



# ATPI Sustainability Plan 2025-2027

Delivering what really matters™





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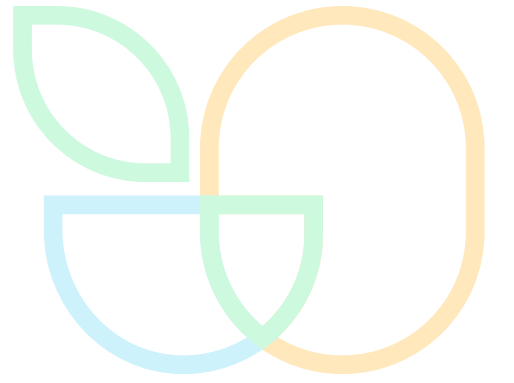
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Cover image – ATPI Halo – Delta Blue Carbon (Pakistan)





# A Message from our CEO



**Ian Sinderson**  
Chief Executive Officer

“ATPI has a long history of being one step ahead and defining new ways of working, from creating bespoke travel workflows for specific sectors to developing cutting-edge tech. Our business has grown throughout the last 100+ years thanks to a culture of innovation: always improving, thinking ahead and investing in new solutions.

Our efforts are rooted in delivering exceptional client service for the long term. Welcoming change and embracing future developments has been key to our enduring partnerships with our clients.

Sustainability has risen as a priority in business and we are proud to be able to help our clients to navigate their sustainability journey through our established ATPI Halo offering, a comprehensive CO2 measurement, reduction and compensation solution for corporate travel and events. Last year we announced our partnership with industry trailblazer, Neste, the world’s leading provider of Sustainable Aviation Fuel (SAF).

This provides our clients the opportunity to invest in SAF as a reduction solution and complements our partnerships with Thrust Carbon and Respira International for a holistic approach to addressing responsible travel.

There is an undeniable need for our industry to unite in addressing the ongoing climate emergency. At ATPI, we embrace this challenge, combined with the goal to make ATPI a great place to work in all its facets. Our journey is one that continues to evolve but our strategy is based on the core foundations of environment, social and governance frameworks and is driven by a passionate team.

There is no doubt that sustainability is embedded within our business, and we are proud of the contributions made daily by our employees. We don’t define sustainability as a project, a department or a service. For ATPI it’s a philosophy that is affirmed in every part of our Group on our journey to becoming a more responsible business.”



# Sustainability at ATPi

**ATPI’s ambition is 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. Sustainability at ATPi is centred around delivering what really matters to our stakeholders. Our initiatives are developed to achieve long term benefits embedded deep within all areas of our business, balancing reporting requirements with real impact.

As a global travel management company, **we are aware of the impact that our industry has on the world around us**, particularly in climate change. We recognise that we are uniquely positioned to contribute to building a responsible and resilient future within the travel industry and the sectors that we work closely with. Our responsibility extends beyond our own operations.

**ATPI is committed to continuously improving the performance of our operations**, providing responsible solutions for our clients and being thought leaders in our industry.



ATPI Inspires – Norway Team Volunteering



# Our Sustainability Programmes



## Sustainability is a journey that is constantly evolving

Our internal sustainability initiatives and projects come under the banner of evolve. These initiatives address the 3 areas of environment, social and governance and build the overall resilience of our business. Our strength is in our ability to adapt and evolve in a world of constant change.



## 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 in. This programme builds engagement, increases wellbeing and delivers positive impact to environment, people and beyond.



