



**AFRICAN
ADVENTURES**

MEANINGFUL VOLUNTEER EXPERIENCES



COMMUNICATION ON PROGRESS

- 2019 -



**SUSTAINABLE
DEVELOPMENT
GOALS**



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THANK YOU



OUR STORY

African Adventures is an award-winning volunteer travel company that provides humanitarian and financial support to educational projects in Africa, whilst delivering eye-opening and rewarding volunteer experiences for people from across the UK.

Company Director Dan Mew first travelled to Kenya in 2007, where he volunteered at a community project called The Walk Centre. Set up by Alex and Patricia Maina, it provided a basic education and lunchtime meal for children living on and around the nearby dumpsite.

Dan was so impacted by his time at The Walk Centre, and in Kenya, that he decided to spend his professional life supporting similar projects and increasing access to education for as many disadvantaged children in Africa as possible. Two years later, African Adventures was born, and this year we were proud to celebrate our 10th anniversary.






Today, the company employs 14 staff in England and, at peak times, almost 50 across our host destinations of Ghana, Kenya and Zanzibar. Over 6,000 volunteers have travelled with us, and over £585,000 has been given by both African Adventures and African Adventures Foundation - our charity arm - to aid our partner projects' development.

Our principle aims as a company are to enable development at our partner projects in order to increase access to education for young people, and to provide valuable learning experiences for people from across the UK to increase global awareness.

By being a signatory to the United Nations Global Compact (UNGC), we commit to upholding the 10 principles which focus on human rights, labour, environment and anti-corruption, and to helping to advance the Sustainable Development Goals (SDGs) regarding peace and prosperity for people and the planet, now and in the future.

WE ARE PASSIONATE ABOUT THE WORK THAT WE DO, AND ABOUT IMPROVING LIVES IN THE UK AND AFRICA

OUR MISSION STATEMENT

-  To be the UK's leading provider of meaningful volunteer experiences in Africa
-  To provide our volunteers with an outstanding service from start to finish
-  To provide African Adventures Foundation with the funds and resources it needs to serve our partner projects
-  To be a fun, prosperous place to work
-  To challenge how we do what we do by putting forward new ideas to help us get better

WE ARE NOT BOTHERED ABOUT BEING THE BIGGEST - WE ARE FOCUSED ON TRYING TO BE THE BEST



Ali, Imani, Dan and Samson (left to right)

FOREWORD

2019 has been a milestone year for African Adventures and I am delighted to introduce our first Communication on Progress report that will explain some of the reasons why.

We reached our 10th birthday earlier this year, celebrating a decade of changing lives in the UK and Africa through a sustainable, ethical model of volunteering that our team works tirelessly to deliver, with the core aim of ensuring both our volunteers and partner projects benefit.

Over the past 10 years, more than 6,000 volunteers from the UK have travelled with us to Ghana, Kenya or Zanzibar with the goal of making a difference to the lives of young people who have had a less fortunate start in life.

In Africa, we now support over 20,000 children across our three volunteer programmes via the partnerships that we have with 25 schools, which are a combination of non-government organisations and government schools. We have a 'project-first' policy, which means we focus on putting their needs before our own. This translates into improving facilities for the benefit of their students, by building or renovating classrooms, kitchens, toilets, and security walls, and providing equipment and learning resources.

By meeting the needs of our partner projects, we know our volunteers will come back from their experience having achieved their aim. The overwhelming majority of volunteers return home with a renewed sense of purpose, having experienced a new culture and way of life that they have not seen before, whilst putting their time to valuable use. We have seen many volunteers return home as more well-rounded, better informed global citizens.

In our three-year development plan, we have committed to improving our work further by introducing mechanisms to more effectively evaluate the work that our volunteers carry out. We will also use the objectives set out in the UN Sustainable Development Goals to focus our long-term aims.

This includes ambitious environmental targets, ensuring that we reduce waste at source, offset what we can't avoid and advocate responsible, reduced consumption across our network of people.

I would like to pay tribute to our staff and volunteers who bring our work to life. From the cooks and cleaners, to the group leaders and project staff, we couldn't do what we do without their commitment to their roles. They have all contributed significantly to the achievements described in this Communication on Progress report.

Finally, I would like to use this foreword as an opportunity to reaffirm African Adventures' commitment to the UN Global Compact and its principles, and to helping drive the UN Sustainable Development Goals through our operations.

Yours sincerely,



Dan Mew
Founder, African Adventures

THE AFRICAN ADVENTURES FAMILY





**"I HAVE BECOME A
HERO OF CHANGE IN
OUR COMMUNITY.
SEEING YOUNG ONES
WITH BRIGHT SMILES
AND EXCITEMENT GIVES
ME JOY AND THE SELF-
FULFILMENT I DESIRE."**

SIVA VORDZORGBE

Siva Vordzorgbe

SIVA VORDZORGBE

**SIVA IS OUR GHANA DIRECTOR
AND HAS BEEN WORKING WITH
AFRICAN ADVENTURES SINCE 2012**

He is passionate about providing children with opportunity; something that he was not afforded as a child. Siva had a very difficult childhood, becoming homeless as a young boy. His father died when he was young, and, because he had fathered over 50 children with different women, there was not enough money to be shared around the various families, meaning that Siva's mother and siblings were left with no means of support. Unable to provide for everyone in the family, Siva's mother was forced to move elsewhere, leaving Siva living on the streets as a young boy.

