

2025 SUSTAINABILITY REPORT



Public Report

Sustainability Report 2025 – Kilidove Tours –

Welcome Message

This is Kilidove Tours' first annual sustainability report and an important step in our sustainability journey.

Sustainability has always been part of the way we work, even before we formally documented it. Through this report, we want to share what we have done in 2025, what we have learned, and where we want to improve.

This report is shared with our teams, partners, guests, and stakeholders. It reflects our commitment to responsible tourism, respect for people and culture, and protection of the natural environment in which we operate.

We know this is a learning process. Our goal is not to be perfect, but to be transparent, practical, and continuously improving.

Thank you to all our teams for their daily efforts and support.

1. Who We Are

Kilidove Tours is a tour operator operating in Tanzania and Kenya, specializing in nature-based and responsible travel experiences.

Our Activities

We offer:

- Safari game drives
- Mountain climbing experiences
- Cultural and community-based activities
- Zanzibar excursions operated through trusted third-party partners

2. Our People

Our teams are at the heart of our operations.

Kilidove Tours works with mostly local staff across guiding, logistics, operations, and office coordination. We are committed to fair employment, ongoing training, and a safe working environment.

In 2025:

- Our ground team was 96% Tanzanian, and 100% based in Arusha
- 32% of team members were female
- Sustainability training was a key focus through the Travelife training framework

We believe investing in people is one of the best ways tourism can create long-term positive impact.





In 2025, Kilidove Tours implemented practical actions to reduce our environmental impact, strengthen community benefits, and support responsible tourism. These actions represent our main sustainability progress during the year.

3. Our Approach

We take practical steps to reduce waste, resource consumption, and plastic use across our operations.

Environmental Practices

In 2025, our refilling bottle policy helped us avoid **14,052 single-use plastic bottles**, significantly reducing plastic waste generated during tours.

We also continued using reusable hamper lunch boxes instead of disposable lunch packaging during safaris. This initiative helped avoid an estimated **220 kg of disposable waste**, based on an average reduction of **0.165 kg per guest per day across 779 guests**.

In addition, we reinforced our selective waste practices to reduce landfill disposal and improve waste separation.

We also improved operational efficiency, contributing to a **2.3% reduction in fuel consumption** between 2024 and 2025, helping lower our overall environmental impact and emissions.

4. Our Commitments

In 2025, Kilidove Tours strengthened responsible tourism principles across all operations. We are committed to:

- Environmental Responsibility
Reducing waste, saving resources, and limiting plastic use through internal policies.
- Community Support
Supporting local employment, suppliers, and community development.
- Guest Education
Encouraging low-impact travel and respectful behavior.
- Cultural Preservation
Using a sensitive excursion list and clear “do and don’t” guidance for cultural visits.

These commitments align with the Travelife Partner framework and guide our future improvements.

5. Our Sustainability Actions in 2025

Plastic and Disposable Reduction

We continued our refilling bottle policy and expanded the use of plant-based water bottles across our operations. In parallel, we maintained the consistent use of 100% reusable picnic hamper boxes for safari lunches, eliminating single-use food packaging such as disposable containers, cutlery, and paper wrapping. Together, these initiatives significantly reduced single-use plastic and disposable waste linked to our tours.