# Sustainability in Action – how far we have come

Our 2022 -2024 Sustainability Plan provided us with a strong foundation to establish sustainable practices and initiatives throughout our business. In a few years we have made progress in all our focus areas and a have **a clear roadmap on where we are headed.**



## Environment

- Carbon Footprint Reporting
- Carbon Neutral Operations
- 43% of electricity to our offices is renewable
- 29% of company car fleet are electric/hybrid
- ATPi Halo launched in 2021
- Over 62,000 carbon credits retired
- Partnership with NESTE to supply SAF



## Social

- ATPi Inspires launched 2024
- Employer assisted Volunteer Policy
- Over 1200 Volunteering Hours logged by our employees
- 77% of our employees have an understanding of our sustainability programme
- 56% senior leadership team are female
- 75% of our employees believe ATPi's commitment to social sustainability is genuine



## Governance

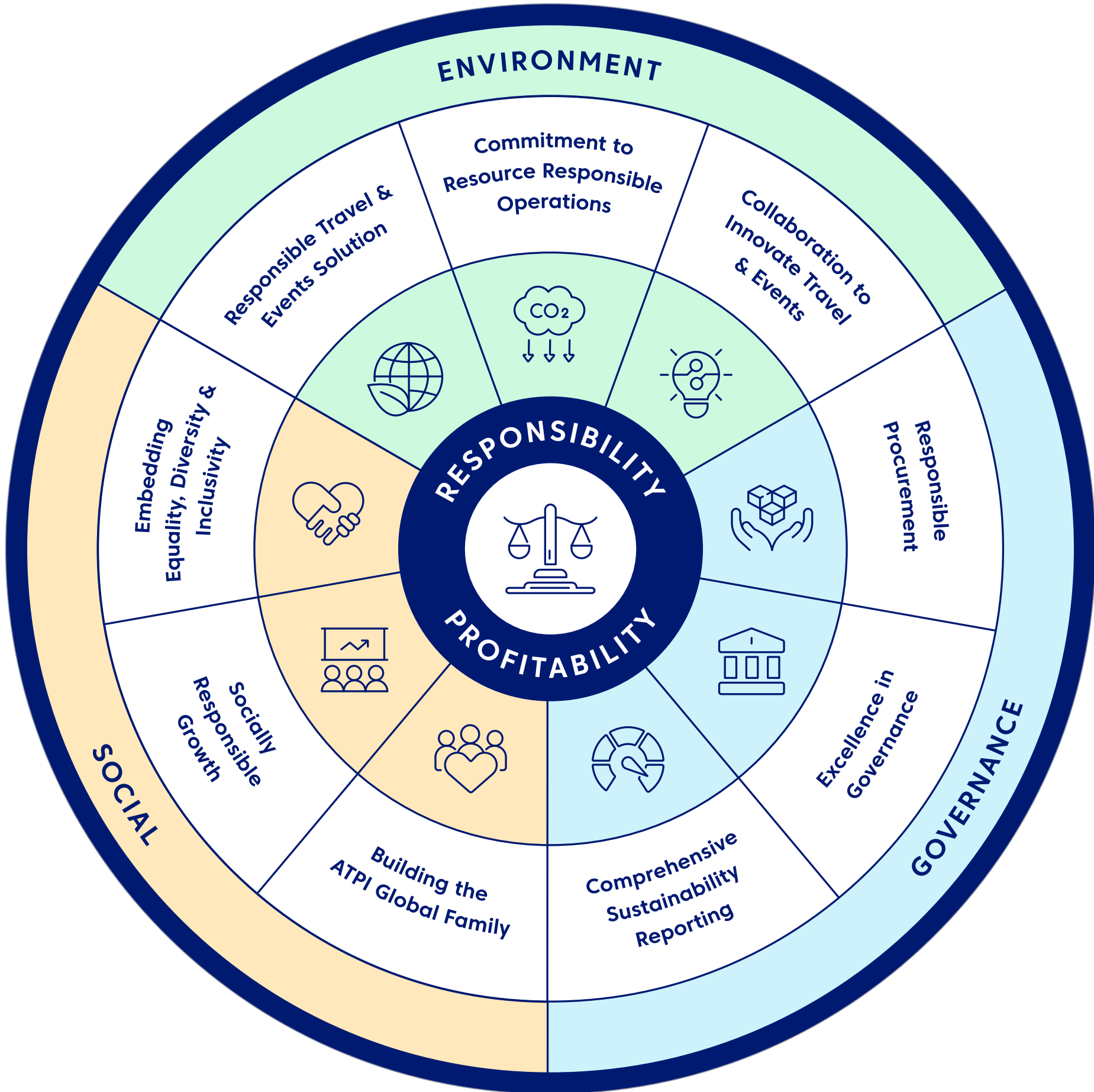
- Sustainability Report published in 2024
- Supplier Code of Conduct introduced in 2024
- Participant of UN Global Compact since 2024
- Advanced EcoVadis Rating
- CDP Discloser
- Group Policy Updates



# ATPI's Sustainability Plan

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.



