



EBC BEYOND



## EBC30 IMPACT REVIEW

CARE OF THE **LAND** | CARE OF THE **WILDLIFE** | CARE OF THE **PEOPLE**

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# Awards and Recognition

We are proud to have won some of the most prominent hospitality and sustainability awards, with our entries highlighting the quality of the tourism offering, as well as the community and conservation work carried out across our operations.



**Travel + Leisure**

&Beyond is one of the Top 10 African Safari Tours, Travel + Leisure World’s Best Awards 2021



**World Travel Awards**

&Beyond named World’s Leading Luxury Safari Company, World Travel Awards 2019



**PURE Life Experiences Award**

&Beyond Africa, as part of Lionscape Coalition, Winner of Conservation & Sustainability category, PURE Life Experiences Award 2019



**Responsible Tourism Tanzania Awards**

&Beyond Tanzania receives Best in Youth Empowerment and Supporting Future Leaders in Conservation, Responsible Tourism Tanzania Awards, 2018



**Gold Key Awards**

&Beyond Sossusvlei Desert Lodge named Best Eco or Socially Conscious Hotel, Gold Key Awards 2020



**NWWealth Global ratings**

&Beyond named one of Top Five Luxury Hotel Groups, NWWealth Africa Global ratings 2019



**Travel + Leisure**

&Beyond #9 in The Top 10 Safari Outfitters, Travel + Leisure World’s Best Awards 2019



**We Are Africa Awards**

&Beyond Tanzania finalist in Conserve Africa for Aders’ duiker translocation at Mnemba Island, We are Africa Awards 2018



**WTM World Responsible Tourism Awards**

&Beyond wins silver in Best For Transparent Reporting category, WTM World Responsible Tourism Awards 2019



**Responsible Tourism Tanzania Awards**

&Beyond Tanzania Best in UN Sustainable Development Goals, Responsible Tourism Tanzania Awards 2019



**Virtuoso Travel**

&Beyond awarded Experiences & Destinations Partner of the Year, Virtuoso Travel Week 2018



**World Travel & Tourism Council**

&Beyond Africa finalist in Community Award, World Travel & Tourism Council Tourism for Tomorrow Awards 2018





# A lot can happen in 30 years...

In my mind,  
conservation  
interventions that  
stand the test of time,  
take time. ”

In 2017 we set out to document our DNA... what lies at the heart of 8Beyond is our pursuit to leave our world a better place by caring for the land, wildlife and people within the regions where we operate.

Our first Impact Review was where we could proudly showcase, to our friends, family, guests, scientists, local communities, politicians, and industry colleagues, our internal scorecard. And, it was also where we officially reported on our Vision 2020, which was established in 2017. This vision was aimed to unite 8Beyonders towards key focus areas under each of our “care” pillars, increasing our impact by establishing the necessary discipline and accountability in measuring, and reporting against our agreed goals.

I am proud to say that our achievements over the last 30 years (even with a COVID-19 blip on the timeline) have driven home an ethos that over 2 000 8Beyonders strive to achieve every day.

Highlights such as a 100% group reduction in guest plastic water bottle usage, 93 rhinos translocated through Rhinos Without Borders, 5 750 turtles hatched between 8Beyond’s Mnemba and Vamizi Islands, 23 000 conservation lessons given to children in neighbouring communities, and 56 000 people who now have access to water; are what makes me feel fortunate to run a company that is full of talented and passionate people who care deeply about what they do.

With 2021 being our 30th birthday year, what better time to look back, take stock, understand from our learnings, recognise where we can do better, and set new goals for 2030? This is what we have set out to achieve in this 30th anniversary Impact Review.

You will find an update on our progress against our Vision 2020 goals, the resilience of our teams and the positive impact made during the initial crises of COVID-19, and our renewed energy to see the fruition of our Vision 2030.

There is always fear of the unknown, especially during uncertain times, but we’re doubling down again in terms of what we hope to achieve, and we’re not going to be blown off course.

But we’re not going to do it alone either.

Collaboration is key to achieving lasting impact, and we will be actively working on strengthening our connection with our travel industry partners, aligned sustainability programmes, and donors, to ensure that the next 10 years makes a difference to the land, wildlife and people of this planet.



Joss Kent  
8BEYOND CEO



# Our vision

We strive to leave our world a better place than we found it through our Care of the Land, Wildlife and People, and the delivery of guest experiences that go beyond the expected in Africa, Asia, and South America. ”

# Our dream

30 years ago, we began an adventure into the unknown. We wanted to be pioneers of a new way of travel... ”

It takes incredible courage to journey where many have feared to tread before. This was the dream of a spirited mix of hoteliers and nature lovers; who had a pioneering notion that, by enticing those seeking the thrill of new experiences, we could all become the custodians of untouched landscapes, their wildlife and people.

Since &Beyond's beginning, the bateleur eagle has been our company logo. With a name that means 'acrobat' in French, these eagles rock from side to side when they soar, mimicking the balancing act of a tight-rope walker. This is only fitting since our company ethos is all about maintaining a healthy balance of delivering the ultimate guest experience; in conjunction with leaving our world a better place.

In 1991, a humble pledge was made in Africa at &Beyond Phinda Private Game Reserve. Our dream has since grown and developed to include the continents of Asia and South America.

Today, over 2 000 &Beyonders look to entice travellers who seek to go beyond average luxury travel – to travel experiences that care for our fragile planet's natural places.

# Our impact model

We believe that travel has the power to transform. Extraordinary experiences transform our guests, while their support is the foundation that allows us to leave our world a better place by transforming the land, wildlife and people of the beautiful places in which we operate.

From our greater conservation model down to the tiniest details of the activities that take place in our lodges every day, every decision that we make revolves around our core ethic of Care of the Land, Care of the Wildlife and Care of the People.

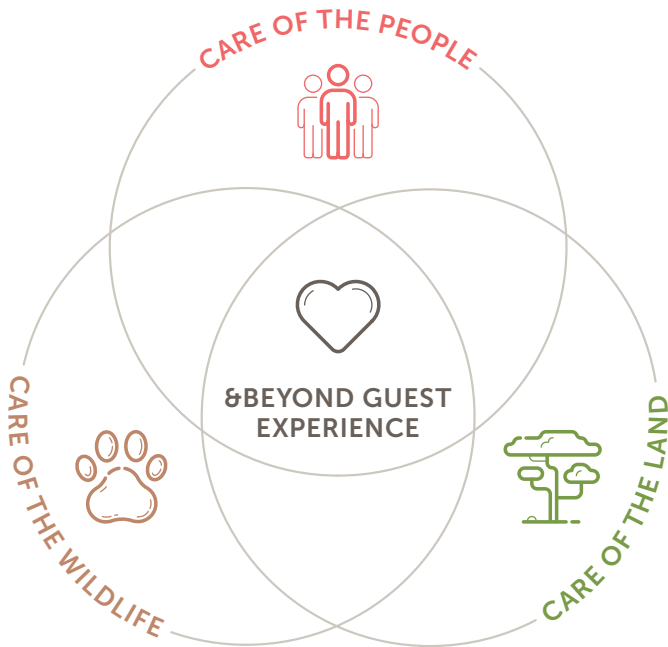
These values have become an intuitive part of the way that we operate and are part of the reason why our guests find their experience with us so rewarding.

**IN THE CONTEXT OF OUR BUSINESS:**

**CARE OF THE LAND** embraces our efficiency strategy, which aims to minimise our physical footprint and the impact that our operations have on land and ocean environments.

**CARE OF THE WILDLIFE** is defined in our conservation strategy, which includes the preservation of endangered species, both land and marine.

**CARE OF THE PEOPLE** the third leg of our core ethic, is our community strategy which includes our partnership with Africa Foundation.



Leaving our world a better place

&BEYOND IMPACT MODEL





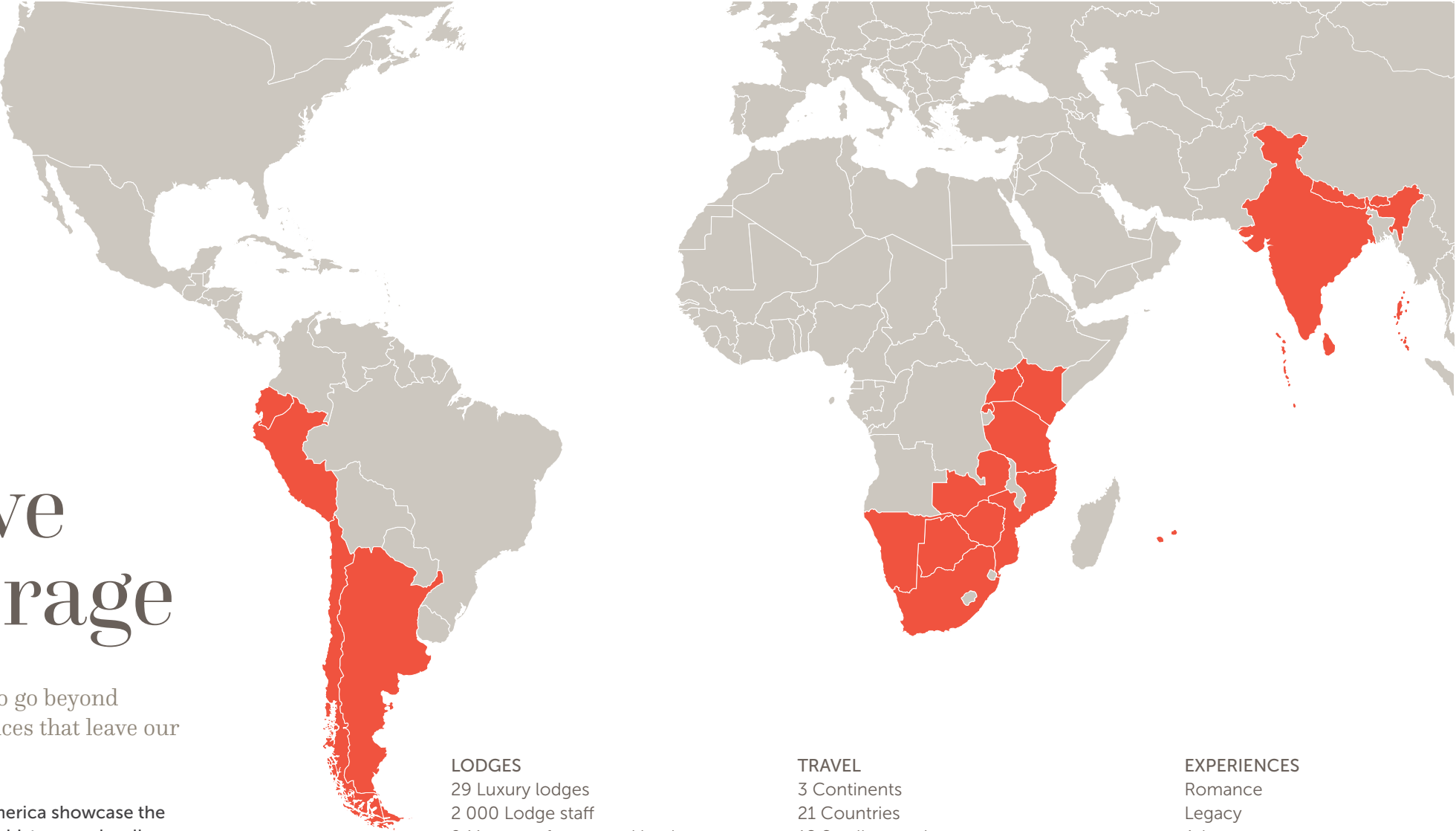


# Our world doesn't have time for average

That's why we need travellers who seek to go beyond average luxury travel – to travel experiences that leave our world a better place.

Our journeys throughout Africa, Asia and South America showcase the wonderful diversity of landscapes, wildlife, culture, history, and wellness that these continents' remarkable destinations have to offer.

&Beyond has 29 lodges and camps in iconic natural places in Africa and South America. We also design personalised, enriching journeys, tours and impact-led adventures in 13 African, four Asian and four South American countries.



- LODGES**
- 29 Luxury lodges
  - 2 000 Lodge staff
  - 9 M acres of protected land
  - 3 000 km of impacted coastline
  - 75 Impacted communities globally

- TRAVEL**
- 3 Continents
  - 21 Countries
  - 18 Small group journeys
  - 18 Offices: Africa, Asia & South America
  - 105 Destination experts
  - 202 Vehicle fleet
  - 195 Specialist guides and speakers

- EXPERIENCES**
- Romance
  - Legacy
  - Adventure
  - Family
  - Culture
  - Exclusively yours
  - Wildlife
  - Photographic



# Our impact journey

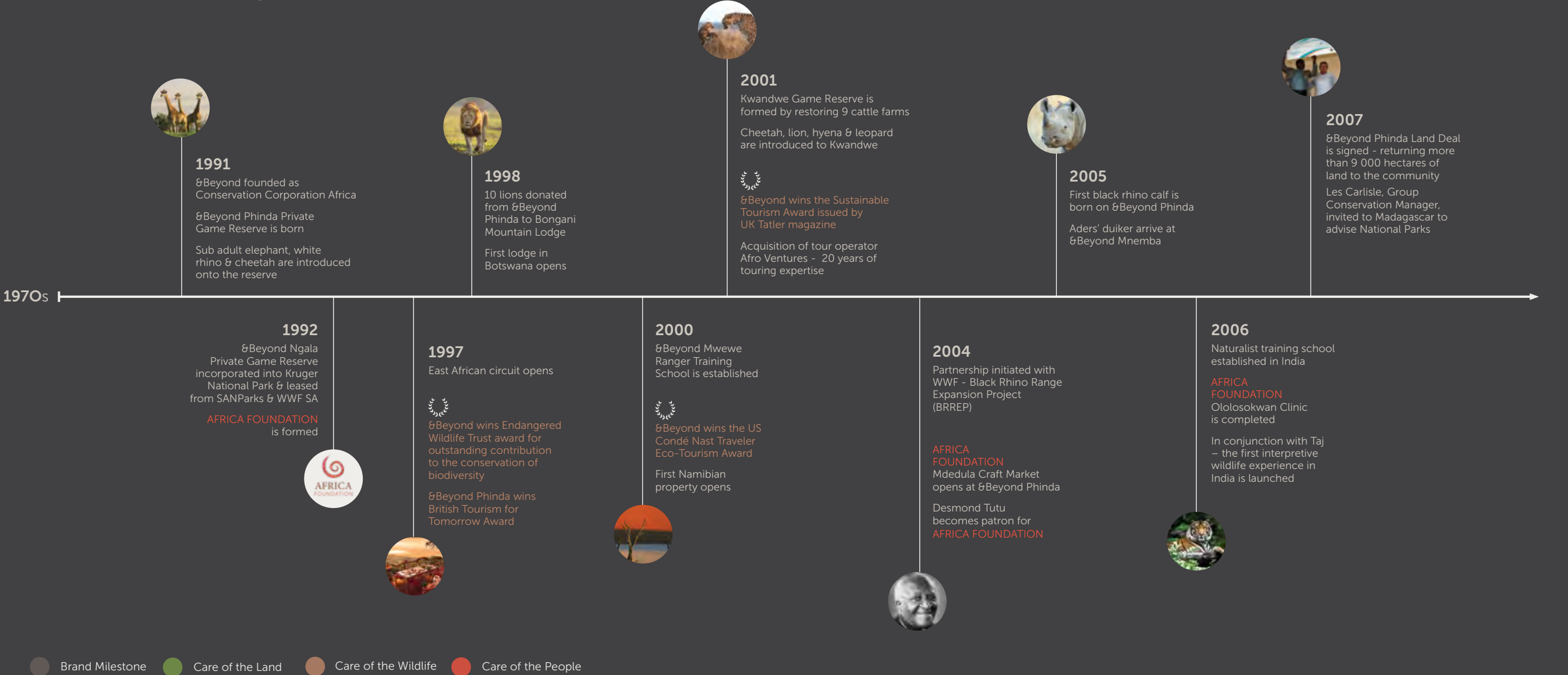
Care of the Land,  
Wildlife and People –  
the core tenets of our  
&Beyond impact model  
– are a coalition of  
different concepts that  
work together for the  
greater good.

”

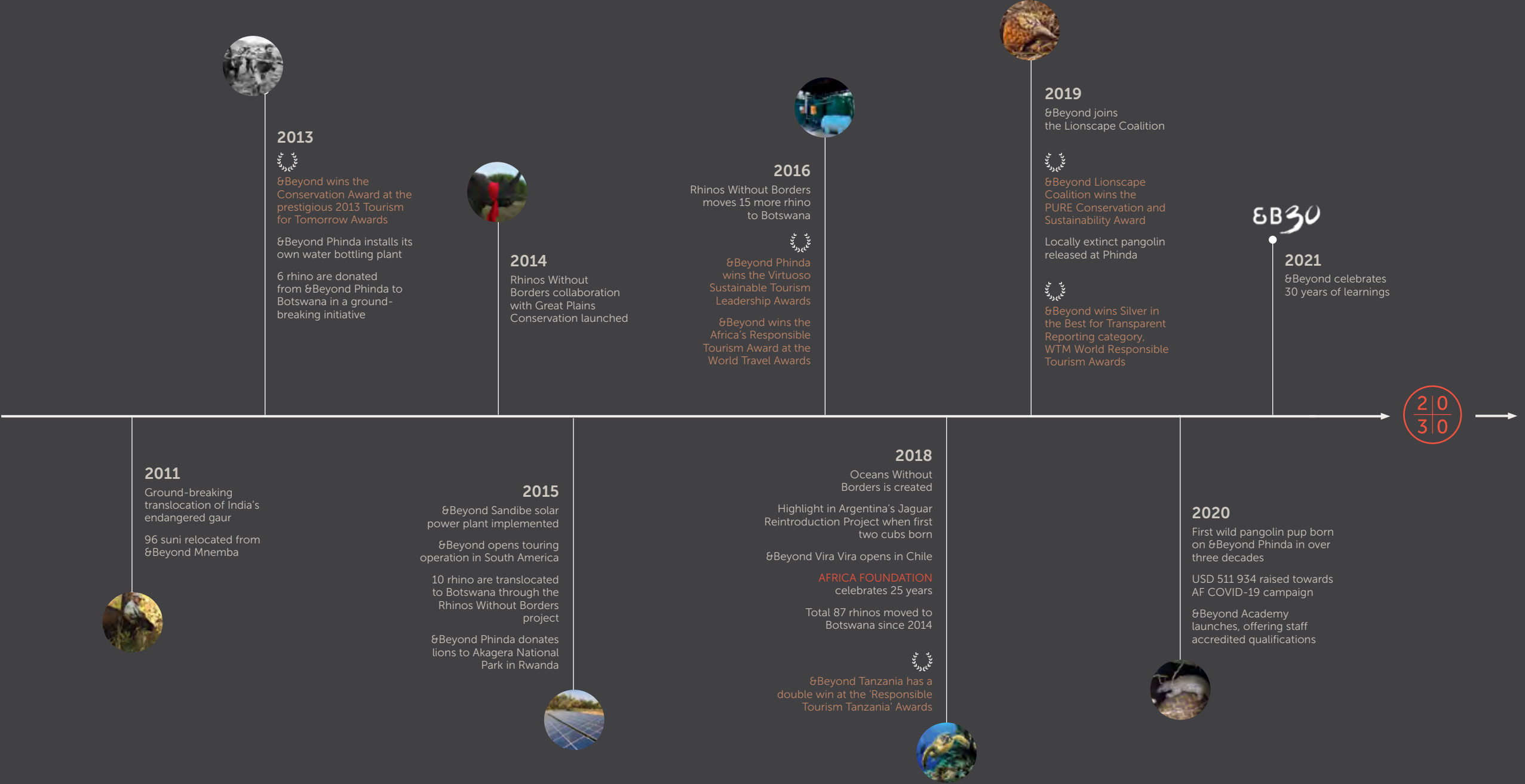
LES CARLISLE



# Our &B30 timeline







# Our Phinda story

8Beyond was launched with the creation of Phinda Private Game Reserve in 1991. It was the first private game reserve in the province of KwaZulu-Natal, South Africa.

