farmers' incomes.

**MT CO2e Offset: 6.65**



## Envira Amazonia Project

The Envira Amazonia Project in Acre, Brazil, prevents deforestation of 39,300 hectares of tropical rainforest by halting planned land conversion, thereby preserving biodiversity, reducing carbon emissions, and enhancing local community livelihoods through sustainable development initiatives.

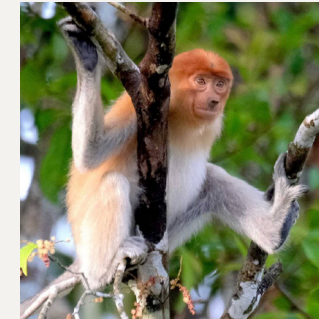
**MT CO2e Offset: 4094.48**



## Larimar Wind Farm

The Larimar Wind Farm project in the a Republic harnesses the power of the Caribbean trade winds through 29 Vestas turbines to generate clean electricity, reduce fossil fuel reliance, and drive local community development through job creation and infrastructure improvements.

**MT CO2e Offset: 7010.66**



## Katingan Mentaya Project

The Katingan Mentaya Project in Borneo protects and restores over 370,000 acres of carbon-rich peat swamp forest, safeguarding critical habitats for endangered species like the Bornean orangutan while enhancing local livelihoods through sustainable economic and community development initiatives.

**MT CO2e Offset: 1775.17**



## Wongphai Bamboo Biochar

The WongPhai Bamboo Biochar project in Prachin Buri, Thailand repurposes bamboo waste into long-lasting biochar, reducing CO2 emissions and enhancing soil fertility while supporting local farmers and sustainable agriculture.

**MT CO2e Offset: 20.52**



# Offset Projects



## Rimba Raya Biodiversity Reserve

The Rimba Raya Biodiversity Reserve project protects a vast expanse of Indonesia's tropical rainforest, conserving critical biodiversity, sequestering carbon, and supporting sustainable livelihoods for local communities.

**MT C02e Offset: 1842.36**



## Keo Seima

The Keo Seima project in Eastern Cambodia safeguards over 412,000 acres of biodiverse forest, protects endangered species, and empowers Indigenous Bunong communities through land rights formalization, sustainable livelihood initiatives, and robust forest protection measures.

**MT C02e Offset: 2019.89**



## Rio Preto-Jacundà

The Rio Preto-Jacundà project is a community-led initiative in Brazil that protects over 168,000 acres of Amazon rainforest by promoting sustainable non-timber forest product harvesting, employing satellite monitoring and patrols to curb illegal logging, and investing in essential services to empower traditional rubber tapper communities to safeguard one of the planet's vital carbon sinks.

**MT C02e Offset: 87.32**



## Rootella Carbon

Rootella Carbon is a soil additive that harnesses mycorrhizal fungi to boost crop yields and resilience by enhancing nutrient uptake and soil carbon sequestration, while reducing fertilizer dependence and generating carbon credit revenues for farmers in the Corn Belt.

**MT C02e Offset: 35.73**



## Yaeda-Eyasi Landscape Project

The Yaeda Valley Conservation Project empowers Tanzania's indigenous Hadza and Datooga communities to protect over 270,000 acres of dryland forest from cropland encroachment by formalizing land rights and implementing community-led land use plans, while also generating new income streams and funding social initiatives that enhance access to education and healthcare.

**MT C02e Offset: 269.08**



# Offsetting Our Biomass Footprint

Indagare has partnered with PrintReleaf to offset the consumption of biomass used in our magazine. In 2024, Indagare's published magazine used 491,272 standard pieces of paper, equivalent to 59 40' trees. This is a 44.97% decrease from 2024, representing a lower magazine publishing rate.

Tree planting can be a controversial practice, as there is no regulation of what constitutes a planted tree. Seed bombing can count as planting trees, even if none germinate, and saplings can die well before they can have a tangible sequestration effect. PrintReleaf not only replaces these trees; it conducts continuous audits to guarantee that they grow to at least 40' tall.

In 2024, Indagare planted Incense Cedar, Douglas Fir, and Ponderosa Pine in the endangered forests around Mendocino, California. At maturity, these trees will restore habitat destroyed by salvage logging in fire zones and restore watershed health, preventing post-draught flooding in a sensitive ecosystem. [More details here.](#)

In 2024, Indagare had printed products besides the magazine, including cards sent to Indagare members. These were printed by our partners at Smart Press, which does not offset the biomass for these cards. However, SmartPress is a carbon neutral company.



