



# 2025 Sustainability Report

Delivering what really matters™



# Contents

## Introduction

- 03 About this Report
- 04 Message from CEO
- 05 evolve Highlights
- 06 About ATPI
- 11 ATPI’s Sustainability Team
- 12 evolve - Sustainability at ATPI

## Environment

- 15 Commitment to Responsible Operations
- 19 Sustainable Travel & Events Solutions
- 25 Collaboration to Sustainable Travel & Events



## Social

- 29 Building the ATPI Family
- 34 Socially Responsible Growth
- 38 Embedding Diversity, Equality and Inclusivity in our Global Operations



## Governance

- 44 Excellence in Governance
- 47 Responsible Procurement
- 48 Comprehensive Sustainability Reporting





# About this report

The annual ATPI Sustainability Report covers the environmental, social and governance activities across the ATPI Group contributing to our overall sustainable performance. This report includes key reportable metrics from the calendar year 2024, and some narrative on initiatives from early 2025 that are already evolving prior to the publication of this report.

In line with our approach to sustainability, this report will only be available in digital copy and will be publicly available on our [website](#) from July 2025.

Our report is targeted to a wide range of stakeholders, not just those with a comprehensive understanding of sustainability concepts.

ATPI first published a voluntary sustainability report in July 2024, covering the reporting period of calendar year 2023. An annual publication is best positioned to show year on year performance and progress in our nine focus areas. In our reporting we are committed to continuous improvement, we have included additional reporting metrics for the first time this year that we have not been able to accurately report on previously. In addition to this voluntary report, ATPI continues to submit sustainability performance reporting to the following.





# Message from our CEO



*“2024 was a dynamic year for ATPI. We continued to grow across the regions, embracing both the challenges and opportunities that come with a rapidly evolving travel landscape. We are proud to lead by example without losing focus on important foundations such as the duty of care we owe our travellers, our responsibility to deliver sustainable travel programmes, and providing solutions to the complex sectors we look after.*

*As a global leader in travel and events management, we recognise the critical need to accelerate the shift toward more sustainable practices. We continue to witness climate-related events such as extreme weather and changing environmental conditions impacting travel. Aviation, in particular faces mounting pressure to decarbonise, and we are fully committed to guiding our clients in making smarter, more sustainable choices. Through ATPI Halo, we continue to offer trusted solutions that support our clients at every stage of their sustainability journey.*

*This year, we are proud to have achieved reductions in our own operational Scope 1 and 2 emissions, milestones made possible through targeted initiatives and a dedicated global effort.*

*We still have work to do in this area.*

*Our growing Scope 3 emissions, driven by business expansion, highlight the urgency to decouple growth from carbon emissions. We have remained dedicated to compensating 100% of our residual emissions with high quality verified carbon credits and supporting the “Reduce & Invest” campaign. We also took the proactive action of investing in Sustainable Aviation Fuel (SAF), a crucial strategy for reducing carbon emissions from aviation. This is what corporate climate leadership looks like.*

*Real progress comes from people, and it is the individuals and teams across ATPI who are driving meaningful change from the inside out and bring our sustainability goals to life. This year, ATPI Inspires has been a shining example of collective action and compassion, reflecting the dedication and values of our teams around the world. We continue to listen through our annual global people survey “Your voice really matters”, using employee feedback to shape a more inclusive, empowering workplace. Equality, diversity and inclusion remain at the heart of our culture, strengthening our ability to lead with kindness, passion and resilience.*

*We understand that collaboration is essential to achieving industry-wide decarbonisation. That’s why we actively partner with clients, suppliers, and industry bodies to create and promote sustainable solutions. We see this as both a responsibility and an opportunity for ATPI to serve as a key enabler of progress in the travel and events industry.*

*Our values are the principles that guide our behaviour and decision-making. By staying true to these values, we strengthen ATPI’s identity, foster a positive culture, and build the foundation for long-term success. With strong and collaborative teams and highly dedicated employees on board, we are prepared for the journey ahead, I am pleased with the advances we have made in sustainability this year and look forward to continuing to see what we can achieve.”*

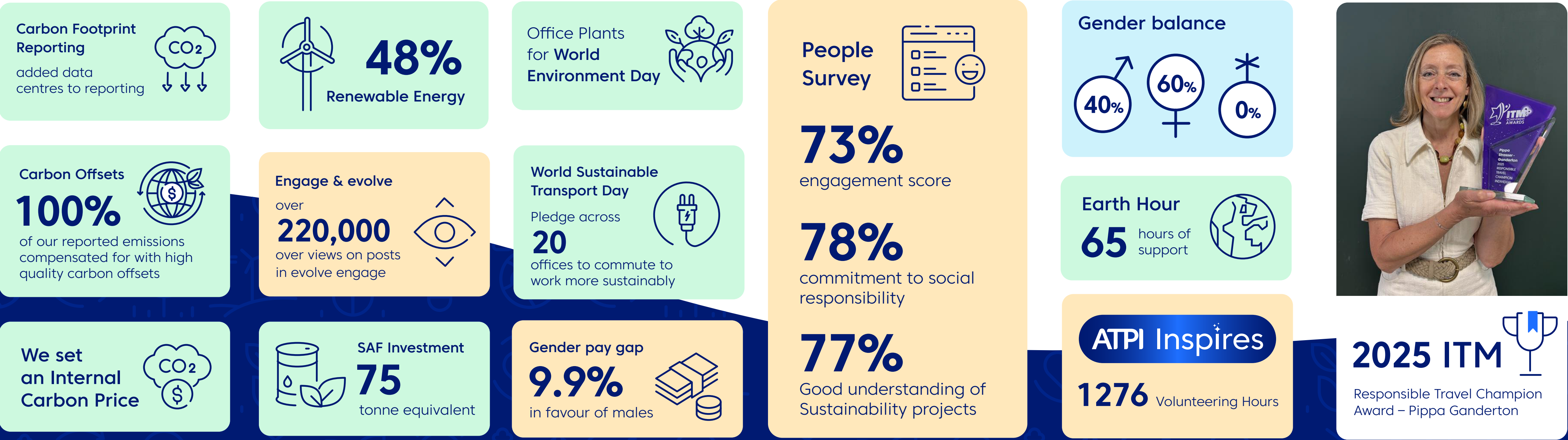
Ian Sinderson





# evolve Highlights

2024 has been a successful year for sustainability at ATPI. From the big actions of investing in SAF and our dedication to volunteering, to the smaller actions like introducing office plants for World Environment Day, all are creating a better ATPI!





# About ATPI

We are one of the most experienced travel and event management companies in the industry. Offering a comprehensive range of specialist services, designed to meet the unique demands of modern business travel.

**No one goes further** than ATPI to understand what’s important to your organisation and make it happen. This approach unites each of our specialist brands and is why we’re one of the **most trusted** brands in the travel and events industry. As a business, the ATPI Group operates in a multitude of different markets across the globe, meeting a variety of sector-specific requirements, but there is **one common theme** that ties all our specialist travel and events services together: we deliver what really matters to every single one of our customers.

## Ambition

To be the number one travel and events provider of choice for international businesses looking for sector expertise, high-touch service and innovative technology.

Sustainability is a key element behind achieving this ambition and becomes a philosophy of how we approach everything we do.



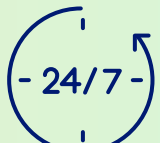
### Experience masters

Decades of sector-specific expertise ensure seamless travel and event solutions that meet your organisation’s unique needs.



### End-to-end solutions

From booking to landing, our comprehensive solutions simplify every aspect of travel and event management.



### Around-the-clock care

Travel with the utmost confidence – our 24/7 support team is ready to assist you, anytime, anywhere.



### Safe travels, sound minds

Duty of care and traveller wellbeing is our top priority, we deliver peace of mind during every trip.



### Global network, local expertise

Leverage our worldwide network and local insights for a travel experience that’s both expansive and personal.



### Green horizons ahead

Embark on sustainable journeys with our eco-conscious approach, contributing to a better world through travel.

## Our expertise

100+ Years of experience

2500+ Staff

3000+ Clients

100+ Locations





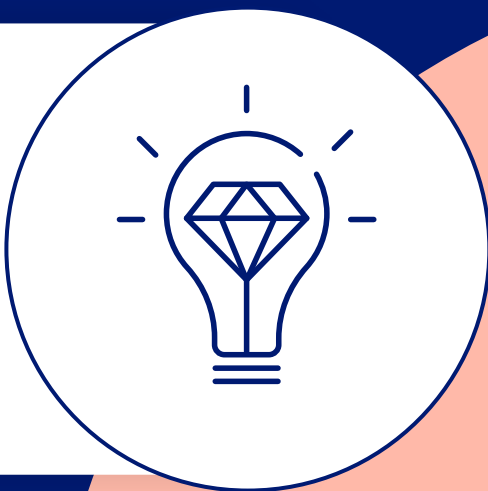
# ATPI Values

## Every great journey starts with values

These values are not just words on a page; they are a commitment to our culture and our future. They guide our decisions, influence our behaviours, and shape our identity as a company. Together they make us unstoppable, delivering what really matters every single day.

### Passion for excellence

We act with passion. It's what drives us to do the absolute best for our clients. We're obsessed with finding solutions, even before problems become problems.



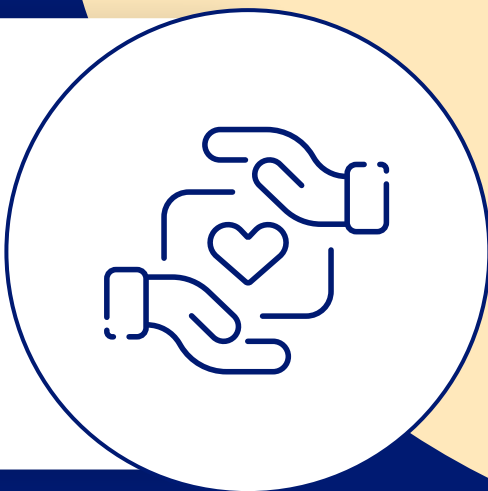
### Respect through understanding

Respect is something which is consciously nurtured at every interaction. We're naturally open to everybody and treat people equally. Always.



### Show your kindness

Kindness matters. A LOT. Whether we agree or disagree with one another, we're always nurturing and caring, taking the time to understand the opposing point of view and finding a way forward together.



### Empower to be better

We challenge ourselves to be better every day. Progress and improvement are BIG words. We practice these daily by collaborating with clients and each other, building a firm foundation for success.





# 2024 Awards

## Winners



### SPAA - Scottish Passenger Agents' Association Sparkle Awards

Rising Star - Stuart Clark  
Business Consultant of the Year - Charlie Downer



### Business Travel People Awards

Account Management Team of the Year - The ATPI Partnerships Team  
(formerly the Account Management Team)  
Shining Star - Camilla Tuzemen, Digital Optimisation Manager



### Houston Business Journal

Women Who Mean Business Awards - Judy (J.P.) Peplinski / EIC (Energy Industries Council) Middle East, Africa and CIS Regional Awards  
World Energy Supply Chain Award for Environmental Sustainability



### TDM Travel Trade Excellence Awards 2024 - Asia

Business Events Travel Agency of the Year - Indonesia  
Business Technology Innovation of the Year - India



### Business Travel Awards Europe

Account Management Team of the Year - The ATPI Partnerships Team  
(formerly the Account Management Team)



### Sales Excellence of the Year Awards - Greece

Silver Award for Sales Company of the Year - Innovation



### World Business Outlook Awards

Travel & Events Solution Provider of the Year - Asia



### EventsAir Innovation Award

Best Use of Technology 500+ EMEA



### Great Place To Work® Hellas

Great Place to Work



### South East Asia Business Awards

Best International Travel & Events Management Company



### NTIA (National Travel Industry Awards) - Australia

Most Outstanding Global Travel Management Company

## Nominated/Finalist



### SPAA - Scottish Passenger Agents' Association Sparkle Awards

Account Manager of the Year - Sarah Corrie



### ITM Achievement Awards

Service Excellence - John Nixon (finalist)  
Sustainability Champion (Team) ATPI Halo (finalist)



### Business Travel People Awards

People Manager of the Year - Amanda Killick, UK Head of HR & Talent  
TMC Above and Beyond - Team - The ATPI Commercial Team



### The Business Travel Awards Europe

TMC of the Year (Large)



### TDM Travel Trade Excellence Awards 2024 - Asia

Global Travel Management Company of the Year - Singapore



# Our offices

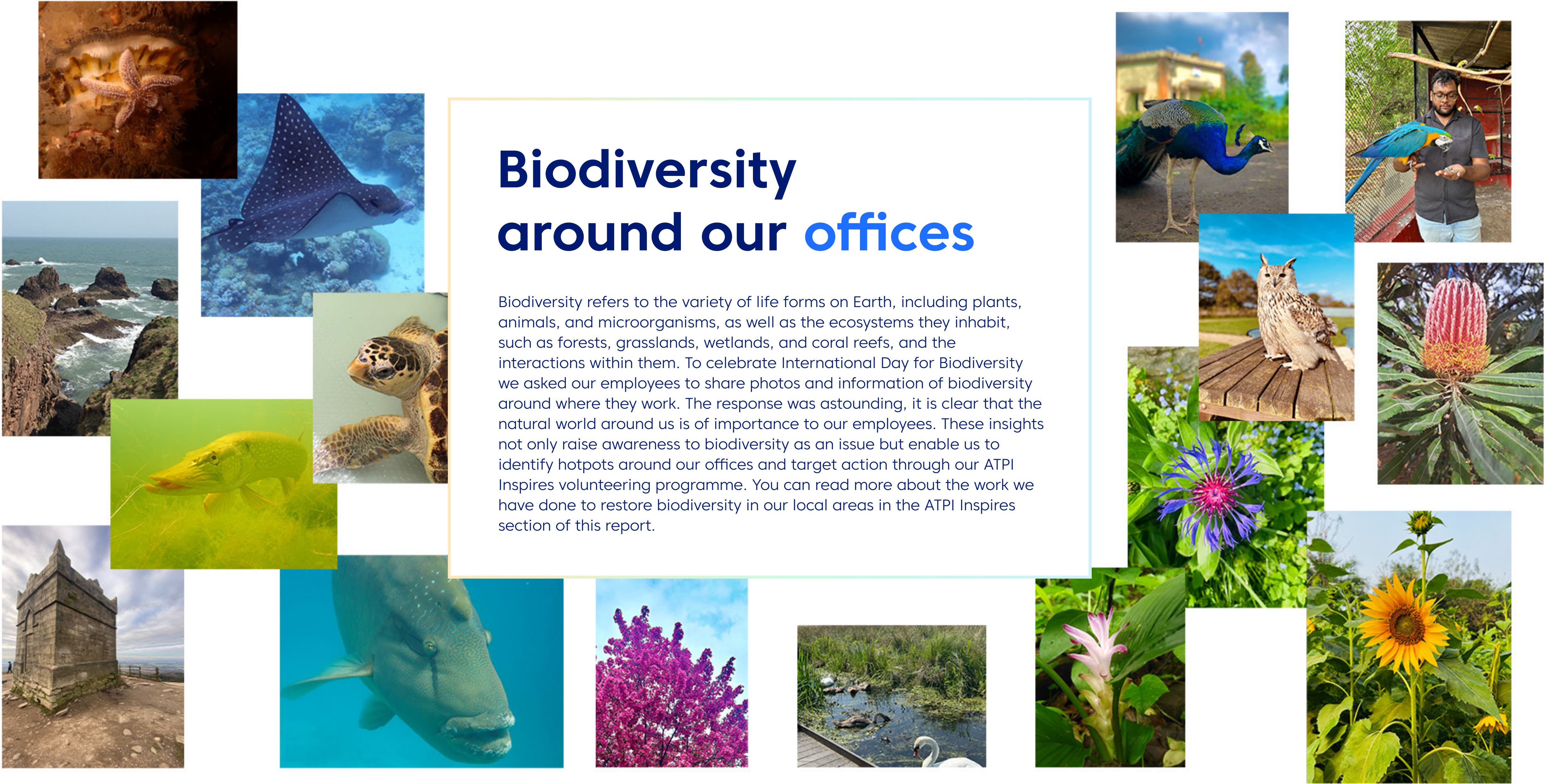
ATPI’s footprint across the world continues to grow, expansion across different regions opens our eyes to sustainability challenges, priorities and opportunities that may be specific to a region or singular office location. Our sustainability strategy aims to not only approach from a global perspective but to deliver what really matters locally too.