**OUR LAND AND WILDLIFE**

The original 13 076 hectares (32 311 acres) selected was identified as key conservation land. Wildlife had originally occurred here, but for almost a century this area had been dominated by pineapple, cattle, sisal and game farms, and was severely overgrazed and degraded. The founding vision was to rehabilitate this depleted tract of land, and reintroduce all the large mammal species that had originally lived in this region.

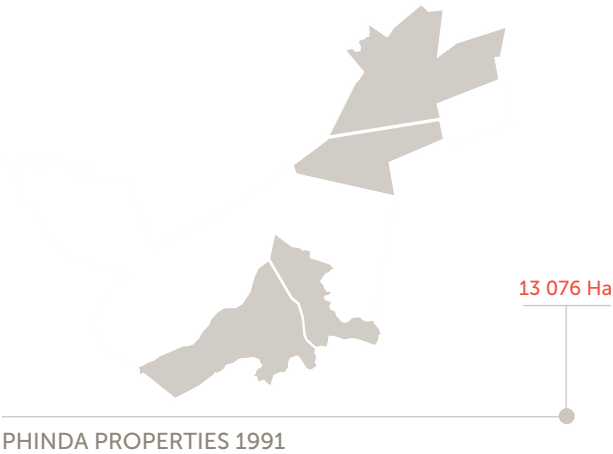
The business model supporting this ambitious project - care of the land, wildlife and people - was based on the principle that by harnessing international capital through low-impact, high-yield tourism, conservation can be economically viable, while also generating meaningful benefits for neighbouring rural communities.

Today, Phinda is not only a flagship property boasting six globally recognised and award-winning luxury safari lodges, but is also a proven impact case study that is widely regarded as one of the world’s most far-sighted and successful blueprints for international ecotourism.

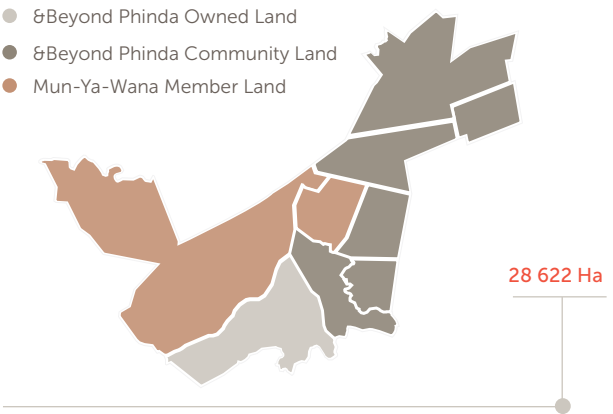
**EXPANDED BIODIVERSITY**

Through our relationships with the local communities and our close affiliation with the Mun-Ya-Wana Conservancy (a collaboration of wildlife land owners in the surrounding KwaZulu-Natal region), 8Beyond Phinda has grown from the original 13 076 hectares (32 311 acres) to 28 622 hectares (70 726 acres) of protected wilderness.

Phinda – meaning ‘the return’ in Zulu – has become the most compelling realisation of the 8Beyond dream to create sustainable conservation through responsible tourism.”



PHINDA PROPERTIES 1991



MUN-YA-WANA PROPERTIES 2020



On 05 September 2019, the Mun-Ya-Wana Conservancy was officially gazetted as a protected nature reserve in terms of the National Environmental Management: Protected Area Act, 2003.



FIRST WILDLIFE REINTRODUCTION MILESTONES



**LION**  
In 1992 and 1993, pioneering reintroduction methods were successfully used to mix Phinda’s first 13 lions sourced from different prides. Now one of South Africa’s most genetically diverse lion population, it has supported the establishment of other reserve populations in Africa and even helped reverse a 15-year local extinction in Rwanda.



**CHEETAH**  
The reintroduction of Namibian cheetah – 12 in two groups - was carefully planned to give them time to settle before lion were introduced - the first successful reintroduction of these two species into the same area. As one of Southern Africa’s most important populations, it is in high demand to restock or develop new populations.



**ELEPHANT**  
Phinda was the first private reserve to reintroduce elephants in 1991. The initial two intakes of elephant were 37 orphaned youngsters, with the first four adults arriving from Zimbabwe in 1993. 1994 marked the arrival of a group of 14 from Kruger National Park, including a full breeding herd, and the birth of the first calf on Phinda.



**RHINO**  
21 white rhino – an estimated 35 tons - were relocated in one day from a neighbouring farm in the largest translocation of its time. In 2004, Phinda was selected to start the WWF/Ezemvelo KZN Wildlife Black Rhino Range Expansion Project and received 15 black rhino. The project’s first calf was conceived and born on Phinda a year later.

# Our Phinda communities

Alongside the restoration of the land and reintroduction of the wildlife, the Phinda story is also about care of the people – the generation of meaningful community benefits through our conservation endeavours.

In those early days, our engagement with the communities was an extended, trust-building process, as their association with conservation authorities in this politically turbulent period had been largely negative. We were also fortunate to have a staff member, Walter Zulu, who was of royal lineage, to guide us through the complexities of the traditional meeting protocols.

Our undertaking was to create job opportunities, provide skills training and support community-led development projects through the establishment of the Rural Investment Fund (1992) – now Africa Foundation, our non-profit community development partner.

Perhaps this part of the Phinda story is best explained by community member, Gladys Zikhali:

“The rural communities bordering Phinda were ordinary people. When Phinda started, for the most part, they did not think that changing a pineapple farm and cattle ranch into a game reserve was a good idea.

They believed that there was every chance that the dangerous animals would destroy their farm stock, and perhaps even worse. They never thought that one day they could have better jobs and the opportunity for tertiary education.”

## LAND RETURNED TO COMMUNITY

### How far have things come since those early trust-building days?

In 2007 a pioneering land claim settlement took place between Phinda and the communities of Makhasa and Mngobokazi: 9 085 hectares (22 460 acres) of wilderness land was returned to its ancestral owners. Both communities made the decision to continue with the use of the land for wildlife and conservation rather than farming. Isaac Tembe from Africa Foundation describes this chapter in the Phinda story as “standing at the gate of a new dawn”.

**The community were the first to agree with the planned return of the wildlife.**

INKOSI SIMON GUMEDE, FORMER LEADER OF THE MAKHASAS, HAD THIS TO SAY:

**The animals were here long before us – we should let them come back.** ”



# FOUNDATIONAL COMMUNITY-LED PROJECTS

A primary school, crèche and clinic: three of the very first community-led projects facilitated by Africa Foundation to take shape within the rural communities bordering 8Beyond Phinda Private Game Reserve.

### MNQOBOKAZI PRIMARY SCHOOL

Situated in the Mngqobokazi Community, Africa Foundation first assisted the school in 1993/1994 with two classrooms. Since then another two classrooms, electricity connection and a vegetable garden with water access and fencing has been provided.

### MACEBO CRÈCHE

Located within the Mduku Tribal Authority area, the crèche was established in 1999 in collaboration with the Non-Profit Company, Operation Jumpstart. Africa Foundation have funded the building of two classrooms, including ceilings, electrification, tiling and furniture.

### MDUKU CLINIC TIMELINE

A clinic for the Mduku Community was identified as one of the community’s most critical needs when consultation began with the Community Leadership structures in 1993. At that time the community only had access to healthcare through a fortnightly mobile clinic offering limited services and just a single doctor and nurse in attendance to examine hundreds of patients. The nearest hospital with ante-natal and critical care facilities was 70 km (43 mi.) away.

The early structure was funded by Africa Foundation in 1995, as were subsequent expansions.

Without conservation, no wildlife;  
Without wildlife, no community upliftment;  
Without community support,  
no conservation.”



1994

Construction of Mduku Clinic consisting of a pharmacy, a duty room, three consulting rooms, a dressing room, maternity room, post-natal care room, a kitchen and sluice room and flush ablutions.

Staff accommodation: two cottages, each with three bedrooms built, providing housing for four nurses and four security guards

2006

Further building renovations

2009

Furniture and equipment for staff accommodation

2017

Additional nurses’ accommodation with furniture (2 houses)

2020

Today, Mduku Clinic is a 24-hour primary health care centre, serving over 55 000 community members a year



1995

Clinic opens

2003

Computer and printer for clinic administration

2013

Women-and-children wing added to the clinic (handed over Jan 2014)



2019

Additional staff accommodation (2 houses) and car ports for staff parking







# &Beyond Asia and South America



Africa has continued to be a proving ground for our Care of the Land, Wildlife and People Impact Model, with 2021 marking 30 years of measured proof points.

Our journey of international impact intent, which began with our expansion into Asia (2005) and then South America (2015), is continuing in spite of 2020's global pandemic. New impact-driven journeys and experiences continue to be developed and a number of impact goals achieved.

In Asia, where our operations span India, Bhutan, Nepal, Sri Lanka and Maldives, Small Group Journeys like our Snow Leopard Expedition and Endangered Eight Impact Journey generate funds for the Snow Leopard Conservancy and local Ladakh community, and Assam's Centre for Wildlife Rehabilitation and Conservation respectively.

In addition, &Beyond's shared wild animal translocation expertise, honed in the years spent returning wildlife to the reclaimed conservation land of &Beyond Phinda Private Game Reserve, has been instrumental to the reintroduction of vulnerable and locally extinct species across India's Madhya Pradesh region, as well as Argentina's Ibéra Wetlands.

At &Beyond Vira Vira, situated in Chile's breathtaking Lake District, eco-awareness can be found at every level of the lodge's operation and includes an active programme

of reuse, recycling, and the elimination of both single-use plastic and plastic water bottles following the installation of an on-site bottling plant.

In the midst of the COVID-19 pandemic, with the resilience of the region's rural communities shaken, our Vira Vira management and lodge staff have spear-headed a number of supportive initiatives at a time when a culture of care can make a world of difference.

While our operations across Asia and South America are a mosaic of different landscapes and cultures, they are united in an ethos of care, driven by our collective intent to leave our world a better place.

**With sustainability initiatives developing across our Asian and South American operations, our impact is gathering momentum across three continents.**



# Asia

Signature Small Group Journeys, such as our Snow Leopard Expedition and Endangered Eight Impact Journeys are supporting a number of conservation and community initiatives.



## MAKING A TOURING DIFFERENCE

The following contributions were generated by our India touring operations and guests:

### Snow Leopard Expedition

The per-guest donations generated by this journey have supported both the Snow Leopard Conservancy in Leh, and the host community in Ulley.

Founded in 2000, the Snow Leopard Conservancy is dedicated to the protection of the magnificent but endangered snow leopards across their high mountain habitats spanning 12 countries including India. Their community-based conservation model actively engages local people, who are at the front line in preserving these animals.

### Endangered Eight Impact Journey

Each group booking includes a contribution to the Centre for Wildlife Rehabilitation and Conservation (CWRC).

The CWRC is situated in India's north-eastern state of Assam, near Kaziranga National Park, and is the only facility in the country where orphaned and/or injured wild animals of several species are hand raised, rehabilitated and returned to the wild. Launched in 2002, the centre has cared for an estimated 4 500 animal cases to date.

### Optional guest experiences

Those guests who have chosen to visit the Wildlife SOS Elephant Conservation and Care Centre have generated a per-guest donation.

This elephant rescue centre near Agra offers intensive rehabilitation, medical care and sanctuary to captive elephants rescued from abusive situations. Established in 2010, Wildlife SOS established India's very first Elephant Hospital – a historic milestone for injured and ailing elephants throughout India.

## BHUTAN

In 2020, USD 8 500 was donated by our 8Beyond shareholders for ablution facilities in the village adjoining 8Beyond Punakha River Lodge to support COVID-19 health and sanitation resources.





# India’s living legacy of wildlife translocations

The reintroduction of endangered species to protected habitats through wildlife translocations is an effective way to preserve biodiversity by either preventing or reversing local extinctions (the absence of a species or animal from a particular area). However the planning and execution complexities around the successful capture, transport and release of the animals calls for years of honed expertise.

### 2005 BEGINNINGS

In June 2005, the need for a proactive approach to dwindling wildlife populations and local extinctions within the Madhya Pradesh reserves had been identified, but, as Dr Pabla, Additional Principal Chief Conservator of Forests (Wildlife) explains: “We had almost stopped thinking about the reintroduction of endangered species in protected habitats – primarily due to our lack of experience.”

Fortuitously, this was when we were expanding our operation to India as Taj Safaris Ltd in this same Madhya Pradesh region. Following exploratory discussions with Dr Pabla and Sarath Champathi, our Senior Naturalist, India’s first gaur (Indian bison) translocation project was born and shaped by our frontline-expertise gained in the creation of Beyond Phinda Private Game Reserve.

### LEGACY RIPPLE

Following this inaugural reintroduction of the 50 gaur, a remarkable legacy ripple of translocations within the Madhya Pradesh region was set in motion:

### INDIA’S FIRST GAUR TRANSLOCATION

The translocations of 50 gaur from Madhya Pradesh’s Kanha National Park to the Bandhavgarh National Park took a lengthy six years from conception to completion and were done in two batches: 19 in 2011 and 31 in 2012.

This was a public-private collaboration on a global scale that involved the specialist skills of Les Carlisle, our Group Conservation Manager, Mridula Tangirala, Director Operations Taj Safaris Ltd, the government and forestry departments of Madhya Pradesh, the Indian government and the Wildlife Institute of India.

Over and above the conservation benefits of this translocation and reintroduction, the project included the skills-building of the Madhya Pradesh forestry officers through hands-on training, together with the development of management, monitoring and veterinary translocation protocols.

Among the 50 gaur relocated were some pregnant females, who subsequently gave birth to healthy calves – a powerful testimony to the success of this conservation venture.



\*N.P. : National Park

# South America

At &Beyond Vira Vira, situated in the pristine surrounds of Chile's Lake District, a culture of eco-awareness is evident at every touch point of the lodge's operation.



&Beyond Vira Vira was re-opened as an &Beyond property in September 2018, and the following sustainability initiatives are currently in place:

**ORGANIC PRODUCE** | Bountiful vegetable garden, providing fresh, organic produce for the lodge kitchen

**LOCAL PROCUREMENT** | 100% of produce sourced locally, most of it within 15 - 30 km (9 – 18 mi.) of the lodge

**LOCAL EMPLOYMENT** | 97% of staff are Chilean nationals | 70% of staff are from nearby Pucón and surrounds

**WASTEWATER TREATMENT PLANT** | 100% of the lodge's grey wastewater is recycled for irrigation purposes

**WASTE RECYCLING** | An active programme on the farm supports the reuse and recycling of organic waste

**ON-SITE WATER BOTTLING PLANT** | Approximately 10 000 plastic water bottles are eliminated each year through an on-site water bottling plant

**WATER SAVING** | 30 000 litres of water saved per year by the elimination of 10 000 plastic water bottles (it takes 3 litres of water to make a one litre plastic water bottle)

**ANNUAL SUSTAINABILITY AUDIT** | An internal system of monthly reports against Group impact goals is supported by an annual sustainability audit

**RAIN WATER HARVESTING PROJECT** | Solar-driven water collection plant provides irrigation water to the nearby Quelhue community

**REFORESTATION PROJECT** | Over 150 indigenous saplings, sourced from the local Quelhue community nursery, planted since September 2018

**LODGE TRAINING INTERNSHIIPS** | Nine students have completed three-month internships at the lodge since September 2018

**SINGLE-USE PLASTIC ELIMINATION** | No single-use plastic is used at the lodge, supporting our Group drive to zero plastic



# Culture of care

In June 2020, the socio-economic bite of COVID-19 on the Mapuche community was clearly evident. With many family members of the children attending the community elementary school facing unemployment, our 8Beyond Vira Vira lodge team took supportive action.

## CONSERVATION ETHOS

The Quelhue Elementary School lies in the heart of the indigenous Mapuche community of Quelhue, 10 km north-east of Pucón, and has received several certifications of excellence from the National System of Certification in Environmental Education.

Some of the school's most important projects have been the creation of an organic greenhouse and a Mapuche ruka (traditional house) to encourage conservation and cultural awareness, and practical conservation elements are ingeniously worked into the curriculum by Eligio Salamanca, a teacher at the school for more than 29 years.

## TAKING ACTION

In close co-operation with Eligio, a food donation project was led by the lodge's Operations Manager, Paula Galindo, to help the 37 families in need. A major donation of 6.1 million Chilean pesos from 8Beyond's shareholders got this initiative off to a strong start.

All the food items were purchased from four local suppliers, and the lodge team then got stuck in, assembling milk, pasta, a 25 kg sack of flour, the same quantity of wheat, and nine bags of firewood per family.

## D-DAY

Distribution day saw the lodge team delivering these items to each of the families directly; several staff members also donated clothes, as well as toys and school supplies for the children. The distribution took just over a week – a wonderful opportunity to connect and interact with each family in this difficult time.



## Winter gifts

With the approach of winter, our lodge's organic vegetable garden was producing the last of the season's vegetables, so the guides and gardeners devised a plan to pay it forward.

Baskets of harvested vegetables were combined with staples like flour, milk, pasta and sugar. These food parcels were then delivered to five families in the nearby town of Cuarrrehue who had no space to create their own vegetable garden.

## Business support

Our lodge management team responded to the heartfelt appeal from the Quetroleufu community with a contribution for the purchase of fire extinguishers and a water heater. These costly items formed part of the new stringent COVID-19 equipment requirements for community businesses to continue trading.

At a time when the resilience of the region's rural communities has been shaken, a culture of care can make the world of difference.

**Future projects in development include conservation classes by our guiding team for the children from the Quelhue Elementary School, and community employment opportunities. ”**



# Our impact coalitions

Profound change  
is guaranteed  
when like-minded  
organisations  
collaborate for the  
greater good.