It is impossible to comprehend what Siva went through over the years; needless to say, there were many hellish and heartbreaking experiences, but, inspirationally, Siva managed to turn his life around. He managed to find a job on a farm, and he used the small amount of money that he made to pay his school fees. He attended school for the first time at the age of 14 and found himself learning alongside six-year-olds. Since that time, he has worked very hard to find himself in the position he is today, and he has become a respected figure within the local community. Siva is at the forefront of the work we do in Ghana. His life experiences have shaped the person he is and given him the drive to succeed in helping others. We are honoured to work with Siva.

“Working with African Adventures has been a blessing to me and our community. It has provided me the opportunity to gradually eliminate the infrastructure deficit in schools, and provide the necessary teaching materials to support teachers and poor students. Our partnership has supported the increase in the number of street children and orphans receiving a basic education. Our work also promotes cultural understanding between volunteers and local communities in Ghana. Working with African Adventures promotes wellbeing and the donations brought by volunteers help to alleviate poverty; as a result, I have become a hero of change in our community.”

Siva Vordzorgbe - Ghana Director, African Adventures

"AFRICAN ADVENTURES' VOLUNTEERS HAVE HELPED OUR COMMUNITY, THE WALK CENTRE, AND THE CHILDREN WHO ATTEND OUR SCHOOL, SO MUCH."

ALEX MAINA

ALEX MAINA

ALEX IS OUR EAST-AFRICA DIRECTOR AND HAS BEEN WORKING WITH AFRICAN ADVENTURES' SINCE THE COMPANY STARTED IN 2009

Prior to setting up The Walk Centre in 2005 (see 'Our Story' on page 5), Alex and his wife Patricia were both teachers. Finding themselves in a relatively fortunate financial position, they were unable to stand by and do nothing when witnessing the plight of children living on the periphery of the Hilton Dumpsite in Nakuru. Many of these children were unable to afford an education, so spent their days scavenging on the dumpsite for materials to sell to help support their families.

Initially, Alex was able to rent two rooms in a local church, and started providing a basic education and food for 60 nursery-aged children. When the school grew to over 100 pupils, more space was needed, and, with support from a generous donor, The Walk Centre was able to relocate to its permanent site. The Walk Centre was officially registered as a pre-primary school in 2006; by this time, the school was also running a feeding programme for 120 children.

What Alex has done for many children in the Nakuru area cannot be downplayed. Together with African Adventures, he has increased access to education for thousands of children, providing them with the opportunity to change their lives. He has dedicated his life to helping others, and we feel privileged to work alongside him.

“The community in Nakuru faces a number of problems, the root causes of which are poverty. The community near The Walk Centre, where we work in partnership with African Adventures, is a very poor environment, and many people depend on the Hilton Dumpsite to make a living. African Adventures volunteers have helped our community, The Walk Centre, and the children who attend our school so much, by providing teaching assistance, supporting with building work, and assisting with sports coaching.”

Alex Maina - East Africa Director, African Adventures

Alex Maina

GOAL 8

PRINCIPLE 6

47

IN-COUNTRY STAFF

DURING PEAK PERIODS, WE EMPLOY 47 STAFF WHO ARE ALL LOCAL TO THE AREAS WHERE WE WORK

There are no UK staff based in-country, simply because there is no need - our in-country teams know their communities far better than we ever could. This

supports the economies of the areas where we work by providing productive employment and decent work opportunities, in line with SDG 8 and Principle 6. We are further advancing these by committing to exclusively using local staff to run our programmes, paying our staff fairly, and providing quality training and development opportunities for all our employees.