# Biodiversity around our offices

Biodiversity refers to the variety of life forms on Earth, including plants, animals, and microorganisms, as well as the ecosystems they inhabit, such as forests, grasslands, wetlands, and coral reefs, and the interactions within them. To celebrate International Day for Biodiversity we asked our employees to share photos and information of biodiversity around where they work. The response was astounding, it is clear that the natural world around us is of importance to our employees. These insights not only raise awareness to biodiversity as an issue but enable us to identify hotspots around our offices and target action through our ATPI Inspires volunteering programme. You can read more about the work we have done to restore biodiversity in our local areas in the ATPI Inspires section of this report.





# ATPI’s Sustainability Team



**Jeroen van Hest**  
Chief of Staff and Executive Sponsor of  
the Sustainability Group



**Louisa Toure**  
Sustainability Officer



**Pippa Ganderton**  
Director of ATPI Halo



**Rachel Brown**  
Global Culture and Talent Lead



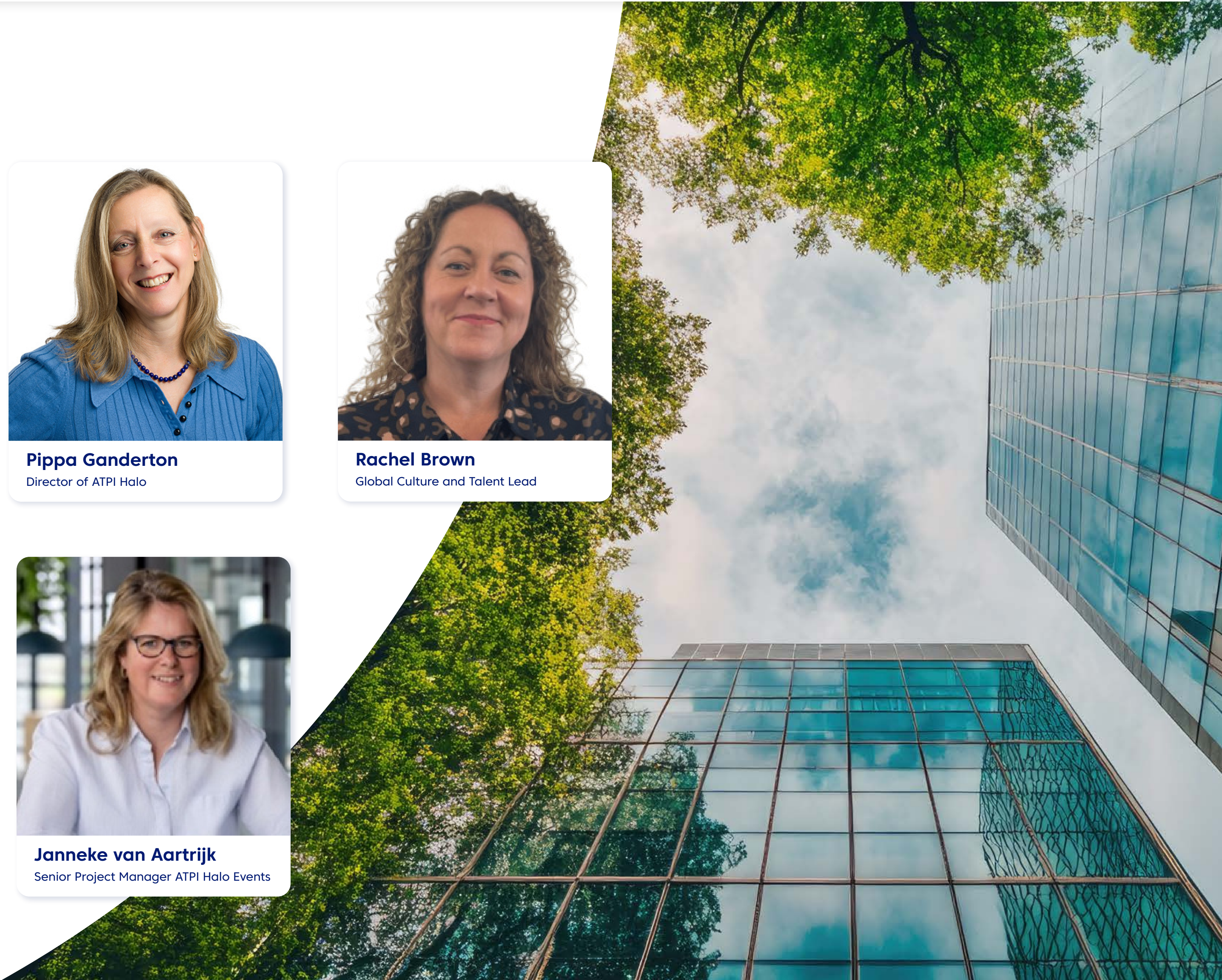
**Joel Hindmarsh**  
Sustainability Marketing Manager



**Amanda Reid**  
Head of Compliance



**Janneke van Aartrijk**  
Senior Project Manager ATPI Halo Events





# evolve - Sustainability at ATPI

At ATPI, sustainability is a commitment to delivering what really matters. During 2024, we strengthened our approach to sustainability by embedding purposeful action into our operations, services, and culture and are proud of what has been achieved.

Through our sustainability programme, ATPI evolve, we are positioning sustainability as a driver of innovation, collaboration, and long-term value. Our values like Show your kindness and Empower to be better continue to shape our sustainability journey, inspiring both top-down and employee-led initiatives across the company. Our people have embraced sustainability with purpose and creativity.

ATPI Inspires has been a global phenomenon since its launch in June 2024. Our global volunteering programme has actively supported local causes and facilitates employee participation in meaningful programmes. We are proud of every employee who has shown their kindness and participated in ATPI Inspires.

In 2024, we made real progress in reducing our carbon footprint. The results of projects such as switching our fleet of company vehicles to electric vehicles and switching to renewable electricity in our offices where able to do so, have seen a measurable reduction in our Scope 1 and 2 emissions. We understand that we still have work to do in this area, as our business grows, so too do our scope 3 emissions. This is why we have made a significant investment in Sustainable Aviation Fuel (SAF) to reduce our in-sector business travel emissions this year.

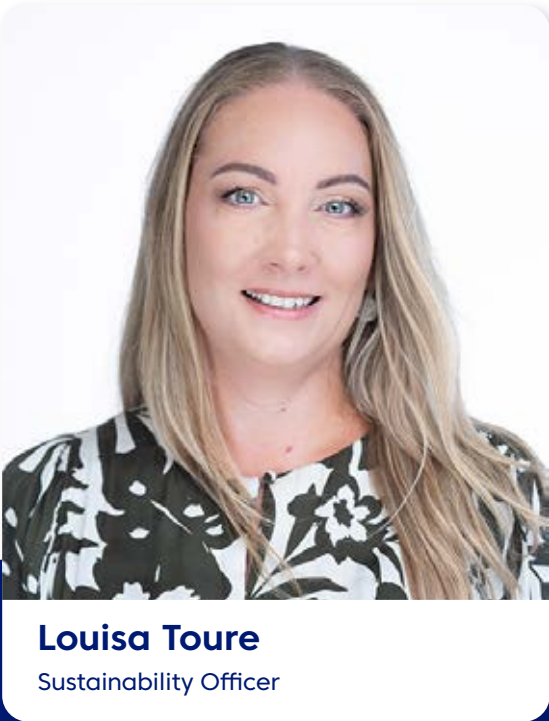
We focus our efforts where we can make the greatest impact, not just within our own operations but across our entire value chain. Through partnerships with clients, suppliers, and industry peers, we aim to drive collective progress toward shared sustainability goals. ATPI Halo continues to be a trusted partner, leading the way for clients seeking comprehensive sustainability coverage of their travel and events programmes.

Our strategy is built on strong foundations but remains flexible to adapt to new challenges. A crucial element of this approach is embedding sustainability into decision-making across departments, ensuring it becomes a tool for problem-solving. By creating a culture where sustainability is instinctive, rather than reactive, ATPI drives greater impact.

Looking ahead, we are committed to continuously improving the performance of our operations, providing responsible solutions for our clients and being thought leaders in our industry guided by our comprehensive sustainability plan. What distinguishes our sustainability efforts from the rest is our confidence that our people will find the solutions to complex problems.

Sustainability at ATPI is not just a programme; it's part of who we are. By continuing to evolve, empower, and inspire, we aim to build a business that makes a positive impact today and far into the future.

*Louise*



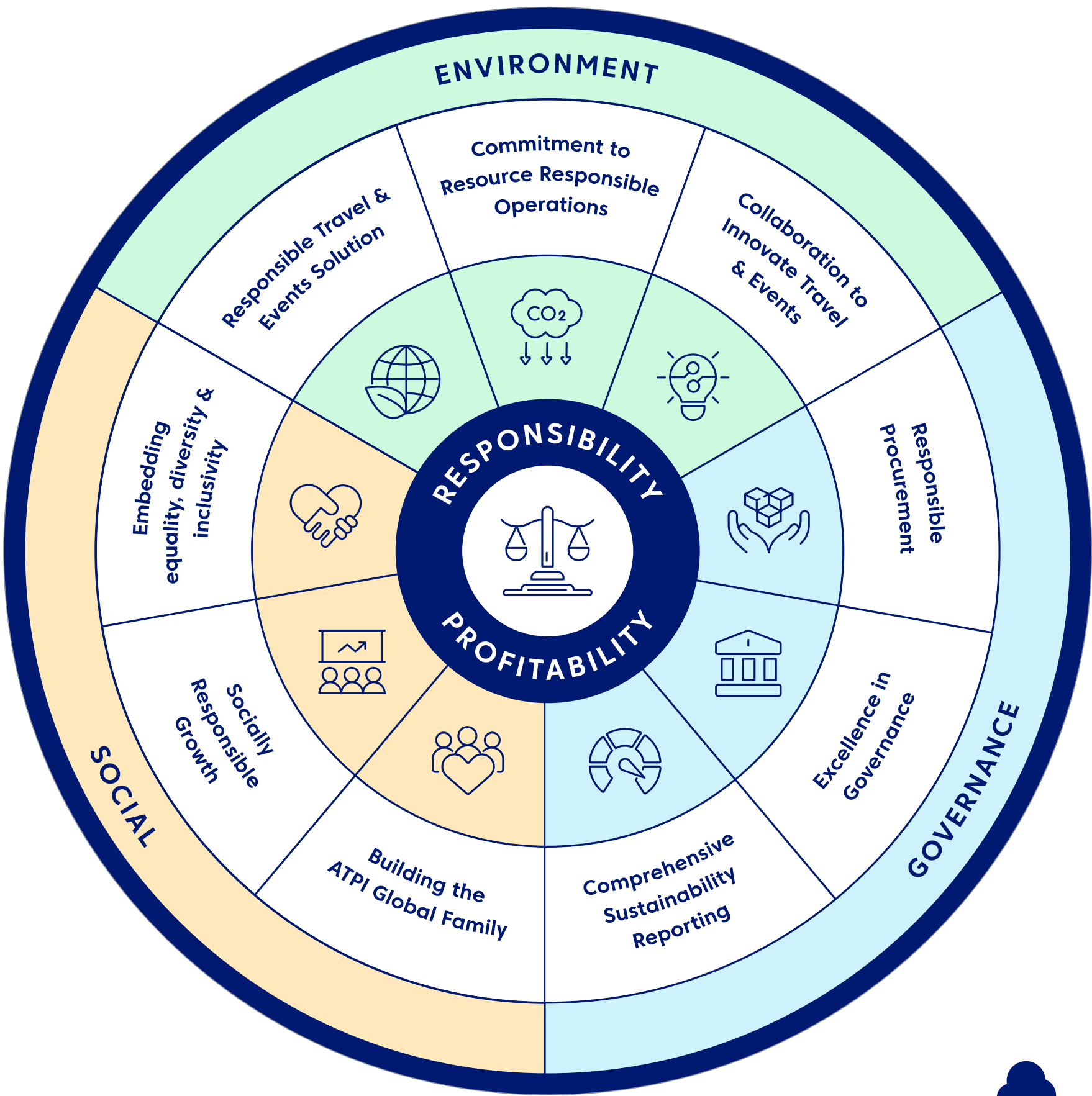


# ATPI’s Sustainability Plan

ATPI’s Sustainability activities are driven by a central plan ensuring that we remain on track to delivering what really matters. ATPI’s Sustainability Plan has been created with a forward focus, aiming to increase our action with measurable outcomes, formalise our commitments and improve performance and reporting. All whilst remaining flexible enough to evolve in a changing environment. Our previous sustainability plan provided a strong foundation for our sustainability journey to date and has seen us achieve milestones and implement core initiatives into our business. After an internal review of performance, trends and practices, our 2025 - 2027 Sustainability Plan builds on the established foundations and introduces new activities based on leading sustainable practices and is supported with a comprehensive internal scope of work. Our plan is built on the three key pillars of Environment, Social and Governance. Under those pillars are our nine key focus areas in which our targeted activities sit to achieve a resilient ATPI. The nine key focus areas are captured in our Sustainability Wheel. In developing The ATPI Sustainable Plan, we have been inspired by the United Nations Sustainable Development Goals (SDGs) and identified where our initiatives align with the SDG’s outcomes.

We believe that ATPI has a unique opportunity that extends beyond managing the impacts of our own operations. We are empowering our clients with the information and tools to make meaningful changes to business travel. And empowering our employees with the information and opportunities to make a difference every day.

[Our Sustainability Plan is available to read here.](#)





# Our Sustainability Programmes

We have three core sustainability programmes at ATPI driving our commitment to responsible business. Each of these programmes are targeting different areas and audiences; by giving each one a different identity it has increased the engagement and adoption of initiatives under them.



## Sustainability is a journey that is constantly evolving

Our internal initiatives and projects to improve our sustainability performance come under the banner of ATPI evolve. These initiatives span the 3 areas of Environment, Social and Governance.



## Providing clients with more responsible solutions to their global travel and events programmes

ATPI Halo is a CO2 measurement, reduction, and compensation service designed by travel management experts for businesses where travel is unavoidable. ATPI Halo is a trusted partner for clients seeking comprehensive coverage for their travel-related sustainability plans.