# The power of coalitions



**An early lesson learnt was our realisation that while we were setting precedents with our thinking, and delivering some great projects, we could do more and expand our influence by forming coalitions with like-minded organisations.**”

For 30 years since our founding in 1991, 8Beyond has never held back on what it believed in. From day one, we have stood by our conviction that sustainable conservation solutions hinge on the support and involvement of those rural communities neighbouring protected areas. This core belief is reflected in our integrated impact model which gives equal weighting to our key drivers of care of the Land, Wildlife and People.

A first step in this direction was The Rural Investment Fund, now known as Africa Foundation. Using the progressive methodology of working WITH rather than FOR a community, it is the communities themselves that steer the foundation’s actions within four areas of application: healthcare, education, small business development and conservation. Today, Africa Foundation delivers close on ZAR 40 million in social infrastructure development annually.

In the years following, coalitions have become a cornerstone of our impact milestones. Long-standing research partnerships with tertiary institutions like UNISA have provided sound data to inform our conservation decisions.

In 2014, we took our Rhinos Without Borders project to scale through a collaboration with a like-minded competitor, Great Plains Conservation. Together we moved 87 rhino from South Africa to Botswana, bringing the total of successfully translocated rhino to 93, with the new source populations producing over 50 calves.

Oceans Without Borders, our marine conservation initiative in collaboration with Africa Foundation, has extended our impact footprint of 3.7 million hectares by an additional 3 000 km of Indian Ocean coastline.

58 of 8Beyond Phinda’s cheetah population have been translocated to boost the genetic diversity of the Endangered Wildlife Trust’s Cheetah Metapopulation Project, while 30 black rhino calves have been born on Phinda since the 2004 start of our partnership with the WWF-Black Rhino Range Expansion Project.

Not all our collaborations are based on physical facilitation. As one of the founding members of the Lionscape Coalition, a joint initiative between the ecotourism industry and the Lion Recovery Fund, a substantial monetary donation supports critical wild lion conservation projects across Africa.

Local, regional and global coalitions have reversed local extinctions, with the reintroduction of pangolin to South Africa’s KwaZulu-Natal region, lion to Rwanda’s Akagera National Park, gaur and swamp deer to native regions in India, and the reintroduction of jaguar into Argentina’s Ibéra Wetlands, following their absence for over 70 years.

Who would have thought there was so much potential in working together? In my view, it is these coalitions that hold the key to the future of conservation and our planet.

**Tony Adams**  
CONSERVATION & COMMUNITY IMPACT DIRECTOR



&Beyond's community and conservation development partner



African Pangolin Working Group (APWG) are our partners in the pangolin reintroduction programme on Phinda Private Game Reserve



A collaborative initiative, founded by &Beyond, Wilderness Safaris, Ultimate Safaris and Singita, in partnership with the Lion Recovery Fund



World Wildlife Fund

**WWF-Black Rhino Range Expansion Project:** A partnership between Phinda Private Game Reserve, the World Wildlife Fund (WWF), Ezemvelo KZN Wildlife and the Eastern Cape Parks and Tourism Board



Rhinos Without Borders, a joint project between Great Plains Conservation, the Botswana Government and &Beyond



University of South Africa

This respected institute is a long-standing representative of our research partnerships



A collaboration between &Beyond and Africa Foundation, Oceans Without Borders strives to catalyse positive change across our marine footprint

A REPRESENTATION OF THE VEHICLES USED AGAINST OUR MODEL





# Overview 2020



**Our founding methodology of working *with* not for people through community-led projects is today more relevant than ever. ”**

## LOOKING BACK

What a very different world we live in. A world where we have all had to learn to dance on an ever shifting carpet.

In this time of immense disruption, it is useful to remind ourselves of our true north – our compass that guides us in the midst of these turbulent times. With 29 years of experience in working together, &Beyond and Africa Foundation remain true to the fundamental principle that in order to preserve our incredible wilderness areas, we need to partner with and empower the people that live alongside the reserves.

Our founding methodology of working with, not for people through community-led projects is today more relevant than ever.

Our awareness of the fragility of our planet is highlighted every day in news and events. This global crisis is so well articulated in David Attenborough's documentary, 'A Life on Our Planet'. He recounts that as a young man in the 1930's the remaining wilderness areas accounted for 66% of the globe – now in 2020, it is a mere 35%. The imperative to reverse this trend could not be more pressing. And this is the very focus of the combined efforts of &Beyond and Africa Foundation.

The proof points, metrics, facts and stories that make up this annual Group Impact Review all pay testimony to our mission to leave our world a better place. We can be justly proud of what has been achieved in each of the 73 communities across six African countries thanks to the

power-combination of our committed team, our donors across the world, our community leadership, and our long-standing partnership with &Beyond.

Our collaborative intention has never been more important than during this last year, as COVID-19 wreaked havoc on travel, tourism, livelihoods and the resilience of our rural communities. My deepest thanks go to the Africa Foundation team who, with the support of &Beyond and our donors, have positively impacted thousands of community members by pivoting to the immediate and urgent needs for food, healthcare support, clean water and alternate income streams.

And now, as I move from my role as acting CEO to Trustee, so Africa Foundation moves into a new decade with our sights set on ambitiously scaled 2030 impact goals with Dr Andrew Venter at the helm.

Andrew joined Africa Foundation as our new CEO in November 2020 and brings a wealth of 26 years of experience in community-led conservation that will be invaluable as we continue to deepen and expand our work in empowering communities.

**Sheila Surgey**  
TRUSTEE | AFRICA FOUNDATION



## LOOKING FORWARD

It is my privilege to have joined Africa Foundation at the end of 2020. The Africa Foundation-8Beyond collaboration is unique, blending the talent and ability of two purpose driven organisations around a shared impact strategy.

8Beyond is globally recognised as one of the world's leading luxury travel organisations, but more importantly, it has a core focus on "leaving the world a better place through travel". This mantra is echoed by Africa Foundation's focus on sustainability at a grass roots level.

Our emphasis is on enabling the conservation of natural landscapes and seascapes, by empowering the communities that are the custodians of these systems. As we forge forward into our fourth decade as visionary partners, we look forward to building on our shared foundation to expand our impact.

There is no doubt that our social infrastructure-focused "Future Foundations" health and education programmes have had a transformational impact on many of our partner communities. Every year, our collective support for the provision of basic primary healthcare builds resilience, while early childhood development and primary and secondary schooling facilities unlock the nascent talent living within these communities.

This huge potential is evident from the incredible achievements of the hundreds of graduates from these communities, who have seized the opportunity presented by our Community Leaders Education Fund (CLEF) to attend universities across the region and realise their intellectual and leadership ability.

Our emerging Hustle Economy, Yes4Youth, and Climate Resilient Livelihood programmes are building on these strong foundations. They are helping youth unlock their potential and nurturing vibrant community-based economies, whilst also helping communities prepare for the impact of climate change.

These programmes have been developed in response to the chronic local unemployment, marginal economic activity, and shifting climate patterns that are all part of the new 'normal'. As we emerge from the devastating impacts of COVID-19, we need to focus on building resilience, driving sustainability and celebrating innovation.

Our ECHO Environmental Education, Conservation and Oceans Without Borders environmental investment programmes deepen our collective understanding of the natural landscapes and seascapes that we operate in, whilst nurturing the stewardship and restoration of these systems.

Over the next decade we're aiming to exponentially grow the impact of our social and environment programmes. This is only possible because of the incredible generosity of our many donors, our foundation of learnings, the commitment and passion of our team, and our partnership with 8Beyond.

**Andrew Venter**  
CEO | AFRICA FOUNDATION



**We are all faced  
with an increasingly  
unpredictable future,  
and need to ensure  
that we're responsive,  
adaptive and "lean into"  
new challenges.**”





Our long-standing community and conservation development partner, Africa Foundation is an independent, tax-exempt, Non-Profit Organisation registered in South Africa, U.S.A. and the United Kingdom.

Working together with 8Beyond and in consultation with the communities themselves, Africa Foundation facilitates the socio-economic development of rural communities living in or close to the continent's conservation areas.

#### AFRICA FOUNDATION MISSION

To facilitate the empowerment and development of people living within protected wildlife areas in Africa by forging unique partnerships between conservation initiatives and local communities, thus making these initiatives relevant to the people.

#### OUR PARTNERSHIP

Africa Foundation, our long-standing community and conservation development partner, represents our core tenet of Care of the People. We work collaboratively with the identified communities surrounding the reserves in which we operate.

We believe that in order for wildlife to thrive, local populations need to experience the benefits of participation in conservation.

This is becoming more relevant with building pressure from increased rural populations, limited resources and limited capacity of local governments to accommodate the social business and infrastructural needs of rural areas surrounding wildlife reserves. Our methodology empowers communities to grow their own capacity and to have an influence on decisions that have a direct impact on their lives, both from a social and economic point of view.

EMPOWERING COMMUNITIES, ENABLING CONSERVATION

## Working *with* the communities

### CREATING SUCCESS IN 6 STEPS

- 1 Facilitate the fulfilment of needs identified by rural communities
- 2 Communicate those needs to potential donors
- 3 Allocate and manage donor funds
- 4 Work with community leaders and project champions to achieve the success of the project
- 5 Account and report to donors
- 6 Evaluate the short and long-term impacts of projects



In 29 years, across Africa:

PROSPEROUS	
233	Community jobs created
42	Construction enterprises
11	Commercial farms
7	Craft markets
11	Additional small businesses
HEALTHY	
9	New or renovated clinics
73	Water-access sites
425	Ablutions or Enviro Loos
4 764	Hippo Water Rollers to transport and store water
56 000	Community members with access to clean water
11	Centres for Orphans and Vulnerable Children
20	Vegetable gardens
EDUCATED	
114	Community schools supported throughout Africa
307	School classrooms
38	School kitchens / dining halls
915	CLEF (Community Leaders Education Fund) bursaries
533	CLEF graduates
23 000	Conservation Lessons

Over the past 3 years, an annual average USD 1.2 million contributed by &Beyond and our shareholders to Africa Foundation’s core costs. ”



What are the respective roles between &Beyond, a For-Profit Organisation, and Africa Foundation, a Non-Profit Organisation?

THE ROLE OF &BEYOND	THE ROLE OF AFRICA FOUNDATION
Delivering extraordinary guest experiences to generate a sustainable, commercial, and social return	Working WITH the community to define their needs, scope, and complete the defined project
Looking at shared value opportunities to give economic value to our communities	Enabling community capacity building and small business development
Providing our guests with exposure to programmes requiring support	Providing clear accountability on each sponsored project
Contributing towards the core costs of Africa Foundation, thereby maximising the impact of guest donations	Providing donors with status reports, detailing progress on the respective project





## BUILDING CAPACITY THROUGH CLEF

Facilitating formal tertiary education opportunities through Africa Foundation’s Community Leaders Education Fund (CLEF)

Africa Foundation’s CLEF (Community Leaders Education Fund) programme offers tertiary funding to students from communities that border our conservation areas.

Launched in 1996 in South Africa, the aim of this bursary programme is to grow leadership by offering promising high school graduates the opportunity to improve their career prospects through tertiary study. During their holidays, these students give back to their communities by conducting activities that involve and uplift those around them, such as driving community environmental clean-ups, or helping out at medical clinics.

To date, Africa Foundation has awarded a total of 915 bursaries to 604 rural students across Africa.

### SUCCESS ON SUCCESS

CLEF’s total impact from 1996 to date:

- 915 Bursaries awarded
- 604 CLEF students
- 533 CLEF graduates
- 62 Rural African communities
- 1<sup>st</sup> Postgraduate student
- 98% Pass rate

Some career paths of the CLEF graduates:

- 32 Engineers
- 188 Educators
- 18 Medical Doctors
- 26 Accountants
- 13 Environmentalists
- 31 Lawyers

Over  
**3.5**  
**million ZAR**  
invested in CLEF  
annual bursaries  
FY 1996 - 2020





# Class of 2021

2021 marks the 25th anniversary of Africa Foundation's Community Leaders Education Fund (CLEF) that has to date awarded 915 CLEF higher education bursaries to underprivileged youth from rural areas across five African countries.

These have subsequently produced an impressive 533 graduates in a diversity of fields, from drama to astrophysics. With an exceedingly high pass rate of 98%, and 96% of students completing their degree within standard time frames, the CLEF programme and its recipients shine brightly as beacons of hope and possibility for those yet to embark on their tertiary education journey.

## HARD-TIME ACHIEVERS

Times of adversity reveal the hero in us all. With COVID-19 setting a sombre scene the world over, our communities and universities certainly did not escape the dire effects of the pandemic in 2020. Students were forced into less-than-ideal remote-learning situations in often under-resourced settings.

But CLEF does not only provide partial funding support to its recipients, it also offers invaluable psycho-social assistance, a crucial touch point in these troubled times. In addition to this, students pulled together of their own volition by forming a CLEF student support network and proving themselves as diligent as ever in their pursuit of their future.

## TENACITY'S REWARDS

While 2020 harassed learners at high school with challenging circumstances, resilient and committed youngsters proved their mettle by excelling in their final exams, which paved the way for university acceptance and CLEF eligibility.

419 bursary applications from students in Kenya, Tanzania, Namibia, Botswana and South Africa were short-listed to 235 interviews. In adherence with COVID-19 prescriptions, these interviews had to be conducted either virtually on Skype, or in-person, with strict social-distancing protocols in place.

From these interviews for the 2021 study year, 123 students met the selection criteria and were awarded bursaries: 22 more bursaries than were granted in 2020, with a neat 50:50 gender split.

For the first time, 2021 saw 15 South African post-graduate bursaries awarded in recognition of this critical need for young people from RSA to continue their studies in order to differentiate and advance themselves in a saturated and intensely competitive job market.

## ONWARDS & UPWARDS

The Community Leaders Education Fund continues to go from strength to strength, and 2022's ambitious goals are to support 150 graduates, including 20 postgraduate degrees. The programme also plans to expand into Mozambique.

An average of 500 annual applications continue to flow through, but with improved support from the South African Government through NSFAS (National Student Financial Aid Scheme), returning second and third-year students find themselves fully funded, which frees up funds for new learners and expands the overall reach of the programme.

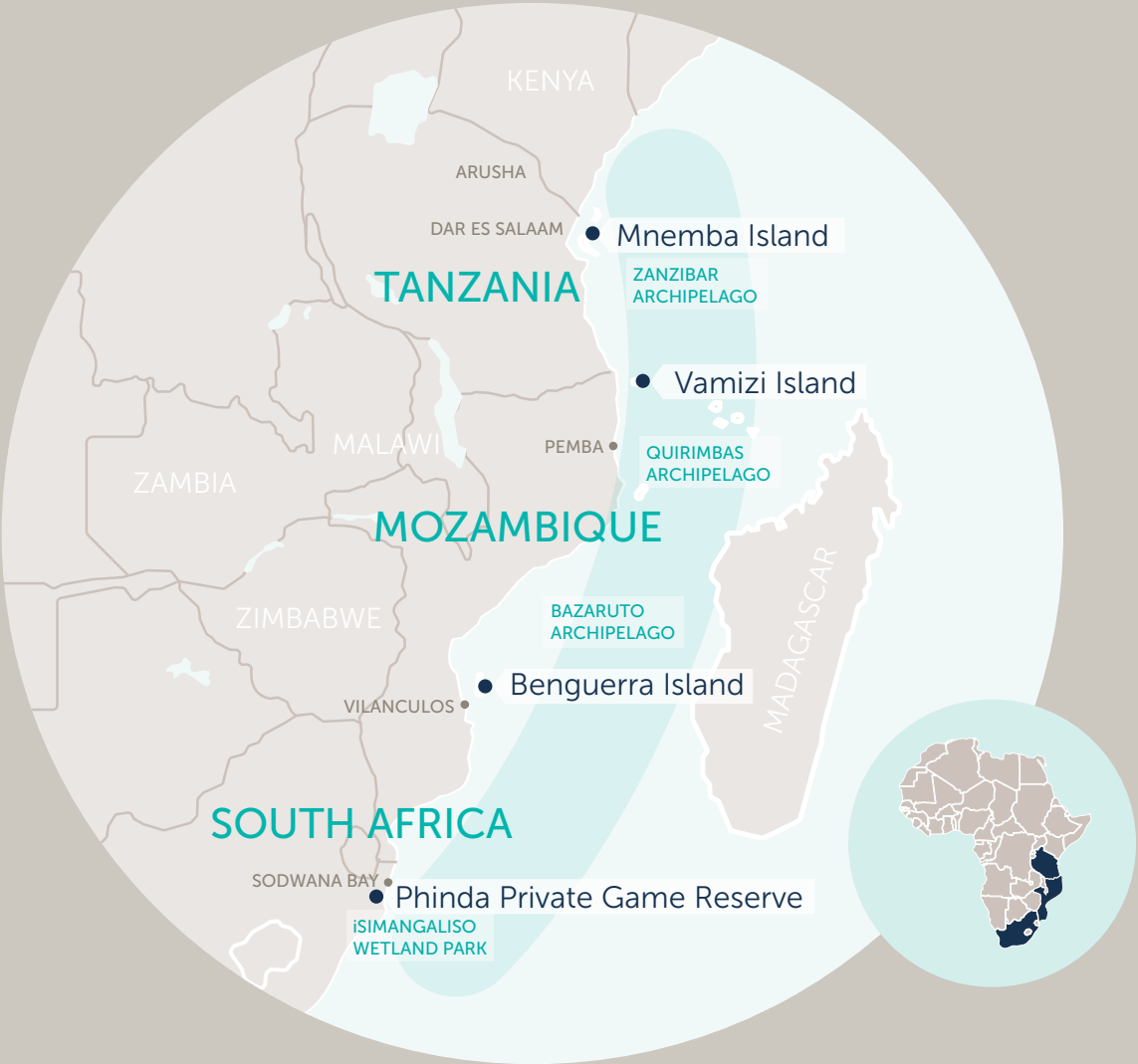
Outside South Africa, students are still granted bursaries on a yearly basis, provided they meet the criteria and perform well; the average cost per bursary, per year is USD 1,700.

American writer, Ken Kesey, describes leaders as being those that lead by example and not just by pointing the way. In their respective rural communities, each and every CLEF bursary recipient is a shining example of mentorship in action.

A new generation of trailblazers builds  
on a legacy of success.







IN COLLABORATION



AFRICA FOUNDATION



# Oceans Without Borders



2020 will inevitably go down in history as the year that a global pandemic changed the world as we know it. Oceans Without Borders (OWB) has been no exception.

Global lockdowns, the shutdown of international travel, masks, and quarantine have all made it exceptionally difficult to travel to our field sites, and for our field teams to engage with each other and local communities. This difficult phase was compounded by the withdrawal of a major donor due to the pandemic, coupled with the rapidly intensifying conflict in the vicinity of our Vamizi Island site in northern Mozambique.