Emissions Tracking and Carbon Offset Planning

Section	Item	Value	Unit/Notes
Inputs	CO2 absorbed per tree per year (kg)	10	Editable (number)
Inputs	Tree survival rate (0-1)	0.7	Editable (example 0.7 = 70%)
Totals	LPG total CO2 (kg)	1440	kg CO2
Totals	LPG total (tCO2)	1.44	tCO2
Totals	Generator total CO2 (kg)	375.2	kg CO2
Totals	Generator total (tCO2)	0.3752	tCO2
Totals	Combined energy total CO2 (kg)	1815.2	kg CO2 (LPG + Generator)
Totals	Combined energy total (tCO2)	1.8152	tCO2 (LPG + Generator)
Trees	Energy trees needed (surviving)	182	trees (surviving)
Trees	Energy trees to plant (adjusted for survival)	260	trees to plant
Trees	Energy extra trees needed	78	additional trees
Trees	Staff mobility trees needed (surviving)	442	trees (surviving)
Trees	Staff mobility trees to plant (adjusted for survival)	631	trees to plant
Trees	Staff mobility extra trees needed	189	additional trees
Trees	Total trees needed (surviving)	624	total surviving trees
Trees	Total trees to plant (adjusted for survival)	891	total trees to plant
Trees	Total extra trees needed	267	total additional trees
Method	LPG calculation	CO2 (kg)=LPG kg × 3.0	EF: 3.0 kg CO2/kg LPG
Method	Generator calculation	CO2 (kg)=Litres × factor	Diesel: 2.68 Petrol: 2.31 kg CO2/litre
Method	Convert to tonnes	tCO2 = kg CO2 / 1000	

Fuel Efficiency Improvement

In 2025, we strengthened our Sustainable Driving Code of Conduct for safari guides and reinforced consistent preventive vehicle maintenance. As a result, we achieved a measurable reduction in fuel consumption of **0.91 litres per safari vehicle per day**. This improvement reduces operational emissions while maintaining safety, comfort, and service quality during our safaris.

Paper consumption

To further limit paper use, we also introduced reusable wooden welcome boards, reducing the need for printed signage and guest information sheets.

Waste Management Improvements

In our offices, we improved selective waste collection and reinforced responsible disposal habits through regular team reminders.

As we strengthened waste separation and recording, our reported waste figures increased. This reflects better monitoring and provides a clearer baseline for future waste reduction targets.

Tree Planting Initiative

As part of our environmental contribution, Kilidove Tours planted 919 trees through our own project in 2025. This initiative supports long-term conservation and restoration efforts.

Emissions Tracking and Carbon Offset Planning

In 2025, we started improving our monitoring of emissions linked to office operations. This included continuous recording of staff mobility and the newly implemented tracking of fossil fuel energy use, such as gas and generator consumption. These records support our carbon offset planning through tree planting. Based on our 2025 calculations:

- 260 trees are planned to offset emissions from gas and generator consumption
- 631 trees are planned to offset emissions linked to staff mobility

Community Engagement

We continued working with local suppliers and communities to promote fair employment and ensure that tourism creates shared benefits in the destinations where we operate.

Ethical Trekking and Porter Welfare

In 2025, Kilidove Tours became a member of #KPAP (@kilimanjaroporterstz) through the Kilimanjaro Responsible Tourism Organisation (#KRTO).

This membership reflects our commitment to ethical trekking practices, fair treatment of porters, and responsible tourism on Mount Kilimanjaro.





Staff Sustainability Training

Staff involvement is essential for long-term sustainability success. In 2025, 100% of our team (23/23 staff members) completed online sustainability training. From October 2025, structured e-learning schedules were introduced to support consistent learning and engagement.

Cultural Sensitivity and Excursion Management

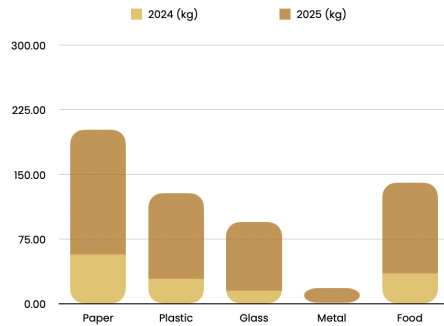
In 2025, we introduced an internal listing of sensitive excursions to ensure that cultural and community visits are managed responsibly. This listing helps raise awareness among our sales, reservations, and operations teams. Clear “do and don’t” guidance supports respectful and ethical cultural experiences.

Responsible Guest Practices

Throughout the year, our guides encouraged guests to travel responsibly through briefings and daily interactions, promoting respectful behaviour toward wildlife, nature, and local communities.