1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

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

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS





# Responsible Travel & Events Solutions

We are committed to providing responsible travel & events solutions for our clients, **contributing to decarbonising the travel and events industry.**

## Aspirations

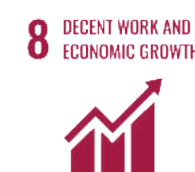
- Help our clients measure, reduce and compensate travel and events related CO2e emissions using best practice
- Providing enhanced CO2e reporting using the best available methodology
- Promoting responsible travel solutions and supporting clients with carbon budgets & responding to non-financial audits
- Growing the Sustainable Events offering

## Core Activities:

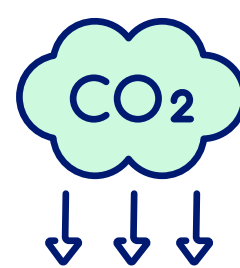
- ATPI Halo Strategy (Travel & Events)
- Regular ATPI Halo training for commercial teams
- Regular ATPI Halo marketing materials released
- Client webinars, supporting commercial teams with RFP & retention responses
- Maintain integrity of portfolio of projects and strategic supplier partnerships

## Our approach is guided by:

- ✓ GHG Protocol guidelines to measuring & reducing Scope 3.6 emissions
- ✓ Voluntary Carbon Markets Integrity Initiative (VCMI)
- ✓ EU CSRD







# Commitment to Resource Responsible Operations

We recognise that climate change is urgent and undeniable, we are committed to reducing the impact of our operations.

## Aspirations

- Reduce Scope 1,2 &3 emissions inline with a 1.5 degrees future
- Increase the percentage of Green Electricity to power our offices
- Switch our company vehicle fleet to electric/hybrid vehicles
- Invest in Sustainable Aviation Fuel
- Maintain Carbon Neutral status

## Core Activities:

- Produce a Scope 1,2 and 3 emissions inventory annually
- Setting & tracking carbon reduction targets
- Carbon Management (maintaining carbon neutral status, reduction strategies and managing internal carbon pricing strategy)
- Develop a Climate Transition Plan
- Energy & Environment strategies aligned with Compliance
- Incorporate local biodiversity conservation and restoration into our ATPI Inspires volunteering programme

## Our approach is guided by:

- ✓ ISO14001 – Environmental Management
- ✓ GHG Protocol
- ✓ ATPI Corporate Social Responsibility Policy



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



17 PARTNERSHIPS FOR THE GOALS





# Collaboration to Innovate Travel & Events

We are committed to inspiring innovation in the travel industry.

## Aspirations

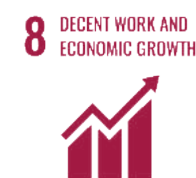
- Increase participation in sustainability thought leadership at events and forums across the regions where sustainability is a key topic
- Grow partnerships with existing and new partners with a focus on industry innovation
- Regular release of Sustainability and Innovation articles

## Core Activities:

- Increase participation and attendance at industry events
- Identify and engage with key clients, travel industry associations and suppliers to develop conversations on innovative sustainable travel topics
- Produce a range of sustainability related content available across different mediums to encourage innovation of the industry
- Develop a global partnership directory for visibility of our strategic partnerships
- Increase collaboration with other teams within ATPi, understanding the key trends in the industry

## Key Partnerships:

- ✓ Thrust Carbon
- ✓ Respira
- ✓ NESTE
- ✓ Reduce & Invest
- ✓ UNGC Network UK



ATPI Halo partners with NESTE





# Building the **ATPI Global Family**

**We are committed to sharing knowledge, expertise, and initiatives** to enhance the working experience of our global team.