But, in the words of Franklin Roosevelt, “A smooth sea never made a skilled sailor”, and with the extraordinary support of the Ocean Family Foundation and our other committed donors, OWB has not only survived these rough seas, but has emerged on a trajectory of strong recovery and growth.

While challenging, the pandemic also provided unique opportunities for impact and the establishment of new, catalytic relationships. Recognising the stress on many local communities with the collapse of tourism in East Africa, our collaborative partners, Africa Foundation and &Beyond, secured over 44 500 USD of donor funding to distribute emergency food relief parcels and medical supplies to the Benguerra Island communities.

Through the Wildlife Ranger Challenge launched by the Game Ranger Association of Africa, the Tusk Trust and Natural State, our local island teams have become part of an Africa-wide community of rangers. And, as one of very few marine focused ranger teams, they fly the flag for marine conservation.

Prior to the pandemic, the installation of an underwater array of hydrophones in the waters around Vamizi Island marked the beginning of our Ocean Soundscapes programme. Our Marine Apex Predator Tracking expanded to Benguerra Island to tag giant trevally and track their movement through the Bazaruto Archipelago National Park. And, on Mnemba Island, we celebrated the culmination of 20 years of continuous monitoring of sea turtle nesting – one the longest running programmes in the Western Indian Ocean.

Recognising the importance of building strong local site-based teams, a key focus going forward will be on building regional capacity through education programmes and developing a skilled cohort of Community & Conservation Marine Rangers.

These initiatives will in turn enable the expansion of our projects across all sites and into new waters, establishing an extensive monitoring, research, conservation, and community development programme to support sustainable marine conservation across the region.

**OWB is poised to move into an exciting period of strategic programme development, led by our growing dynamic team of African talent. ”**

**Dr Tessa Hempson**  
OCEANS WITHOUT BORDERS PROGRAMME MANAGER  
& PRINCIPAL SCIENTIST





Oceans Without Borders strives to catalyse positive change across our marine footprint to leave our oceans a better place by applying our proven care-trilogy to the ocean, marine wildlife and coastal communities, never forgetting that our &Beyond guest experience lies at the heart of our vision.

Oceans Without Borders (OWB) is our marine conservation initiative in collaboration with Africa Foundation. Through this dedicated programme that spans &Beyond's marine footprint, we are able to influence over 3 000 km (1 864 mi.) of African coastline including the islands of Benguerra and Vamizi in Mozambique, and Mnemba Island in the Zanzibar Archipelago.

What are the 5 core objectives of Oceans Without Borders?

**BASELINE:** to facilitate world-class research as a platform for decision making and tracking progress

**CARE OF THE LAND (OCEAN):** to conserve and enlarge Marine Protected Areas (MPAs).

**CARE OF THE WILDLIFE:** to support the protection of iconic marine species

**CARE OF THE PEOPLE:** to ensure a positive association with our marine conservation endeavours by upskilling and empowering local communities through our tried and tested methodology of consultation and close collaboration

**GLOBAL REACH:** to create a growing ripple of awareness through the engagement and education of &Beyond guests and local communities

Current OWB monitoring activities in Mozambique

MONITORING ACTIVITIES	Benguerra Island Mozambique	Vamizi Island Mozambique	Mnemba Island Zanzibar
Turtle nesting		x	x
Coral cover, diversity and health-protocol development	x	x	x
Fish diversity and biomass	x	x	x
Fish dispersal tagging		x	
Whale monitoring	x	x	
Beach erosion		x	x
Terrestrial fauna monitoring		x	x
Nursery and re-vegetation		x	x



## OWB Projects & Activities

### VAMIZI ISLAND MOZAMBIQUE

While we have temporarily closed 8Beyond Vamizi Island to guests, our marine conservation activities in the Northern Quirimbas Archipelago continue through OWB.



#### **BASELINE DATA COLLECTION**

An extensive array of underwater data-collection equipment has been established at Vamizi Island. The information gathered will provide a body of research information that will support global research and inform our conservation management.



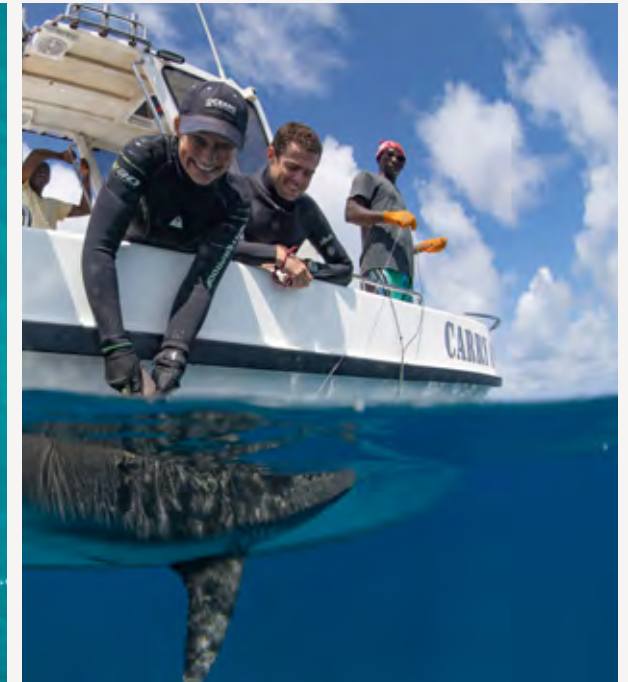
#### **DIGITAL DATA SYSTEM IMPLEMENTATION**

The introduction of a customised digital data collection system has enabled more effective data tracking from our teams on their daily patrols. This detail will support improved data analysis and guide our conservation management decisions.



#### **WHALE ACOUSTIC MONITORING PILOT PROGRAMME**

Underwater hydrophones have been installed around Vamizi Island to record valuable acoustic data from the visiting humpback whales – data that will be instrumental in decisions around Marine Protected Areas and other conservation measures.



#### **SHARK TAGGING PROGRAMME**

Growing data from our expanding shark tagging programme will enable us to prioritise our limited conservation resources and target critical sites to protect these apex reef predators which are important indicators of a healthy reef ecosystem.





# OWB Projects & Activities

## BENGUERRA ISLAND MOZAMBIQUE



### ACOUSTIC RECEIVER ARRAY

Two acoustic receiver stations in the popular Two-Mile Reef no-take zone record the movements of all passing tagged animals. This data will inform our understanding of the impact of high diving activity on the movement patterns of these species.



### NO-TAKE MARINE CONSERVATION AREA

An official no-take Marine Conservation Area has been established in front of 8Beyond Benguerra Island Lodge. Ecosystem changes will be documented, enabling us to demonstrate the positive effects of protected areas to local fishing communities.



### GIANT TREVALLY MAPPING

As top reef predators, giant trevally (GT) are integral to the health and balance of their marine habitat. Our collaborative trans-boundary tracking programme will provide key data that will advance our conservation management of this species.





# OWB Projects & Activities

## MNEMBA ISLAND ZANZIBAR



### GREEN TURTLE MONITORING

Mnemba Island hosts a regionally significant green turtle nesting population, together with nearly 20 years of continuous nest-monitoring data. This long-term dataset offers an invaluable source of insights for this iconic and endangered species.



### DUIKER BREEDING PROGRAMME

There's ongoing monitoring of Mnemba Island's breeding population of Africa's rare Aders' duiker (Critically Endangered) and tiny suni antelope. It is crucial their gene pools remain strong, and that the carrying capacity of the island is not exceeded.



### VEGETATION MONITORING PROGRAMME

This programme comprises an indigenous plant nursery and revegetation initiative to mitigate factors such as beach erosion, and a dedicated forest vegetation control programme, to assess the impact of the duiker population on the foliage.









# Rhinos Without Borders

In 2010 when our planning for the Rhinos Without Borders' project to translocate rhino from South Africa to Botswana started, there were approximately 12 500 rhino in South Africa's Kruger National Park.

2020 estimates indicate a remaining population of 2 500 - 3 500 rhino: that is a staggering 10 000 rhino lost to poaching in less than 10 years. This dire situation validates the importance of spreading our resources, and most importantly, our rhino, to safer and more secure places.

The six white rhino donated to Botswana by &Beyond Phinda, and the subsequent 87 rhino that were moved as part of the Great Plains Conservation-&Beyond coalition, have reinforced the fundamental learning that we can have better conservation outcomes when working cooperatively, rather than alone.

As part of our mandate, Rhinos Without Borders (RWB) committed to building the capacity of the Botswana Department of Wildlife and National Parks (DWNP) to manage this donated population, and a partnership is in place to monitor the rhino. This capacity building included equipment and hands-on training of both field staff and local vets, and enabled an independent strategic dehorning intervention by the DWNP.

It is with some cautious satisfaction that RWB can look at the increasing threats the Botswana rhino populations are facing knowing the capacity building and the partnerships developed between the DWNP and private-sector rhino monitoring organisations like RWB and Rhino Conservation Botswana will be instrumental to the future management strategy and security for rhino in Botswana.

The best measure of success in wildlife translocations is when breeding finally happens. The birth of over 50 calves to the reintroduced population is both a proof point and a legacy of hope.

**Les Carlisle**

&BEYOND GROUP CONSERVATION MANAGER  
& RHINOS WITHOUT BORDERS PROJECT MANAGER

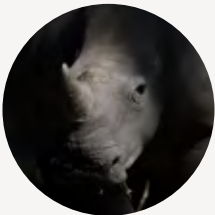
**The need for large-scale, cross-border, species-specific conservation projects has never been greater. ”**



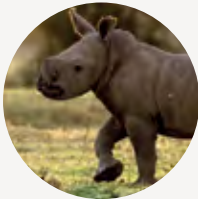




# Timeline



54  
calves  
born to the  
translocated rhino  
2013 – 2020



2013

Translocation  
of the first 6

Facilitated in partnership with Rhino Force, fully supported by the Botswana Rhino Management Committee, and funded by lead sponsor, Motorite Administrators, 6 white rhino moved from 8Beyond Phinda to Botswana

Our first calf for the project born to one of our translocated cows within months of her release

2014

New  
collaboration

8Beyond partners with Great Plains Conservation to form Rhinos Without Borders, a joint initiative dedicated to translocating rhino from South Africa to Botswana, and creating a new source population

2016

6 rhino moved from the Khama Rhino Sanctuary, Botswana, back to the Okavango Delta

87  
rhinos  
moved from  
South Africa to  
Botswana since  
2014

2015

25 Rhino moved

10 rhino flown to Maun from 8Beyond Phinda on an Ilyushin il-76 aircraft

15 rhino moved from Limpopo Province to Botswana: 3 to the Khama Rhino Sanctuary; 12 to the Okavango Delta

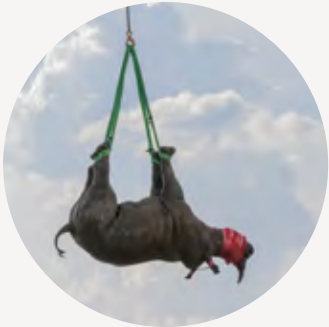
2018

10 Rhino moved

10 rhino flown from Durban directly to the Okavango Delta, where customs, immigration and vets were waiting: the first time that the national port of entry was moved to reduce the stress on the rhino

2019

Further translocations postponed due to drought conditions in Botswana



2020

New focus turns to monitoring the source population, now well exceeding the original target of 100 and containing a significant number of calves – the hallmark of a successful project



Rhinos Without Borders’ Monitoring Effort: July 2019 – July 2020

2 885	Patrol man hours
37 357	Km covered by patrols
233	Aerial surveillance: hours flown by patrol aircraft
22 363	Km covered by patrol aircraft

PROJECT UPDATE

Following on the pioneering translocation of six rhino from 8Beyond Phinda Private Game Reserve to Botswana, this project was expanded in 2014 by the partnership with Great Plains Conservation and the Botswana Government.

By December 2018, an additional 87 rhinos had been moved from South Africa to Botswana’s wilderness; further translocations were suspended due to Botswana’s prevailing drought conditions.

As of July 2019, we have focused on the active monitoring of this new source population that now includes many calves and well exceeds our initial target of 100 rhino.

We are now focused on the active monitoring of this new source population that now includes many calves and well exceeds our target of 100. ”



Learnings

This joint initiative sees private companies who are technically rivals, working collaboratively with each other and the governments of two countries to benefit conservation.

The success of this innovative project has raised the profile of bilateral agreements between nations based on conservation.

Planning for translocation is a serious logistical challenge due to the unpredictability of the time taken to issue the CITES removal permits.

Rhinos Without Borders serves as a success story to inspire new projects: while it is true that rhino conservation faces critical challenges, it endorses the conservation benefits of collaborative endeavours.

On a practical level, the initiative is increasing the number of rhino in Botswana, with the rate of calving true testimony to its success and legacy.





# Overview 2020

As apex predators, lions are considered to be an umbrella species: if a lion is thriving, it's a sure indicator that the entire ecosystem around it is functioning effectively. When we protect lions, we are also protecting biodiversity.

It is hugely concerning to me that in just 25 years, the number of Africa's wild lions has halved: from an estimated 40 000 in 1994 to a sobering 20 000 in 2020.

When you put this decline against the doubling of the world's population from four to eight billion people in just 40 years, the need for urgent and committed action becomes all too clear.

With most lions living outside protected areas, and an explosion of both human and livestock populations on the African continent, lion habitat has been dramatically reduced. In addition, the drought effects of global warming in these same regions have escalated the human-lion conflict, with disastrous consequences for wild lions.

As a direct response to this crisis, the Lion Recovery Fund (LRF) was created by the Wildlife Conservation Network in partnership with the Leonardo DiCaprio Foundation. In 2018/2019, 8Beyond invested USD 50 000 as one of the founding members of the Lionscape Coalition

– a joint initiative between the ecotourism industry and the Lion Recovery Fund.

100% of the funds generated by the LRF is invested in a careful annual selection of non-profit conservation projects across Africa to recover lions and their habitat, build political will, and scale the funding for lions.

In the year that I sat on the grant committee, projects were funded across all five of the crucial focus areas: protected area management; ending illegal wildlife trade; research and monitoring; capacity building and training, and people-lion coexistence. Interestingly the focus on coexistence is a critical area that is traditionally avoided.

It is inspiring to see the achievements of this progressive and holistic approach which embraces the understanding that conservation is complicated and requires locally crafted solutions to local conservation challenges.

**Les Carlisle**  
GROUP CONSERVATION MANAGER

## TWO POWERFUL PROGRAMMES

**In Tanzania, 50% of our founding-member investment is supporting:**

### **KopeLion**

A project established in the Ngorongoro Conservation Area in 2011: dedicated to finding sustainable solutions to human-lion coexistence in northern Tanzania.

### **Serengeti De-Snaring**

A collaboration between dedicated tour operators, the Tanzania National Parks and Frankfurt Zoological Society, aimed at reducing the number of snares within the Serengeti National Park that kill or maim thousands of wild animals each year.

Conservation is complicated and requires locally crafted solutions to local conservation challenges. ”



What has the Lion Recovery Fund achieved across Africa? As of June 2020:

97	Projects supported
639	Rangers trained
4 717	Patrols supported
32 815	Snares removed
1 691	Poachers arrested
1 397	Poachers' camps detected
22	Lions de-snares
29 134	Kg of bushmeat confiscated







# African Pangolin Working Group

As the world's most trafficked mammal, pangolins are in the shadowlands of extinction. Within South Africa, the African Pangolin Working Group (APWG) has been appointed by the government to oversee the rehabilitation of pangolins in the country.

8Beyond Phinda Private Game Reserve in KwaZulu-Natal was identified as a suitable reintroduction site for a number of reasons: Temminck's ground pangolins are native to this region, although they have been locally extinct for over 30 years; the reserve's habitat diversity supports a wide range of ant and termite food sources, and the conservation team's proven track record in the protection and monitoring of threatened species.

In 2019, two pangolins were reintroduced to the reserve, marking the start of a groundbreaking pangolin reintroduction programme that will serve as a pilot study and a guide for future projects of this nature.

All pangolins in this project have been retrieved from illegal wildlife traders in undercover operations conducted by the African Pangolin Working Group and the Stock and Theft Unit of the South African Police.

The extreme stresses of this experience necessitate a period of stabilisation and rehabilitation by the

specialist veterinary team of the Johannesburg Wildlife Veterinary Hospital.

A core element of their successful reintroduction to the reserve is the ongoing dedicated monitoring by the Phinda conservation team. This begins with an intensive pre-release (soft release) period of 3 - 18 days, and is followed by post-release monitoring for a year or more. They are monitored using a combination of tags (satellite, UHF and VHF) attached to their dorsal scales.

Humane International Society (HIS) have sponsored a dedicated researcher for this project, as an understanding of the pangolins' biology, physiology and interaction with their environment will be fundamental to their protection and long-term survival.

It is path-finding projects like this that hold the key to the survival of Africa's pangolin.

**Charli de Vos**  
PHINDA ECOLOGICAL MONITOR







In December 2020, the birth of the first wild pangolin pup born in this KwaZulu-Natal region in over three decades was celebrated by all the conservation teams and sponsors behind this pioneering initiative. ”

The Pangolin Reintroduction Project

CHALLENGES	LEARNINGS	ACHIEVEMENTS
<p>The post-release monitoring and veterinary care of these pangolins is extremely costly and is usually supported through exclusive pangolin guest conservation experiences; however, with the heavy impact of COVID-19 on the tourism sector in 2020, we had to rely on donor funding</p> <p>A project of this nature is time and resource intensive, requiring dedicated staff</p> <p>Loss of tags due to predators biting them off</p>	<p>It is possible to successfully reintroduce pangolins back into an area from where they had gone locally extinct</p> <p>A better understanding of the soft release (pre-release) protocols required for successful reintroductions</p> <p>Improved tags to effectively monitor pangolins post-release</p> <p>Increased learnings around the basic ecology of pangolins e.g. diet, home range size, habitat selection and previously unknown behaviour</p>	<p>A second chance for pangolins rescued from the illegal wildlife trade</p> <p>Successful reintroduction of pangolins into an area where they had been locally extinct since 1986</p> <p>All reintroduced pangolins have been protected from the illegal wildlife trade</p> <p>Majority of pangolins reintroduced have successfully established home ranges and territories</p> <p>The start of a viable population on the reserve is evident</p> <p>The first pangolin pup was born to a female about three months after her Phinda release. (She was already pregnant when she was rescued from the illegal trade)</p>







## Black Rhino Range Expansion Project

The WWF-Black Rhino Range Expansion Project (BRREP) was started in 2003 to counter the dramatic decrease in numbers of black rhino, which led to their near-extinction in the 1990's.

This project is a partnership between the World Wildlife Fund (WWF), Ezemvelo KZN Wildlife, Eastern Cape Parks and Tourism Board, and is supported by the Ford Wildlife Foundation.

8Beyond Phinda Private Game Reserve was the first private reserve to receive black rhino as part of this historic project. The selection of Phinda was based on our proven successes in conservation and community work, together with our intensive security and monitoring capacity, which meant all the necessary experience and platforms were in place to support this project.