## Other Waste

As a primarily digital service provider, Indagare does not in itself create waste beyond that generated by staff in its home offices, which is not tracked. However, it has a direct link through its supply chain to hotels and other vendors who have many categories of waste, including:

- **Plastic (bottles, wrappers, toiletries)**
- **Paper (printed itineraries, tickets, souvenir boxes)**
- **Metal (cans, disposable utensils)**
- **Food (excessive service)**
- **Water (drought-regional use catered to non-drought clients)**
- **Light (excessive illumination in sensitive nature zones)**
- **Sound (excessive operation in sensitive nature zones)**

Indagare's vendors do not provide live, ongoing data around these waste types, though it may be available in those companies' impact reports. Indagare chooses partners with similar values around sustainability and expresses the need for waste reduction as part of Indagare itineraries.



# IMPACT TRAVEL





Indagare has seamlessly integrated Impact into every journey, evolving from standalone Impact Journeys to a holistic approach where sustainability and social engagement are woven into all our travel experiences. Every trip has the opportunity to include a fundraising element, and our portfolio of countries wherein impact experiences are available on the ground continues to grow. In 2024, this portfolio grew to 26 countries total, representing 23% of the countries to which our members traveled, a 53% jump from 2023.

### Countries with an impact opportunity include:

- **Australia**
- **Botswana**
- **Brazil**
- **Canada**
- **Chile**
- **Ecuador**
- **Egypt**
- **France**
- **French Polynesia**
- **India**
- **Indonesia**
- **Italy**
- **Japan**
- **Kenya**
- **Malawi**
- **Madagascar**
- **Mexico**
- **Mongolia**
- **Morocco**
- **Mozambique**
- **Peru**
- **Rwanda**
- **Spain**
- **Sri Lanka**
- **Tanzania**
- **Thailand**
- **USA**
- **Zambia**
- **Zimbabwe**



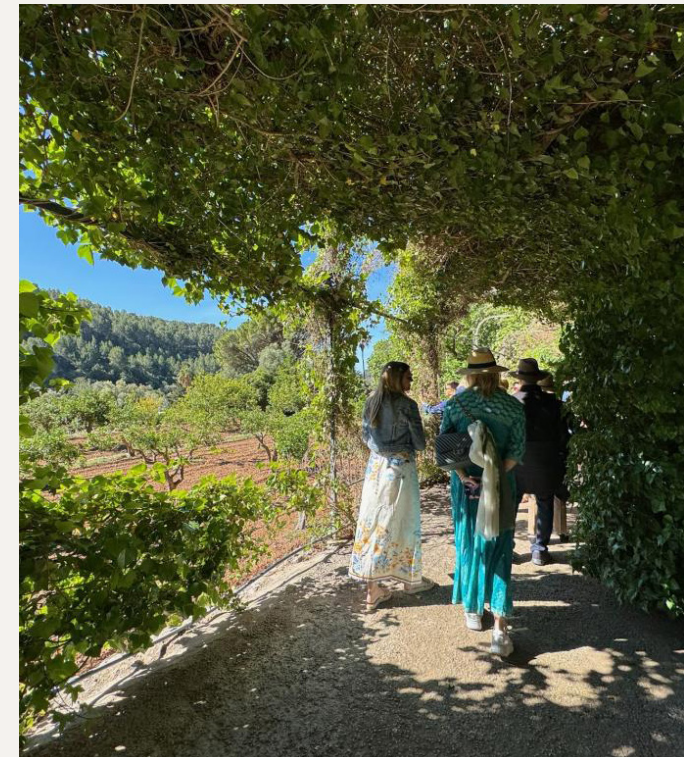
Like our primary Impact Partnerships, these destinations have been chosen according to a rigorous vetting process, involving stakeholder engagement, financial review, long-term goals, and more. Talk to your Indagare Trip Designer about how your trips are making a difference.



## Highlight on Mallorca

In May 2024, Indagare, in partnership with Architectural Digest, led an extraordinary journey through Mallorca, weaving together art, architecture, and cultural immersion to benefit the Fundacion Jakober. A highlight of the itinerary was an exclusive visit to the Sa Bassa Blanca Museum, the heart of the Jakober Foundation, which is dedicated to the preservation of Spanish historical heritage through the intersection of science and biodiversity. Located within a protected wildlife sanctuary, the museum showcases a remarkable collection of art and fosters environmental and cultural education programs for local children. By engaging with the Jakober Foundation's work, Indagare reaffirmed its commitment to responsible travel—ensuring that luxury exploration also fosters meaningful impact on the communities and landscapes we cherish.