## Encouraging Acts of Kindness

ATPI Inspires is our internal global people programme supporting volunteering activity in the communities that we operate and increasing the wellbeing and engagement of our employees.







# Environment

## Our focus areas

 Commitment to Resource Responsible Operations

 Sustainable Travel & Events Solutions

 Collaboration to Innovate Travel & Events



ATPI Halo carbon compensation project in Tanzania - Teddy, king of the chimps



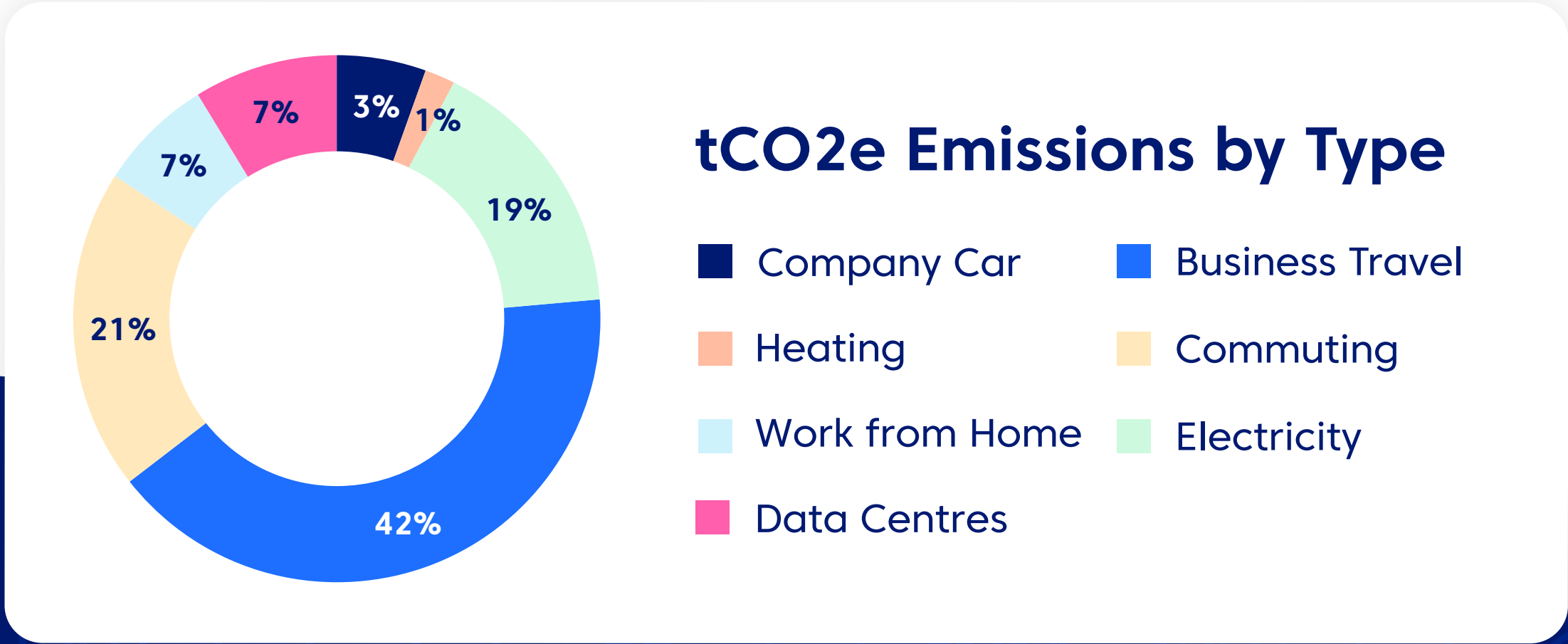
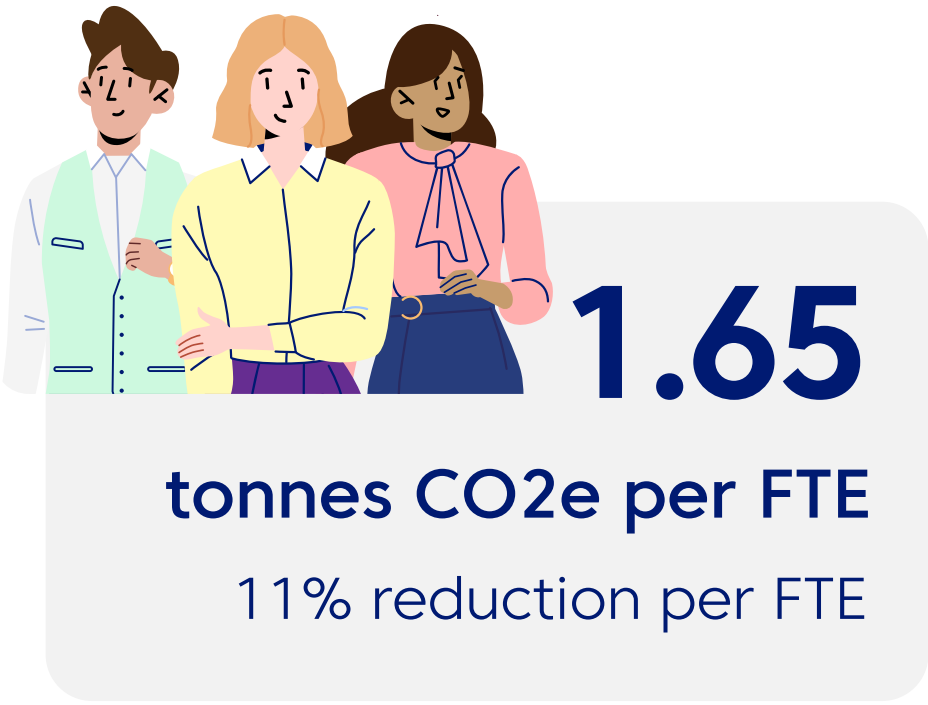
# Carbon Footprint Reporting

We measure our carbon footprint across Scopes 1,2 and 3 emissions and report in line with the GHG Protocol and with the support of Anthesis Group. Our Carbon Footprint reporting is conducted annually. Further information on our footprint can be found in the environmental metrics at the end of this report and published separately in our Carbon Footprint Report. Our Carbon Footprint Report also provides detail on our targets and how we are tracking against them.

In 2024, we have included the emissions from our data centres for the first time. We look to continue to increase the scope of our reportable footprint in the future, including Scope 3 Purchased Goods and Services. Growth and expansion in our business continues, with additional offices included in the reporting and increased employee numbers, all of which magnify the challenge of decarbonisation but do not deter us from our efforts.

Our global greenhouse gas emissions for 2024:

	Tonnes CO2e
Scope 1	142
Scope 2	755
Scope 3	2999
Total	3896





# Carbon Footprint Action

At ATPI we are focused on reducing and avoiding emissions where we can and compensating for what we are unable to address in the present. Our decarbonisation journey is underway with targeted action in areas that we can deliver measurable results.



### Renewable Energy

Reduce scope 2 emissions in our operations by transitioning to renewable energy supply to our offices where we are able to do so. 48% of our electricity consumption in our offices is renewable electricity.



### Electric/Hybrid Company Cars

Reduce scope 1 emissions by transitioning our fleet of company cars to electric/hybrid vehicles in locations where infrastructure allow. We have already transitioned 38% of our fleet.



### Internal Carbon Price

In 2024, we set an internal carbon price. Putting a price on emissions not only drives reduction but allows us to re-invest into decarbonisation and compensation activities.



### Energy Efficiency

Reducing the energy consumption and increasing energy efficiency in our offices through compliance led energy audits and internal awareness. Other initiatives have seen lighting replaced with LED lights and building upgrades.



### Investment in Sustainable Aviation Fuel (SAF)

ATPI has invested in 75 tonnes of SAF as an in-sector reduction of Scope 3, Category 6 Business Travel emissions. With the growth of our business, our business travel requirements are expected to continue to grow. We are not able to rely on the aviation industry's ability to decarbonise at the rate we would like to see, that is why we have ourselves invested in SAF.



### Carbon Offsets for our residual emissions

100% of our residual carbon emissions are compensated for using high integrity carbon offsets from our ATPI Halo portfolio, all carbon credits are internationally recognised in the carbon registry. Whilst we understand that the use of carbon offsets does not reduce our footprint, we support the outcomes of these projects. From the development of nature-based carbon removal, positive impacts on biodiversity, social co-benefits and renewable energy technology.



## Targets

-  **Reduce Scope 1 & 2 emissions by 50% by 2030** (from a baseline year of 2023)
-  **Reduce our Scope 3 Business Travel emissions by 25% by 2030** (from a baseline year of 2023)
-  **Net Zero by 2050**
-  ***We are committed to expanding our Scope 3 emissions reporting to include a wider range of activities***







INSIGHT

# Sustainable Aviation Fuel (SAF)

Aviation and corporate travel remain essential for global business and connectivity, yet they contribute significantly to carbon emissions. While reducing travel altogether would be the most sustainable option, for many businesses and industries, flying remains a necessity. This is particularly true for sectors like marine, energy, and sports, where travel is critical to operations.

Aviation accounts for 2-3% of global CO<sub>2</sub> emissions, making it a priority sector for decarbonisation. While emerging technologies such as hydrogen and electric aircraft hold long-term promise, SAF is the most viable and scalable solution available today to reduce aviation emissions.

To address this challenge, the aviation industry must look beyond carbon measurement tools, which report on emissions but do not mitigate them, and focus on practical solutions for emissions reduction, such as Sustainable Aviation Fuel (SAF). SAF represents a key pathway to reducing the carbon footprint of air travel while ensuring essential mobility continues.

Despite its benefits, widespread adoption of SAF faces challenges related to availability, production scaling, and cost. Greater industry commitment and corporate action are essential to drive demand and investment in SAF production, just as policy support.

Through our partnership, ATPI and Neste are working to empower businesses to make low-carbon travel choices and support the shift towards renewable energy in aviation. By adopting SAF, companies can significantly reduce their travel emissions today, rather than waiting for future technological breakthroughs or offset emissions elsewhere. At ATPI we have taken this step ourselves and invested in SAF in 2024 to reduce our own Scope 3 Business Travel emissions.





# ATPI Halo™

ATPI Halo provides solutions that proactively help businesses to **MEASURE**, **REDUCE** and **COMPENSATE** for their CO2e Footprint.

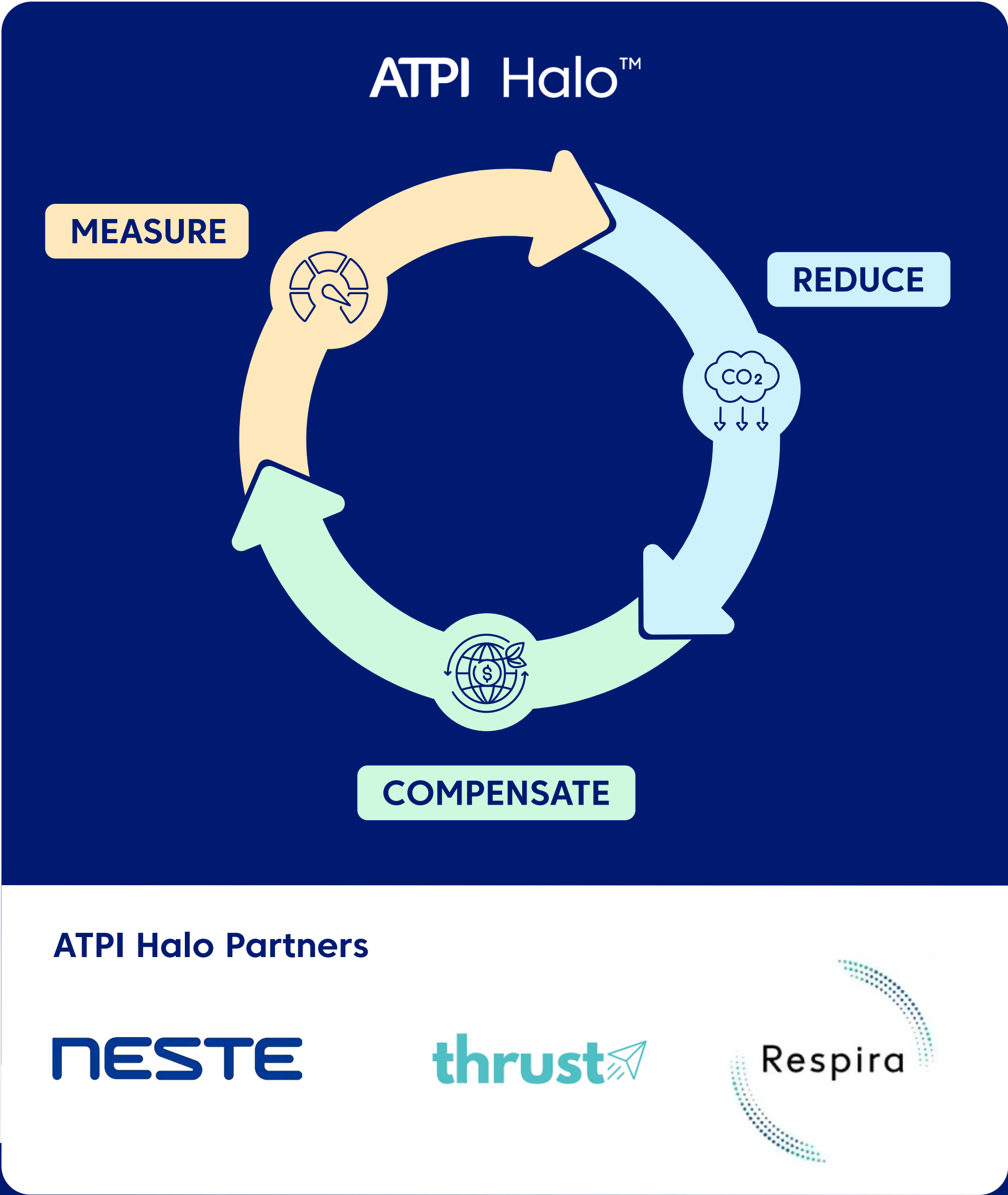
Supporting clients with solutions to drive more sustainable travel & events programs. “Our clients often begin with small steps, such as small percentages of carbon credit or SAF investments, and grow more ambitious as they see the impact,” says Pippa Ganderton. “It’s immensely rewarding to help businesses advance their sustainability journeys, knowing we’re driving meaningful change.”

**Measure** – Our core belief is that you cannot effectively reduce what you do not measure. Our strategic partnership with Thrust Carbon ensures the seamless measurement and reporting of your CO2e footprint data collected during the entirety of the travel and event process. The following tools, Thrust Calculator and ATPI Halo Sustainable Events, allow us to generate audit-ready granular impact reports on travel and events.

**Reduce** – We offer a consultancy-based approach to help you reduce environmental impact. Facilitated by our Account Managers, the platform goes beyond just CO2e measurement, providing recommendations for more sustainable travel practices for organisations, offering comparative data on routes or types of transport. We have partnered with a leading SAF provider, Neste, to enable you an opportunity to actively reduce in-sector carbon emissions by investing in SAF for your business travel.

**Compensate** – We offer an agile compensation portfolio in partnership with Respira. We access high-quality Gold Standard or Verra certified projects from renewable energy to nature-based carbon removals, through our world-class provider, aligning with your unique and dynamic goals and values. Our point-of-invoice or historic calculations empower real-time, fully compensated travel programmes, enabling travellers to see CO2e costs instantly.