WE CURRENTLY HAVE ACTIVE PARTNERSHIPS WITH 25 PROJECTS ACROSS GHANA, KENYA AND ZANZIBAR

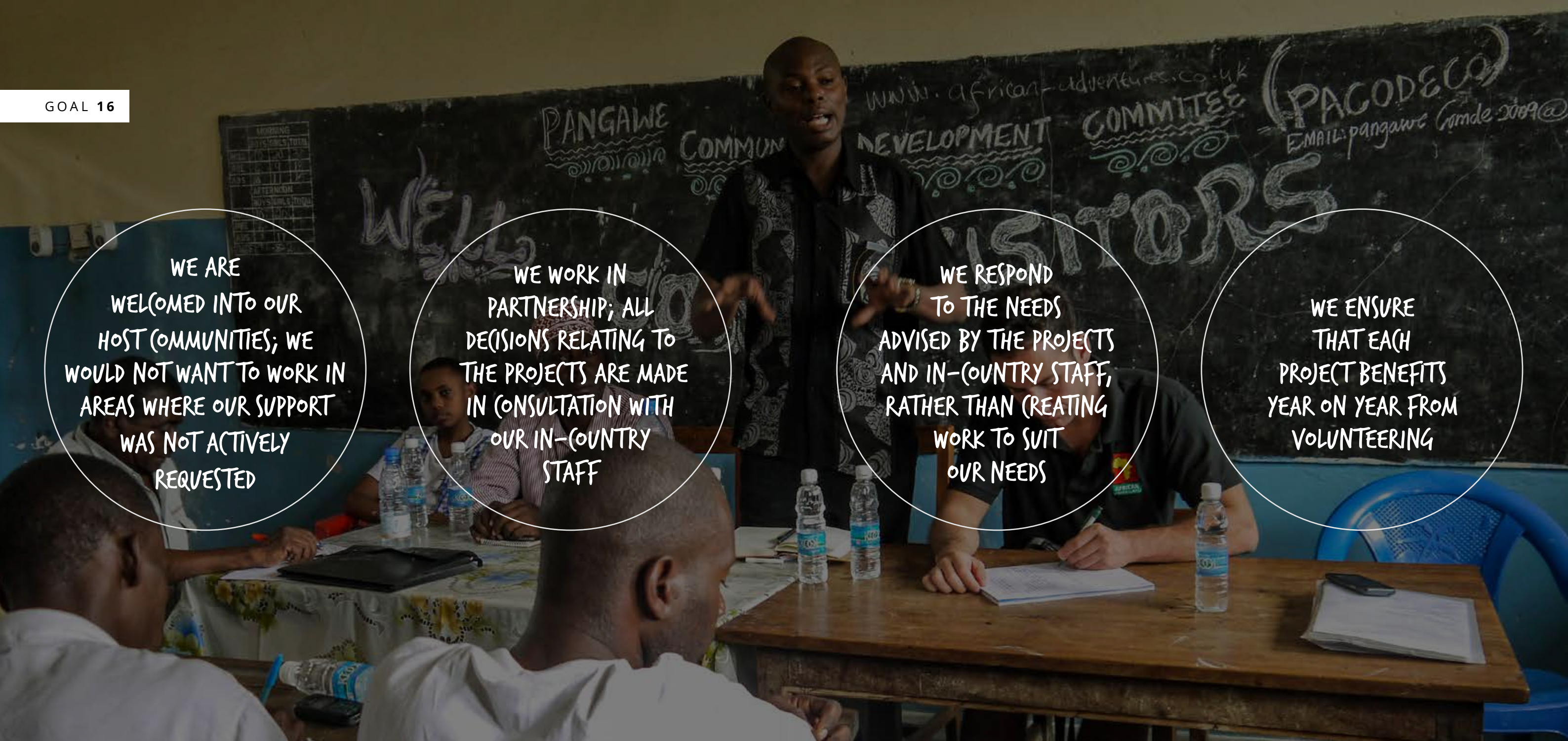
Over time, this number fluctuates slightly; this is because we monitor our partnerships on an ongoing basis to assess the impact of our financial and humanitarian

support, and how meaningful this impact is. In addition, we only partner with projects that we know we have the capacity to support; this ensures that we don't commit to more than we can deliver. Every decision regarding our partnerships is made with the safety and wellbeing of our volunteers, and the children at our projects, in mind.

25

PARTNER PROJECTS

GOAL 16



WE ARE WELCOMED INTO OUR HOST COMMUNITIES; WE WOULD NOT WANT TO WORK IN AREAS WHERE OUR SUPPORT WAS NOT ACTIVELY REQUESTED

WE WORK IN PARTNERSHIP; ALL DECISIONS RELATING TO THE PROJECTS ARE MADE IN CONSULTATION WITH OUR IN-COUNTRY STAFF

WE RESPOND TO THE NEEDS ADVISED BY THE PROJECTS AND IN-COUNTRY STAFF, RATHER THAN CREATING WORK TO SUIT OUR NEEDS

WE ENSURE THAT EACH PROJECT BENEFITS YEAR ON YEAR FROM VOLUNTEERING

OUR PARTNER PROJECTS ARE COMMUNITY-BASED ORGANISATIONS WHICH OPERATE INDEPENDENTLY FROM AFRICAN ADVENTURES

We don't run them, and we never will. The reason for this is simple - the local project leaders know their projects far better than we do. Our partner projects are mostly schools; we provide financial and volunteer support to

schools because we believe that education is by far the most effective way to improve opportunities for young people and help alleviate long-term poverty.

A crucial point regarding our work is the fact that we are welcomed into our host communities. We would not want to work in areas where our support was not actively requested. Because the staff that run our programmes are all local to, and residents of, the areas that we work in, we can make this claim with confidence.

A key term that describes how we work is 'in partnership'; all decisions are made in consultation with our in-country staff. This feeds into SDG 16.

Projects provide us with a clear direction for their own development. We respond to their needs in the most effective way possible, by providing volunteers, capital and resources for sustained growth. We also encourage and support enterprise and sustainability at the projects.

Micro-finance initiatives (small local enterprises) help to make projects sustainable and provide local community members with valuable employment skills. At Chaddy Mission School, their recently refurbished school hall is hired out to the public for events, and they have a tuck shop that sells items to those in the local area. The resulting income helps pay for the running costs of the school, relieving pressure on the Project Coordinator, Geoffrey, to find income from other sources.

