

## **RAW Travel Carbon Reduction Roadmap (2025–2030)**

### **Vision**

By **2026**, RAW Travel aims to become a **net-zero operator** by offsetting any unavoidable residual emissions through **nature-based projects**. By **2030** reducing absolute emissions by **at least 20%** from 2025 levels on a per capita basis through adopting the measures below. This builds on the reductions we have already achieved in our Head Office operations to date.

### **1. Establish a Carbon Baseline (2025)**

#### **Objectives**

- Conduct a full carbon audit across:
- Operations: offices, staff travel, energy use, freight.
- Trips: transport, accommodation, food, and supplier impacts.

#### **2. Key Actions**

- Put carbon footprint estimates and explanations on all our trips
- Renewable energy use 100%

### **2. Reduce Operational Emissions (2025–2027)**

#### **Objective**

- Cut internal (Scope 1 & 2) emissions by 20%.

#### **Key Actions**

- Transition company vehicles to electric/hybrid by 2027.
- Implement remote-first meeting policy and carbon tracking for staff travel
- Prioritise spending with partners for services who are B-Corp or otherwise certified. Look at purchasing office supplies with companies who have proven sustainability practices.
- Staff move to renewable energy 80% of our staff use renewable energy while working from home. We can incentivise this change by offering a referral discount with key local RE suppliers and allocating 60 mins for staff to make the switch during work hours.

#### **KPIs**

- 50% of our top suppliers (based on \$ spend) will reduce their emissions as part of their journey to net zero. This should in turn help reduce our office expenditure emissions by upto 25% eventually.
- Office waste diverted from landfill 80%
- Business travel emissions ↓ 20% from 2025 baseline, using flights with less emissions and more direct routes.

### **3. Transform Travel Products (2026–2029)**

#### **Objectives**

- Reduce trip-related emissions by 20% (Scope 3).

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### **Key Actions**

#### **1) Transport**

- Prioritize train transport to reach our walking, and cycling routes.
- Contract low-emission transport providers (EVs, biofuels).

#### **2) Accommodation**

- Audit and preference accommodation partners who have eco-certification (e.g., EarthCheck, Green Key) and encourage adoption of sustainable practices with others.
- Establish a “Green Partner” recognition system for compliant suppliers.

#### **3) Food & education**

- Shift group trip catering toward plant-forward menus (target: 50% plant-based by 2028) and encourage local, seasonally based choices with our travellers through education.
- Source food and supplies within 150 km of destination whenever possible.

#### **KPI's**

- Average trip emissions per traveler ↓ 20%
- Certified eco-accommodation use 30%

### **4. Engage Suppliers & Destinations (2026–2030)**

#### **Objectives**

Ensure 50% of suppliers meet RAW's sustainability standards by 2028.

#### **Key Actions**

- Introduce a Supplier Sustainability Code of Conduct.
- Provide training and support for local partners to measure and cut emissions.
- Collaborate with any DMC's used on sustainable tourism planning.

#### **KPIs**

- Supplier sustainability training completion 100%

### **5. Offset Residual Emissions & Regenerate Nature (2025–2030)**

#### **Objectives**

Offset or neutralize all remaining emissions through regenerative, nature based high-impact projects.

#### **Key Actions**

- Partner with Greenfleet for offsets on all trips
- Fund or co-develop RAW Regeneration Projects — reforestation in Australia and Ocean Cleans ups in Southeast Asia.
- Offer carbon-neutral trip for clients by default by 2027 using offsets as the mechanism backed with decarbonisation measures.

#### **KPIs**

- Emissions offset 100% on all our trips