[Click here to find out more about ATPI Halo.](#)







INSIGHT

# ATPI Halo™: Are carbon offsets enough? ATPI’s approach to genuine emission reductions in corporate travel

For businesses embarking on their net-zero journey, as well as those already making strides in sustainability, carbon offsetting has often been seen as a convenient solution to address emissions. Offsets allow organisations to invest in environmental projects that remove or reduce carbon elsewhere to balance out their own footprint. But as sustainability regulations tighten and scrutiny around carbon offset credibility grows, organisations are being encouraged to do more than just compensate, they must actively reduce their emissions.

*“Integrity demands that corporates should not look at carbon offsetting alone,” says Pippa Ganderton, Director ATPI Halo. “For that reason, ATPI Halo’s approach has always been to first measure the travel and events CO2e footprint, then look at ways to reduce it, and finally compensate (or offset) what you cannot reduce.”*

At ATPI, we believe in a comprehensive approach that prioritises emission reductions first, with offsetting playing a complementary role.

**The role of carbon offsetting in a holistic strategy** - Carbon offsetting remains an essential tool, particularly for industries where emissions are harder to abate, such as aviation, shipping, and construction. However, recent discussions have raised concerns about the effectiveness of some carbon credit schemes, with reports suggesting that not all offsets deliver the intended reductions in carbon emissions. As scrutiny increases, companies are being encouraged to take a balanced approach that prioritises direct emissions reductions alongside credible offsetting strategies.

And yet, we know that **offsetting, when done correctly, adds** real value. Certified carbon credits represent the reduction or removal of equivalent tonnes of CO2 emissions and can provide vital funding to projects that support environmental and social development. Many of ATPI Halo’s offsetting projects are nature-based, delivering environmental and bio-diversity benefits alongside positive impacts for local communities, such as job creation and education. All investments are sourced from world-class project providers, ensuring they are Verra or Gold Standard certified and independently monitored for integrity.

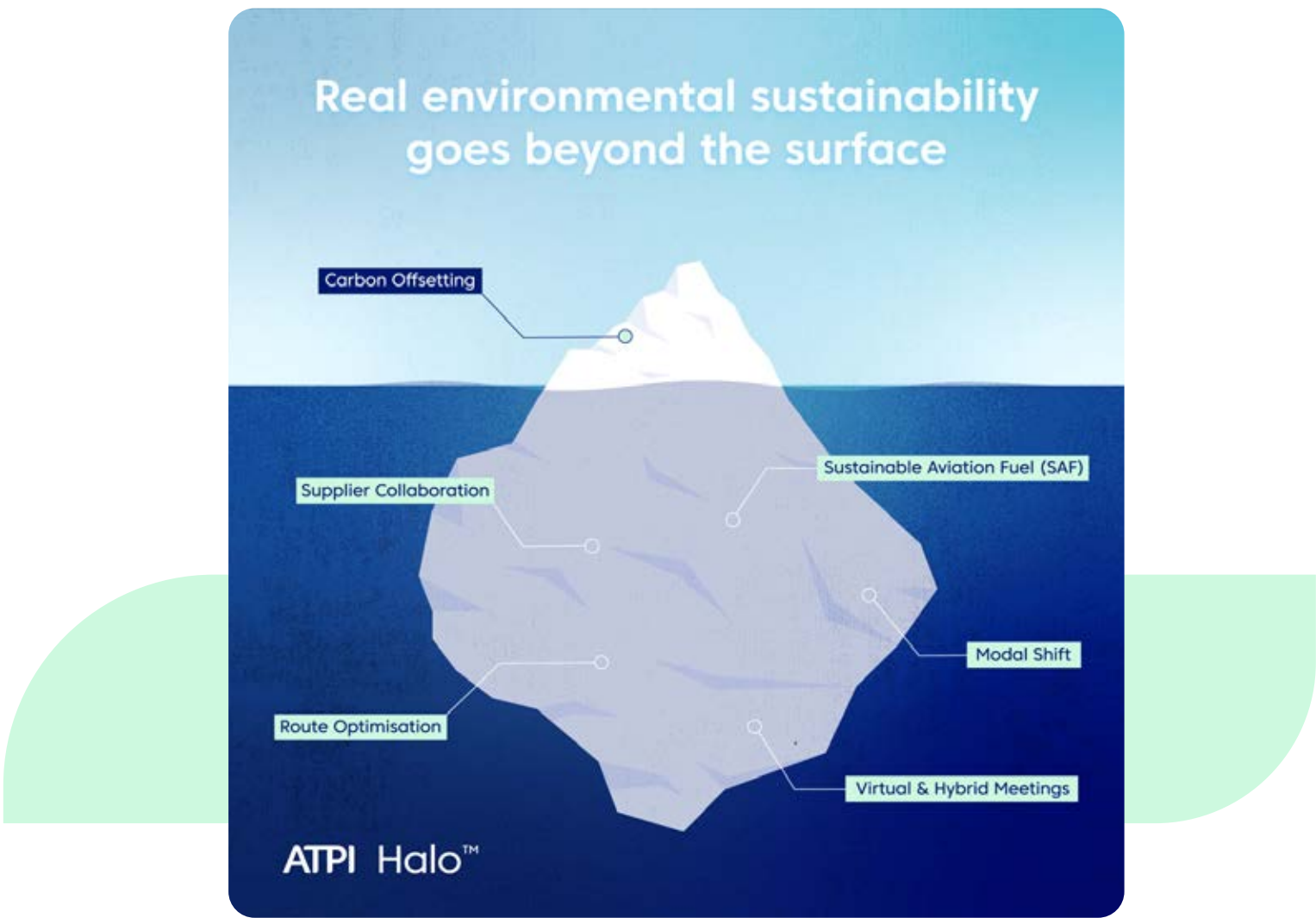
**Reducing emissions at the source** - At ATPI, our strategy follows a clear and accountable framework: **Measure, Reduce, and Compensate**. We start by providing clients with accurate reporting on their travel CO2e footprint, ensuring they have the data needed to make informed decisions. Based on these insights, we help clients implement meaningful reduction strategies, such as:

- Encouraging the use of airlines with newer, more fuel-efficient aircraft.
- Shifting shorter journeys from air or car to lower-carbon alternatives like rail or coach.
- Supporting modal shifts and extended trip planning to reduce total travel frequency.
- Investing in Sustainable Aviation Fuel (SAF), allowing companies to lower their travel-related Scope 3 CO2 emissions immediately. Through our partnership with Neste, we ensure that SAF investments are ethically sourced and ISCC-registered.
- After maximising these reductions, we then suggest looking at offsetting unavoidable emissions through high-quality carbon credit projects.

**Why audit-readiness matters** - Regulatory frameworks are evolving, and sustainability claims are now under greater scrutiny. Businesses need to demonstrate measurable reductions rather than relying on carbon offset purchases alone. This is particularly critical in financial services, where Scope 3 travel and events emissions can be a company’s largest sustainability concern.

*“At ATPI, we aim to make the audit process seamless,” Pippa notes. “With our latest Thrust Calculator capabilities, clients have a toolkit that provides a clear overview of methodology, an auditor’s self-service area, and detailed emissions breakdowns, as well as recommendations for future emissions reductions.”*

**The future of corporate travel sustainability** - With increasing regulatory focus and growing corporate responsibility, the travel industry must embrace real emissions reductions. The International Air Transport Association (IATA) has set a clear roadmap for increased Sustainable Aviation Fuel (SAF) adoption (IATA), and businesses are increasingly setting science-based targets to decarbonise their travel programmes. ATPI is committed to helping businesses transition towards more transparent, measurable, and credible approaches to travel and events related emissions reduction, ensuring they meet not only their sustainability commitments but also regulatory expectations.





# ATPI Halo™

Our products and services, created by travel management experts, provide organisations with choices and transparency. ATPI Halo partners with world-leading carbon calculation experts Thrust Carbon, the world’s largest Sustainable Aviation Fuel (SAF) producer (Neste), and high-quality carbon offset providers (Respira International), to support you in building responsible strategies that fit with your company culture.

ATPI Halo supports you in making your travel program more responsible by offering:

- **Expert advice** - Work with travel management experts to understand how your organisation can reduce its CO2e footprint from travel and events
- **Bespoke Solutions** - From direct emission reductions through the purchase of SAF, to investing in carbon offsets to make unavoidable travel carbon neutral, we will support you with recommendations that best suit your sustainability strategy
- **CO2e reporting** - Access reports and dashboards on your organisation’s CO2 emissions for core elements such as air, rail, hotel, car and ferry, or have access to granular impact reports, and carbon budget tracking, that can be presented to auditors.
- **Certifications & Assurance** - Every carbon project available with ATPI Halo provides auditable certification. Our CO2e measurement partner for reporting, Thrust Carbon, is the first to have their methodology ISO 14083 assured.
- **Customisation** - You can choose to offset all, or a portion, of your CO2 emissions.
- **Secure, reliable pricing** - ATPI Halo’s evolving portfolio ensures competitive prices on highly sought after sustainability investment stock.





# ATPI Halo™ - Project Feature

## Amayo 40MW Wind Project Nicaragua

Delivering renewable, affordable and clean electricity.



- Located in the Rivas Municipality in Southwest Nicaragua.
- The site is a Wind Power Class 7 site, which is the highest rank for wind speed. It generates and delivers renewable, affordable, and clean electricity to the Nicaraguan grid, replacing old, fuel-based technology and increasing the supply and reliability of electricity.
- The project has 63.1 MW capacity, generating 260 GWh per year, an amount equivalent to 6% of Nicaragua's electricity generation.
- The project generates an average of 182,000 carbon credits each year through the reduction of imported fuel oil by 400k barrels annually.
- Through increased access to reliable energy, the project reduces energy interruptions to businesses, increasing employment and income, enhancing economic and improving living conditions.



## Qianbei Afforestation China

Enhancing biodiversity by planting native trees.



- The project is located in the Guizhou Province of China and 47k hectares of forest will be grown as a result of the afforestation.
- This project improves carbon sequestration and enhances biodiversity on degraded lands by planting native trees with long maturities - firs, cypresses and pines.
- Logging is prohibited in the area.
- It is expected to remove an average of 731,897t CO2e annually over its lifetime, just over 21 million tonnes in total.
- The project also protects the globally endangered species, the Francois' Leaf Monkey.
- The project has created over 16,000 jobs for local villagers, of which 70% are held by women, increasing their local villager's income and wellbeing.
- Verra and CCB certification.
- Project Lifetime: 30 years.
- Project status: The project has been operational since 2016 and has successfully issued credits until the end of 2018.



## Rural Cookstove Development Nepal

Improved cookstove market development in rural Nepal.



- This project helps promote the use of improved cookstoves.
- A lack of affordable energy has led to firewood being the primary household fuel, creating severe forest degradation.
- In addition, using firewood leads to significant Household Air Pollution (HAP) which is one of the leading risk factors for ill health in Nepal and accounts for over 7,500 deaths in the country each year.
- Women spend on average five hours every day collecting wood, tending the fire, and cooking.
- Clean, smokeless cookstoves reduce daily fuelwood use from 3kg to 1.4kg.
- Over 31,983 credits are generated per year.
- The 2016 National Climate Change Impact Survey conducted by the Government of Nepal, reported that 88.7% of households in rural Nepal rely on firewood for cooking.



## Luangwa Community Forests Zambia

Africa's largest REDD+ project.



- Implemented on communal land in 12 chiefdoms falling within Game Management Areas and 2 private ranches. In partnership with local authorities and the Zambian government.
- The project empowers community stakeholders through activities such as conservation agriculture, harvesting of non - timber forest products, enterprise development, infrastructure development and water provision.
- Reduces emissions by 1,368,629 tons a year.
- The project protects close to 1 million hectares of forest.
- Protects wild dogs, leopards, lions, elephants and Thornicroft's Giraffes.
- The project benefits close to 36,000 households through activities such as honey production, conservation farming and clean drinking water.
- Verra (VCS) - VM0009.
- Climate, Community & Biodiversity Alliance (CCBA) - Triple Gold.
- Project Lifetime: 30 years from 2015.
- Project Status: First verification was completed July 2018.







INSIGHT

# Three Currents, One Ocean. How ATPI is Navigating Sustainability this World Ocean Day

Each year, World Ocean Day unites millions of people and organisations around the world to protect and restore our shared ocean. The 2025 theme, “Catalysing Action for Our Ocean & Climate,” calls for transformative change, from restoring coastal ecosystems to reducing greenhouse gas emissions and promoting sustainable practices across industries. At ATPI, our work across the marine and energy sectors places us at the heart of this transformation, supporting clients as they navigate a more responsible, data-led, and regenerative future. From restoring natural carbon sinks to decarbonising crew change logistics, we’re helping ocean-reliant industries measure their impact, reduce emissions, and invest in solutions that give back to the waters they depend on.

The case for coastal restoration

Mangrove forests are one of the world’s most powerful carbon sinks and one of the most threatened. ATPI Halo supports the Delta Blue Carbon Project in Pakistan’s Indus Delta, where large-scale mangrove restoration is helping protect biodiversity, support and improve local livelihoods, and remove carbon from the atmosphere at scale. “Mangroves do so much more than store carbon,” explains Pippa Ganderton, Director of ATPI Halo. “They’re home to countless species, a vital source of income for fishing communities, and an irreplaceable part of coastal ecosystems. If degraded, it can take over a decade for them to regenerate - and in some cases, wildlife may never return.” Projects like Delta Blue also resonate with ATPI clients in the marine and energy sectors, who see

value in supporting initiatives that align with the environments they operate in. As more organisations address the emissions linked to business travel and logistics, demand is growing for high-quality, blue carbon offsetting solutions that are both credible and meaningful.

Driving sustainable operations in offshore environments

For companies operating in the offshore energy sector, the connection between environmental sustainability and operational success is becoming increasingly undeniable. Offshore operations rely on healthy marine ecosystems not just for access to resources, but also for long-term viability. This dependency is prompting a growing shift towards smarter, more sustainable travel and logistics. “Healthy oceans are not just an environmental concern - they’re an operational necessity,” says Zara Higgins, Global Head of Energy at ATPI. “We’re seeing rising demand for travel solutions that reduce carbon emissions, minimise fuel consumption, and still maintain the safety and reliability this industry demands.” Through platforms like ATPI Crewlink™, a specialist travel solution for the energy sector, clients are gaining access to data-driven insights that help them optimise crew rotations and adopt greener transport strategies. These changes are helping organisations reduce their travel-related carbon footprint while aligning with both regulatory expectations and ESG ambitions. “The future of offshore energy is sustainable,” Zara adds. “ATPI is proud to support that transition by helping our clients make informed, responsible travel decisions that protect the marine environments they depend on.”