**“ You should know that everywhere I go, I am talking about our time in Mallorca and what a wonderful experience you created for us. I loved the diversity of experiences - the museums, enchanting homes, fabulous restaurants and breathtaking views of the ocean and the hills of Mallorca. All my friends and work colleagues are jealous of the fabulous adventures I am enjoying with you and the Indagare team.”**





# IMPACT HOTEL PROGRAM

In 2022, Indagare set out to help members design more sustainable itineraries by creating the Impact Hotel Program. Relevant standards were developed in accordance with the Industry Standards of the Global Sustainable Tourism Council, and applicants to the Indagare program cannot receive Impact Hotel status without a thorough vetting process. Standards are publicly available on Indagare's website.



## IMPACT HOTEL PROGRAM

**Indagare began 2024 with 18 Impact Hotels in our portfolio. We closed the year with 70, a 388% increase. New to the program include:**



### Belmond Maroma

Maroma, A Belmond Hotel integrates sustainability and cultural heritage into its luxurious guest experience. The hotel's renovation honors Mexican heritage and traditional Maya culture with 80 percent of the furnishings and interiors handcrafted by local artisans, while also preserving 88 percent of its natural surroundings, earning EarthCheck Design certification. Committed to local wildlife conservation, the resort actively supports initiatives such as the Sea Turtle Protection Program and the Melipona Bee Protection Program in collaboration with Fundación Selva Maya. Maroma also supports cultural and environmental awareness through the Bee School, coral mapping, and collaborations with local artisans. With programs like Vida para mi Escuela and Parley for the Oceans, Maroma fosters community engagement, environmental education, and conservation to safeguard Mexico's vibrant ecosystems and traditions.



### Alila Ventana

Big Sur is a tightly knit community of artisans, craftsmen and otherwise handy people who have learned to take care of each other fiercely in the times the roads are blocked by landslides. This sense of self-reliance has laddered up into the ethos of Alila Ventana, where the hotel proudly displays its commitment to the land through holistic sustainability initiatives. The on-site farm supplies most of the greens and eggs on the menu, as well as all of the honey, while the furniture is created from naturally fallen on-site redwood. To more communal point, the hotel works hard to engage residents, including the indigenous Esselen people, to conserve what makes Big Sur special. The property works closely with the Big Sur Fire Fund as well as the Ventana Wildlife Society to protect the land for all those upon it.



# IMPACT HOTEL PROGRAM



## Ceylon Tea Trails

As a restored tea plantation, Ceylon Tea Trails has the opportunity to make everything old new again. To that end, the property and its parent organization, Resplendent Ceylon, engage in numerous impactful initiatives to preserve the local biosphere and improve the lives of people living in it. The property partners with the Wilderness and Wildlife Conservation Trust to preserve local biodiversity, especially with regards to the highland leopard in the Peak Ridge Forest Corridor. Their Resplendent Academy, established with the William Angliss Institute at SLIIT, offers hospitality training focused on luxury service, female empowerment and local employment, fostering skills that enhance tourism. These initiatives, along with eco-friendly guest activities and support for traditional artisans, underscore a commitment to sustainable, community-centered luxury.



## Necker Island

In 2016, Richard Branson began ideating philanthropic ideas centered in the British Virgin Islands, from supporting small business loans to entrepreneurs and addressing challenges with the environment. The result was the non-profit United BVI. As the centerpiece of Necker Island's impact endeavors, United BVI has worked on hundreds of projects and dispersed millions of philanthropic dollars to bring sustainable, positive impact to the surrounding islands. This is on top of the strong sustainability measures saved for the island itself—with over 140 animal species (many of them endangered) on just 74 acres, it's one of the most biodiverse places in the world, and the entire property is powered by 90 percent renewable energy generated on site.

Indagare has never received a complaint or a fine regarding the labeling or marketing of products according to regulations or voluntary codes.

# CORPORATE RESPONSIBILITY

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# Corporate Impact Structure

**The company operates with the below hierarchy on the Impact branch.**

## **Board**

The 5-person Board is made up of 2 women from the Executive team and 3 independent, unpaid male investors, one of whom is married to the CEO. All board members are over 50. Most have held tenure since inception. The Board is briefed by the Indagare C-Suite on Impact initiatives and various Impact priorities but does not specifically engage with stakeholders on the topic outside of the Company. The Indagare founder and CEO serves as the president of the Board. There are currently no mechanisms to identify conflicts of interest or review the performance of the board.

## **C-Suite**

Along with the Board, the 5-person Executive Team makes up Indagare Leadership, comprising 4% of the total workforce. Each member of the Indagare C-Suite is briefed by the Impact Department on Impact initiatives and various Impact priorities, from climate risk to cultural preservation, are considered when making executive decisions, including the Company's Mission

Statement. While the Director of Impact reports to the CFO, all C-Suite executives hold review power over initiatives. The CEO and CFO review and approve sustainability reporting.