GOALS 1 & 4

PRINCIPLES 1 & 5

CURRENTLY, MORE THAN
22000
CHILDREN ARE SUPPORTED

CHILDREN SUPPORTED

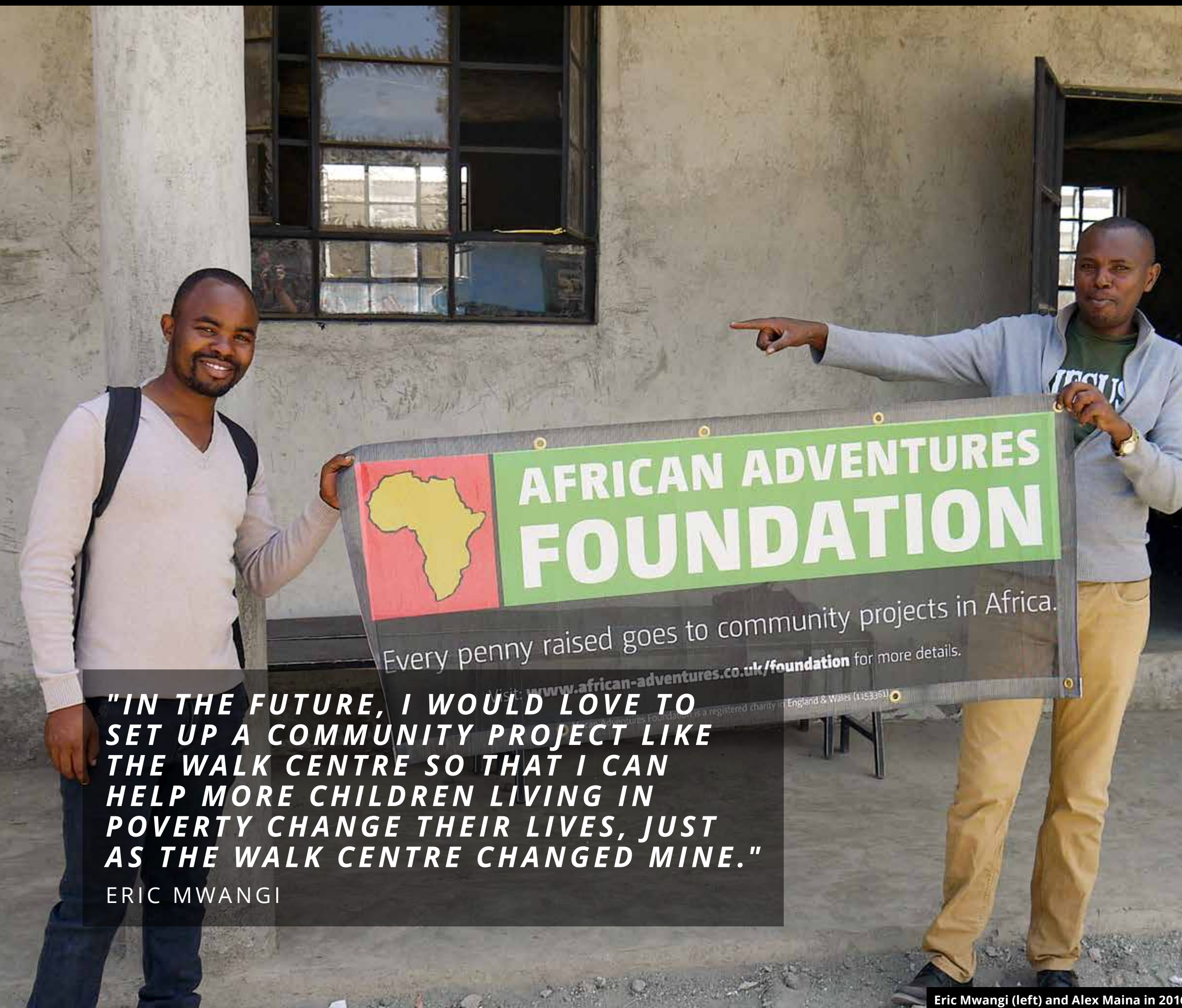
**IN TOTAL, 22,549
CHILDREN CURRENTLY
ATTEND OUR PARTNER
PROJECTS ACROSS GHANA,
KENYA AND ZANZIBAR**

Of these, 5,548 are enrolled at our partner projects in Ghana, 2,483 in Kenya, and 14,518 in Zanzibar. Our work to improve the facilities at our partner projects, and the quality of education they can provide, directly supports SDGs 1 and 4. This, in turn, helps to alleviate poverty by increasing access to opportunities in higher education or employment for these children, later in life.

Our work with our partner projects has also helped to reduce the number of children who are in employment rather than education. This is especially important in the Volta region of Ghana, where children typically work from a young age to bring in an income instead of attending school. We are working with our partner projects in this region to encourage more children to start school earlier and stay in education longer.