In 2004, 15 black rhino were introduced to the reserve and the first calf was conceived and born on the reserve in 2005. Each year since then has seen new calves born, with over 30 conceived on Phinda since the start of this project. 2020 was a very successful breeding year, with a 10.7% growth rate.

A highlight of the past year was the securing of funds via the International Rhino Foundation (IRF) to continue dedicated black rhino monitoring throughout the lockdown.

**One of the females translocated to Liwonde in Malawi in 2019 to boost this population, has been seen with a bull which bodes well for this source population.**





2003 the year **BRREP** was launched

15

black rhino released onto the first partner site of 8Beyond Phinda in 2004

12

new black rhino populations established since 2004

2004

the year the first black rhino population moved to a BRREP site

201

black rhino moved since 2004

20%

increase in black rhino population in KwaZulu-Natal since 2003

250 000

hectares form part of BRREP Project

6

calves born on BRREP sites in first seven months of 2016

90+

calves born on project sites

17

rhinos, including a female from 8Beyond Phinda, translocated to **Liwonde National Park** to boost local population in 2019







# Research at &Beyond

The research team at &Beyond Phinda Private Game Reserve has continued to play a crucial role in supporting reserve management and increasing conservation impact over the past year.

Apart from the usual priority-species monitoring of black and white rhino, elephants, lions, leopards, cheetah and spotted hyena, the team were also kept busy with an expanding pangolin population which required special attention. Managing to monitor and record the birth of the first pangolin pup born in this KwaZulu-Natal region in close to 40 years, made all the extra time and effort worthwhile.

## IN THE PAST YEAR:

- Nine registered projects/papers were completed
- 13 additional academic projects were registered, or are on-going
- Five publications (either based on research conducted on the reserve, or utilising datasets collected by the &Beyond Phinda Research Team) appeared in high ranking, peer-reviewed journals

The annual game count and long term vegetation monitoring programmes, which are of the utmost importance to reserve management decision making, were once again successfully carried out.

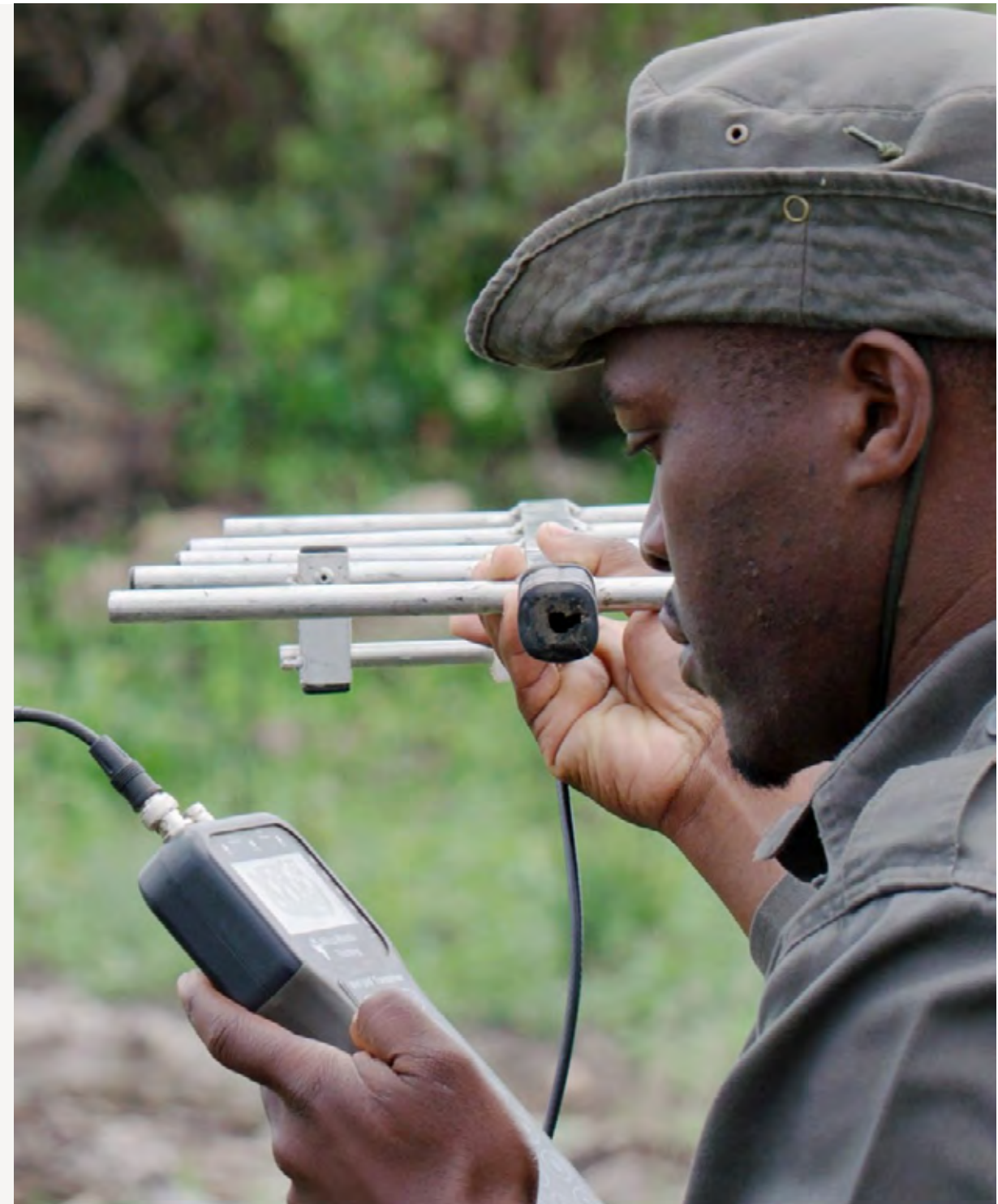
## FIRST COMMUNITY CONSERVATION COURSE

The research team hosted the first ever Phinda Community Conservation Course in collaboration with our community development partner, Africa Foundation. Five successful applicants from our neighbouring communities spent six months with the team learning land and wildlife management, and research and monitoring skills.

All students that finished the course obtained their FGASA (Field Guides Association of Southern Africa) qualifications, and have been employed by either Africa Foundation or &Beyond Phinda, with one of the students joining our research team as an Ecological Monitor.

With this successful baseline in place, fundraising and interviews are at an advanced stage for the 2021 course.

**Craig Sholto-Douglas**  
PHINDA ECOLOGIST





**Beyond the Sighting** software includes illustrations like these for clear identification of individual leopards.

The power of research lies in the fact that it is clinically objective: it provides meticulous data on which decisions can be made, together with how these decisions impact on the various long-term sustainability issues.

PROF. KEVIN MEARNS, UNISA



FOR MORE INFORMATION,  
SCAN AND LINK TO OUR RESEARCH  
PAPERS ON OUR WEBSITE

## BEYOND THE SIGHTING

Research data holds the key to the future of conservation: it informs decision making and shapes Best Conservation Practices.

Developed by our &Beyond Phinda Conservation Team, Beyond the Sighting is a data capture programme which will be used by all our &Beyond rangers and field guides to record their daily sightings of leopard and other priority species.

With specific reference to leopard conservation, it has increased the number of leopard monitoring locations significantly, providing data that will enable accurate population composition estimates.

This customised data collection programme is currently actively being used at &Beyond Phinda and Ngala. It is about to be launched at &Beyond Sandibe in Botswana, Sossusvlei in Namibia, and Klein's Camp in Tanzania. A marine interface is being rolled out at &Beyond Bengueria (Mozambique) and Mnemba (Zanzibar) Islands.

## THE BENEFITS OF SCIENCE

The 2002 – 2012 Mun-Ya-Wana Leopard Project, in collaboration with Panthera and &Beyond Phinda, was the most comprehensive study of its time: 72 leopards were collared and tracked for ten years. The findings are a powerful example of how good science can inform sustainable new policies and effect change that benefits an endangered species.

The data gathered using camera trap surveys and radio collars was instrumental to the rewriting of public policy around leopard trophy hunting and the control of "problem" animals. The flashpoints of human-wildlife conflict were addressed through active engagement with local communities on proactive ways to reduce the risk of livestock depredation.

As a result of these science-based conservation interventions, the number of leopards in the reserve doubled.



The &Beyond Way  
is about daring to reach,  
share, learn, give, care  
and being the best  
version of ourselves,  
and inspiring others  
to do the same.

”

LINDA KING

The &Beyond Way





# The &Beyond Way

While &Beyond celebrates 30 years, I am more excited to celebrate the long tenure of &Beyonders – many who span over 15 years with quite a few 30 year tenures. I believe this longevity of tenure is based on two core factors:

- The alignment of our &Beyonders' values to the company's ethos of leaving our world a better place through our care of the land, wildlife & people AND
- Our value proposition to &Beyonders to go beyond the expected throughout their journey with us. Our value proposition is broken up into 3 pillars – &Beyond Footprints; &Beyond Academy and &Beyond Life.

**&Beyond Footprints** details an employee's journey and starts with recruitment and induction, and winds its way through each individual's growth and skills development plan; through career pathing and succession planning.

As a brand known for its service excellence, it is no surprise that &Beyond has always invested in the training and development of its staff. The **&Beyond Academy** is built on the foundation of our training philosophy but has the vision of providing &Beyonders with the opportunity of receiving an accredited qualification as they work.

After three years of collaboration across the organisation, we are proud to launch the Academy in our 30th Anniversary year with some exciting milestones. These include the development of our educational partnership with QCTO:

- Formalisation of our training material into faculties with modules and level courses across all skill areas of the &Beyond business – Lodge, Guide training; Touring; Management & Support.

- Creation of a centralised information / training material sharing digital platform called ADaPT.
- Identification of trainers, mentors, assessors and moderators in the group
- South African QCTO certification and approval of our training material and courses in the Kitchen & Travel skill areas, together with their accreditation of our moderators and assessors.
- Registration of our offices as QCTO training schools. This included Phinda Mountain, Ngala and Bateleur House in 2020.
- Registration of our training courses with the education boards in South Africa (Botswana is in process) and are in process of registering with City & Guilds (UK)

We look forward to 25% of employees being registered in the Academy by 2025.

The third pillar of our value proposition, **&Beyond Life** looks at the holistic wellness of our &Beyonders. In 2020 our resilience was given the ultimate test with the COVID-19 pandemic. However, through the &Beyond Life platform we were able to empower our staff with information and encouragement to handle all the changes that COVID-19 forced on them (see our COVID-19 Successes page).

In our toughest year our people remained our priority – for me these actions speak louder than any words. Our &Beyonders are our greatest assets and the past year has proven that we believe that like no other.

**Linda King**  
GROUP HUMAN RESOURCES & TRAINING DIRECTOR







# Life in the time of COVID-19

In March 2020, the global COVID-19 pandemic hit and we literally moved from what we knew as 'normal life' to being in lockdown and back home with families, in varied urban and rural environments. ”

The wellness of our staff was pulled into an even stronger focus. We had to adapt, be flexible and agile in our thinking to ensure that we had ongoing communication with all 8Beyonders across the globe. A weekly communication from 8Beyond Life was sent through WhatsApp as well as by email to ensure our messages reached far and wide. In late 2020, we sent out those comms every other week. These communications were also translated into Spanish to reach our South American family.

As many of our staff are based in rural environments, the initial focus of our communications was on food security, with a vegetable gardening series followed by fruit planting, gut health and then water purification. Additionally, we broadcasted credible facts about COVID-19 as we understood the fear and uncertainty (as well as the false information) that lingered in the communities.

For the first six months of the 8Beyond Life communication the 'Give' section focused on giving back to 8Beyonders as they lived through lockdowns, uncertainty and negative financial impact. Virtual tours

around the world were shared as well as virtual home projects and activities that could be done to keep some semblance of engagement and fun.

The month of May focused on mental health and wellness. Partnerships with psychologists, sociologists, meditation specialists and life coaches were introduced to enable 8Beyonders and their families access to life lines at affordable prices.

Other themes covered were important issues like domestic violence, men's health, saving and budgeting; HIV and Aids and racism.

The start of 2021 looked at detoxing and goal setting as we soon realised that this COVID-19 sprint was now becoming a marathon. Renewal, giving back and paying it forward, and ongoing emotional and mental wellness will remain the focus as we move beyond 2021.

Renewal, giving back, paying it forward and wellbeing on all levels will remain the focus beyond 2021. ”







The intended outcome at the start of the 8Beyond Life COVID-19 communication was to reach, communicate, support and mentor 8Beyonders. We have received positive feedback from Africa, Asia and South America that our regular communications have aided 8Beyonders, their families and, in some cases, their communities in their mental, physical and spiritual journeys. ”

GIFTS OF COVID-19

The unintended, yet very welcomed, outcome was the further reach this communication had as 8Beyonders shared the information with those closest to them. We have had many examples of this, with two such instances including:

- In Botswana, a staff member disclosed how she was urged by her community leaders to share the information with the greater community at their weekly gatherings.
- In Johannesburg, South Africa, a nursery school had received our information after a family member of an 8Beyonder requested that this be shared; and now it is emailed to staff and parents of the school who are grateful for the added information and inspiration.

These outcomes exceeded our reach and intention, and are an example of exactly what 8Beyond is about. Daring to share, learn, give, care, and being the best version of oneself, so that it impacts others too.

# Leaving our staff in a better place

Through continuous growth and development we take our staff on a journey (from the day they arrive) to grow them personally and professionally as well as inspire them to impact their world in ways that are meaningful to them.

Our value proposition is broken up into 3 pillars - &Beyond Footprints; &Beyond Academy and &Beyond Life.

&Beyond Footprints details an employee's journey, growth and skills development plan and includes our Bateleur Award and Long Service recognition programmes, which celebrate achievements in sustaining, enacting and mentoring the &Beyond culture and longevity in tenure.

&Beyond Life looks at the holistic wellness of our &Beyonders. The intention of this programme is to provide knowledge, awareness and mindfulness to inspire &Beyonders to be the best version of themselves and to work on their legacy of leaving our world a better place.

The last pillar of our value proposition, &Beyond Academy, is built on the foundation of our training philosophy but has the vision of providing &Beyonders with the opportunity of receiving an accredited qualification as they work.

**Every day, 2 000 &Beyonders set off to leave our world a better place through the delivery of extraordinary experiences. There is no way that they are able to continuously deliver on their service excellence without the business looking after them too. ”**





BELONGING, RECOGNITION  
& DEVELOPMENT

&BEYOND  
FOOTPRINTS

Each &Beyonder follows a tailored journey of career development and growth that we call Footprints. By personalising the content of each milestone, Footprints allows our people to go beyond the expected – from induction to exit.

&BEYOND  
LIFE

&Beyond Life is a holistic staff wellness programme that supports each &Beyonder’s pursuit of health and wellbeing, by nurturing a:

- Learning Mind
- Moving Body
- Giving Soul



&BEYOND academy

The &Beyond Academy offers &Beyonders formalised and accredited training in 5 faculties that not only allows them to excel in their role, but to leverage their training at &Beyond to stand out should they leave us.

- Lodge | Guiding | Travel
- Support | Management



					EXTERNAL ACCREDITATION
QUALIFICATION AREA	DEPARTMENT	LEVEL 1	LEVEL 2	LEVEL 3	
	Housekeeping	✓	✓	✓	
	Hospitality	✓	✓	✓	
	Kitchen	✓	✓	✓	✓ 
	Front of house	✓	✓	✓	
	Management	✓	✓	✓	
	Admin	✓	✓	✓	
	Safari guide	✓	✓	✓	✓ 
	City guide	✓		✓	
	Island guide	✓		✓	
	Training	✓	✓	✓	
	Private guide			✓	
	Tracker	✓	✓	✓	
	Travel professional	✓	✓	✓	✓ 





## LEADING THE WAY

2020 saw the launch of our &Beyond Academy: with this formalisation of our in-lodge staff training and development programmes, &Beyonders now have the opportunity of accredited internal, and in some cases, external qualifications.

Leading by example, Lulama Magatya (Chef, &Beyond Ngala Private Game Reserve) and William Witham (Chef, &Beyond Phinda Forest Lodge) achieved their Quality Council for Trade and Occupations (QCTO) National qualifications as Chefs.

This was no small feat. To qualify for this certification, Lulama and William needed firstly to secure their PruLeith Culinary Institute Occupational Certificate: Chef (Level 5). This professional qualification is aimed at candidates that have worked in the industry for several years. It requires a Portfolio of Evidence (a formal compilation of material relating to their experience, menus, recipes, awards, qualifications and certifications) and includes a rigorous theoretical and practical assessment.

Following the successful completion of these assessments, Lulama and William gained entry to the trade test – a final, two-day theoretical and practical evaluation for the QCTO Chef qualification.

In addition to their National Chef qualifications, Lulama and William are now also qualified Assessors who will guide and shape those &Beyonders starting on their journey to culinary accreditation.

Left to Right : Lulama Magatya (Executive Chef at KK and Tengile); Zakhele Mthethwa (volunteered as a translator for the exam works as a Stock Controller) Dave Ngubane (Phinda Forest Head Chef and Academy trainer); Nqobile Zulu (Rates Administrator and volunteered as a translator for the exam) Dumi Ndlovu (Head Chef Ngala and Academy trainer) and William Whitham (Executive Chef at Phinda Forest)







# Vision 2020



Vision 2020 was established in 2017 to unite &Beyonders towards key focus areas under each of our “care pillars”

It has increased our impact by establishing the necessary discipline and accountability in measuring and reporting against our agreed goals for Care of the Land, Care of the Wildlife and Care of the People.

OUR VISION 2020 IS BEST REPRESENTED AS FOLLOWS:



## CARE OF THE LAND | GOALS

- 1 Reduce our direct carbon footprint by 8%
- 2 Sustainable use of water
- 3 Zero plastic water bottles



## CARE OF THE WILDLIFE | GOALS

- 1 Protect at least 3 endangered land or marine species
- 2 Actively manage wildlife population for biodiversity
- 3 Support wildlife conservation education



## CARE OF THE PEOPLE | GOALS

Maximise localised shared value opportunities through:

- 1 Economic benefit
- 2 Capacity building
- 3 Social service infrastructure



CARE OF THE

# Land

## GOALS

- 1 Reduce our direct carbon footprint by 8%
- 2 Sustainable use of water
- 3 Zero plastic water bottles





# Care of the Land



The end of our 2020 financial year is a time to pause for reflection as we look back to when we set our Care of the Land goals in 2017.

While we have achieved, and in many instances, surpassed most of our goals, the shortfalls have provided us with valuable learnings to take forward.

With specific reference to our roll out of renewable energy sources at our generator-based lodges, our momentum has slowed a little due to the financial impact of COVID-19, but we remain committed to a phased implementation of renewable energy sources across our lodge operations.

Our significant investment at 8Beyond Ngorongoro Crater Lodge to join the TANESCO hydro-power thermal grid has resulted in 85% of this lodge's energy requirements now running off renewable energy sources and a 728 000 kg CO<sub>2</sub> per year reduction in our Tanzanian carbon footprint.