## **Management**

Leading the overall Impact Department, the Director of Global Impact allocates impact commitments, sees projects from ideation to launch, performs due diligence, engages with stakeholders, and ensures cultural and procedural compliance with impact values among the greater team. The Impact Department is directly under the review of the Chief Financial Officer, who does not sit on the board but briefs them on the work of the Impact Director as well as any critical concerns around Indagare's sustainability processes.

## **Impact Committees**

When new Impact initiatives develop, Indagare forms committees to guarantee representation and ensure proper dissemination of procedure throughout the organization. These committees are open to staff of all levels and provide input on policies, assist with data analysis, and work with third parties to bring ideas to fruition.

## **Greater Indagare Team**

While not involved in the day-to-day projects of the Impact Department, the entire company is involved in collating data on the status of Indagare's impact processes, particularly with ensuring that planned trips remain carbon neutral according to current strategies. As Indagare strives to include Impact processes throughout the entire business, departments such as Membership, Marketing, Productions, Insider Journeys, and Content consult with the Impact department as their initiatives launch as well. Indagare has not codified a minimum notice time for significant operational changes concerning the greater team.

## **Stakeholders**

Indagare depends on a range of key stakeholders to design and achieve our Impact goals, as well as identify shortcomings. Such categories include:

- Indagare staff: Staff have ongoing access to decision makers in the company, and feedback is regularly integrated into Indagare policy.
- Impact and travel partners: Indagare staff have ongoing conversations with

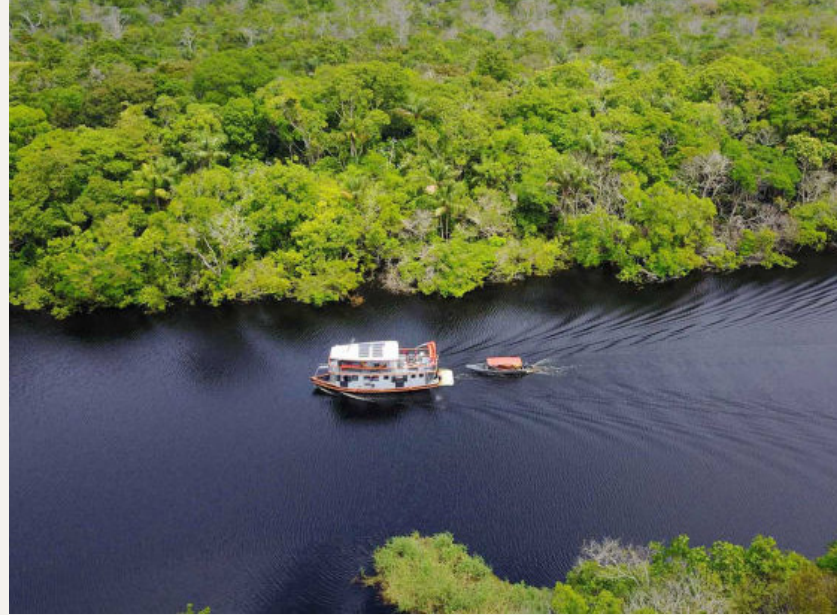
various external stakeholders on topics ranging from business to destination updates and needs. These partners act as regional ambassadors, and through them Indagare stays abreast of potential impact intersections.

- Recipients of financial donations: Beyond open access to digital contact, Indagare strives to visit the recipients of large-scale funding at least once every three years in order to recalibrate financial needs, advance partnership opportunities, and verify KPI performance.

Some of these stakeholders may have a financial interest in our impact work, though not a financial interest in Indagare. It is essential to engage these stakeholders in all impact-related processes to maximize transparency and ensure a broad range of insights are influencing our priorities.



While external **Impact** partners are recipients of direct Indagare funding, most of our partner vendors engage with us on a business-to-business transactional level. Because of this, we have selected partners who share similar **Impact** values and are able to support our efforts, including reaching carbon neutrality and engaging in key projects in destinations where we operate through these partners.