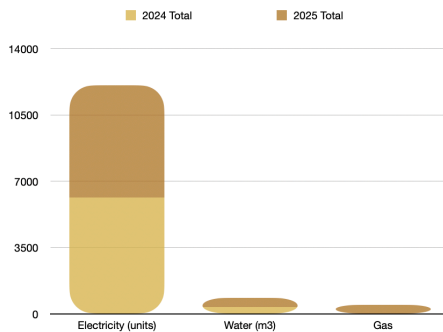
Office Waste results & Comparison 2024-Vs-2025

Waste Category	2024 (kg)	2025 (kg)	% Change 2024-2025	Reduction Goals 2026 %	Reduction Goals 2026 KG	Will be Avoided
Paper	56.85	144.66	154	15%	122.961	21.699
Plastic	29.40	98.96	237	10%	89.064	9.896
Glass	14.90	79.91	436	10%	71.919	7.991
Metal	1.05	16.93	1512	10%	15.237	1.693
Food	35.05	105.33	201	15%	89.5305	15.7995



Office Energy & Water Results & Comparison 2024-Vs-2025

Resource	2024 Total	2025 Total	% Change 2024-2025	Reduction Goals 2026 %	Reduction Goals 2026	Will be Avoided
Electricity (units)	6146	5932	-3.5	10%	5338.8	593.2
Water (m3)	364.7	488.47	33.9	10%	439.623	48.847
Gas	No Datas	480	Not comparable	10%	432	48



6. Our Goals for 2026

Kilidove Tours aims to build on its 2025 sustainability achievements by setting measurable and realistic goals for 2026. As our monitoring systems improve, we are committed to tracking progress more consistently and strengthening our environmental and social impact across all operations.

Environmental Goals

In 2026, we aim to:

- Reduce water and electricity consumption by 10%
- Reduce plastic, glass, and metal waste by 10%
- Reduce paper and food waste by 15%
- Reduce overall paper usage by 5% through digital tools
- Expand recycling and responsible waste separation practices

We also plan to plant 1,000 trees in 2026 to support carbon offset actions linked to our 2025 emissions:

- 260 trees will offset emissions from gas and generator consumption
- 631 trees will offset emissions linked to staff mobility
- The remaining trees will contribute to additional operational emissions and provide a buffer for long-term impact

We will also monitor previously planted trees to ensure survival and lasting benefits.

Community Goals

In 2026, we aim to:

- Strengthen partnerships with sustainable local suppliers and communities
- Continue investing in staff development and training
- Support at least one new community or conservation initiative

Operational Goals

We will also focus on:

- Improving sustainability monitoring and documentation

Strengthening internal communication so all staff contribute to sustainability objectives

2025 - Waste Avoided

Month	Total Pax	Total day	Total Btls / Safari	Disposable waste Kg
Jan	50	125	936	20.625
Feb	70	151	1248	24.915
Mar	41	33	480	5.445
Apr	26	33	456	5.445
May	55	37	846	6.105
Jun	93	177	1626	29.205
Jul	119	186	2340	30.69
Aug	89	170	1656	28.05
Sep	104	140	1809	23.1
Oct	49	98	1017	16.17
Nov	33	94	648	15.51
Dec	50	85	990	14.025
2025 Total	779	1329	14052	219.285

Fuel Consumption - Comparison 2024- 2025

2024-SAFARIS		
Days Travelled	Number of groups	Total Days / Category
2	11	22
3	32	96
4	27	108
5	48	240
6	30	180
7	16	112
8	11	88
9	5	45
10	5	50
11		0
12	2	24
13		0
2024 Total		965
Fuel Consumption L		38265
Average Fuel / day in L		39.65

2025-SAFARIS		
Days Travelled	Number of groups	Total Days / Category
2	8	16
3	23	69
4	24	96
5	34	170
6	40	240
7	30	210
8	23	184
9	9	81
10	4	40
11	6	66
12		0
13	2	26
2025 Total		1198
Fuel consumption L		46412.87
Average Fuel / day in L		38.74

Improvement per day in L	0.91
Saved on 2025 in L	1091.24

7. Numbers at a Glance – 2025

To give a quick snapshot of our sustainability achievements, here are the key indicators for 2025. These numbers are simple and easy to understand – a starting point for more detailed tracking in the future.