We are doing this through:

- 🌍 Funding, and supporting, the construction of new classrooms, so that more children can attend school and, crucially, class numbers are decreased, resulting in a better standard of education.
- 🌍 Improving the facilities and resources at the projects, to demonstrate to parents and children that it is beneficial to attend.
- 🌍 Offering volunteer teacher support, which provides an extra incentive for the children to come to school.



"IN THE FUTURE, I WOULD LOVE TO SET UP A COMMUNITY PROJECT LIKE THE WALK CENTRE SO THAT I CAN HELP MORE CHILDREN LIVING IN POVERTY CHANGE THEIR LIVES, JUST AS THE WALK CENTRE CHANGED MINE."

ERIC MWANGI

Eric Mwangi (left) and Alex Maina in 2016

ERIC MWANGI

Eric Mwangi was born in Nakuru, where our partner projects in Kenya are located. As a child, Eric lived with his grandmother in the slum area of the town's Hilton Dumpsite, where access to education was severely limited. Many children from the slum were unable to afford an education, and therefore spent their days scavenging on the dumpsite for materials to sell instead.

In 2005, Eric began attending The Walk Centre, which had been set up by Alex and Patricia Maina in the same year (see 'Our Story' on page 5). Here, he received a free education and a daily meal. In 2009, African Adventures partnered with The Walk Centre in order to increase access to education for thousands of disadvantaged children in Nakuru. As a result of the education Eric received at The Walk Centre, he was able to complete a Bachelor of Science degree in Community Development at Laikipia University.

He now works in Nairobi as a Social Worker for One Child Matters, an international development organisation that supports children living in poverty:

“The Walk Centre has had a very big impact on my life. Alex and Patricia sponsored me from Grade Seven all the way through to university, provided career counselling, and even built a house for my grandmother to live in. They have given me a life. I hope that Alex and Patricia continue the great work they are doing - they are truly making a difference, and they have a very special place in my heart. In the future, I would love to set up a community project like The Walk Centre so that I can help more children living in poverty change their lives, just as The Walk Centre changed mine.”

**Eric Mwangi - Social Worker,
One Child Matters (Nairobi)**

Our partnership with The Walk Centre epitomises our approach to sustainable, project-led development, and Eric's story demonstrates the powerful impact that this approach can have. We are so proud to work alongside Alex and Patricia in order to provide more children with the same opportunities as Eric.

OUR WORK



GOAL 4

MORE THAN
1100
VOLUNTEERS THIS YEAR

MORE THAN
6000
VOLUNTEERS SINCE 2009

OUR TRIPS ARE BENEFICIAL FOR BOTH VOLUNTEERS AND PROJECTS

Whilst we are proud of the number of volunteers we have been able to provide, we prefer to focus on the mutual benefits resulting from our trips.

For our volunteers, the experience provides an insight into a new culture, and promotes a deeper understanding of global development. At the same time, the more volunteers we can send to our partner projects, the more support we can provide in terms of both building work and teaching support hours.

The volunteer work that we organise is planned to meet an existing need at our partner projects; the project leaders and In-country Directors advise of what support is needed and we allocate resources accordingly. Priorities differ across the projects and schools that we support, meaning we tailor our support accordingly. All

our support - both financial and in terms of volunteer hours - is provided with the aim of increasing access to education, and the opportunities that education brings, for the children at our partner projects. Later in this report we will explain how this aim is achieved through the work that we do, and how our work feeds into SDG 4.

GOALS 2 & 3

PRINCIPLE 1

HELPING FEED OVER

1300

CHILDREN

WE CURRENTLY SUPPORT EIGHT FEEDING PROGRAMMES, WHICH PROVIDE A DAILY NUTRITIOUS MEAL TO 1,393 CHILDREN IN NAKURU

We are proudly project-led; by supporting these feeding programmes, we are meeting a specific need that has been identified by our partner projects in Kenya, rather than providing a blanket service across all three of

our destinations which doesn't meet the needs of our partner projects in Ghana and Zanzibar.

Our support of these feeding programmes helps to advance SDG 2 by reducing hunger and malnutrition.

The provision of a decent meal also means that the students have the brain power and energy required to concentrate and engage in their learning.

GOALS 3 & 4

PRINCIPLE 1

BUILT OR RENOVATED
NEARLY

150

CLASSROOMS

SINCE 2009, WE HAVE BUILT OR RENOVATED 148 CLASSROOMS ACROSS GHANA, KENYA AND ZANZIBAR

This includes the construction of a new primary school at The Walk Centre in Kenya which has the capacity to educate over 300 children. In 2019, we have constructed or renovated 25 classrooms across our destinations. This supports SDG 4 by reducing overcrowding in lessons.

It is important to us that the work our volunteers do is meaningful; for this reason, renovations are only ever carried out in order to improve existing structures. An example of this is replacing a timber, temporary classroom with a permanent, brick-built structure. The Building and Renovation volunteer role is hugely varied, and can encompass anything from interior decorating to brick moulding, floor cementing, or full renovation.