Rethinking crew change logistics

Crew travel is increasingly recognised as a critical factor in the marine industry’s sustainability efforts, with a growing focus on how logistics decisions affect emissions and operational efficiency. With thousands of seafarers moving around the globe every day, the environmental footprint of crew changes has become a central focus for the sector. Calypso Diareme, ATPI’s Global Head of Cruise Logistics, explains: “Marine logistics are inherently ocean-reliant. Every decision we make around transport and routing affects not just our clients’ operations, but also the marine ecosystems we work within.” Solutions like CrewCarbon are

helping shipping companies take measurable steps towards cleaner crew change logistics. The tool enables clients to measure, report, and understand the carbon footprint of every crew rotation, providing the visibility they need as a first, essential step towards more sustainable operations. clients to track the carbon footprint of every crew rotation and identify where reductions can be made. “What’s powerful about CrewCarbon is the transparency it offers marine clients,” says Calypso. “By reporting on the environmental impact of their travel in real-time, they’re better equipped to meet regulatory demands, demonstrate progress, and start identifying opportunities for future emissions reductions.” With mounting pressure from stakeholders and regulators alike, having real-time, transparent data is crucial for marine organisations to demonstrate progress, make cost-effective changes, and lead with accountability.

Turning the tide, together

From restoring vital ecosystems to building more efficient, lower-carbon supply chains, ATPI is proud to support the blue economy with solutions that combine environmental integrity with industry expertise. Across marine, energy, and travel sectors, our focus is clear: to empower organisations to reduce their footprint, protect ocean health, and contribute to a more sustainable future, one journey at a time.





# Sustainable Events

Sustainability is at the core of event planning with ATPI Halo. We provide the tools, data, and expertise to minimise environmental impact while maintaining exceptional event experiences. ATPI Halo Events goes beyond measurement, integrating sustainability into event planning from start to finish. Resulting in reduction options already during the planning process. By embedding sustainability from the start, we help organisations deliver events that are both impactful and environmentally responsible.

## How We Support Sustainable Events:

- **CO2e Tracking & Reporting** – Real-time emissions data covering travel, accommodation, venues, and logistics.
- **Supplier Sustainability Checks** – Partnering with responsible vendors for catering, venues, and transport.
- **Digital Solutions** – We offer digital solutions to organize events as smooth as possible, also reducing emissions.
- **Bespoke GHG Reduction & Compensation Solutions** - Include SAF and/or carbon offset purchases into your event, to reduce its environmental impact and compensate for GHG emissions.
- **Consultancy** – Strategic advice on sustainable event programming
- **Optimised Travel & Transport** – Prioritising lower-carbon travel and logistics.
- **Eco-Friendly Venues & Accommodation** – Selecting spaces with sustainability credentials.
- **Responsible Catering & Waste Reduction:** Sourcing responsibly and reducing food waste.
- **Data-Driven Decision Making** – Actionable insights to continuously improve sustainability strategies.
- **ATPI Halo helps you measure, reduce, and offset emissions**, ensuring every event contributes positively to sustainability goals.
- **ATPI Halo doesn’t just measure sustainability** – we integrate it into every decision, making sustainable event planning seamless and impactful.





# Collaboration to Sustainable Travel & Events

Sustainability is constantly evolving. To drive forward sustainable travel programmes and support our clients in achieving their environmental targets our innovate partnerships are a key element to success. Collaboration and partnerships are centred on knowledge sharing and create opportunities to innovative. Our partners are specialists in their area and ensure that the latest technology, standards and expectations form the basis of responsible travel.

We work in an industry which has, for some time, had an awareness of its adverse environmental impact, and has dedicated a great deal of investment in innovative solutions to the numerous challenges it faces. ATPI works alongside our clients and suppliers to deliver more sustainable and inclusive travel and events solutions.

ATPI regularly participates in dialogues across the entire supply chain to improve education, drive change, promote innovation and deliver improvement. By participating in these networks at local and global levels, we are able to play a role in bringing together consumer driven demands for change and industry participants. It is not just events with a focus on sustainability that we are spreading the message, wider travel industry events and key industry events that our customers operate in are also where we are talking about sustainable and inclusive travel and events solutions.

We would love to meet you at one of these next events!

[Click here to find out our upcoming events](#)

## Sustainability Marketing

At ATPI we are regularly releasing thought-leadership insights on sustainability-related topics supporting global campaigns, showcasing industry expertise, and reinforcing our position as a responsible travel management leader. These articles are featured on our website, across our social channels and often featured in industry press. All content with a focus on sustainability related topics are reviewed by our dedicated sustainability marketing manager for accuracy of information before publication.

[Click here to see our thought-leadership insights](#)







INSIGHT

# Reduce and Invest Campaign

Ian Sinderson, CEO at ATPI, said: “When it comes to carbon emissions, it’s essential that we act today to save tomorrow. The Reduce and Invest campaign reflects ATPI’s long-standing belief that accounting for the emissions generated by our operations is not just good business practice, but our responsibility as a global enterprise.

*“As we continue to strive to reduce our footprint, and inspire our clients to do the same, we can trust that the investment we make in the Voluntary Carbon Market also has profound human and philanthropic benefits.”*

A new strategic mantra

The Reduce and Invest campaign encourages businesses to take a two-pronged approach to balancing their (carbon) books. Companies looking to demonstrate strong corporate climate leadership can commit to reducing their GHG footprint as quickly and extensively as possible, while simultaneously using the Voluntary Carbon Market to invest in effective climate solutions that compensate for hard to abate emissions.

At ATPI, we know that “it’s better when it’s balanced.” Through our commitment to the Voluntary Carbon Market and driving additionality, we can now help our clients offset their unavoidable travel and events carbon footprint and contribute to high quality, fully certified carbon projects in developing countries.

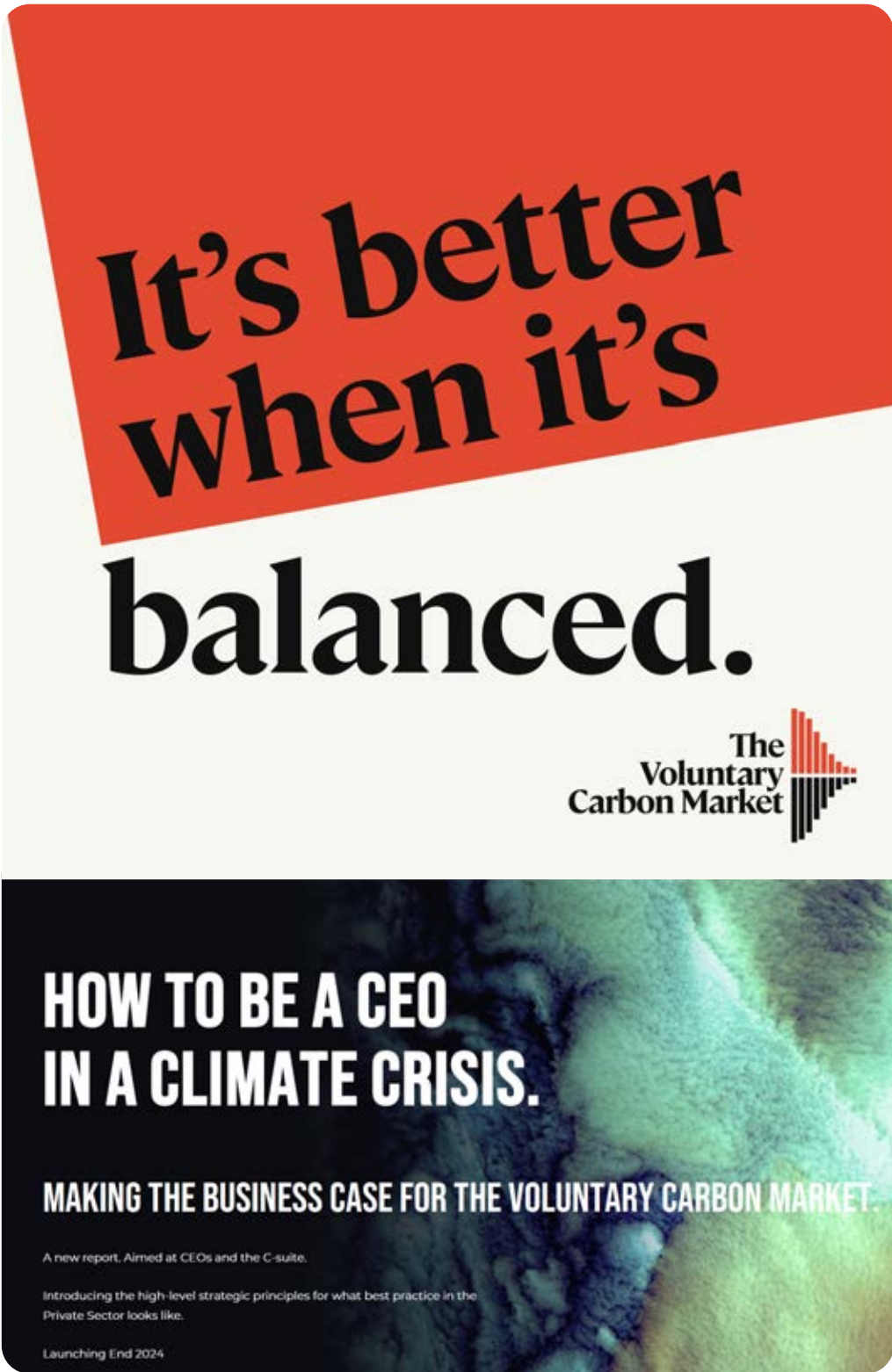
It’s a strategic approach for businesses, but more importantly, it’s the right thing to do.

Bringing balance to business

For the past four years, ATPI has offset its carbon emissions by purchasing from our ATPI Halo carbon credit portfolio. This investment goes far beyond carbon; our credits have contributed to regenerating valuable forests and mangroves while protecting endangered species and biodiversity. There are philanthropic benefits for local communities, such as job creation, improving education, health, and welfare, which in turn support awareness within the communities about the importance of regenerating and protecting their native eco-systems.

As a global travel and events company, ATPI has long been aware of its Carbon Footprint and the impact that our industry has. Our team is dedicated to accounting for the emissions generated by our business operations and we’re also keen to ensure that our clients down the supply chain have access to accurate reporting to be able to take the next steps to reduce and invest.

Whilst reducing emissions where we can (by transitioning to green energy suppliers and replacing our fleet of vehicles with electric/hybrid vehicles), the majority of our footprint comes from Scope 3 emissions that are often difficult to address, a challenge that many of our clients are also facing. We are continually looking to identify new ways to positively address our impact and investing in carbon credits from our APTI Halo portfolio drives environmental and social benefits today, whilst we continue to pursue other ways to reduce global warming. The time to act is now. Being part of the Reduce and Invest campaign is testimony to our ultimate Net Zero ambition.







INSIGHT

# Liter of Light

ATPI Dubai and Safar Oilfield Supplies partnered to support Liter of Light, a non-profit bringing sustainable solar lighting to communities without electricity. Together, we built solar lamps to empower the indigenous community of Agusan Marsh in the southern Philippines.

Home to families living in floating houses, this biodiverse wetland lacks access to electricity. The solar lamps funded through ATPI’s support will provide safe, sustainable lighting across six municipalities, replacing kerosene-based methods and reducing up to 1,000 kg of carbon emissions per lamp. Allowing children to have light to complete their homework or to enjoy a game of football with their friends.

We are proud to be able to support communities that we have such a strong connection too.

Proud to contribute to brighter, greener futures!







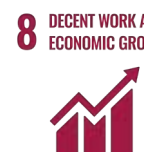
# Social

## Our focus areas

♥ Building the ATPI Global Family

♥ Socially Responsible Growth

♥ Embedding Diversity, Equality and Inclusivity in our Global Operations



Hideout Youth Zone - a charity our Manchester office support



# Our Employees

Sustainability isn't just about emissions, it's about people. ATPI's social sustainability supports our employees and aligns with the company's overall goals. We are committed to sharing knowledge, expertise, and initiatives to enhance the working experience of our global team in a positive and inclusive work culture.



2523  
Employees

8%  
increase in staff

60%  
female staff

# HR Community of Practice & Sustainability

Historically, social impact projects were managed in local silos, but now, a global HR framework integrates best practice and collaboration across ATPI's network through the HR community of practice, led by our Global Talent and Culture lead.

ATPI's approach is also data-driven. We recently implemented a Global Staff Database to improve our ability to report on social metrics within ATPI, providing greater insight into our people. Having global consistency in data sets provides us with transparency to act. A Global Staff Engagement Survey also provides our social data, it benchmarks employee wellbeing across all offices, guiding HR strategies and ensuring best practices are replicated companywide.

By fostering the link between HR and sustainability, it emphasises ATPI's commitment to social responsibility and community engagement. By working together, both teams can amplify their impact, ensuring social sustainability is more than just an HR function and is a business-wide priority. One standout initiative is ATPI Inspires, where ATPI actively supports local causes and facilitates employee participation in meaningful programmes.



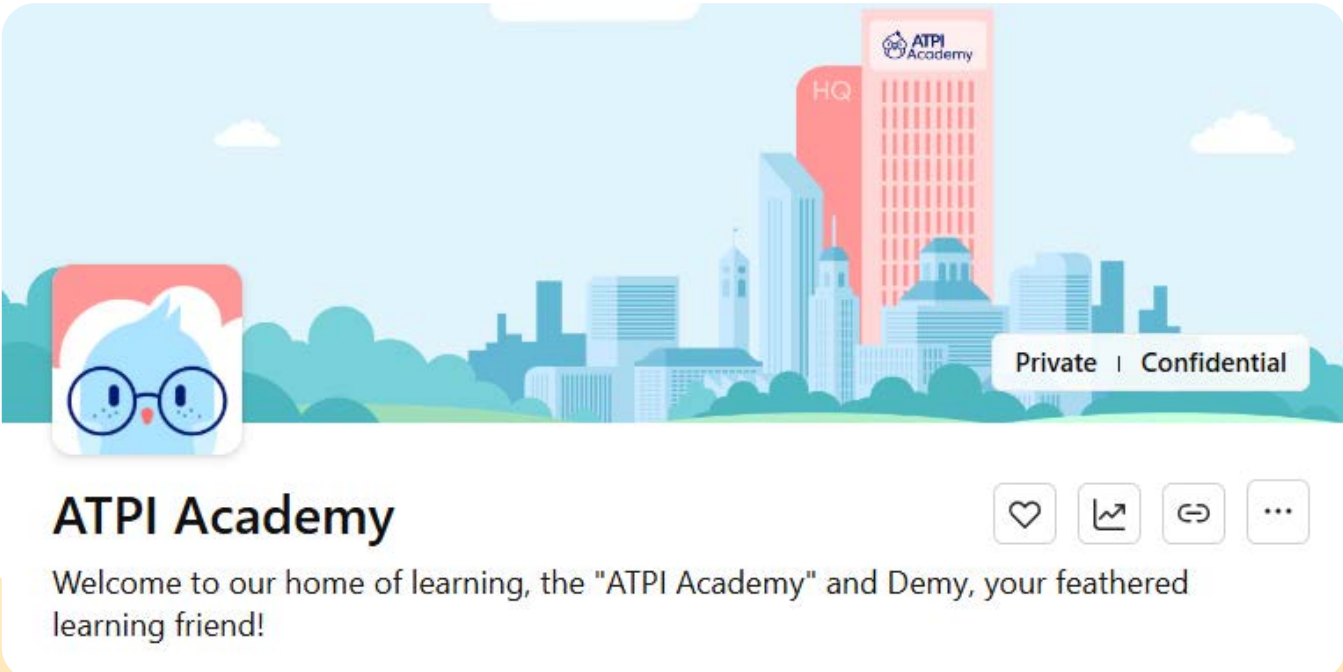




# ATPI Academy Training & Talent Development Programmes

16350   
hours of training

ATPI Academy is our in-house training platform available to all ATPI employees. With a combination of allocated role-specific training, mandatory compliance modules and access to a range of training in self-upskill areas it forms the basis of our online training programme. In 2024, ATPI Academy was updated to improve the user experience of the platform.



