

Rayburn Tours Sustainability Policy

Our Commitment

Rayburn Tours is committed to growing sustainably as a business. We believe that responsible business is paramount to our success and will enable future generations to continue to explore and learn from our world. Our aim is to operate in a way that can minimise any negative impact on the environment and to work positively with our employees, partners, clients and communities at home and within our destinations. Rayburn Tours' sustainability policy aims to set out our vision for the next five years, covering our UK operations as well as our overseas trips. This document is a work in progress for everyone in our Company. We commit to the following objectives:

- Embed sustainable development into our business practices.
- Reduce our negative environmental impact at home and in our destinations.
- Have positive relationships with our partners and support them to engage with sustainability.
- Provide a safe and positive work environment for our employees.
- Have a positive impact on the communities we work with.

Our Focus Areas

We have developed four focus areas to direct our sustainability actions. We aim to achieve the following:

Environmental Impact:

- Utilise renewable energy.
- Implement ways to reduce energy consumption and balance our Head Office carbon emissions.
- Manage our waste responsibly.
- Consider sustainable options when sourcing office supplies.
- Offer carbon balancing options for our clients.

Positive Partnerships:

- Develop and maintain positive relationships with our partners.
- Implement a sustainability scoring system.
- Prioritise sustainable partners where possible.
- Support our partners to become more sustainable.

Staff Wellbeing:

- Ensure all our employees are treated with respect.
- Pay a fair and equitable remuneration.
- Prioritise employee wellbeing and happiness, providing a safe and healthy place to work.

Supporting Communities:

- Leave a positive impact on our host communities.
- Support our local communities with charitable partnerships.

This policy is supported by and endorsed by the Joint Managing Directors of Rayburn Tours:



Katie Boyden

(Joint Managing Director)



Jamie Boyden

(Joint Managing Director)