

holidayextras
**Climate
Action Plan**
2023



We want to make a positive contribution to the planet and its people, so the world is better off with Holiday Extras in it.



We're at the start of our journey, and a big part of that is understanding the dependencies and impact we have on natural and human capital.

Our Travel for a Better Future strategy has four key pillars focussed on both Environmental and Social factors.



Climate action

Our commitment to reduce our carbon footprint.



Leave only footprints

Our commitment to helping our customers and people travel and live sustainably.



Unleashing potential

Our commitment to developing a purpose led, diverse and inclusive team, unleashing potential for everyone.



Inspire & share

Our commitment to giving back to our communities and inspiring future generations.



One of our pillars is **Climate Action**, inline with the **Paris Agreement** to hold “the increase in the global average temperature to well below 2°C above pre-industrial levels” and pursue efforts “to limit the temperature increase to 1.5°C above pre-industrial levels.”

We made a commitment when we signed the Glasgow Declaration to halve emissions by 2030 and achieve net zero before 2050, and we've got that established as one of our high level goals.

**Halved
by 2030**

**Net Zero
by 2050**

Our emissions targets

The Glasgow Declaration

We believe that holidays are precious. Not only for the wellbeing of the individuals that travel, but to the local economies and communities of the destinations.

It's therefore crucial that we play our part to protect the environment so we can continue to explore the beautiful destinations across the world.

The planet needs our help, and we will play a part in creating a future where travel is sustainable, so that's why we signed the [Glasgow Declaration](#) in November 2021 – to be a part of the solution and hold ourselves accountable.





Our approach

When it comes to making changes to achieve our goal, we will address carbon emissions that are owned or controlled by us (scope 1 & 2 emissions) as well as our indirect emissions, including those of our suppliers and the impact of our products and services (scope 3).

By reducing our emissions, driving awareness and making it easier for our customers to make sustainable choices we can help ensure we can continue to visit the places around the world that we love.

We recognise we're in a sector that's difficult to decarbonise and whilst reduction is the priority we will in the short to medium term explore the value and feasibility of high-quality offsetting and carbon removals as part of our plan. Longer term, our goal is to reduce our emissions by 95% and move to removals only for the remaining 5%.

Our approach to reducing our emissions is broken down into **four phases**:

Phase 0 - Foundations, creating the strategy & plan

Phase 1 - Measuring and taking action on scope 1 & 2 emissions, driving awareness & exploring opportunities within the full product lifecycle

Phase 2 - Measuring and testing within full product lifecycle (scope 3)

Phase 3 - Making an impact on full product lifecycle emissions (scope 3)

2030 Goal: Halve emissions (Net Zero by 2050)

To help us check our progress we've identified some key milestones along the way.

MILESTONES

- We have a science based target aligned with the Paris Agreement by 2024
- Climate action plan created for scopes 1, 2 & 3 by December 2023
- Publicly reporting goals and progress annually
- Explore high quality offsetting/removal what we can't reduce by December 2023
- We have established reduction targets to drive us towards achieving our ultimate goal
- 95% reduction in emissions by 2050 (rest removal)

In 2016 the UK signed the Paris Agreement, its goal is to limit global warming to well below 2, preferably to 1.5 degrees celsius, compared to pre industrial levels.

Every person, business and government needs to take action to achieve this.



Plan overview

Overall goal: Reach net zero by 2050 (50% by 2030)

95% through reduction and 5% through removal

Our focus for next 12 months

Measure & Decarbonise

Area	Problem to solve	Potential projects	Phase	Long, mid or short term	Kent Campus	Chauntry	Airparks	Park It
Carbon footprint calculating	How do we ensure we have robust accurate emissions data?	Engage with relevant partner to calculate full scope 1,2 3 emissions, set targets and measure progress	1	Short Term	✓	✓	✓	✓
Energy	How can we move to 100% renewable energy?	<ul style="list-style-type: none"> In the short term we continue to complete quick wins and review the energy efficiency of the building, and how and when we use the buildings. 	1	Short Term	✓	✓	✓	✓
		<ul style="list-style-type: none"> We are exploring various longer term solutions such as ground source heat pumps and solar. 	1	Mid Term	✓	✓	✓	✓
Commuting	How do we reduce emissions from commuting to net zero?	<ul style="list-style-type: none"> Continue to promote electric car salary sacrifice scheme 	1	Short Term	✓	✓	✓	✓
		<ul style="list-style-type: none"> We are reviewing various mid term solutions such as car sharing platforms and how we can incentivise alternative methods of transport. 	1	Mid Term	✓	✓	✓	✓