81%   
I have access to the learning and development I need to do my job well

Complementing our online training in ATPI Academy, we support our employees with ongoing in-person training. Many training programmes are developed in country to deliver what really matters to our employees in the best way possible. Recognising the achievements of our employees and helping them to grow is central to ATPI. Across the regions we have countless recognition and talent development programmes such as Bootcamps, ATPI Superhero, Going the Extra Mile and ATPI ICE Star Award.





# Your Voice Really Matters!

## ATPI Global People Survey

We conduct an annual employee survey to understand our employees experience at ATPI. The results of the survey identify the areas that we are doing well and those that we can improve on. In the latest survey we had a 91% participation rate, which provides us with valuable and accurate data on how we are doing in meeting our employees’ expectations. Following the feedback from the people survey, we have taken a people centric approach and engaged a team of employees from all countries and levels to test understanding of results and actions to implement. The combined HR & Sustainability initiatives over the past year have resulted in positive increases in scoring across both the sustainability and social connection scoring in our survey.

I know what I need to do to be successful in my role



I know how my work contributes to the goals of ATPI



I feel I am part of a team



Engagement score

73%

Sustainability score

77%

Social Connection score

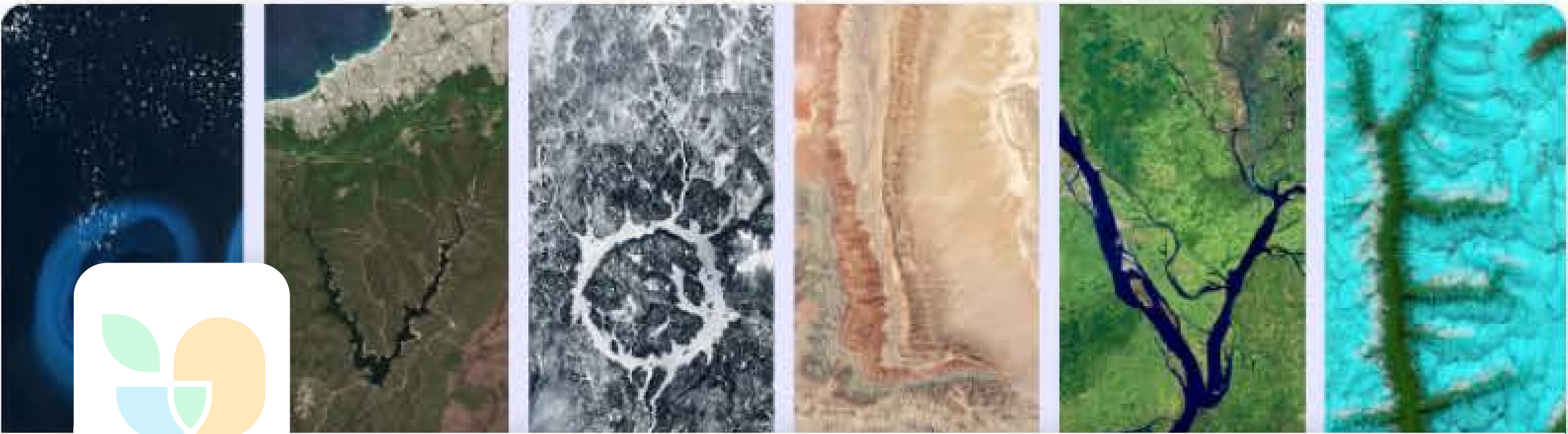
75%

## CEO Connect

Global Town Hall sessions take place quarterly, these are interactive sessions that take place across our time zones of operation. Employees not only hear about important business updates, but they also meet employees from featured departments to hear about the work that they do and ATPI Group CEO answers live questions.







# Engage to evolve

The ATPI Sustainability Team manage a community in Viva Engage to provide all ATPI employees an environment to learn, share and be engaged with sustainability topics that are important to our industry. From competitions, discussions and key sustainability updates, it is evident that are employees are passionate and curious in this area. Over 95% of our employees are regularly viewing the content in this community. Our evolve Viva Engage community serves as a key platform for employee engagement, helping employees better understand and apply sustainability concepts in their day-to-day decision-making. Industry articles spark discussions, and employees share personal experiences, fostering a deeper, more authentic connection to the cause.

Specific activities like International Biodiversity Day and World Sustainable Transport Day exemplify how we bring sustainability to life for our employees. On International Biodiversity Day, we encouraged staff to share photos of local flora, fauna, or landscapes, which helped raise awareness of biodiversity and identified new volunteering opportunities. On World Sustainable Transport Day, we invited employees to pledge more sustainable commuting practices, which led to real behaviour change, one employee even decided to stop driving to work for the rest of the year, citing both environmental and personal benefits.



# Employee Wellbeing

The foundation for just and favourable conditions at work is fair pay and we ensure that our employees are compensated to meet legal minimum wage and adequate wage thresholds in every location where we operate. We set work-life balance measures such as flexible working arrangements and support the “**right to disconnect**” to promote wellbeing.

Employee Wellbeing initiatives are managed locally in offices globally across ATPI, from coffee mornings to yoga sessions!

## ATPI Greece, great place to work

ATPI Greece, encompassing the Greek arm of ATPI Marine Travel, has been **Certified™ by Great Place To Work®**. The prestigious award is based entirely on what current employees say about their experience working at ATPI in Greece. This year, 95% of employees said it’s a great place To Work.

ATPI Greece is especially busy supporting Greek maritime companies and the global shipping industry with travel solutions that ensure crew members can get where they need to be safely, on time and stress free. The company’s Great Place To Work® certification follows the June receipt of a Silver Award at the Greek Sales Excellence Awards 2024, for innovation in ‘Greening Growth: A Sustainable Travel Management Strategy Incubator’.



## International Yoga Day – ATPI Mumbai

On International Yoga Day, the ATPI Mumbai team took part in calming chair yoga sessions. It was a **moment of peaceful meditation**, allowing them to stretch, breathe, and relive stress before they started their busy workday. Whether it was gently flowing through poses or simply finding stillness, it was the perfect way to reconnect and feel peace.



## ATPI Dubai Wellbeing

ATPI Dubai is supporting employee health and well-being in the workplace with partner Safe Hands UAE. We have completed health check assessments and well-being surveys which will be followed up with 6 months of education, guidance and fun team challenges and guidance across 5 pillars including **General, Mental and Physical health, Diet and Nutrition and Financial Well-being**. We are thrilled to score 91 out of 100 on our Company Wellness Report for 'Where I belong'. One of the best scores seen from a company! Who would have thought that all the focus we are putting into CSR and ESG would be paying off so quickly.





# ATPI Inspires

## Encouraging acts of kindness

In June 2024, the HR & Sustainability teams re-launched our global Volunteering initiative as ATPI Inspires. This initiative embodies our ATPI value of “Show your kindness” and demonstrates the caring culture within. Our purpose is to share our wide range of talents, resources and passion for volunteering for the greater good. Complementing the relaunch of this initiative, we released our volunteering policy entitling our employees to up to two days of paid volunteer leave per calendar year, and implemented a dedicated ATPI Inspires platform to post, advertise and facilitate volunteering activity around the world. With the Inspires platform in place, we are now able to report on our volunteering hours and the impact we are having on local communities and the environment. This initiative is driven by passionate “Inspirers” around the world, many of which were already showing their kindness and inspiring others before we launched. At ATPI, we want our employees to be involved in something that they genuinely care about. By adopting this approach and encouraging our employees to decide which organisations to be involved in we have seen a high participation rate to date.

At ATPI, we believe that small actions lead to big change! And the best part? This is only the beginning. Here’s to more connection, action, and impact in the years to come



1276

Volunteer Hours

Our employees are entitled to 2 paid volunteer days per year



## Charitable Donations

Whilst we don’t publicly report on the amount of charitable donations that ATPI contributes to, we have multiple partnerships in place around the world and regularly run donation drives and fundraising activity as part of ATPI Inspires.





INSIGHT

# CESTHA and FastDiva

Meet FastDiva and the incredible team behind her journey back to the sea.

What started last year as our first volunteering experience through ATPI Inspires has grown into something truly special.

Our team in Italy partnered with **CESTHA Centro Sperimentale per la Tutela degli Habitat**; the Marine Wildlife Conservation and Rehabilitation Centre in Emilia-Romagna, a local non-profit dedicated to rescuing and rehabilitating injured sea turtles.

From feeding and treating marine turtles to helping with their recovery, we were honoured to support such an impactful organisation. The experience inspired us to deepen our commitment, and last year, we adopted a turtle.

That’s how we met FastDiva, a 40kg female turtle who had been accidentally caught in a fishing net and was suffering from lung trauma. Thanks to CESTHA’s expertise and care, she made a full recovery. When the day came for her to return to the sea, our team had the privilege of joining the release mission, an emotional, unforgettable moment we’ll always cherish.

FastDiva’s story was even picked up by the local press, shining a light on this important **collaboration between FAST ATPI and CESTHA**.

We’re incredibly proud of our Italian team and grateful to support a cause with such real, local environmental impact. This is just the beginning; we can’t wait to continue supporting CESTHA and protecting our region’s marine life.







INSIGHT

# Sparkle Foundation

## More Than Charity – A Movement for Sustainable Impact

The Sparkle Foundation is more than just a charity, it’s a corporate and individual engagement platform that transforms lives while creating tangible value for businesses, employees, and families. Together, we can build a future where every child has the opportunity to shine; bold, bright, and unstoppable.

### Funds in 2024 used to:

- Employed 2 full time teachers, and 16 volunteer teacher assistants, providing training and licences
- Provided all technologies including laptop, mobile and WIFI as well as all learning materials for the classroom
- Teaching standard assessment costs
- Maintenance and utilities for classroom

### This has resulted in:

- Access to education for 75 children
- Introduced education to 2-6 years old that previously was not available
- Increased accessibility to further education 7 years plus

### 2025 objective:

Raise funds to build a new classroom, target to achieve this is 100K AED plus resources to fit it out. There will be directly 120 children who will benefit from this classroom specifically but 5,000 will benefit from Sparkle’s presence being in this area.

Malawi is the fourth poorest country in the world, yet it receives only a fraction of global funding.

Malawi faces immense economic, social, and environmental challenges that directly impact the lives of children and their families:

- **Only 25% of the population has access to electricity**, making it difficult for businesses, hospitals, and schools to function effectively.
- **Just 35% of children complete primary school**, leaving millions without the basic skills needed to escape poverty.
- **Unemployment at 92%**





# Traveller Wellbeing & Duty of Care

At ATPI we understand that traveller wellbeing is a critical component of your duty of care solution. Whether your travellers are mission critical or connecting face-to-face with colleagues or clients, our solution is there to provide the necessary support and assistance. Giving you peace of mind and allowing your travellers to focus on their objectives. There have been direct links between traveller wellbeing and successful business trip outcomes, and we are here to help you succeed.Principles and Rights at Work Recruitment.



24/7 support



Policy and Procurement



Traveller Wellbeing Dashboard



Analytics 2.0 Reporting



ATPI Traveller Tracking System



ATPI Alerts

## ATPI CrewCare: Prioritising Crew Wellbeing

ATPI CrewCare is a holistic solution designed to enhance all aspects of a crew members journey to and from their ship. In association with ISWAN, it takes ATPI Marine Travel’s initiatives beyond logistics to providing comfort and support for seafarers at every step. From route optimisation to personalised assistance, ATPI CrewCare unlocks safe, connected, and stress-free travel for all crew members.



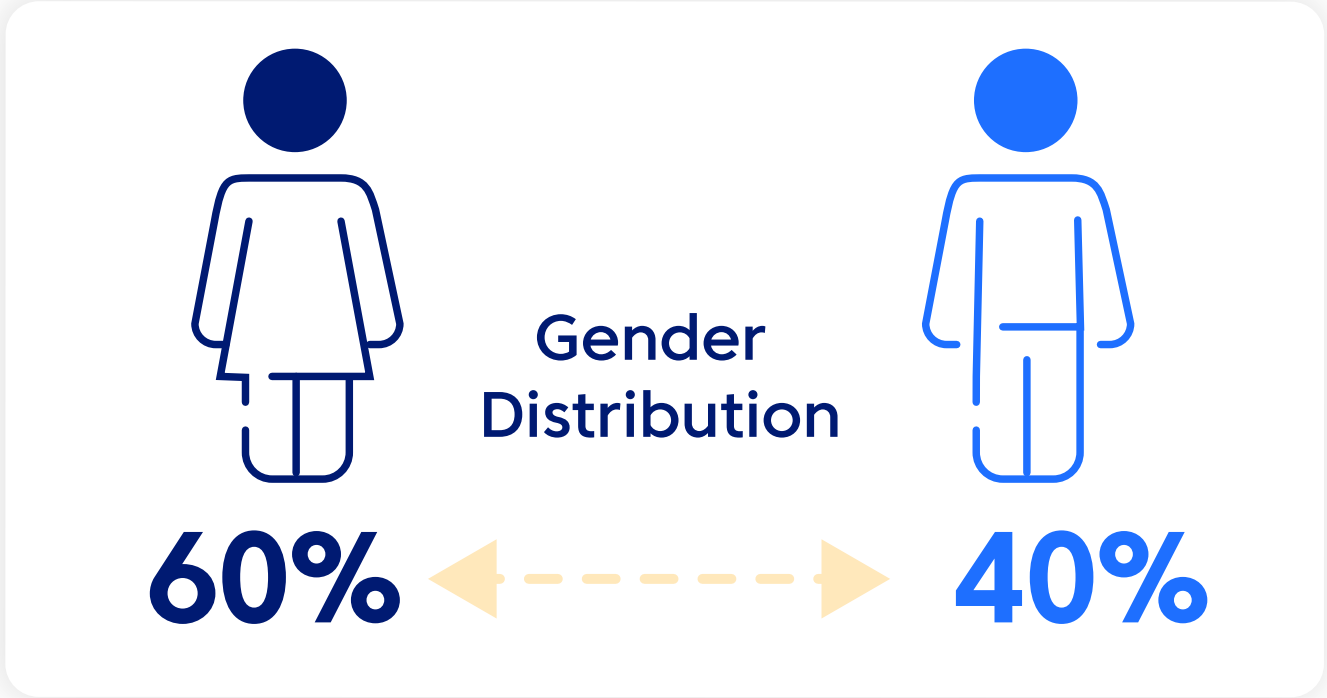
CrewCare





# Diversity, Equality and Inclusivity

ATPI is creating a positive contribution to support human rights and making it our responsibility to have a diverse and inclusive workplace. We have implemented a new global staff database to improve our ability to report on diversity within ATPI. Providing greater insight into our people and global consistency in data sets. This gives us greater transparency to act.



At ATPI we currently have a gender balance of 60% females and 40% males across our employees globally. The travel industry is typically a female-dominated industry, we are working to challenge the stereotypes around this. ATPI strives to ensure that the principles of equality of opportunity are embedded in the culture and structure of the organisation. The policy of promoting equal opportunities in employment is therefore reflected in all the HR policies and procedures developed by ATPI. ATPI commits to always recruit and employ staff on the principles of equal opportunity, diversity and respect for human rights and in accordance with the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work Recruitment.