At 8Beyond Sossusvlei Desert Lodge, each of the 12 guest suites are equipped with solar-powered hot water, air conditioning, room freezers, a grey-water recycling system and rain-water harvesting tank. The solar-driven Hydraloop system is enabling the recycling of 100 000 litres of grey water a month.

The accuracy of our data at 98.9% was exceptionally high; this is very reassuring as it means that our modelling of projects, establishing new targets and other forecasting will be based on a sound and reliable dataset.

Our audit scores are still impressive, with a group average of 88%. We have also re-designed our impact audit to align with the international objectives of the Global Sustainability Development Goals.

Some aspects of waste management are still a challenge, even though we have eliminated over 740 000 plastic water bottles per year across our operation. The recycling of other waste in some countries falls short due to the lack of secondary recycling industries in those areas. In view of this, our next step is to support the development of these industries, initially focusing on Tanzania and Zanzibar.

Our scaled targets as we move into our next decade of impact are both ambitious and exciting; to meet these, we will need to draw on the successes and learnings of the last few years and build on this strong foundation.

**To operate with minimum impact: this is the core principle at the root of our unwavering commitment to Care of the Land. ”**

**Jonathan Braack**  
GROUP SUSTAINABILITY MANAGER



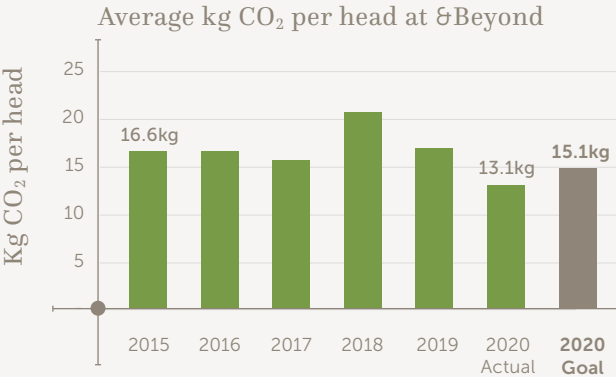




GOAL 1

Reduce our direct carbon footprint by 8%

Measured by calculating the average annual carbon kilogram (kg) per head within our operations throughout the year



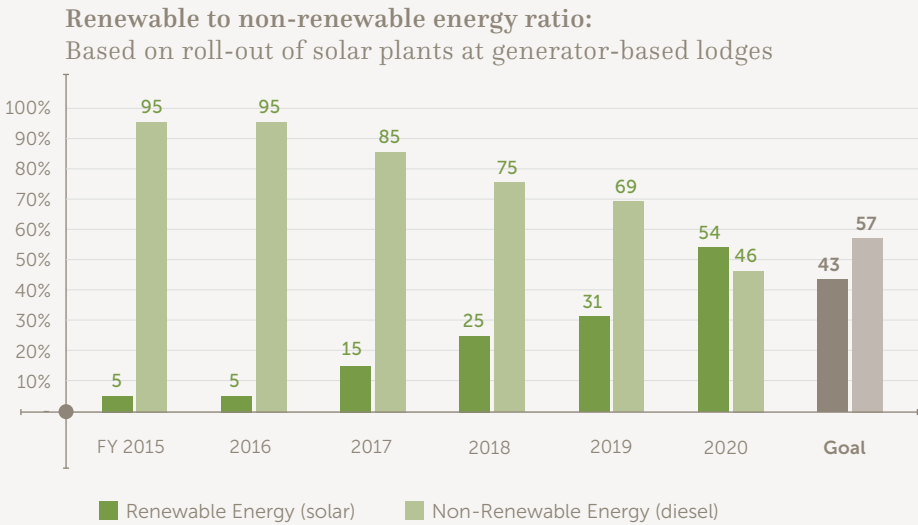
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Top Terms

**Non-renewable energy:** a limited energy source that will eventually run out, for example fossil fuels such as coal, gas and crude oil (diesel and fuel). Significant carbon dioxide is produced from the burning of coal and gas  
**Renewable energy:** an abundant energy source like the sun and wind. Solar power plants produce zero carbon emissions after installation

**Direct carbon footprint:** those carbon emissions that we have immediate and complete control over  
**Hybrid solar power plants:** solar-diesel systems that combine solar and generator power sources

1.1 REDUCE RELIANCE ON NON-RENEWABLE ENERGY  
 Ratio of 43% renewable to 57% non-renewable energy at all generator-based lodges



As a group, &Beyond has reduced its average CO<sub>2</sub> by  
**3.5 kg**  
 per head since 2015

GOAL 1

Achieved a ratio of 54% renewable to 46% non-renewable energy ratio in FY 2020. ”



## Learnings

Our group carbon usage per head calculations are skewed when there is no occupancy due to renovations, but consumption continues for building or refurbishing purposes.

All items requiring power need to be in place so as to have accurate data on energy consumption prior to installing renewable energy systems.

A significant investment of capital is required to implement high-cost hybrid systems; however, once implemented, this outlay is offset by the marked reduction in generator fuel costs.

The phased introduction of the hybrid solar power plants at our generator-based lodges in Botswana and Namibia has been instrumental in our drive to reduce our direct carbon footprint.

The employment and training of local artisans in new builds and refurbishments is a shared-value opportunity providing apprenticeship possibilities and skills development.



GOAL 1

# Our solar-energy partners

NEW SOUTHERN ENERGY (NSE)

In 2017, following an extended period of close consultation with New Southern Energy (NSE), a leading South African full-service solar energy company, our phased installation of solar hybrid power plants started.

The decision was made to begin with our lodges situated in the environmentally-sensitive ecosystem of Botswana’s pristine Okavango Delta, UNESCO’s 1 000<sup>th</sup> World Heritage Site.

**NSE’s customised micro-grid solutions have proved to be the ideal option for the remote locations of our Botswana and Namibian generator-based lodges, converting each site to run predominantly off renewable energy. ”**

The many benefits of this integrated energy solution include:

- Reliable, economic and effective way of reducing our direct carbon footprint
- Reduction in the dependence on fossil fuels (i.e. diesel usage)
- Reduction of: generator run-time, generator services and parts required, associated diesel transport costs

and risks; carbon emissions caused by generators and transport trucks and generator noise pollution

- Increased energy independence
- Reduced environmental risks from the transport of fuel into a sensitive natural habitat
- Reduced logistical and operational costs

WHAT ARE THE COMPONENTS AND HOW DOES IT PERFORM?

The following detail is drawn from the system in operation at &Beyond Xaranna Okavango Delta Camp:

- The working components include solar panels (122.4 kWp); 4 solar inverters (Fronius, @27 Kw); a Tesla Powerpack battery (100kVA/190 kWh lithium ion); micro-grid controller (MGC) and 2 generators (@ 125 kVa)
- Reduction in generator run-time by 19 hours per day
- The MGC intelligently coordinates the input and output of the energy generation and storage components to meet the lodge’s energy requirements. The required power is directed to the lodge, with excess energy redirected to the Tesla battery storage bank
- An average of 450 kWh is produced per day, reducing the camp’s carbon footprint by 4 500 000 kg a year
- The system is sized to supply more than 80% of the lodge’s energy requirements from renewable energy, with no compromising of our high guest service levels
- No concrete was used in the construction of the plant and the entire system can be relocated or removed with no permanent impact to the land



## TESLA POWERPACK

This battery energy storage system comprises stacked “banks” of lithium-ion battery pods and provides remarkable cost and energy savings. In addition to its ability to operate in high temperatures, 100% of each battery’s charge can be accessed compared to the 50% accessibility of a lead-acid battery, and the life-span of these lithium-ion batteries is warranted for 10 years of daily cycles (i.e. 3 650 cycles versus only 1 500 cycles for the lead alternatives).



Top Terms

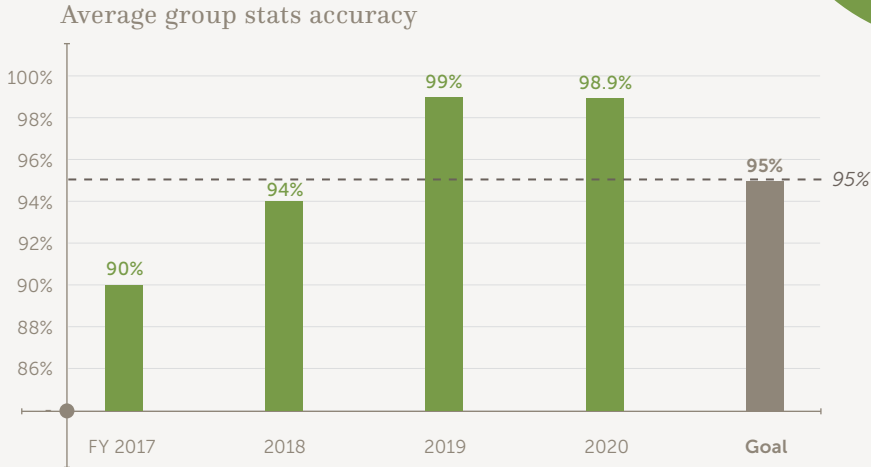
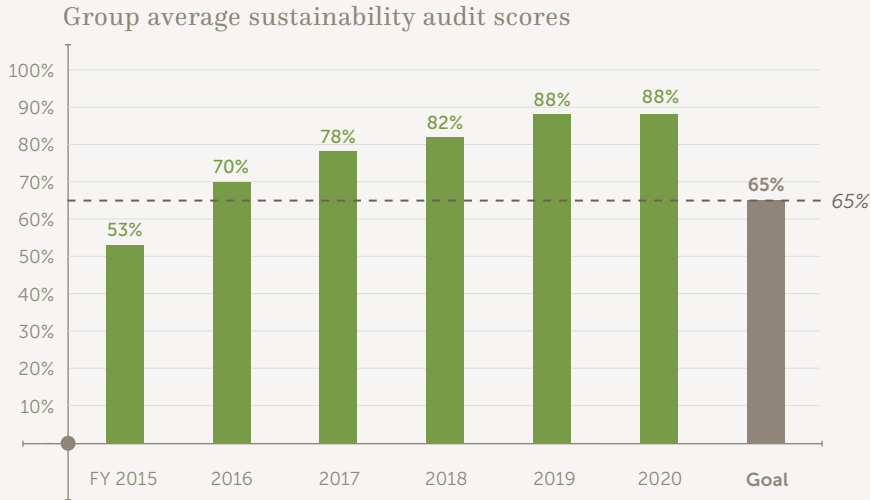
- Solar hybrid:** power systems that combine solar power from a photovoltaic system with another energy source

**Solar photovoltaic (PV) system:** solar cells, also called PV cells, convert sunlight into energy (i.e. convert photons of sunlight into volts of electricity = photovoltaic)
- Solar / PV inverter:** an electronic device that converts photovoltaic energy into a an energy source with a frequency compatible with a commercial or off-grid (e.g. generator) system

GOAL 1

1.2 SET UP A DISCIPLINE OF MEASUREMENT

- 100% of our lodges are audited with a minimum group average audit score of 65%
- Average group stats accuracy score of 95%



We exceeded our goal by

23%

for our 2020 group average sustainability audit score

1.3 BUILDING FOR EFFICIENCY

100% of all new builds will have been signed off against a sustainability checklist by the Group Sustainability Manager



Top Terms

**Sustainability audit:** a rigorous internal audit per lodge that is aligned to the United Nations Sustainable Development Goals (SDG) where applicable, together with criteria specific to our Care of the Land, Wildlife and People initiatives

A culture of measurements drives awareness and positive behavioural changes.



GOAL 1

In line with our new-build sustainability protocols, our rebuilt &Beyond Phinda Homestead incorporates:

A range of sustainable and energy-efficient elements, including the use of rammed (compacted) earth walls that re-use material from site, which both reduce the carbon footprint, and act as a natural temperature regulator.



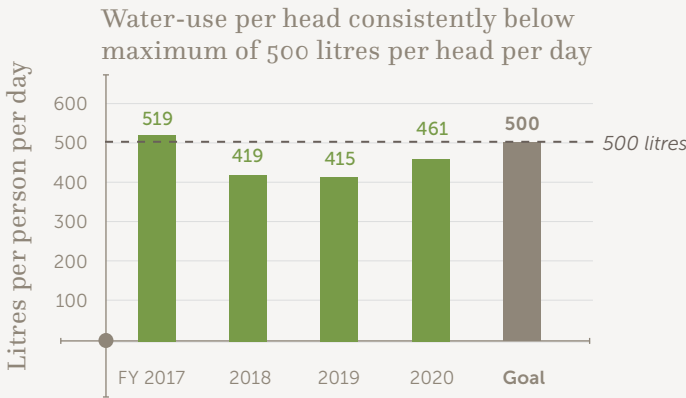
GOAL 2

# Sustainable use of water

While we acknowledge that our business is built on luxury travel, we are committed to the use of renewable resources that extend not only to the use of energy, but also to water.

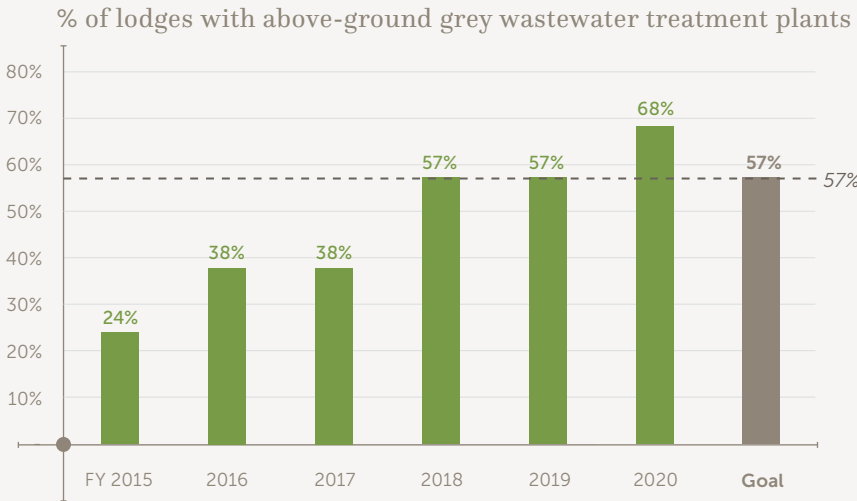
2.1 REDUCING WATER USE FROM SOURCE

Maximum group water usage per head = 500 l



2.2 INCREASE RE-USE AND EFFECTIVE WATER MANAGEMENT

57% of all lodges to be installed with above-ground (grey) wastewater treatment plants



Top Terms

**Grey wastewater:** All used water generated from sinks, showers, baths, washing machines or dishwashers; excludes wastewater from toilets



## GOAL 2



## Learnings

With the active monitoring of water usage and analysis of data in place, we have seen a marked increase in staff awareness, bringing the consumption average down significantly year on year.

We have seen increased consumption in Botswana, where part of the water purification process includes an additional self-flushing step due to the high tannin content of the water, together with the necessity to keep the banks of solar panels clean.

Our learnings from Botswana have translated into a Hydraloop grey-water treatment system, which has been installed in each guest suite at &Beyond Sossusvlei Desert Lodge. The recycled water is used for irrigation and to clean the solar panel banks of each guest suite.

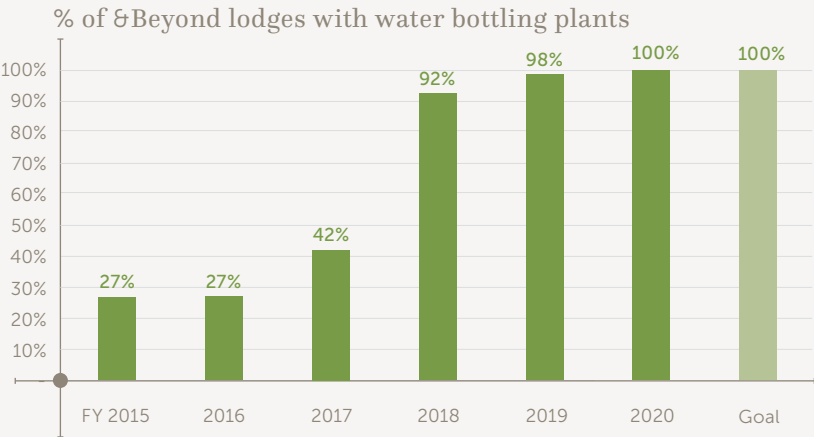
Where occupancies are low to zero, for example during the COVID-19 period, the water-use calculations are skewed. A minimum usage is needed to maintain the lodge even in the absence of guests.

GOAL 3

Zero plastic water bottles

Alongside the installation of water bottling plants at our &Beyond lodges, there was a parallel reduction in our front-of-house plastic bottle usage from 27% in 2015 to 99% reduction in FY 2020.

3.1 INSTALLATION OF BOTTLING PLANTS AT 100% OF &BEYOND LODGES
 Reduce our plastic water bottle usage by 90%



An annual reduction of 740 000 plastic water bottles across our group operation since 2019.

3.2 MAKING USE OF REGIONAL RECYCLING INITIATIVES
 Waste measurement and management at all our &Beyond lodges is a recurring and important element of our annual impact audits.



REDUCING ALL WASTE

In Botswana we have a focus on reducing all waste, not just plastic, wherever possible. Over the past three years we have saved over 16 tons of cardboard packaging by introducing a new ‘cool freight’ solution in collaboration with MackAir. Specially designed reusable containers are used to transport perishables to the camps, thereby reducing single-use cardboard and other packaging, and decreasing the need for waste removal trucks in the Delta.





20  
20

ACHIEVEMENTS

0	Plastic straws
88	% group average audit score
98.9	% data accuracy
100	% &Beyond lodges with on-site water bottling plants
100 000	Litres water recycled per month, &Beyond Sossusvlei Desert Lodge
728 000	Kg carbon per year reduction, &Beyond Ngorongoro Crater Lodge
740 000	Plastic water bottle reduction across our group operation



## CARE OF THE Wildlife

### GOALS

- 1 Protect at least 3 endangered land or marine species
- 2 Actively manage wildlife population for biodiversity
- 3 Supporting wildlife conservation education



# Care of the Wildlife



Thirty years ago, &Beyond Phinda Private Game Reserve was taking shape through an intensive process of wildlife translocations, reintroductions and land management.

Today it is one of our biggest conservation successes. Not only is it an internationally acclaimed Big Five destination, but Phinda's genetically-strong rhino, elephant, lion, and cheetah have boosted wildlife populations in other African reserves and even, in the case of lion, reversed a 15-year local extinction in Rwanda.

Taking a close look at the last four years of our Care of the Wildlife impact, it is appropriate that we consider the unexpected changes that 2020 dealt us.

This perspective gives context to the last three years, and allows us to celebrate achievements like the breeding success of Rhino Without Borders' translocated rhino in Botswana – over 50 calves being born – and the successful reintroduction of the pangolin onto &Beyond Phinda Private Game Reserve.