Area	Problem to solve	Potential projects	Phase	Long, mid or short term	Kent Campus	Chauntry	Airparks	Park It
Water	How can we increase water efficiency?	Review any other water conservation or reduction opportunities such as rainwater harvesting	1	Mid Term	✓	✓	✓	✓
Waste	How do we achieve zero waste going to landfill?	<ul style="list-style-type: none"> Whilst our waste partner sends no waste to landfill, we are focussed on reducing the waste we produce by improving our recycling facilities, and reducing use of single use plastics and review circularity of all we buy 	1	Short Term	✓	✓	✓	✓
		<ul style="list-style-type: none"> We are exploring how we can help our customers reduce single use plastics on holiday 	1	Mid Term	✓		✓	
Digital footprint	How do we ensure we're using the most energy efficient and sustainable platforms & technology?	<ul style="list-style-type: none"> Review current impact of the biggest platforms in use 	1	Short Term	✓	✓	✓	✓
		<ul style="list-style-type: none"> Energy efficiency of our websites/apps 	1	Mid Term	✓	✓		✓
	How can we ensure our working practices are as efficient as possible?	<ul style="list-style-type: none"> Create best practice guides 	1	Short Term	✓	✓	✓	✓

Area	Problem to solve	Potential projects	Phase	Long, mid or short term	Kent Campus	Chauntry	Airparks	Park It
Business travel	How can we reduce business travel emissions?	<ul style="list-style-type: none"> Create sustainable policy for business travel including balance of in person meetings, and method of transport i.e when to take car vs. public transport 	1	Short Term	✓	✓	✓	✓
		<ul style="list-style-type: none"> Review company car fleet & moving to electric 	1	Mid Term	✓	✓	✓	✓
Working from home	How can we reduce work from home emissions?	Working from home guides to reduce impact & emissions, explore any relevant benefits	1	Short Term	✓	✓	✓	✓
Our customers	How do we help our customers make sustainable choices?	<ul style="list-style-type: none"> Launch sustainability rating across our full product range 	2	Short Term	✓		✓	
		<ul style="list-style-type: none"> Introduce sustainable and alternative products 	2	Mid Term	✓		✓	
		<ul style="list-style-type: none"> Provide features in our app to allow customers to make informed product choices and understand their impact 	2	Mid Term	✓	✓		
Carbon offsetting/ removal	How can we further minimise our negative impact alongside our reduction strategy?	Explore high quality (i.e Gold standard) offsetting & removal schemes, moving to 100% removal overtime	1	Short Term	✓	✓	✓	✓

Regenerate

Area	Problem to solve	Potential projects	Phase	Long, mid or short term	Kent Campus	Chantry	Airparks	Park It
Our own car parks	How do we make Airparks the most sustainable car park in the UK?	Explore projects such as electric buses, solar panels and regenerative projects	2	Mid to Long Term			✓	
Nature based solutions	How do we contribute to regeneration?	Explore credible projects we can invest in	1	Short Term	✓	✓	✓	✓

Collaborate

Area	Problem to solve	Potential projects	Phase	Long, mid or short term	Kent Campus	Chauntry	Airparks	Park It
Partnerships	How can we work in partnership to achieve shared goals more quickly?	<ul style="list-style-type: none"> Share our goals and intentions to help educate and drive action to reduce emissions 	1	Short Term	✓	✓	✓	✓
		<ul style="list-style-type: none"> Identify mutually beneficial opportunities to achieve shared goals 	2	Mid Term	✓	✓	✓	✓
		<ul style="list-style-type: none"> Agree new goals with the Travel Foundation on how we can continue to work together to reduce the impact of climate change 	1	Short Term	✓	✓	✓	✓
	How can we use our group strength for greater impact?	Explore new partnerships to help incentivise our customers to make more sustainable travel choices and look at how we could create new opportunities and investments using our group capability	3	Mid to Long Term	✓	✓	✓	✓

Finance & Reporting

Area	Problem to solve	Potential projects	Phase	Long, mid or short term	Kent Campus	Chauntry	Airparks	Park It
Finance	How can we ensure we're working with financial institutions investing in a sustainable future?	Understand our banks/ insurers approach to ESG (environment, social & governance), review pension providers	1	Short Term	✓	✓	✓	✓
	How can we ensure our own investments & budgets support (not detract from) our climate reduction goals	Introduce a climate lens to investment/budget decision making	2	Mid Term	✓	✓	✓	✓
Transparency	How can we ensure we're held accountable for our goals and actions?	Share strategy and intentions, create internal accountability taskforce (including senior leadership team), annual reporting both internally and externally and sign off appropriate investment	1	Short Term	✓	✓	✓	✓
Awareness & education	How might we help people understand why climate action is important and how they can make changes?	Create relevant customer and employee content and resources	1	Short Term	✓	✓	✓	✓