## Gender Pay Gap

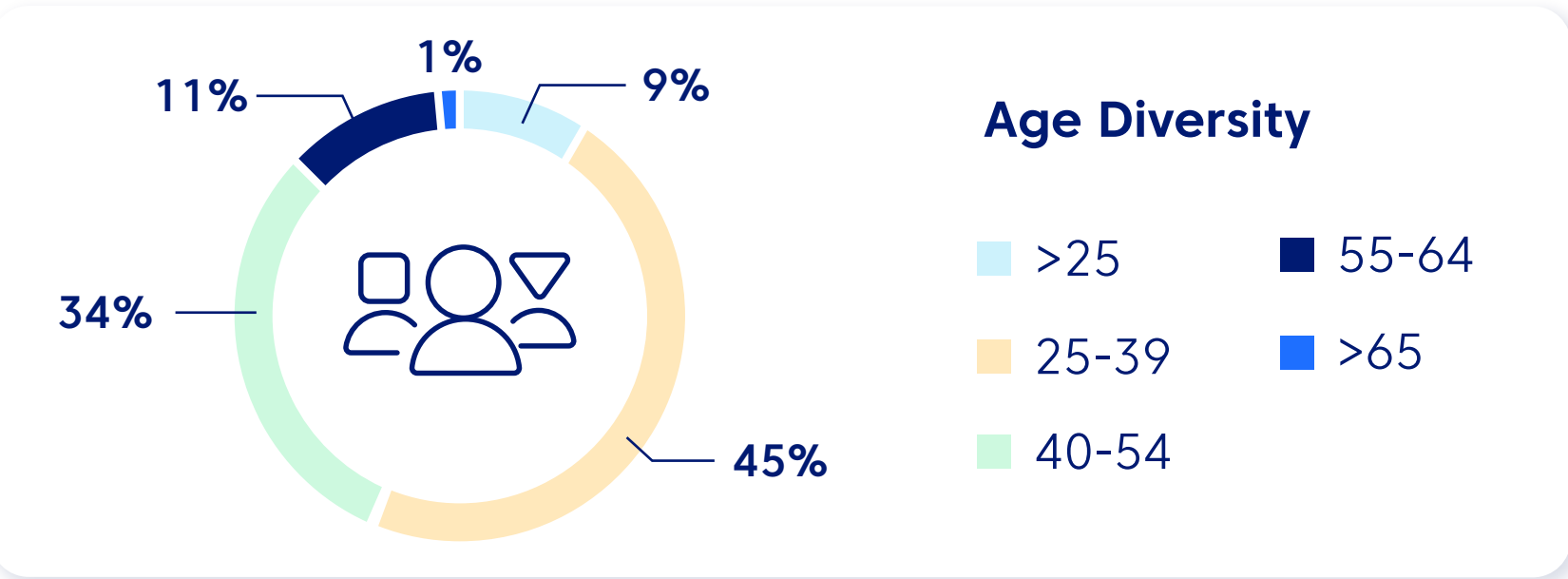
ATPI operates in a diverse environment and is committed to a culture that values diversity and inclusion. We recognise the importance of fostering a diverse workforce which leads to better innovation, stronger customer connections and better business outcomes. Overall, our Males are paid 9.9% more than females. A positive pay gap, meaning in favour of males is the norm around the world. In fact, the estimated global gender pay gap is around 20%. ATPI is committed to continually reviewing and addressing this gap through its recruitment and talent management. As well as monitoring the gender pay gap, we are also focussed on ensuring equitable representation in work levels.

Since our first gender pay gap analysis last year, our global staff database now houses this information allowing us to analyse this data globally and address any disparities. We also report in line with any local legislation.



Age Diversity

ATPI is diverse in the range of ages of our employees, this diversity helps to make us more resilient and adaptable. Age is not a barrier to opportunity at ATPI.



Dignity at Work

Looking ahead, 2025 will see the launch of the Dignity at Work learning path, an initiative designed to foster a culture of diversity, equity, and inclusion throughout ATPI.

Actively supporting inclusivity

Think Different Dinner; Aberdeen office sponsored the Think Different Dinner supporting neurodiversity.

Norwich Pride; Each year a team of volunteers from the Lowestoft office take part in Norwich Pride, supporting and celebrating the LGBTQI+ community.

This year ATPI participated in a learning series called “Countdown to International Women’s Day” with the United Nations Global Compact.





# Human Rights & Labour

The idea of human rights is as simple as it is powerful: that people have a right to be treated with dignity. Human rights are inherent in all human beings, whatever their nationality, place of residence, sex, national or ethnic origin, colour, religion, language or any other status. Every individual is entitled to enjoy human rights without discrimination. These rights are all interrelated, interdependent and indivisible. The Human Rights Principles (Principles 1 and 2) of the UN Global Compact are derived from the Universal Declaration of Human Rights. ATPI supports the human rights principles of the United Nations.



## Human Rights

ATPI is committed to zero-tolerance in human rights violations related to our own operations, our partner network and that of our supply chain. As such all members of staff are required to undertake mandatory Ethics training on the Company’s training platform.

## Labour

### Modern Slavery Act

ATPI is committed to acting ethically and with integrity in all our business relationships, and as far as is reasonably possible to ensure slavery and human trafficking is not taking place anywhere within our supply chains. The supply chain includes companies who provide travel, hotel, car hire, and other travel related services on a Global basis and fulfil travel requirements that we deliver to our clients.

### Slavery, Human Trafficking and Forced Labour

Slavery, Human Trafficking and Forced Labour is included in our Supplier Code of Conduct. The Supplier shall comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force in any part of its supply chain. This includes, but is not limited to, not supporting or engaging or requiring any forced labour, the use of child labour, bonded labour, indentured labour, or prison labour.

### Workplace health and safety

ATPI is committed to the prevention of work-related injuries and ill health, to provide and maintain safe and healthy working conditions, equipment and systems of work for its entire staff and visitors, and to provide information, training and supervision as necessary to achieve this. Ongoing training forms the basis of our workplace health and safety and DSE assessments.



# Championing Inclusive Sport Globally

We believe sport has the power to inspire, unite, and break down barriers. Across the world, we deliver tailored travel solutions that enable inclusive sports communities to thrive, from grassroots clubs to world-class athletes. Whether managing the complex logistics of a Paralympic team or supporting women’s and disability sports, our mission is simple: let athletes focus on their performance, while we handle the journey.

## Pan Disability Football Club, Malaysia

In 2024, ATPI Malaysia proudly became the sponsor of the Pan Disability Football Club — Malaysia’s first pan-disability football team. This partnership reflects our shared vision of creating greater opportunity, accessibility, and inclusion in sport, helping athletes of all abilities come together on the pitch, build confidence, and push the boundaries of what’s possible.



- Leicester City Women’s FC:** Seamless travel management for the women’s first team and academy, supporting domestic and international match schedules.
- Canadian Paralympic Team:** Expertly coordinating multi-leg travel and logistics for athletes heading to the Paris 2024 Olympic and Paralympic Games.
- Invictus Games:** Delivering stress-free journeys for adaptive athletes and veterans, ensuring they arrive mission-ready on the global stage.
- British Wheelchair Basketball:** Providing end-to-end travel services under a renewed four-year partnership, keeping elite teams moving worldwide.
- Canada Games:** Supplying multi-year travel solutions for Canada’s largest national youth multi-sport event, uniting athletes from coast to coast.

From local clubs to global competitions, ATPI is proud to deliver sustainable, accessible travel solutions that help every athlete reach their destination, and their potential.





INSIGHT

# Accessible Travel

Our team visited Heathrow Airport with British Wheelchair Basketball to explore the realities of accessible travel and discuss how the industry can continue improving the experience for athletes and teams.

With Virgin Atlantic, we had the opportunity to walk through a journey from check-in to boarding, gaining valuable insight into the challenges and solutions that impact travelling teams. Open discussions like these are crucial in shaping a more inclusive future for sports travel.

*“The team at Virgin Atlantic made us very welcome, and it was good to address such a crucial topic like accessibility in travel. The processes they took us through were carefully thought out, proving that they are committed to removing barriers and creating a more inclusive experience for every traveller.”*

**Dan Seymour**, Global Partnerships Manager

*“Accessible travel should be for everyone. Virgin Atlantic embraced our feedback, but it was reassuring to see that many solutions are already in place. It’s vital that we keep pushing these conversations forward.”*

**Dean Mitchell**, Supplier Relations Manager



INSIGHT

# Sports and Inspires

Braving -24°C wind chills was no challenge for our dedicated ATPI Inspires team members Giorgio DiNardo, Tandia Huxham, and Matthew Anthony Nadeau last week! They proudly hit the ice with the Montreal Canadiens Children's Foundation as part of the Bleu Blanc Bouge programme.

Our team had the incredible opportunity to teach underprivileged children from across Quebec the fundamentals of hockey while emphasising the importance of exercise and teamwork.

The foundation's mission of providing sports and educational access to underprivileged youth aligns perfectly with ATPI's commitment to making a positive impact.

**We're honoured to support the next generation of hockey stars!**

**These are the moments that truly inspire us!**







# Governance

## Our focus areas

-  Excellence in Governance
-  Responsible Procurement
-  Comprehensive Sustainability Reporting

8

DECENT WORK AND ECONOMIC GROWTH



9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



10

REDUCED INEQUALITIES



11

SUSTAINABLE CITIES AND COMMUNITIES



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



13

CLIMATE ACTION



15

LIFE ON LAND



17

PARTNERSHIPS FOR THE GOALS









**Graham Ramsey**  
Chairman



**Ian Sinderson**  
Chief Executive Officer



**Adam Knights**  
Regional Managing Director UK,  
Europe & Middle



**Craig Bufton**  
Chief Financial Officer



**Ali Hussain**  
Regional Managing Director Asia



**John Nixon**  
Director, Global Customer Experience



**Gary Pearce**  
Regional Managing Director  
The Americas



**Miljenko Cvijanovic**  
Chief Technology Officer



**Peter Muller**  
Regional Managing Director  
Pacific & Africa



**Jeroen van Hest**  
Chief of Staff



**Nikki Matthews**  
Company Secretary & General Counsel

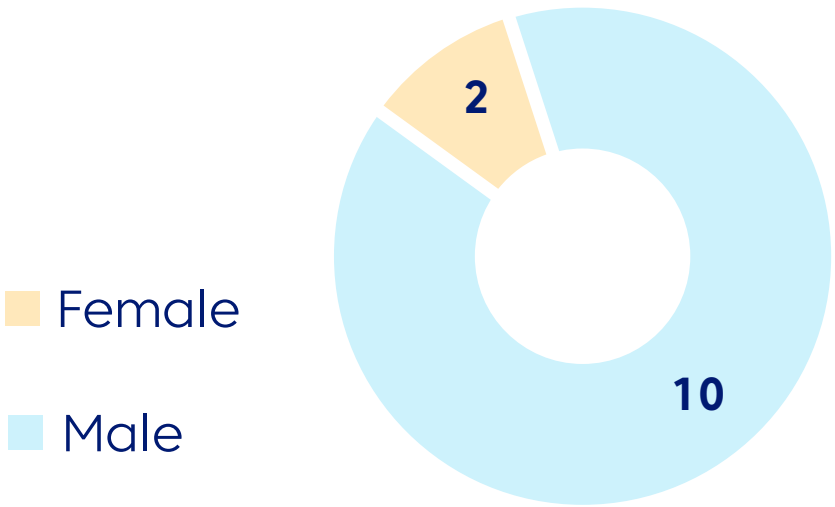


**Rachel Brown**  
Global Culture and Talent lead

# Our Management Team

ATPI’s Management Team consists of a diverse group of individuals representing our business across the regions. The team is briefed on environmental sustainability topics at scheduled meetings by our Chief of Staff. People-focussed sustainability topics are brought to the table by our Global Talent & Culture Lead ensuring that they are recognised as an integral part of our strategy. They have overall responsibility for monitoring and reviewing the group’s strategic priorities in relation to sustainability including climate related risks and opportunities. Including but not limited to, monitoring the implementation of a transition plan, overseeing the setting of corporate targets, monitoring progress towards corporate targets and overseeing value chain engagement. Climate related issues including risks, opportunities and resourcing also form part of the overarching group strategy.

Management Team  
Gender Diversity



Management Team  
Location





# Excellence in Governance

## Compliance

The global compliance team are central to our sustainability efforts, they are located across UK, India and Israel and believe in taking a people-centric approach to the important work that they do. The team supports many areas of our business, providing us with the strong foundation for a responsible business. The people-centric approach that they take ensures that the work they do is valued and viewed with importance rather than a box ticking exercise.

## Global Policies

The compliance team is responsible for maintaining our global policies and seeing that they are reviewed annually with any updates to remain relevant. Some of the core Policies that strengthen our sustainability programme at ATPI are as follows:

- Corporate Social Responsibility Policy
- Energy & Environmental Policy
- Global Supplier Code of Conduct
- Anti-Bribery Corruption Policy
- Fraud Policy
- Modern Slavery Act Transparency Statement
- Quality Policy
- Occupational Health & Safety Policy
- Information Security Policy



## Integrated Management Systems (IMS)

ATPI operates an Integrated Management System (IMS), under which all aspects of compliance are maintained and updated. For those aspects of compliance falling within a 'Certificated Management System', which is one supported by an ISO, they are audited globally by Det Norske Veritas (DNV) to ensure our full compliance with those international standards.



## ISO Certifications

We welcome the addition of climate change notes in all ISO standards. Our certification covers lots of areas: Quality, Energy, Environment, Information Security, Health & Safety and Data Protection. In the future there may be more.



## Risk and Opportunity Assessment

This includes the identification, assessment, response planning and implementation and control of risks and opportunities around projects. The Compliance Team have built good working relationships with different individuals and teams globally and have been fortunate to support them with project risk and opportunity assessments.



## Compliance Training

Currently awareness training is available for all the standards ATPI is certified to. As well as those courses which educate our colleague on law, regulations and the company policies that apply wherever they are globally. The feedback received from our colleagues at ATPI has driven a continual improvement project in the courses offered. This project will see a restructure of the Compliance Courses offered on the Academy and will include new, initial, refresher and bite-sized training opportunities.



# Excellence in Governance



## Anti Bribery and Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery. The tenth principle against corruption was adopted in 2004 and commits UN Global Compact participants not only to avoid bribery, extortion and other forms of corruption, but also to proactively develop policies and concrete programmes to address corruption internally and within their supply chains. Companies are also challenged to work collectively and join civil society, the United Nations and governments to realize a more transparent global economy.

It is the policy of ATPI to conduct all of its business in an honest and ethical manner. ATPI takes a zero-tolerance approach to bribery and corruption in whatever form it may be encountered including, without limitation to: a) bribery (whether in cash or in kind) b) embezzlement c) fraud d) extortion.



## Information Security

ATPI has a robust Information Security policy in place to protect all the information assets of ATPI, and any external clients involved in business with ATPI. We are focussed on protecting our systems and data through a combination of technical measures and training & awareness to reduce the risk of phishing and attacks. The ISO27001 framework forms the basis of our information security standards, and we have expanded this accreditation from 2 locations to 4 in 2023.