## **Aspirations**

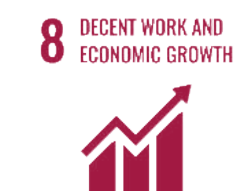
- To build a community of sustainability awareness and engagement
- Increase annually employee training on sustainability topics
- Maintain a high level of employee engagement
- Promote safety and wellbeing

## **Core Activities:**

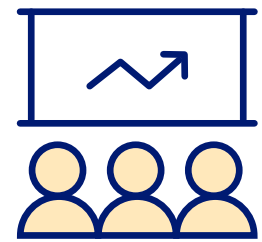
- Refreshing sustainability training materials and courses for our employees
- Understanding the needs of our employees and building initiatives around these needs
- Creating opportunities for employees to participate in and contribute to the overall sustainability objectives
- Support employees to build a sustainable and meaningful career
- Employee Wellbeing Programmes
- Celebrating the achievements of our Global Teams

## **Our approach is guided by:**

- ✓ ISO45001 – Occupational Health & Safety Management
- ✓ Our People







# Socially Responsible Growth

We are committed to bringing opportunities and growth to the communities in which we operate with **meaningful outcomes**

## Aspirations

- Building skills in all the communities in which we work
- Increase in philanthropic activity in the locations in which we operate
- Increase the number of volunteering hours year on year
- ATPI having a positive impact on local communities
- Improving the well-being of travellers

## Core Activities:

- Actively support and drive engagement of employee activity in ATPI Inspires
- Improve monitoring of volunteering, implement a method to track community impact
- Develop a reporting mechanism for donations and sponsorships
- Promoting local initiatives and enabling individuals and partners to make sustainability a reality for all
- Traveller wellbeing suite of tools and services updated with changing trends and requirements

## Our approach is guided by:

- ✓ ISO45001 – Occupational Health & Safety Management
- ✓ ATPI Employer Supported Volunteering Policy
- ✓ Our People

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



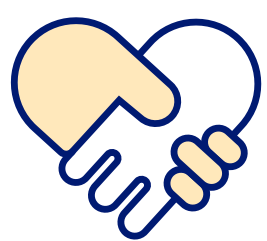
ATPI Inspires – US Team Volunteering







ATPI Inspires – Norwich Pride



# Embedding Equality, Diversity & Inclusivity

We are committed to embracing opportunities to participate and advance equally to represent the communities in which we operate. **Ensuring all employees are uniquely valued in an inclusive environment** to develop and contribute their best.

## Aspirations

- To build a community of awareness and engagement within ATPI
- Aspiring toward removing gender biases in the industry
- Reduce pay gap for all employees
- Understanding and celebrating the diversity within our business

## Core Activities:

- Enhancing learning, upskilling and development for each generation
- Understanding the needs of our employees and building initiatives around these needs
- Gender Pay Gap Reporting and progress to reduce the gap
- Projects to embed equality, diversity and inclusivity into our business

## Our approach is guided by:

- ✓ Our People
- ✓ ISO45001 – Occupational Health & Safety Management
- ✓ UN Global Compact
- ✓ Group Equality, diversity and inclusivity policy
- ✓ Group anti harassment and bullying Policy

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



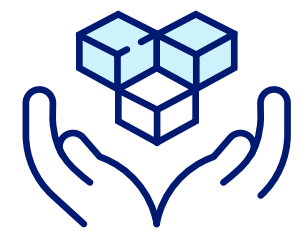
10 REDUCED INEQUALITIES



17 PARTNERSHIPS FOR THE GOALS







# Responsible Procurement

ATPI is committed to minimising supply chain risks and realising opportunities that can be generated from our supplier relationships. 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.