## — SPOTLIGHT ON OUR PARTNERS —



We are honored to partner with **Pelorus Travel**, whose dedication to responsible travel is exemplified through the impactful work of the Pelorus Foundation. This charitable arm is committed to protecting, preserving, and promoting our planet by supporting sustainable initiatives. Through projects like the Climate Investment Fund, which invests in innovative carbon removal solutions, and collaborations with local communities to establish Marine Protected Areas in Kenya, the Pelorus Foundation demonstrates a profound commitment to environmental conservation and community empowerment. Together, we aim to create transformative travel experiences that not only enrich our clients' lives but also contribute positively to the world we explore.

umacanoa

Our top partner in Brazil, **Umacanoa** encourages impactful travel on every itinerary. While they do not have a Foundation arm like Pelorus, Umacanoa identifies an Indagare-vetted impact partner for every journey, such as Fundação Almerinda Malaquias (FAM), a transformative organization in the Amazon. Through FAM, Umacanoa supports vital initiatives that provide environmental education to local youth and promote sustainable craftsmanship, ensuring that traditional knowledge and natural resources are preserved for future generations. This shared dedication to responsible travel allows us to offer our members authentic, impactful journeys that celebrate and protect one of the world's most extraordinary ecosystems.



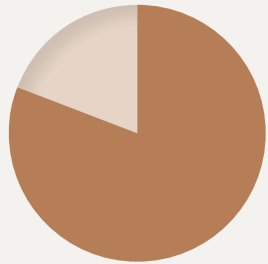
**Natural Selection** is redefining the safari experience by intertwining adventure with meaningful conservation efforts. Their portfolio of camps across Africa isn't just about luxury—it's about protecting the landscapes and wildlife that make these places extraordinary. In Botswana's Okavango Panhandle, where elephants and people share the land, they've introduced the Elephant Express, a groundbreaking initiative that provides safe transportation for local residents navigating elephant corridors. This service not only mitigates human-wildlife conflict but also improves access to schools, healthcare, and employment opportunities, strengthening community resilience. Through initiatives like this, Natural Selection ensures that tourism actively contributes to conservation and coexistence, making every journey a force for lasting impact.



# Employee Makeup\*

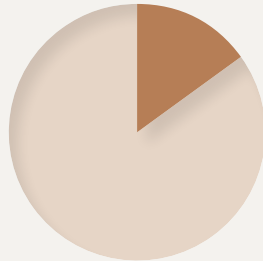
Indagare feels its employees should represent the same level of diversity as the destinations to which our members travel. To that end, Indagare maintains a fair hiring standard to ensure access to roles to qualified applicants of all races, genders, ages, and sexual orientations. Indagare maintains a DEI Statement making all of these positions public and clear. Indagare maintains an anonymous reporting process and has never faced allegations nor lawsuits relating to discrimination.

**In 2023, Indagare became large enough to qualify for mandatory EEO (Equal Employment Opportunity) reporting requirements. As of 2024, survey results show:**



81.3%

of the company  
identifies as women



15.2%

of the company  
identifies as non-white or  
did not specify race

**The leadership team represents similar demographics.**

**WBENC- and SBA-recognized  
as female-founded and owned**

**Board is 40% women**

**Executive team is 60% women**

**Leadership team is 100% women**

Against a global average of 29% female-filled senior management roles, Indagare is leading the way in gender equality in the workplace.

**In 2024**, Indagare had a growth rate of -1.8% with 112 full-time employees total, spread across 27 states, all provided fair opportunity in accordance with our non-discrimination policy. 19 Indagare employees decided to seek employment elsewhere, leading to a turnover rate of 16.1%. Indagare had two temporary workers.

All full-time employees have access to life insurance, health insurance, parental leave, retirement planning with matching, and tenure-based company ownership. Full-time employees have a two-week minimum onboarding process. Industry knowledge trainings are offered for 1.5 hours per week. Four DEI trainings are offered each year. Management training were held throughout the year in 2024. Full-time staff undergo a biannual review process.

*\*Data is compiled as a head count from the end of the reporting area and not averaged across it.*



# Non-Employee Workers

- **12 Ambassadors** – Indagare members and friends of members who help to sell slots on group trips. Ambassadors work on their own time and are not compensated but may receive spots on 3-4 incentive trips to locations such as Africa or Indonesia.
- **12 Hosts** – Hosts are contracted by Indagare to lead Indagare Journeys. They are paid a project-based fee, including travel.
- **7 Camera Teams** – Local crews are contracted by Indagare with a project-based fee to support the Productions team on individual shoots that may last several days.
- **17 Freelancers** – The Content team engages freelancers for copy writing and editing when volume exceeds full-time capacity, as well as design and implementation throughout the year. These contractors are paid on hourly rates or project-based fees. In addition to the Content Team, the Journeys team also used one contractor for operational support.
- **20 Contractors** – The overall Indagare team uses a variety of consultants for legal, security, technology and financial services not related to the above roles. These consultants are paid an hourly rate, a monthly retainer, or a project-based fee depending on the service.

Non-employee workers make up **38%** of Indagare's work-force by head count, but far less by full-time equivalents. Non-employee workers do not have access to full-time benefits.