## Payment Card Industry Data Security Standard (PCI DSS)

PCI Security Standards are technical and operational requirements set by the PCI Security Standards Council (PCI SSC) to protect cardholder data. ATPI staff are trained and compliant on these standards.



## Data Privacy

ATPI is committed to keeping personal information safe, whether your personal data or your employee’s data. That’s why we innovate ways to safeguard your privacy when utilising our services and products. We will always keep you fully informed about your data and how ATPI uses your data and for how long. Your personal data belongs to you, therefore ATPI promises to only use it for the purposes for which you have given it to us, or for which we collected it. Ensuring that our employees are constantly updated with training and information on how to keep personal data safe is central to our programme.





# Responsible Procurement

## Supplier Code of Conduct

2023 saw the introduction of our Supplier Code of Conduct. We seek to have the highest level of corporate integrity in our relationships with our suppliers and clients. Corporate integrity, responsible sourcing, and the safety and wellbeing of workers across the global supply chain are of paramount importance to ATPI. These core principles are reflected in this Supplier Code of Conduct (Code), which establishes the minimum standards that must be met by any business or entity that supplies products or services to ATPI. Whilst we understand that our suppliers operate independently from us, we expect that they share this same commitment. [Our Supplier Code of Conduct can be accessed here.](#)

## Supplier Procurement Process

The introduction of a more robust supplier process has been initiated as part of our continued governance improvements. The joint project between the compliance and legal teams aims to increase visibility of our supply chain and provides a foundation for responsible procurement practice.

## Hotel Programme Procurement

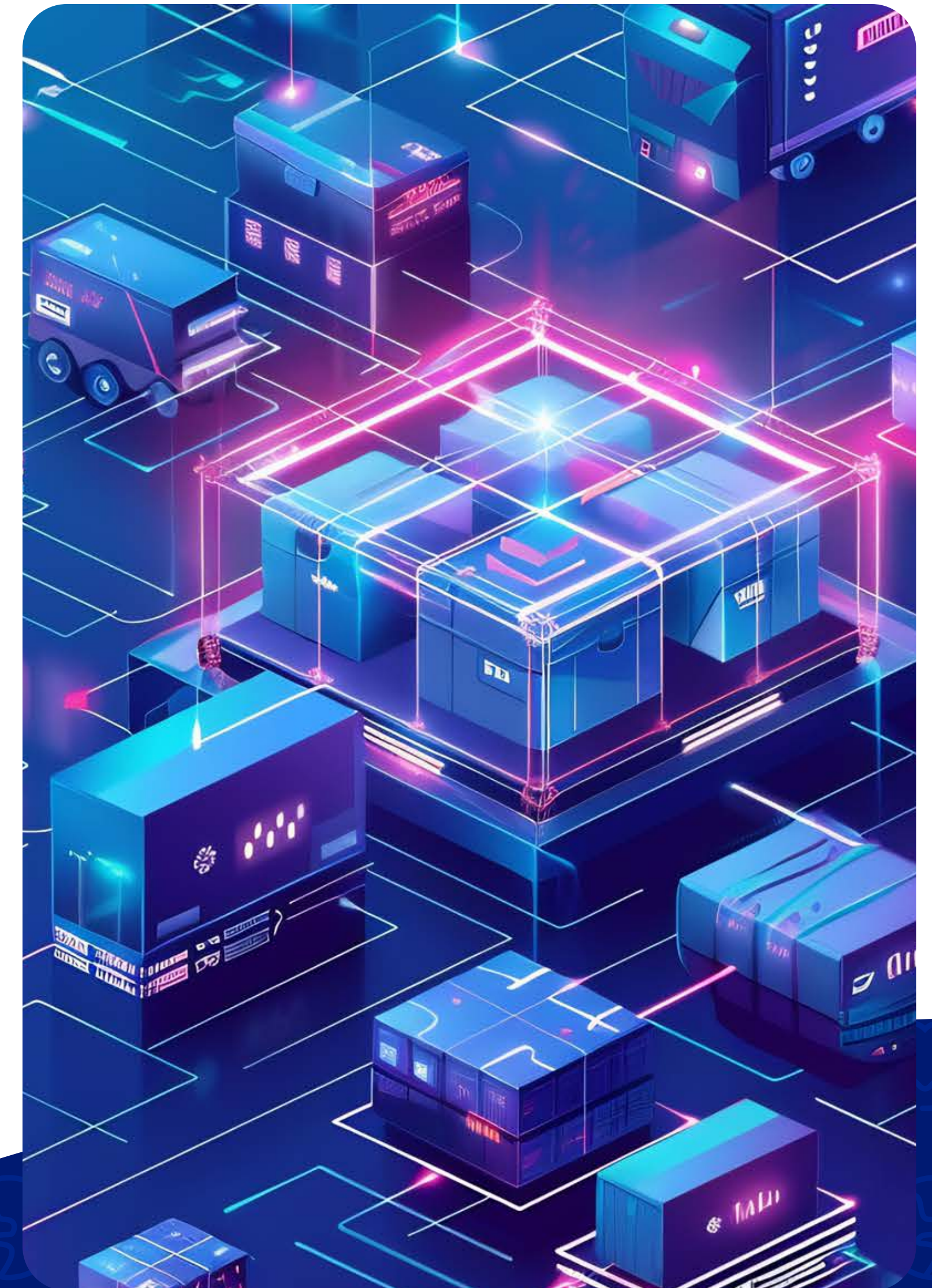
ATPI conducts an annual hotel programme Request for Procurement with our partner Direct Travel. We utilise the Cvent tool for this process and include a combination of the GBTA sustainable procurement questions and custom questions that relate to ATPI's own sustainability plan.

## Thrust Carbon City Analyser

ATPI utilises the Thrust Carbon - Hotel Sustainability Index which is a groundbreaking tool providing single ESG scores for over 1.6M hotels globally. It provides a clear rating of hotel sustainability in one number to inform travel policy by comparing hotel ratings. The ratings combine many datasets including hotel certifications such as LEED and EPC and is a live product that is constantly updated.

## Supporting our clients as responsible suppliers

ATPI is committed to our clients' efforts towards responsible procurement and are happy to complete any requested supplier due diligence requests with complete transparency either through external channels such as EcoVadis and CDP or through surveys and questionnaires.





# Comprehensive Sustainability Reporting

In addition to the annual publication of our voluntary sustainability report, we further report on an internal basis on the sustainability risk and opportunity that presents itself to us. We disclose to both EcoVadis and CDP annually in an effort to improve our sustainability performance and demonstrate our commitment to responsible business practices.

## Sustainability Risk and Opportunity Reporting

Climate related risks are identified, assessed and managed through compliance risk process. Bi-annual risk assessment process involves subject matter experts responding to a risk questionnaire. The results of this risk assessment guide the overall business plan and strategy. ATPI also reports our sustainability and climate related risks and opportunities annually through CDP.

## UN Global Compact

Corporate sustainability starts with a company’s value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet but also setting the stage for long-term success.

As signatories to the UN Global Compact since 2024, we commit to upholding its Ten Principles on human rights, labour, environment and anti-corruption. By embedding these principles in our policy framework and governance, we aim to build and enable a culture that supports the realisation of these commitments.

## EcoVadis

In 2024, ATPI participated in the EcoVadis sustainability assessment and was awarded a score in February 2025. Details of our results are presented in the key reporting metric table of this report.

## CDP

ATPI participates in the CDP environmental disclosure system annually.





# Environmental Metrics

Operational GHG emissions - tCO2e	2024	2023	2022	2021
Total	3895.77	3905.30	2978.90	1432.44
Scope 1	142.01	206.36	180.06	165.50
Scope 2	755.10	999.80	881.50	559.35
Scope 3	2998.63	2697.20	1916.80	707.59
Total GHG emissions per FTE	1.65	1.86	1.77	0.96
Scope 1 & 2 per FTE	0.38	0.57	0.63	0.49
Scope 3 per FTE	1.27	1.28	1.14	0.48
GHG emissions by type - tCO2e	2024	2023	2022	2021
Scope 1 - Company Cars	106.56	164.30	146.36	130.21
Scope 1 - Heating	35.45	44.00	35.19	33.78
Scope 2 - Electricity	755.10	999.80	881.25	559.07
Scope 3 - Business Travel	1723.47	1487.30	1051.51	153.39
Scope 3 - Commuting	811.07	921.80	555.81	203.77
Scope 3 - Work from Home	274.12	288.10	311.36	349.84
Scope 3 - Data Centres	265.00	n/a	n/a	n/a

Electric/Hybrid Cars in Fleet	2024	2023	2022	2021
Percentage of Electric/Hybrid Cars	38%	29%	14%	10%

Energy Consumption	2024	2023	2022	2021
Renewable Electricity	48%	43%	37%	44%
mWh Electricity Consumption	1610	1573	1503	1351
mWh per FTE	0.68	0.75	0.89	0.91

Environmental Violations	2024	2023	2022	2021
Reported Environmental Violations	0	0	0	0

Carbon Credits	2024	2023	2022	2021
Units	3896	3906	2980	1433
Percentage of Residual emissions covered	100%	100%	100%	100%
Sustainable Aviation Fuel	2024	2023	2022	2021
SAF	75 tonnes	0	0	0



# Social Metrics

Employees	2024	2023	2022	2021
Total Headcount	2523	2334	n/a	n/a
Total full-time equivalent	2359	2100	1684	1527
Employee turnover	11.5%	13.8%	19.5%	0.8%
Full-time	87%	88%	n/a	n/a
Part-time	13%	12%	n/a	n/a
Work from Home	14%	15%	n/a	n/a

Employee Survey -Engagement	2024	2023	2022	2021
Participation Rate	91%	90%	n/a	n/a
Social Connection Score	75%	71%	n/a	n/a
Engagement Score	73%	72%	n/a	n/a
Sustainability Score	77%	71%	n/a	n/a

ATPI Inspires	2024	2023	2022	2021
Volunteering Hours	1276	n/a	n/a	n/a

Employee Training	2024	2023	2022	2021
ATPI Academy Hours	16350	4001	n/a	n/a

Gender Diversity	2024	2023	2022	2021
Women in Workforce	60%	61%	62%	60%
Women in Cabinet	17%	17%	9%	9%
Women in Leadership	52%	57%	48%	39%

Gender Pay Equity	2024	2023	2022	2021
Gender Pay Gap (in favour of Males)	9.9%	9.7%	n/a	n/a
% of locations with a Gender Pay Gap in favour of Males	58%	64%	n/a	n/a
Females in Upper Pay Quartile	62%	n/a	n/a	n/a
Females in Upper Middle Pay Quartile	73%	n/a	n/a	n/a
Females in Lower Middle Pay Quartile	50%	n/a	n/a	n/a
Females in Lower Pay Quartile	55%	n/a	n/a	n/a

Age Diversity	2024	2023	2022	2021
<25	9%	n/a	n/a	n/a
25-39	45%	n/a	n/a	n/a
40-54	34%	n/a	n/a	n/a
55-64	11%	n/a	n/a	n/a
>65	1%	n/a	n/a	n/a

Safety and Wellbeing	2024	2023	2022	2021
DSE Assessment	48%	98	n/a	n/a

Customer Advocacy ATPI – Net Promoter Score (NPS)	2024	2023	2022	2021
Overall NPS Score	57.09	47.21	50.21	56.11
Promoters	71.66	64.90	67.10	70.30
Neutral	13.77	17.40	16.00	15.50
Detractors	14.57	17.70	16.90	14.20
Client Retention Rate	98%	98%	99%	99%



# Governance Metrics

Sustainability Performance	2024	2023	2022	2021
UN Global Compact	Member	n/a	n/a	n/a
EcoVadis Score	67	68	65	n/a
EcoVadis Percentile	84 <sup>th</sup>	91 <sup>st</sup>	90 <sup>th</sup>	n/a
EcoVadis Medal	Bronze	Silver	Silver	n/a
CDP	C	C	n/a	n/a

Compliance ISO Certifications	2024	2023	2022	2021
ISO 14001	2	2	2	2
ISO 500001	1	1	1	1
ISO 27001	4	4	2	2
ISO 9001	ALL*	ALL*	ALL*	ALL*
ISO 45001	1	1	1	1

Security Incidents	2024	2023	2022	2021
Major IT Incidents	0	0	0	0
Major Data Breach	0	0	0	0

Supplier Code of Conduct	2024	2023	2022	2021
Supplier Code of Conduct	Yes	Yes	No	No

Board Composition	2024	2023	2022	2021
Total	10	10	10	10
Male	9	9	10	10
Female	1	1	0	0
Female Percentage	10%	10%	0%	0%





# United Nations Global Compact

ATPI are active participants in the United Nations Global Compact

UNGC Areas	Principles	Report Section
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Page 40,45 & 47
	Principle 2: make sure that they are not complicit in human rights abuses	Page 40,45 & 47
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Page 40,45 & 47
	Principle 4: the elimination of all forms of forced and compulsory labour;	Page 40,45 & 47
	Principle 5: the effective abolition of child labour; and	Page 40,45 & 47
	Principle 6: the elimination of discrimination in respect of employment and occupation.	Page 40,45 & 47
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	Pages 16-26
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	Pages 16-26
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Pages 16-26
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Pages 46





# Carbon Credit Retirement 2024 Footprint

Carbon Credit Project	Country of Project	Project Type	Project Standard	Vintage	Quantity
Amayo 40MW Wind Project	Nicaragua	Energy - Wind	Gold Standard	2020	755
Biomass/Bio gas Based Heat Everest	India	Biomass	Verra	2021	181
Envira Amazonia Project	Brazil	REDD+	Verra	2019	400
Reforestation of Degraded Forest Reserves	Ghana	Forest - Reforestation	Verra	2019	900
Burn Kenya	Kenya	Social - Cookstoves	Gold Standard	2018	500
Ntakata REDD+ Project	Tanzania	REDD+	Verra	2018	100
Luangwa Community Forests	Zambia	REDD+	Verra	2017	160
Katingan Forest-based Avoided Emissions	Indonesia	REDD+	Verra	2017	399
Qianbei Afforestation	China	Forest - Afforestation	Verra	2016	486
Blaston Soil Carbon Sequestration UK	England	Regenerative Farming	Ecometric	2021-2022	15
TOTAL					3896



# Sustainable Aviation Fuel (SAF) Retirement 2024 Footprint

Type	Retired By	Retired For	Sustainability certification of SAF	Unique Retirement ID	Date of SAF Delivery to Airport	Quantity - GHG Emissions Reduction (Metric Tons of CO2eq)
SAF (HEFA)	NESTE Components	ATPI Ltd	EU RED II, ISCC EU	RE3058	02 July 2024	52.903
SAF (HEFA)	NESTE Components	ATPI Ltd	EU RED II, ISCC EU	RE3057	01 July 2024	15.005
SAF (HEFA)	NESTE Components	ATPI Ltd	EU RED II, ISCC EU	RE3056	01 July 2024	7.098
TOTAL						75.006







For information regarding  
this report please contact:

**Louisa Toure**

Sustainability Officer

[louisa.toure@atpi.com](mailto:louisa.toure@atpi.com)

[evolve@atpi.com](mailto:evolve@atpi.com)

[www.atpi.com/sustainability/](http://www.atpi.com/sustainability/)



Delivering what really matters™