Back in 1980, when I started out in conservation, the world's population had exceeded the four billion mark and we needed to spring into action to save our wildlife and wild places.

Today, the global population is edging eight billion people – that means that in my conservation career of only 40 years, the world's population has doubled and the impacts on the planet are now profound.

My understanding of the real challenge was brought into focus in 1991 when we started to view conservation as having three pillars: Care of the Land, Care of the Wildlife, and, most importantly, Care of the People. Our founders recognised, even then, that we needed to make conservation areas socially relevant, economically viable and ecologically sustainable.

I am truly astounded at how well our conservation teams have managed to minimise the impact of COVID-19 on our conservation achievements. The Care of the Wildlife successes of this chapter have been achieved against all odds and despite the challenges of a global pandemic.

**After 30 years of conservation endeavours and learnings, it's clear that sustainability is a process and not an event.**”

**Les Carlisle**

&BEYOND GROUP CONSERVATION MANAGER & RHINOS WITHOUT BORDERS PROJECT MANAGER





GOAL 1

## Protect at least 3 endangered species

As a pioneer in responsible and sustainable tourism, 8Beyond's model of restoring and conserving regional biodiversity has often required animal relocations and reintroductions.

In addition to this, a strong foundation of research and monitoring has allowed us to positively impact a number of species that are threatened or endangered.

To a large extent, the species which we chose to actively protect as part of our Vision 2020 goals, were selected based on the severity of the threats they are facing, together with location. ”

From 2004-2020:  
a total of



269  
rhinos

notched by our  
Phinda Conservation Team  
on the conservancy



GOAL 1

1.1 RHINO

			PHINDA RHINO
<div><div>2020</div><div>VISION 2020</div></div>	Translocate 100 rhino to a safer, protected Botswana destination	Support WWF-Black Rhino Range Expansion Project (BRREP) with further translocations	<div>Continue to notch and de-horn / trim rhino horns</div> <div>Increase security through the use of digital systems</div> <div>Regular deception testing for all security staff</div>



FY 2020 ACHIEVEMENTS

- Continuation in the remarkable rate of calving – every rhino calf has now produced at least one calf, and in some cases two since their translocation

In response to poaching incidents over this last year, the initiative’s full monitoring resources, in close collaboration with the DWNP and Botswana Defence Force, have moved from further translocations, to the active monitoring and security of the 93 translocated rhino and their progeny
- 4 births; 1 loss

- 2 EKZNW (Ezemvelo KZN Wildlife) progeny successfully translocated to Malawi
- 8 white rhino notched

- 8 white rhino dehorned

- 16 white rhino trimmed

- 3 black rhino notched

- 3 black rhino dehorned

- 4 black rhino trimmed

- 2 white rhino translocated to Babanango, KZN

- 17 recorded white rhino births

- 5 white rhino losses

Imported all historical data into improved central data capture system

Efficiency of rhino monitoring continues to improve with more records being collected year-on-year, thanks to increased efforts on the ground and the incorporation of improved technologies



Learnings

**Site selection:** our Rhinos Without Borders project has provided confirmation of the importance of release site selection to the breeding success of the new source populations. Our thanks to the Botswana Department of Wildlife and National Parks (DWNP) for their excellent site choices.

**Phinda dehorning:** every adult, reproductive white rhino cow has conceived and given birth since dehorning started in 2016: a proof point that dehorning has no impact on reproduction and fecundity.

**Phinda tagging:** with regards to rhino tagging methods, we have established that foot collars are not the safest attachment method to track rhino. In addition, using a new-design ear tag retention has improved, but no further ear tags will be deployed until a more feasible attachment method has been developed.

**Phinda conservation:** maintaining high security initiatives, together with a sustained dehorning programme, well-structured research and the critical support and engagement from the reserve’s neighbouring communities, are all key to the success of rhino conservation on Phinda.



GOAL 1

1.2 ADERS’ DUIKER & SUNI ANTELOPE



Aders’ Duiker



VISION 2020

Implement a management plan for the Aders’ duiker population on &Beyond Mnemba Island based on the results of the PhD research



FY 2020  
ACHIEVEMENTS

The results of the PhD research into the Aders’ duiker population management plan are imminent

A full Aders’ duiker tagging exercise was planned for April 2020, but due to COVID-19 restrictions, has had to be postponed to April 2021, at which point we will also do a DNA sampling



Work with the government in Zanzibar to create new insurance populations to reverse the potential for local extinction on the main island



Discussions continue with the Zanzibar Government Conservation Authority regarding the possibility of a secure area to establish another breeding population, potentially in the Jozani National Park

Zanzibar’s Department of the Environment has given us provisional approval to accelerate our forest rehabilitation programme

GOAL 1

Suni Antelope



VISION 2020

Continue suni DNA research on &Beyond Mnemba Island, &Beyond Phinda, and also on &Beyond Benguerra Island, where a suni population has now been identified



FY 2020  
ACHIEVEMENTS

- &BEYOND MNEMBA
 A recount of the suni relocated in 2017 was planned, but had to be postponed due to COVID-19 restrictions
- &BEYOND PHINDA
 Identified research areas in partnership with NPO Wild Tomorrow Fund and Biologists Without Borders include:
 
  - Vegetation structural analysis that will allow us to quantify habitat utilisation and to get population estimates using relative species abundance models
  - Intensive camera trapping to monitor the drivers behind suni presence
  - Funding for the completion of the suni GMR (Genetic Mark Recapture) analysis. Genetic results will determine accurate densities of suni
- &BEYOND BENGUERRA
 Pending progress on the above



Introduce learnings from &Beyond Phinda and &Beyond Mnemba Island to create a protected environment for the suni on &Beyond Benguerra Island



No progress in 2020





GOAL 1

1.3 CHEETAH

The cheetah population on &Beyond Phinda has been classified as the most important on fenced reserves in Southern Africa (excluding the Kruger National Park).

Phinda’s cheetah are in high demand to restock or develop new populations elsewhere. This status brings with it the responsibility to ensure their optimal condition and genetic integrity.

In line with this, Phinda’s population is actively managed with interventions where needed. They are one of the most intensively monitored and researched cheetah population in South Africa, and this data has contributed significantly to the understanding of this magnificent, but endangered species.

Impact in numbers:

41
Percentage of cubs that have reached independence

25
Current &Beyond Phinda population

58
Cheetah have been translocated since reintroduction began

Cheetah



VISION 2020



FY 2020 ACHIEVEMENTS

Maximise the growth of the secured cheetah population on &Beyond Phinda Private Game Reserve by:

1. Actively managing other large predator numbers, and controlling bush encroachment to provide more suitable habitat for cheetah
- Current population size: 25**
  - Adult males: 7
  - Adult females: 6
  - Sub-adult males: 1
  - Sub-adult females: 1
  - Cubs: 10
  - Deaths: 9
2. Enabling human intervention, such as veterinary care, to maintain population numbers:
  - 2 new males brought in from the neighbouring Manyoni Private Game Reserve in June
  - Bonded 2 single males in the boma from Dec to Jan; released as a coalition in Feb
  - 2 orphaned males put in the boma from Sep to Nov 2019 until fully recovered from injuries sustained from fight with dominant males
3. Providing cheetah to help restock other areas of South Africa and further afield in Africa
  - 1 cheetah translocated during FY 2020

GOAL 1

A cheetah cub is perched on a large, light-brown rock in the foreground. The cub is facing right, looking off into the distance. Its fur is a mix of tan and black spots. The background is a blurred savanna landscape with green bushes and a clear blue sky.

The total number of recorded cheetah monitoring locations rose from 185 in 2017 to 1 109 in 2019.

Thanks to the additional support our reserve monitoring staff received from our Phinda guiding teams using our new Beyond the Sighting data capture system.





GOAL 1

1.4 SEA TURTLE

As an iconic species, sea turtles are an important indicator of the health of our oceans and beaches.

Our sea turtle nest monitoring programmes on both 8Beyond Mnemba and Vamizi Islands are approaching significant anniversaries. Early 2021 marks 20 years of continuous nest monitoring for the Mnemba programme, while Vamizi celebrates the same landmark in 2022.

These are some of the longest, continuously-running turtle nest monitoring programs in the Western Indian Ocean, and offer invaluable insights on the iconic and endangered species.

KEY DEVELOPMENTS

2020 has seen the following achievements in our turtle-nesting monitoring protocols and data collection management:

- Introduction of standard monitoring protocols using hand-held digital data collection devices, integrated with cloud-based databases for data management across Mnemba, Vamizi and Benguerra Islands
- Commencement of a detailed analysis of nearly 20 years of unbroken recorded turtle nest monitoring data on Mnemba and Vamizi Islands
- Introduction of sensor technology to monitor environmental conditions (e.g. temperature) around active turtle nests
- Securing of funding to initiate satellite telemetry studies of sea turtles in the Bazaruto Archipelago
- Commencement of a dedicated PhD dissertation project by Ms Gelica Inteca of Universidade Lúrio

Two decades of  
turtle monitoring.”



GOAL 1

TURTLE NEST ACTIVITY MONITORING

Mnemba and Vamizi Islands host regionally important breeding sites for green (Endangered) and hawksbill (Critically Endangered) turtles.

MNEMBA ISLAND	Total nests	Successful emergence of hatchlings
2017	53	3 749
2018	16	829
2019	128	10 296
2020	18	1 087

VAMIZI ISLAND	Total nests	Successful emergence of hatchlings
2017	196	11 042
2018	109	9 951
2019	189	18 635
2020	175	5 084

Protecting all species of sea turtles has wide ranging implications for other marine species and habitats, and goes a long way to leaving our oceans a better place. ”



PhD RESEARCH PROJECT

The wealth of turtle monitoring research collected over nearly two decades will be used as part of a PhD dissertation by Ms Gelica Inteca of Universidade Lúrio.

With increasing impacts from plastic pollution, beach erosion due to rising sea levels and storms, and the poaching of eggs and adult turtles for food, some of the important outcomes of this research will be to:

- Develop and refine protocols to improve the protection of nests against beach erosion
- Understand and mitigate the impacts of plastic pollution on turtle nesting success
- Document patterns of turtle movements after nesting events to gain an understanding of their habitat needs
- Work with local communities at each of our island sites to understand their perceptions and needs relating to the use and cultural significance of sea turtles
- Determine reasons for annual hatchling and nest variances



GOAL 2

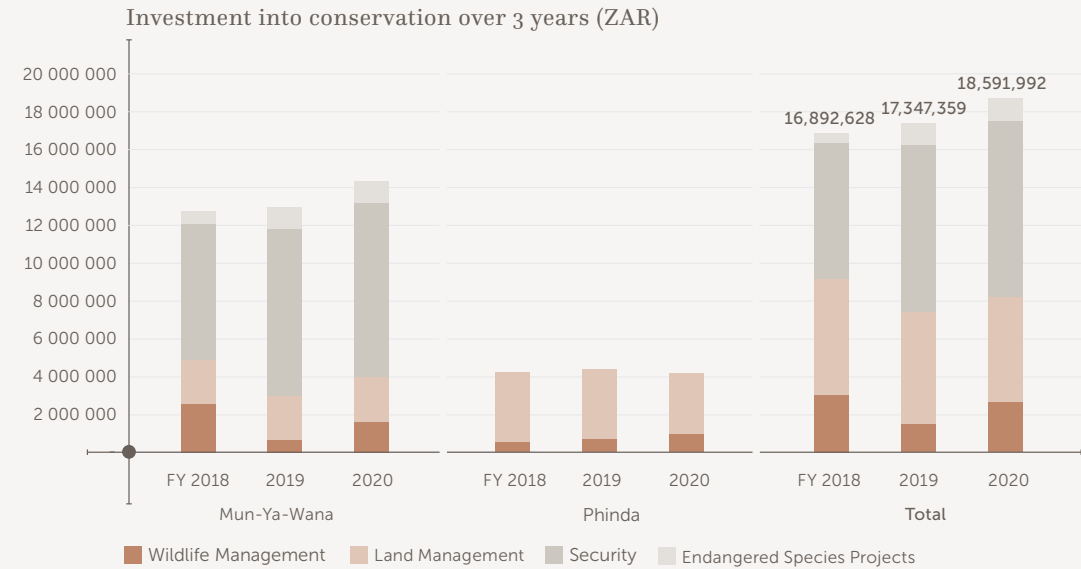
# Actively manage wildlife population for biodiversity

&Beyond Phinda is part of the Mun-Ya-Wana Conservancy – a collaboration of private and community land owners in the KwaZulu-Natal region surrounding &Beyond Phinda Private Game Reserve.

The costs of managing the conservancy are shared in proportion to the amount of land contributed to this sector. With its owned and community-leased land, Phinda comprises 59%\* of this conservancy and our Phinda Conservation Team actively manage the entire reserve.

This vast tract of land – 28 622 hectares (70 726 acres)\* – includes not only the vegetation and species biodiversity of seven distinct habitats, but also 790 hectares (1 952 acres) of rare sand forest and a number of threatened species including rhino, cheetah, leopard, lion and pangolin.

*\*As at June 2020*

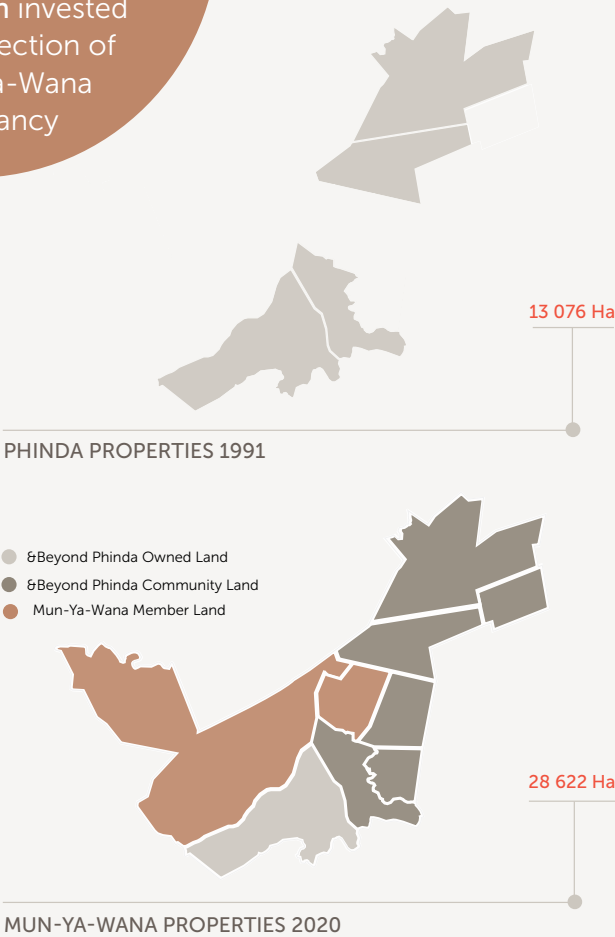


Phinda has contributed

**36.52**

million ZAR

of the collaborative ZAR 52 million invested into the protection of the Mun-Ya-Wana Conservancy



GOAL 2

Conservation Project Updates

MUN-YA-WANA CONSERVANCY SPOTTED HYENA PROJECT (MCSHP)	LEOPARD MONITORING
<p>Aim: To determine the utilisation and preference of various land-use areas outside of the protected areas of Phinda and Mkuze by spotted hyenas.</p> <p>i) Total recorded population for the year as at 31 December 2019 was 7 individuals in 3 clans</p> <p>ii) The transmitted data from 9 hyenas collared with GSM/GPS/VHF drop-off collars has provided a wealth of research data covering their diet, denning habits and space and habitat use of the reserve</p> <p>iii) The primary database for this population is the spotted hyena ID kit, which uses their unique neck, leg and body spot patterns for identification</p>	<p>Following on the ten-year Mun-Ya-Wana leopard project, from 2002 to 2012, we have continued the active monitoring of the reserve’s leopard populations through a series of camera-trap surveys conducted in 2014, 2016, 2017 and 2019.</p> <p>In addition, a wealth of data is now being generated through the development of our in-house Beyond the Sighting data capture system, which is being used on a daily basis by both our guide and field teams.</p>

2020 DEVELOPMENTS

Our 2020 implementation of a highly structured, legislation-compliant approach to our management of the reserve has culminated in the following:

- On 05 September 2019, the Mun-Ya-Wana Conservancy was officially gazetted as a protected nature reserve in terms of the National Environment Management: Protected Area Act, 2003 by the KwaZulu-Natal Department of Economic Development Tourism and Environmental Affairs.
- The formal approval of our Protected Area Management plan by Ms. Nomusa Dube-Ncube, MPL.\*
- The official acceptance of our Elephant Management Plan by Ezemvelo KZN Wildlife (EKZNW), approved and signed by Ms. Nomusa Dube-Ncube, MPL\*, for a further five years as per the prescribed norms and standards; this meets our Vision 2020 goal of an approved plan.
- Predator Management Plan updated and approved by the Mun-Ya-Wana Conservancy Management Authority

*\*Member of the Provincial Legislature; Member of the Executive Council responsible for Environmental Affairs, KwaZulu-Natal Department of Tourism and Environmental Affairs.*





GOAL 2

2.1 WILDLIFE CONSERVATION MANAGEMENT

	Game management	Elephant management
<div><div>2 0 2 0</div><div>VISION 2020</div></div>	<p>Undertake an annual wildlife species census to determine animal numbers and required off-takes</p> <p>Modify game species mix and numbers if they are found to be negatively impacting on biodiversity</p>	<p>Ensure the elephant numbers within the Mun-Ya-Wana Conservancy do not exceed carrying capacity levels identified in our formally approved Elephant Management plan</p>
<div><div></div><div>FY 2020 ACHIEVEMENTS</div></div>	<p>Aerial and driven game counts were conducted in September and October 2019</p> <p>Count estimates for all large herbivores showed slight variances from 2018 to 2019: buffalo and nyala numbers were up, giraffe and impala slightly down, with kudu and wildebeest remaining stable</p>	<p>Total estimated elephant population: 112 individuals</p> <p>3 recorded births; 1 natural mortality</p> <p>No introductions or translocations</p> <p>3 new elephant collarings</p>



GOAL 2

2.2 LAND MANAGEMENT WITH REMOVAL OF INVASIVE WEEDS AND CONTROLLED BURNS

Land management



Undertake periodic rangeland assessments to determine management interventions – 5 year review

VISION 2020



FY 2020  
PROGRESS

In addition to our annual veld-condition assessment, a total of 1 600 hectares (3 953 acres) of land was subject to bush clearing, and close to 3 000 hectares (7 413 acres) to alien plant control as part of our long-standing clearance programme



Alleviate herbivore pressure through the use of fire to draw wildlife into rested areas



A total of 10 400 hectares were prescribed for burning to supply fresh grazing, control bush encroachment and remove alien plant species

GOAL 3

Supporting wildlife conservation education

Tomorrow’s natural resources will stand a better chance of survival if today’s children are inspired to conserve the Africa’s precious wilderness areas.