*\*Data is compiled as a head count from the end of the reporting area and not averaged across it. As this is the first year collating this data, information on fluctuation between reporting periods is yet unavailable.*





# People and Culture

**Indagare puts high value** on parental wellness. The Company offers 16 weeks of paid parental leave for both mothers and fathers, allowing new flexibility for employees with important home-care responsibilities. Indagare also extended 10 weeks of unpaid, job-protected leave for a total of 26 weeks. In 2024, 5 employees took maternal leave and 1 took paternal leave. The company maintains a 100% retention rate of employees remaining at Indagare 1 year after their leave ends.

In keeping with Indagare's dedication to providing family planning opportunities, the Company maintains fertility treatment benefits, including IVF coverage through a partnership with Carrot, as well as travel benefits for family planning.

Indagare partners with Carta to distribute shares of the company to tenured employees, providing ownership opportunities to those who have dedicated so much time to helping the company grow.

## **Other ongoing corporate and local responsibility initiatives include:**

- In-depth environmental policy and training is included in the onboarding process for new employees.
- Indagare's Leadership team has undergone DEI (Diversity, Equity, and Inclusion) training, while the greater staff has access to such training.
- Current employees receive training on new processes for carbon neutrality and project fundraising, and office hours are offered for continuous assistance.
- Indagare maintains a remote work policy, allowing for the hiring of more diverse employees with perspectives beyond New York City.



## Financial Equality and Ethics

**Indagare provides** demographically-blind salaries bound to position-specific bands as set by the CFO. All full-time employees are salaried and not subject to minimum wage rules. Indagare's Executive team earns less than 4x the company's lowest paid employee, compared to the global average of 399x in 2022. Under the band model, compensation increased evenly across the board in 2023. While Indagare staff are not unionized, Indagare would abide by any collective bargaining agreements. Indagare

does not use other industry collectives to determine terms of employment. No loans or advances have been, or are planned to be, issued to existing stockholders or members of the Leadership team, and all financial and equitable compensation is fully disclosed in accordance with ethical and regulatory reporting requirements. Board members are not compensated. As of 2023, Indagare Travel has not been audited. Indagare does not have an anti-corruption policy and has not assessed operations for corruption.

## Human Rights

**Indagare recognizes** that the tourism sector is at risk of using forced labor, child labor, or violating collective bargaining agreements, especially in low-level hospitality roles in under-regulated destinations. Indagare maintains a Statement on Human Rights, written by the Director of Impact and approved by the Executive Team. Indagare fundamentally believes in the dignity and equality of every human, and wrote the statement with reference to the 30 articles of the UN Universal Declaration of

Human Rights, as well as the 11 fundamental instruments of the ILO International Labor Standards. The Statement applies to all of Indagare's activities. Details on implementation, including processes for grievance and remediation, can be seen within the Statement. Indagare has not been involved with any incidents involving the violation of rights of indigenous peoples.

## Procurement

**As a travel agency, Indagare** subcontracts all services for its members from local suppliers. Indagare describes "local" geographically in most cases as being based in the country to which members travel. Exceptions apply in certain destinations—some Safari companies are based in South Africa while providing services in pan-African destinations. Some guiding companies in Asia are based in Bangkok while providing touring services in Cambodia, Singapore, Laos, and more. Some hotel companies are globally owned and locally managed. Indagare seeks wherever possible to limit economic leakage while working with properties selected by members.

## Global Health and Safety

**Indagare maintains a** Global Health and Safety policy, requiring staff to adhere to international health guidelines when traveling as a representative of Indagare. Indagare has never had a reported injury by an employee as part of its operational or staff travel processes. Indagare vendors have service-specific health and safety guidelines (such as age minimums for cruises), but Indagare does not personally set, enforce, or track violations of these guidelines. Indagare engages in Worker's Compensation where legally required covering all full-time employees but has otherwise no mechanisms related to occupational health and safety. Indagare vendors may provide safety briefings on an activity basis when Indagare staff are traveling under their care. Indagare has never had a staff member injured while representing Indagare.



## Data Privacy

**Indagare takes data privacy**, protection, and stewardship seriously and maintains compliance with GDPR regulations. With PII such as credit card and passport information being a key part of travel transactions, staff are trained in the encryption, storage, reception, and dissemination of sensitive data. In 2024, there were no leaks nor substantiated complaints regarding customer privacy.

## Compliance

**Indagare complies with** all regulatory frameworks governing its operation. In 2024, it incurred zero fines or sanctions for non-compliance

## Membership Associations and Politicking

**As of 2024**, Indagare is not a member of any national or international advocacy organizations. Indagare does not make political contributions of any kind. Indagare has never been accused of or violated regulations regarding anti-competitive behavior. Indagare received no financial assistance from the government in 2024.