Key Indicators – 2025

- Staff trained on sustainability: 100% (23/23 staff members)
- Sustainability actions implemented: 8 key actions completed
- Trees planted through our initiative: 919 trees
- Single-use plastic bottles avoided: 14,052 bottles
- Disposable waste avoided: 220kg
- Fuel reduction by 2.3%
Fuel saved: 0.91 L per safari day × 1,198 safari days = 1,091.24 litres of fuel saved, preventing an estimated 2,924 kg CO₂ (≈2.9 tonnes) of emissions in 2025.
- Paper-saving initiative introduced: Wooden welcome boards
- Emissions monitoring : Continued Staff mobility and introduced fossil fuel use recorded to support carbon offset planning
- Ethical trekking commitment strengthened: Member of #KPAP through #KRTO to support fair porter treatment on Kilimanjaro

Sustainability Actions Implemented in 2025

1. Continued to reduce single-use plastics through a refilling bottle policy and plant-based alternatives
2. Introduced wooden welcome boards to reduce paper printing
3. Improved selective waste disposal practices in office operations
4. Strengthen our sustainable driving code of conduct.
5. Shared internal reminders to strengthen daily sustainability habits
6. Planted 919 trees through our own environmental initiative
7. Delivered sustainability e-learning training with full staff participation (23/23)
8. Educated guests on responsible tourism practices through guide briefings

8. Challenges & Lessons Learned

2025 was a year of learning as we continued implementing sustainability practices across Kilidove Tours. While we achieved important progress, we also faced challenges that highlighted where further improvement is needed.

Tracking and Measuring Impact

Measuring sustainability impact consistently was challenging, especially for waste monitoring and resource use.

As we introduced better waste separation and improved internal recording, our reported waste figures increased significantly:

- Paper waste: +154%
- Plastic waste: +237%
- Glass waste: +436%
- Metal waste: +1512%
- Food waste: +201%

These increases mainly reflect improved tracking and more accurate categorization, providing a clearer baseline for future reduction efforts.

Electricity use decreased slightly (-3.5%), while water use increased (+33.9%), showing where more efficiency work is needed.

Emissions Monitoring Still in Development

In 2025, we continued tracking staff mobility and began recording fossil fuel consumption (gas and generator use). This is an important step toward stronger climate accountability and future offset actions through tree planting.

Key Lessons Learned

We learned that:

- Reliable monitoring systems are essential
- Staff engagement accelerates progress
- Building clear baselines supports realistic targets
- Continuous improvement helps us adapt and grow

By sharing both achievements and challenges, we strengthen transparency and credibility.

9. Travelife & Compliance

Kilidove Tours' sustainability efforts are aligned with the Travelife certification framework, a globally recognized standard for responsible tourism.

Our Travelife Status

Kilidove Tours was awarded Travelife Partner status in September 2024, covering office operations, driver-guides, and mountain guides.

Key Focus Areas Under Travelife

Our work under Travelife has focused on:

- Waste reduction and improved waste management
- Staff sustainability training and awareness building
- Support for conservation and responsible tourism initiatives

Policies, Reporting, and Documentation

Kilidove Tours has a written sustainability policy available on our website.

2025 was our first year of structured sustainability reporting. We improved monitoring systems, developed internal tracking tools, and prepared clear reduction targets and a tree planting offset plan.



Since September 2024



Commitment to Certification

In 2025, we submitted the required certification report. A full Travelife Certified audit is planned for early 2026, reflecting our commitment to continuous improvement.

10. Thank You & Contact

We would like to sincerely thank everyone who contributed to Kilidove Tours' sustainability journey in 2025.

- Our Staff: Thank you for your daily dedication and engagement
- Our Partners and Suppliers: Thank you for supporting responsible practices
- Our Guests: Thank you for traveling respectfully and helping protect nature and culture

Sustainability is a continuous learning process, and your feedback is always welcome.

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