GOALS 3 & 6

PRINCIPLE 1

PERMANENT WATER
SUPPLIES INSTALLED AT

6

PARTNER PROJECTS

**SINCE 2009, 32 TOILETS HAVE BEEN
CONSTRUCTED AT OUR PARTNER
PROJECTS, AND SIX PROJECTS HAVE HAD
A PERMANENT WATER SUPPLY INSTALLED**

In 2019, our volunteers helped to install two permanent water supplies and construct six toilets at our partner projects in Ghana and Kenya. This promotes SDG 6 by providing the projects with sanitary facilities and fresh

water. In turn, this has improved food hygiene levels at our feeding programmes in Kenya, and the health and hygiene of the children who attend our partner projects in Ghana and Kenya.

In the future, we would like to replicate this progress at our partner projects in Zanzibar. We are applying to for grants through African Adventures Foundation which will be used to run projects aimed at increasing knowledge of hygiene and sanitation at all of our partner projects.

GOAL 4

PRINCIPLE 1

CLASS SIZES ARE DOWN

38%

IN KENYA

**THE REDUCTION IN CLASS SIZES
IS A VITAL STEP IN IMPROVING
QUALITY OF EDUCATION**

The building and renovation support provided by our volunteers has been a crucial factor in helping to reduce class sizes at our partner projects.

At Dedzidi School in Ghana, for example, a new block of eight classrooms is currently under construction. Four

of the classrooms are already in use, which has provided some much-needed classroom space and has reduced class sizes from 50 children to 40, in support of SDG 4.

In Zanzibar, our current focus is on providing assistance with teaching and sports coaching due to the high numbers of students at each school. Our long-term aim in Zanzibar is to construct new classrooms, and we hope to share details of this with you in future reports, once we have the funding in place to do so.

GOAL 5

PRINCIPLE 1

MORE THAN
300

SPORTS COACHING
VOLUNTEERS SINCE 2017

WE ARE WORKING TO INCREASE ACCESS TO SPORT FOR GIRLS IN ZANZIBAR

As standard, there is a distinct lack of structured physical education included in the school day. In most cases, teachers will give students the limited equipment they have, and they more or less play by themselves. However, the boys are separated from the girls and this inevitably leads to gender-stereotyped sports: girls skip and play catch, and boys play football.

Gender stereotypes are further enforced when female teachers are asked to deliver sport. If they did not play sport as girls themselves, or if they believe certain sports should not be played by girls, then those sport sessions become further segregated.

When groups travel to Zanzibar, we focus on sports sessions. Almost without exception, the girls relish the opportunity to take part, and we are proud to be able to support SDG 5 in a small, but important, way.

GOALS 3 & 5

VOLUNTEERS
DONATED
800

BRAS

OUR VOLUNTEERS HAVE HELPED TO IMPROVE ACCESS TO SANITARY PRODUCTS AND SEXUAL HEALTH EDUCATION AT OUR PARTNER PROJECTS

Volunteers from Tiverton High School, for example, recently donated 800 bras to students at our partner projects in Kenya. The impact of this is profound, with one commenting, "Now, I can run and play sports."

Similarly, volunteers from Derby County Community Trust taught sexual health classes in Kenya, and supplied each attendee with six reusable sanitary pads.

These initiatives support SDG 5 by empowering female students with knowledge about their own sexual health, and helping to ensure that they have access to the same opportunities as their male counterparts.

THE ENVIRONMENT

GOAL 13

PRINCIPLES 7 & 8

OFFSETTING OUR IMPACT

AFRICAN ADVENTURES RECOGNISES THE RESPONSIBILITY THAT THE BUSINESS HAS IN TAKING STEPS TO HELP PROTECT THE ENVIRONMENT

That is why the company has integrated some of these steps into its three-year development plan. As well as introducing measures within our UK office, we are

making changes to our trips and how we operate at the projects, relating to the environment.

We have recently set up a staff committee dedicated to exploring how we can better fulfil our responsibilities in protecting the environment, and, crucially, how we can lessen or offset the negative impacts of our work, for example by offsetting our carbon emissions.

GOALS 4 & 13

PRINCIPLES 7 & 8

PROMOTING RESPONSIBLE VOLUNTEERING

EDUCATION IS AN INTEGRAL PART OF OUR WORK, NOT ONLY FOR THE STUDENTS AT OUR PARTNER PROJECTS, BUT ALSO FOR THOSE WHO TRAVEL AND VOLUNTEER WITH US

We are great believers in learning outside the classroom - especially in other countries, within other cultures - as we feel that this promotes life-long learning, global

awareness and an understanding of challenges to development. It is essential that we are educating our volunteers about the responsibility that we all have for protecting the environment; without this, we would run the risk of doing more harm than good through our volunteering programmes.

The following page highlights how we inform volunteers about our collective environmental responsibility.

GOALS 4 & 13

PRINCIPLES 7 & 8



WEBSITE

The 'Our Purpose' section provides information on the Sustainable Development Goals, climate change and carbon offsetting, and plastics.

The 'News' section contains a range of blogs relating to the environment, and the fact that we all have a responsibility to protect it.



MONTHLY NEWSLETTERS

We share and link to environmental articles from our newsletters.