# VISIONS FOR 2025 & BEYOND

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**In 2025, Indagare will seek to expand upon the initiatives above in meaningful ways, such that Impact and Sustainability continue to become key parts of the organization’s operational DNA. Indagare believes that to avoid greenwashing, the company must turn Impact into a way of life, and not a marketing technique.**

### Impact Partner

In 2025, Indagare will sign a new multi-year contract for funding the Long Shields, expanding our role to allow for greater operational strength on the ground. Likewise, the Long Shield Lion Guardians will continue to strengthen its conservation efforts and expand its impact. The program will maintain its dedicated team of 11 guardians, a Guardian Assistant, and a Project Manager around Hwange National Park, focusing on improving livestock husbandry, monitoring wildlife, and mitigating conflict with lions. The team will grow with the addition of a Guardian Coordinator in the Tsholotsho region to enhance operations and lead the early warning system. The Long Shields will further its use of the Spatial Monitoring and Reporting Tool (SMART), a crucial framework for program evaluation and management. The program will also continue collaring conflict-prone lions,

adding at least three new GPS collars to support the early warning system. In addition, the Long Shields will expand its mobile boma initiative in Tsholotsho, collaborating with local stakeholders for effective co-management. The program will also focus on education, delivering training to primary schools near Hwange National Park and distributing the revised “Vusa the Lion Guardian” comics to further engage the community in lion conservation.

In 2024’s report, Indagare indicated a desire to find a second long-term partner to fund at the level of the Long Shields. Indagare was not able to find an organization that matched its goals and funding aims. In 2025, Indagare will not continue that search, instead focusing on expanding our existing partnerships with both the Long Shields and smaller organizations we partner with for Indagare Journeys and individual trip planning services.

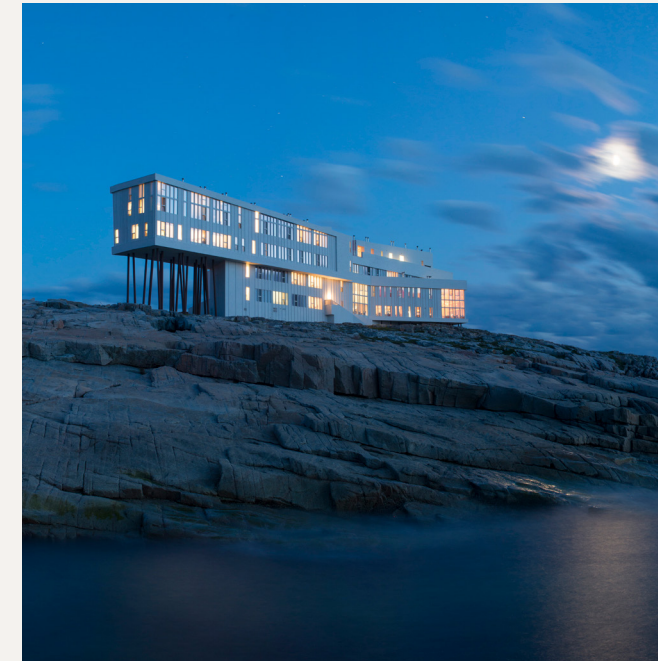
### Carbon Neutrality

In 2025, Indagare will remain 100% carbon neutral. In addition, a large priority will be the decarbonization of the Indagare value chain. While full decarbonization is impossible pending the creation of long-haul capable electric airplanes, Indagare will refine its itinerary planning process and promote partners

who have equally deep, locally significant impact processes. Indagare will also begin the process of enacting tracking protocols for other greenhouse gases like methane and nitrous oxide.

### Impact Travel

In 2024, Indagare donated over \$100,000 to individual organizations engaged as part of the travel planning process, and in 2025 Indagare remains committed to its mission of sourcing, vetting, and offering impactful travel experiences around the globe. With a steadfast dedication to curating journeys that inspire, educate, and enrich, Indagare continues to set the standard for discerning travelers seeking authentic and transformative adventures. Through meticulous research, partnerships with local experts, and a deep understanding of cultural nuances, Indagare ensures that every trip they organize is not only memorable but also leaves a positive footprint on the destinations visited. In a world where meaningful travel experiences are increasingly valued, Indagare stands as a beacon of excellence, guiding travelers towards discovering the extraordinary and fostering connections that transcend borders.





## Hotel Program and Content

Indagare will continue to expand its hotel program by vetting additional hotels against our strict standards. Indagare's website will be updated to accommodate better visibility for the hotels that qualify, as well as provide a faster cadence of Impact programming, articles, interviews, and more. And with Indagare's new Online Bookings Platform, it's easier than ever for guests to design and act on their perfect Impact Itinerary.