## Aspirations

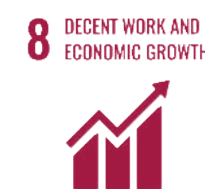
- Include Supplier Code of Conduct in all contracts
- Continually improve supply chain sustainability, traceability and transparency
- Zero instances of modern slavery in our operations and value chain
- Partner ethically with our employees, clients, suppliers and communities to achieve sustainable outcomes

## Core Activities:

- Incorporate sustainability where relevant into procurement process
- Supply Chain Evaluation to improve the oversight of risk and opportunity
- Apply Industry best practice to evaluate travel industry suppliers. i.e. GBTA standard questions in Hotel/Air procurement process
- Introduce a responsible procurement set of guidelines aligned with our sustainability ambitions

## Our approach is guided by:

- ✓ ATPI Supplier Code of Conduct
- ✓ Sustainable Procurement Standards
- ✓ Modern Slavery Statement
- ✓ Corporate Social Responsibility Policy



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ATPI Halo – Cookstoves – NEPAL





ATPI Greece – Great Place to Work Certified



# Excellence in Governance

We are committed to drive accountability, integrity, transparency, and excellence.

## Aspirations

- Improve and strengthen the Sustainability risk and opportunity reporting
- Embed 10 principles of UN Global Compact deeper into our business
- Group Policies and Standards
- Increase shareholder and cabinet oversight of sustainability
- Extend Sustainability Programme to Partner Network
- Third Party Assurance of Sustainability Reporting

## Core Activities:

- Improve and strengthen the risk and opportunity reporting process on Sustainability themes with an intent to increase awareness of the future potential impacts to our business caused by climate change
- Incorporating the UNGC principles into business strategy and values to meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption
- Frequent review and update of policies to remain relevant with latest sustainability advancements and best practice
- Cabinet endorsement, adoption and drive of sustainability initiatives
- Assess options for third party assurance of Sustainability Reporting and Carbon Footprint reporting inline with mandatory reporting requirements

## Our approach is guided by:

- ✓ UN Global Compact
- ✓ Non-financial reporting guidelines
- ✓ ISO 9001 Quality Management System
- ✓ Compliance Team guidance







# Comprehensive Sustainability Reporting

We are committed to continuous improvement to deliver improved internal and external sustainability reporting in accordance with best practice

## Aspirations

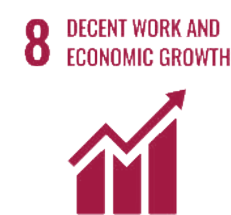
- Annual Sustainability Reporting with improved data each year
- Improve communication to Key Stakeholders on Sustainability Performance
- Continue participation in Voluntary reporting and assessment of our Sustainability Performance
- Sustainability Objectives are included in the overall business plan
- Prepared for non-financial mandatory reporting

## Core Activities:

- Publish Annual Sustainability Report with key reporting metrics with YoY performance
- Carbon Footprint Reporting on Scope 1,2 and 3 emissions
- Materiality Assessment
- Prepare for non-financial mandatory reporting
- Continue participation in voluntary external assessments such as EcoVadis and CDP to assess our performance and seek to improve
- Improve regular communication on progress to key stakeholders

## Key Partnerships:

- ✓ Industry Best Practice
- ✓ CDP Assessment
- ✓ EcoVadis Assessment
- ✓ Laws and Regulation
- ✓ Key Stakeholders
- ✓ ISO 9001 Quality Management System



ATPI Halo – Blaston Clover Soil Worms



# Roles & Responsibilities

Sustainability at ATPI is very much everyone’s responsibility. The executive sponsor for the Sustainability Plan 2025-2027 is the Chief of Staff. Overall responsibility for implementing and coordinating activities detailed within the Sustainability Plan 2025-2027 is the Sustainability Officer. The individuals accountable for the planning and delivery of the key initiatives and activities are listed below.