SOCIAL MEDIA POSTS

We regularly post about our environmental responsibilities, and how others can make small changes.



OUR ONLINE PORTAL: MY AA

The 'Responsible Tourism' section provides information about protecting the environment, how to volunteer responsibly, and our commitment to the SDGs.



TRIPS

We show our volunteers the impact of climate change on developing countries through visits to the Hilton Dumpsite in Kenya, the beaches in Ghana, and on our Ocean Safari Day in Zanzibar.



PRE-DEPARTURE PRESENTATIONS

We explain how our volunteers can offset the carbon emissions from their flights, and tell them how they can reduce the amount of plastic waste generated during their trips.

GOAL 13

PRINCIPLE 9



**IN 2018, AFRICAN ADVENTURES BEGAN
WORKING WITH WATER-TO-GO**

From 1st January 2019, we committed to providing one of their filter bottles to each of our volunteers at no extra cost. Our reasoning for this was that we would be taking a significant step to protect the environment by reducing plastic waste resulting from our work; understandably, a lot of water is consumed on our trips, due to the climate

in our host destinations, resulting in a lot of single-use plastics - approximately 50,000 bottles per year!

The act of just recommending that people use filter bottles didn't seem enough, and we knew that by giving a free filter bottle to each of our volunteers, it was more likely that they would use them. Unfortunately, through surveys and feedback calls, it soon became clear that there were significant concerns from our travelling groups regarding the effectiveness of the filtering

system within the bottles, indicating a hygiene risk and a potential threat to our volunteers' safety. We took the decision to stop providing the bottles to volunteers, which was a disappointment because we were greatly committed to this initiative and the impact it could have.

**WE ARE CURRENTLY EXPLORING
ALTERNATIVE INITIATIVES TO FULFIL
OUR ENVIRONMENTAL RESPONSIBILITY**

Our intention is to focus on carbon offsetting, because we believe it has potential to have a greater impact. If each one of our volunteers only drank from single-use plastic bottles whilst on our trips, the carbon footprint of bottle production ranges between 27-35 tonnes of CO2 per year. In contrast, depending on the flight routes taken and calculating a rough average, the approximate carbon footprint of our volunteers' flights is around 3,000-3,500 tonnes of CO2 per year.

GOALS 13 & 15

PRINCIPLES 7 & 8

AVOID, REUSE,
REDUCE, RECYCLE

GOALS 13 & 15

PRINCIPLE 9

WE HAVE
PROVIDED

15

STOVES TO
FAMILIES

AT OUR UK OFFICE, WE HAVE IMPLEMENTED AN 'AVOID, REUSE, REDUCE, RECYCLE' WASTE-MANAGEMENT POLICY TO MITIGATE OUR ENVIRONMENTAL IMPACT

Where possible, we have switched to eco-friendly office supplies, such as recycled printer paper and recycled toilet paper. We have started constructing eco bricks

from single-use food wrappers and plastic bottles, which will be donated to local schools and community groups, and used to build garden structures and furniture.

In 2020, we aim to offset 50% of all carbon emissions generated by our volunteers' flights through initiatives similar to our Gyapa stoves offsetting scheme (see page 41). In 2021, we aim to offset 100% of our carbon emissions, and to operate a carbon-neutral company in support of Principles 8 and 9, and SDGs 12 and 15.

WE ARE CURRENTLY TRIALLING A SCHEME THAT PROVIDES FAMILIES IN GHANA WITH ENERGY-SAVING GYAPA STOVES

These stoves require 50% less wood than standard stoves, simultaneously cutting carbon emissions, protecting Ghana's dwindling forests, and saving families up to \$100 a year in fuel costs. As the Gyapa stoves are handmade in Ghana, this offsetting scheme also promotes domestic employment.

To date, we have provided 15 stoves to families in Ghana. Our in-country team has informed us that the stoves are being used regularly, and that the amount of firewood required has been reduced by almost 50%.

Subject to the size of our 2020 volunteer programme, we expect to provide Gyapa stoves to a further 250 families. Products similar to the Gyapa stove have been identified in Kenya and Zanzibar, and it is likely that we will trial similar schemes in both destinations in 2021.

OUR COMMITMENT



OUR GOALS FOR 2020



CARBON-NEUTRAL

Continue to operate a carbon-neutral office in the UK, as set out in our three-year company development plan, in support of SDG 13 and Principle 8.



SECURITY

Construct perimeter walls at our partner projects in Zanzibar to improve and keep the children safe throughout the school day, in support of SDG 4.



MICRO-FINANCE

Roll out sustainable micro-finance initiatives, in the form of souvenir shops, at all non-government organisation schools in Kenya, in support of SDG 8.



EDUCATE

We will continue to educate and inform our volunteers about the importance of waste reduction and recycling, in support of SDG 13 and Principle 7.



DEDZIDI COMMUNITY SCHOOL

Complete the construction of a new two-storey, eight-classroom block at Dedzidi Community School in Ghana to further reducing class sizes, in support of SDG 4.



SCHOOL OFFICE

Construct a new school office at The Walk Centre in Kenya to provide staff with a better environment in which to mark their students' work and plan lessons, in support of SDG 4.