## Administration

In 2025, Indagare will build on the growing suite of codified policies to include mechanisms for stakeholders to raise concerns about Indagare's business conduct.

As our technological capabilities grow, we will be able to scale the uptake of these policies among our travel partners, providing greater security and stability for our membership base.





## Conclusion

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**A**s we close 2024, Indagare remains steadfast in its commitment to making travel a force for good. The strides we have made this year—in carbon reduction, conservation, and responsible tourism—reflect our deep belief that how you travel matters.

Looking ahead, we are focused on deepening our partnerships, refining our sustainability tracking, and ensuring that every Indagare itinerary contributes meaningfully to the destinations we visit. Our ongoing support for conservation efforts, our expanding network of Impact Hotels, and our commitment to offsetting emissions beyond neutrality demonstrate that luxury and responsibility are not mutually exclusive—they are essential companions.

**Thank you to our members, partners, and team for being part of this journey. Together, we are shaping the future of luxury travel—one that is not only inspiring but also leaves the world better than we found it.**





# Appendix

## CARBON FOOTPRINT – How We Calculate

As Indagare does not own its own means of production and calculates its carbon footprint almost entirely based on Scope 3 emissions, we must estimate the emissions created by our downstream partners, including airlines, hotels, and tour operators. Indagare has a proprietary carbon calculator to collate these emissions and uses figures derived from the below sources in our calculations.

- Air Travel: International Civil Aviation Organization
- Rail Travel: The Carbon Fund
- Hotels: Cornell University Hotel Sustainability Benchmarking Index
- Vehicle Transfers: US Environmental Protection Agency
- Ferry Transfers: UK Department of the Environment
- Meals: Johns Hopkins Center for a Livable Future
- Yacht Charters: Burgess Yachts, Sailors for the Sea
- Cruises: MyClimate
- Office Emissions (Scope 2): US Environmental Protection Agency

Indagare does not currently track its emissions of methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulphur hexafluoride, nitrogen trifluoride, or trichlorofluoromethane. As Indagare is not engaged with manufacturing, the emission of more niche greenhouse gases are presumed to be zero, while more common gases are scaled to the same emission sources as the tracked carbon emissions.

## IMPACT HOTEL CRITERIA

### Natural Heritage

- The hotel supports and contributes to biodiversity and conservation efforts, including the use of its own land, where applicable.

- The hotel commits resources to the upkeep of its surroundings, even outside its property, including the prevention or introduction of invasive species.
- The hotel offers guests the ability to interact with the surrounding nature in a responsible way that respects the integrity and welfare of the flora and fauna involved.
- The hotel's construction was done with minimal impact on its base and incorporates natural aesthetics and local materials.

### Environmentalism

- The hotel tracks its impact on the environment, including waste, emissions, light, noise and water contamination, and has implemented a plan to reduce that impact.
- The hotel sources products with minimal impact on the environment, including capital goods, consumables, building materials and gardening products.
- The hotel offsets carbon emissions that it has not already eliminated.
- The hotel provides meaningful ways for guests to minimize their own environmental impacts during their stay

### Cultural Heritage

- The hotel's design melds into or matches the community it inhabits and incorporates local customs, traditions and cuisines, while respecting their intellectual property.
- The hotel commits resources to the preservation of customs and culture of the community, as well as upkeep of important local sites, without impeding the locals' use of the same.
- The hotel offers guests the ability to interact with and learn from the people in the local area in a responsible way that benefits all parties involved, at the pleasure of the impacted locals, and provides instruction on expected codes of conduct.

- The hotel seeks input from the local community on large-scale decisions that would impact them.

### Community Development

- The majority of the staff is hired locally, without discrimination and with fair wages, and the hotel offers management opportunities and personal career development to locals.
- While respecting traditional culture, the hotel also enacts quality-of-life improvements (such as regarding infrastructure and education), especially for marginalized members of the local community.
- The hotel sources as much of its food, toiletries, décor and other supplies as possible from local traders, farmers, artists etc.
- The hotel either runs or partners with a local NGO.

### Transparency

- The hotel has implemented a short-term, medium-term and long-term management plan for the above. This plan is clearly and transparently outlined for all, including staff, guests and community members.
- Promotional material accurately reflects the initiatives organized by the hotel.
- The hotel has sought outside certification on any or all of the above practices.

### Energy Mix

- Anthesis Group. "Remote Worker Emissions Methodology." February 2021. [Online] Available: [Here](#). (Dec, 2023)