 Focus Area		Activity	Responsibility
 Responsible Travel & Events Solutions		ATPI Halo	Sustainability Officer
		ATPI Halo Events Solution	Sustainability Officer / Director, ATPI Halo
		Innovative Relationship (ATPI Halo)	Sustainability Officer / Group Finance Manager
		Technology	Head of Compliance / Sustainability Officer
 Commitment to Resource Responsible Operations		Carbon Footprint Reporting	Sustainability Officer
		Carbon Management	Sustainability Officer / Director, ATPI Halo
		Climate Transition Plan	Sustainability Officer / Group Finance Manager
		Energy & Environment strategy alignment with Compliance	Head of Compliance / Sustainability Officer
		Biodiversity	Sustainability Officer / ATPI Inspires Team
 Collaboration to Innovate Travel & Events		Innovative Relationships	Director, ATPI Halo / Sustainability Officer / Marketing
		Thought Leadership	Commercial Teams / Director, ATPI Halo Sustainability Officer / Commercial Teams
		Collaborative Sustainability Marketing Strategy	Director, ATPI Halo / Sustainability Officer Marketing / Commercial Teams



# Roles & Responsibilities

 Focus Area		Activity	Responsibility
 <b>Building the Global ATPI Family</b>		Sharing knowledge and skills around sustainability across ATPI	Sustainability Officer / Marketing
		Sustainability Participation & Engagement Opportunities	Sustainability Officer / Marketing
		Employee Well-being	Sustainability Officer / Culture & Talent Lead
		Promotion of ATPI Values	Sustainability Officer / Culture & Talent Lead
 <b>Socially Responsible Growth</b>		ATPI Inspires Philanthropic Reporting	Sustainability Officer / Culture & Talent Lead
		ATPI Inspires Strategy	Sustainability Officer / Culture & Talent Lead
		ATPI Inspires Engagement	Inspires Team / Sustainability Officer / Culture & Talent Lead
		Local Community Impact	Sustainability Officer / Culture & Talent Lead
		Traveller Well-being	Sustainability Officer / Marketing / Director, ATPI Halo
 <b>Embedding Equality, Diversity &amp; Inclusivity</b>		Strategic HR/Sustainability Aligned Projects	Sustainability Officer / Culture & Talent Lead
		Removing Gender Biases	Sustainability Officer / Culture & Talent Lead
		Celebrating Diversity	Sustainability Officer / Culture & Talent Lead / Marketing
		Advancing Gender Equality	Sustainability Officer / Culture & Talent Lead
		Gender Pay Gap Reporting	Sustainability Officer / Culture & Talent Lead



# Roles & Responsibilities

 Focus Area		Activity	Responsibility
 <b>Responsible Procurement</b>		Supplier Code of Conduct	Sustainability Officer / Legal
		Procurement Process Review	Sustainability Officer / Legal
		Supply Chain Evaluation	Sustainability Officer / Legal / Supplier Relations
		Industry Best Practice to Evaluate Travel Industry Suppliers	Sustainability Officer / Supplier Relations / DT Director, ATPI Halo
		Responsible Procurement Guidelines	Sustainability Officer
 <b>Excellence in Governance</b>		Sustainability Risk and Opportunity reporting	Sustainability Officer / Head of Compliance
		Embed 10 principles of UN Global Compact into Sustainability Programme	Sustainability Officer
		Evaluate Group Policies and Standards	Sustainability Officer / Head of Compliance
		Cabinet Oversight of Sustainability	The Cabinet / Chief of Staff / Sustainability Officer
		Extension of Sustainability Programme to Partner Network	Sustainability Officer
		Third Party Assurance	Sustainability Officer / Head of Compliance
 <b>Comprehensive Sustainability Reporting</b>		Voluntary Reporting	Sustainability Officer
		Mandatory climate related non-financial disclosure	Group Finance Manager / Sustainability Officer
		External Assessments	Sustainability Officer
		Communication to Key Stakeholders	Chief of Staff / Sustainability Officer
		Sustainability Objectives in the ATPI Business Plan	Chief of Staff / Sustainability Officer / Head of Compliance





For further information on this plan:



**Louisa Toure**  
Sustainability Officer

[louisa.toure@atpi.com](mailto:louisa.toure@atpi.com)  
[www.atpi.com/sustainability/](http://www.atpi.com/sustainability/)

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Delivering what really matters™