GYAPA STOVES

Expand the Gyapa stoves offsetting scheme to 250 families, to offset 50% of carbon emissions from volunteers' flights, in support of SDGs 7 and 13, and Principles 8 and 9.

OUR POLICIES

In addition to the examples given in this report, African Adventures has shown commitment to the principles through:

HUMAN RIGHTS

- Ensuring that UK staff are provided with safe, comfortable and sanitary work facilities. This includes, but is not limited to: an office water dispenser, food storage and cooking facilities, and activities that promote a healthy work-life balance.
- Providing a working environment that is free from abuse or harassment, with managers very much adopting an 'open-door' policy.
- Providing staff training when needs are identified.
- Holding weekly all-business meetings where staff have the opportunity to voice concerns or have their say on company developments. These meetings are a great opportunity for building relations amongst staff and ensuring that all are informed on important business matters.
- The provision of a staff handbook, which covers all topics pertinent to the working environment and policies at African Adventures.
- Rewarding staff with frequent social events and development activities.
- Our Human Rights and Modern Slavery policy, which details our commitment to protecting human rights.
- Working tirelessly to provide our host communities with basic human rights that we take for granted here in the UK.

LABOUR

- Ensuring no discrimination in respect of employment and occupation.
- Adopting a staff-led objectives process which recognises and rewards achievements.
- Recruitment-dependent and performance-related bonus schemes.
- Flexible working hours and TOIL.
- A discretionary and flexible approach to decisions regarding staff matters, such as requests to work from home.
- An open and consultative working environment.
- Comprehensive employment contracts which state the terms and conditions of service, for staff in the UK and Africa.
- Encouraging children away from employment and into education.

ENVIRONMENT

- Exercising caution with our UK staff business travel – minimising this where possible, through considered planning.
- Promoting recycling within our UK office, and recently starting an 'eco bricks' initiative.
- Switching to more environmentally friendly technologies – we now use a Blue Angel Standard certification printer, which is proven to be less harmful to the environment.
- Offering a 'Cycle to Work' scheme.
- Sourcing fairtrade products wherever possible.

ANTI -CORRUPTION

- Taking a zero-tolerance approach to bribery and corruption. We pride ourselves on being a trusted and respected company, and acting with integrity at all times. All business matters are dealt with in a professional and fair way, and anything which threatened this would be raised and promptly addressed.
- Signing the "Anti-corruption Call to Action".

THE 17 SDGs

The Sustainable Development Goals are a set of 17 goals designed to create a better and more sustainable future for people and the planet by the year 2030.

GOAL 1. NO POVERTY

- End poverty in all its forms everywhere.

GOAL 2. ZERO HUNGER

- End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

GOAL 3. GOOD HEALTH AND WELL-BEING

- Ensure healthy lives and promote well-being for all at all ages.

GOAL 4. QUALITY EDUCATION

- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

GOAL 5. GENDER EQUALITY

- Achieve gender equality and empower all women and girls.

GOAL 6. CLEAN WATER AND SANITATION

- Ensure availability and sustainable management of water and sanitation for all.

GOAL 7. AFFORDABLE AND CLEAN ENERGY

- Ensure access to affordable, reliable, sustainable and modern energy for all.

GOAL 8. DECENT WORK AND ECONOMIC GROWTH

- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

GOAL 9. INDUSTRY, INNOVATION, AND INFRASTRUCTURE

- Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

GOAL 10. REDUCED INEQUALITIES

- Reduce inequality within and among countries.

GOAL 11. SUSTAINABLE CITIES AND COMMUNITIES

- Make cities and human settlements inclusive, safe, resilient and sustainable.

GOAL 12. RESPONSIBLE CONSUMPTION AND PRODUCTION

- Ensure sustainable consumption and production patterns.

GOAL 13. CLIMATE ACTION

- Take urgent action to combat climate change and its impacts.

GOAL 14. LIFE BELOW WATER

- Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

GOAL 15. LIFE ON LAND

- Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

GOAL 16. PEACE AND JUSTICE STRONG INSTITUTIONS

- Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

GOAL 17. PARTNERSHIPS FOR THE GOALS

- Strengthen the means of implementation and revitalize the global partnership for sustainable development.

THE 10 PRINCIPLES OF THE UNGC

The 10 Principles of the UN Global Compact represent the responsibilities that companies have to people and the planet in the areas of human rights, labour, the environment, and anti-corruption.

PRINCIPLES 1-2. HUMAN RIGHTS

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

PRINCIPLES 3-6. LABOUR

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

PRINCIPLES 7-9. ENVIRONMENT

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

PRINCIPLE 10. ANTI-CORRUPTION

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



**AFRICAN
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MEANINGFUL VOLUNTEER EXPERIENCES

THANK YOU!

We hope that we have provided you with the information needed to understand our work and the commitment we have to the UNGC principles and SDGs. None of what we do as an organisation would be possible without our volunteers, so it seems only right that we end this report with an acknowledgement to them. Thank you to all our volunteers, for your hard work and commitment, your loyalty, and your support; we wouldn't be where we are today without you.



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