The goal is to instill (in both children and adults) appreciation, respect and understanding of the natural resources that surround them.

For the full impact potential of the &Beyond model of Care of the Land, Wildlife and People to be realised, the support of the communities living alongside these wilderness areas is needed.

In this regard, conservation lessons aim not only to educate, but also to create a deeper awareness of the interdependence between preserving this biodiversity and the meaningful community benefits that come hand in hand with conservation.

More than  
16 000  
conservation  
lessons given over  
the past 3 years

Conservation lessons

YEAR	2018	2019	2020	Total
RSA: Phinda	3 111	1 435	1 226	5 772
RSA: Mpumalanga	63	64	0	127
Botswana	330	400	99	829
Namibia	143	64	0	207
Indian Ocean Islands	548	1 631	567	2 746
Tanzania	1 261	1 827	3 278	6 366
Kenya	157	203	202	562



# Disease serology

## CHEETAH AND LION

Disease serology – blood tests to rule out the presence of debilitating feline diseases including FCoV (Feline Corona Virus), FELV (Feline Leukaemia) and FIV (Feline Immunodeficiency Virus) – in the lion and cheetah populations of the Mun-Ya-Wana Conservancy plays a crucial conservation role.

About one third of South Africa's cheetahs are managed under the Endangered Wildlife Trust's Cheetah Metapopulation Project and participating reserves, with the cheetah population at 8Beyond Phinda being classified as the most important on fenced reserves in Southern Africa (excluding the Kruger National Park).

When lions were first reintroduced to the reserve, they were unconventionally drawn from mixed prides, which called for a pioneering strategy of socialising using sedation and a period of acclimatising in pre-release pens. As a result, the conservancy's lion population now has one of the broadest gene pools in South Africa.

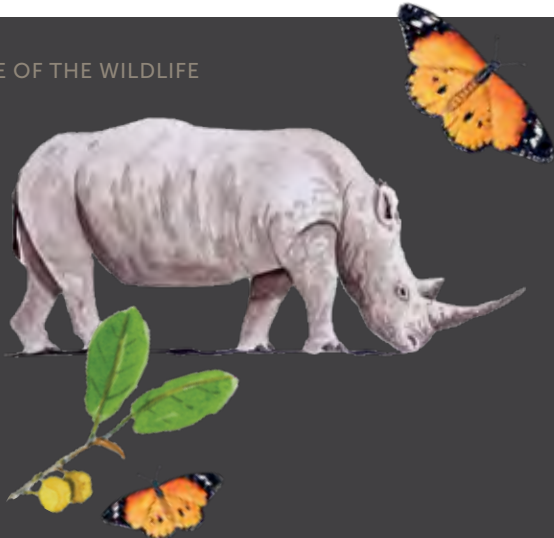
It is the feline-disease-free status and genetic diversity of these healthy populations that makes them ideal for the establishment of new source populations, the supplementation of dwindling populations across Africa and, in some instances, their reintroduction to reverse local extinctions.

This was the case in 2015 when, in collaboration with African Parks, five lions from the reserve were donated to the Akagera National Park in Rwanda, reversing a 15-year local extinction.



**It is the feline-disease-free status and genetic diversity of these healthy populations that makes them ideal for the establishment of new source populations, the supplementation of dwindling populations across Africa and, in some instances, their reintroduction to reverse local extinctions. ”**





20  
20

ACHIEVEMENTS

8

Cheetah translocated to other EWT Metapopulation sites to support genetic diversity

924

Increase in total number of recorded cheetah monitoring locations from 2017 to 2019 on&Beyond Phinda

62

Rhino moved from South Africa to Botswana by Rhinos Without Borders from 2018 to 2019

50 000

USD invested in lion conservation by &Beyond as founding member of Lionscape Coalition

10

Black rhino translocated to new WWF-Black Rhino Range Expansion Project sites to support generic diversity

16 000

Conservation lessons given across &Beyond Africa operation FY 2018 - 2020

1<sup>st</sup>

Temminck’s ground pangolin pup born in the &Beyond Phinda region in over three decades

36.52

Million ZAR contributed by &Beyond Phinda to the protection of the Mun-Ya-Wana Conservancy







CARE OF THE

# People

## GOALS

Maximise localised shared value opportunities through:

- 1 Economic benefit
- 2 Capacity building
- 3 Social service infrastructure

# Care of the People



People. So often the magic ingredient, and &Beyond is extremely fortunate to have a deep resource of willing, able and passionate staff who make a difference every day. This said, we also have incredible neighbouring communities who play a vital role in the sustainability of the reserves we operate in.

Integration between rural communities and conservation is key to the long-term success of any conservation endeavours. Watching developments over the last couple of years, strong initiatives across the group to drive positive engagement with local communities has been inspiring.

In Botswana, our lodge teams were quick to address a disconnection between two rural communities and the benefits to those communities coming out of the conservation area. Together with Africa Foundation, our long-standing community and conservation development partner, they actively engaged with these Okavango Delta communities and in these discussions identified their specific needs.

Today, these community members have a stable water source throughout the year following the installation of two boreholes; students are invited to apply for tertiary education bursaries; there are small business opportunities and the development of educational facilities.

In South America, our &Beyond Virá Virá lodge team, together with the generosity of a guest donor and local supplier, have completed a solar-driven rain water harvesting project that provides irrigation water year-round. The water is used to support a community tree nursery and reforestation project, and is also irrigating the community's organic garden.

We have had some great successes in the delivery of our Care of the People impact goals. Our drive for 50% of our lodge operational expenses to support local procurement initiatives has been largely successful, and influential in building the local economy linked to the conservation areas we operate in.

As a group, we have come very close to achieving our goal of 65% local staff employment at each lodge. An interesting dynamic that influences this statistic is the long-service legacy of our existing Kenya staff - this is great to see, but does restrict local new hirings. It is also heart-warming to see the strides made in the focus areas of training opportunities, education, healthcare and small business development.

The devastating impact of COVID-19 has been felt at all levels. It necessitated a new set of priorities to build the resilience of the vulnerable rural communities neighbouring our lodges. USD 511,934 was raised through our shareholders and Africa Foundation to support the six focus areas across our Africa operation, namely: clinic support; water access; food assistance; business support; school PPE and additional classrooms. A remarkable effort all round.

&Beyond chose not to retrench staff over this period, opting for a mixture of salary reductions and an element of furlough at 50% salary, with extended lodge closure periods and an element of local bookings.

In looking back, it is a culture of care that has connected our challenges and achievements, and this same culture of care that will take us forward.

**Tony Adams**

CONSERVATION & COMMUNITY IMPACT DIRECTOR





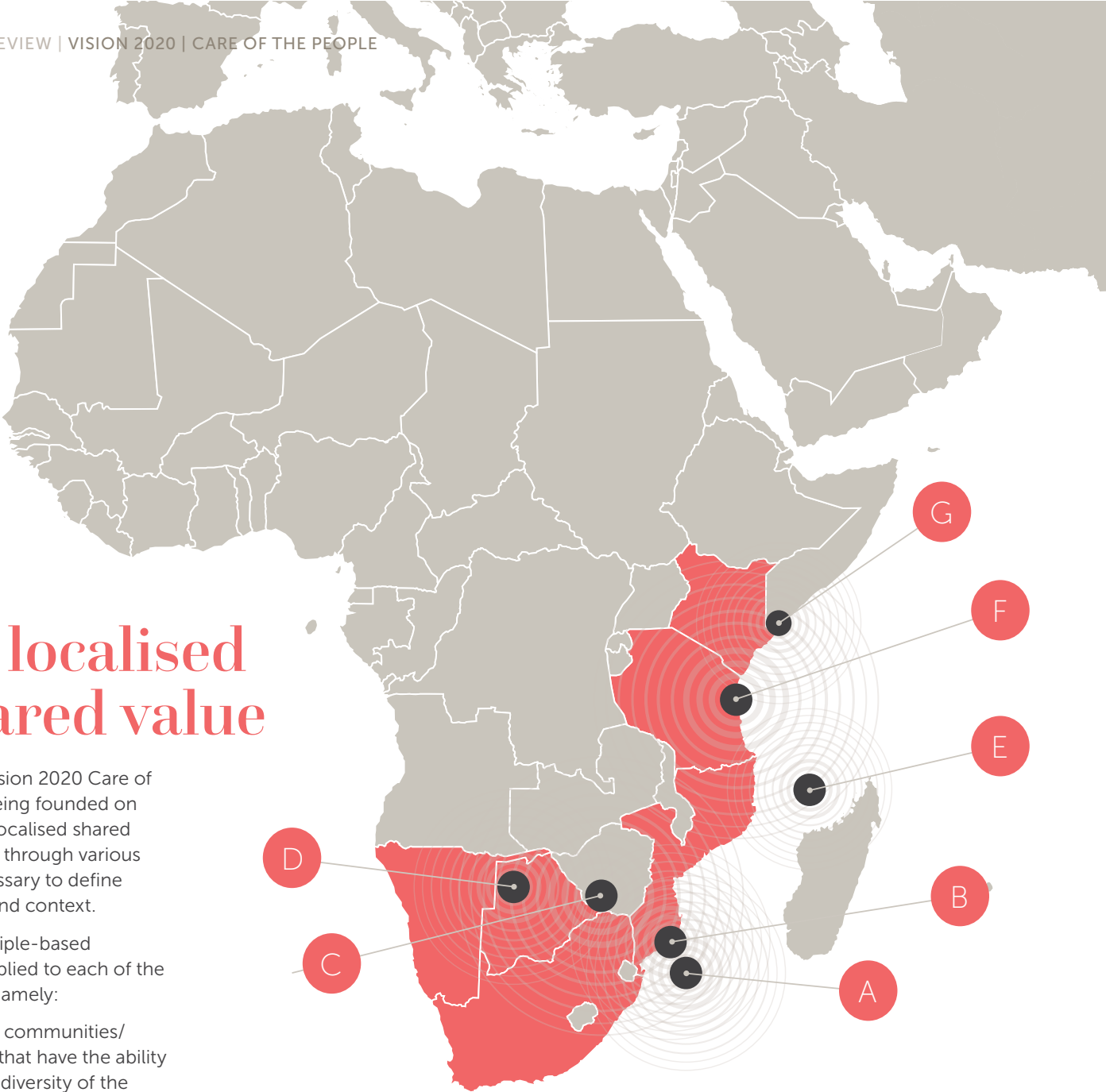


# Defining localised shared value

With each of our Vision 2020 Care of the People goals being founded on the maximising of localised shared value opportunities through various means, it was necessary to define 'local' in the &Beyond context.

The result is a principle-based definition that is applied to each of the &Beyond regions, namely:

"Local is defined by communities/settlements/towns that have the ability to influence the biodiversity of the areas we operate in."



- A
|
**SOUTH AFRICA – &BEYOND PHINDA PRIVATE GAME RESERVE (5 COMMUNITIES)**  
Communities within a 50 km (31 mi.) radius of &Beyond Phinda Private Game Reserve and the town of Hluhluwe are defined as local.
- B
|
**SOUTH AFRICA – MPUMALANGA (23 COMMUNITIES)**  
&Beyond Ngala Private Game Reserve (Kruger National Park), &Beyond Tengile River Lodge and &Beyond Kirkman’s Kamp (Sabi Sand Game Reserve): communities within a 50 km (31 mi.) radius of these areas, including the towns of Hazyview and Hoedspruit, are defined as local.
- C
|
**BOTSWANA (4 COMMUNITIES)**  
We operate 5 lodges and camps in Botswana. Due to the low population density of the country, not only do human settlements have less impact on wildlife conservation areas, but our operations are further away from these human settlements; therefore local is defined as any place within Botswana’s borders.
- D
|
**NAMIBIA (2 COMMUNITIES)**  
&Beyond Sossusvlei Desert Lodge: due to the low population density of Namibia, not only do human settlements have less impact on wildlife conservation areas, but our operations are further away from these communities; therefore local is defined as any place within Namibia’s borders.
- E
|
**INDIAN OCEAN ISLANDS: MOZAMBIQUE & ZANZIBAR (13 COMMUNITIES)**  
The connection of 2 000 km (1 243 mi.) of Indian Ocean coastline between our Mozambique and Zanzibar Island lodges has created a unique opportunity to support a critical part of this fragile marine ecosystem. Communities along the coastline within 50 km (31 mi.) of our lodges in Zanzibar and Mozambique are defined as local.
- F
|
**TANZANIA (16 MAINLAND COMMUNITIES)**  
Our 5 lodges operate in open systems managed by Tanzania National Parks (TANAPA). Local refers to communities surrounding the Northern Circuit National Parks (including the Serengeti) as well as Mwanza and Arusha, whose economic stability depends on the tourism revenue generated by wildlife tourism.
- G
|
**KENYA (10 COMMUNITIES)**  
Local refers to the communities surrounding the Masai Mara National Reserve, including the Greater Mara ecosystem. Nairobi has not been included due to the distance and the lack of direct linkage to the Masai Mara and its related conservation areas.



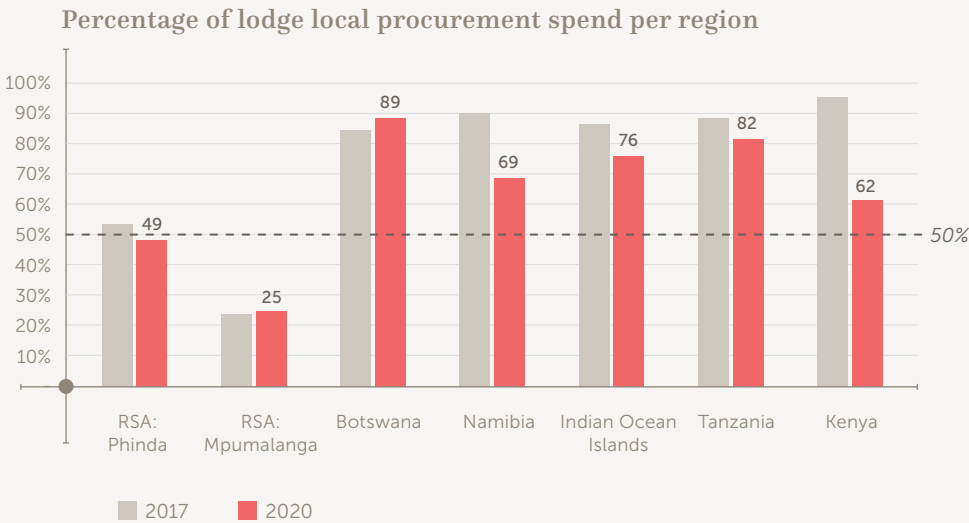
GOAL 1

Maximise our localised shared value opportunities through:

Economic benefit

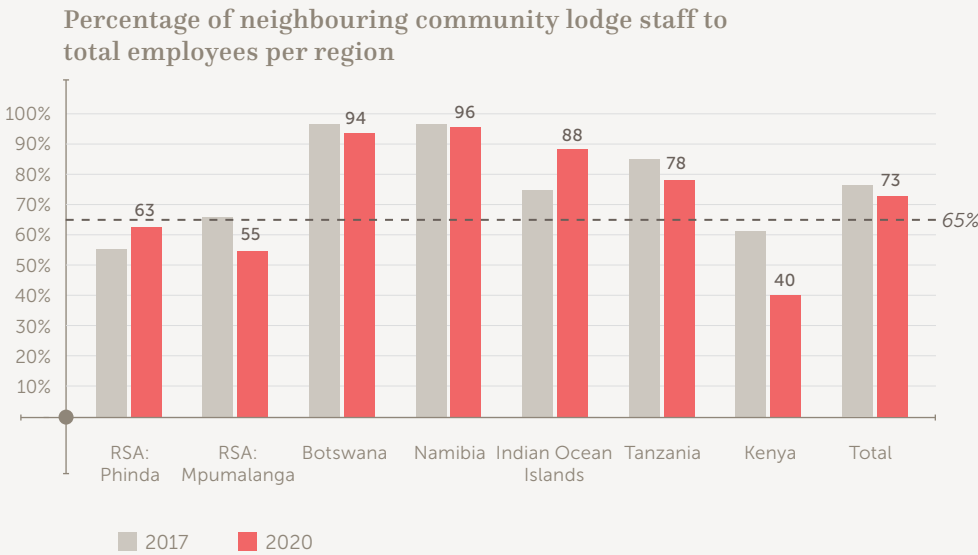
1.1 LOCAL PROCUREMENT

At least 50% of lodge operational expenses are sourced from small local business



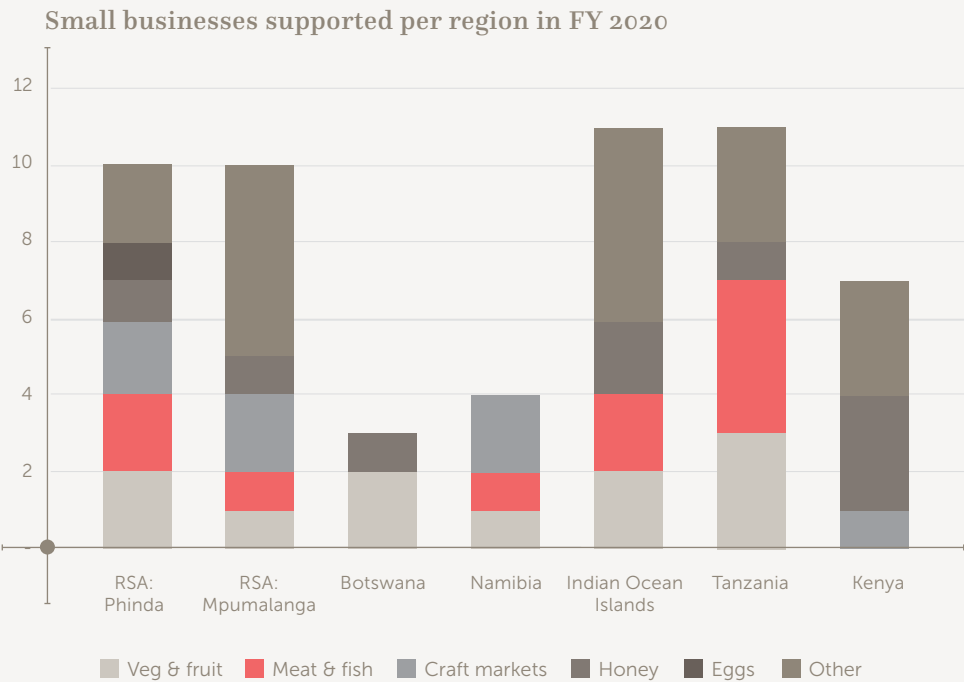
1.2 LOCAL EMPLOYMENT

At least 65% local



GOAL 1

1.3 CREATE / MAINTAIN 1 – 2 SMALL LOCAL BUSINESSES PER REGION



Job creation and increased income generation are at the heart of these small business development community projects.”



Learnings

**Definition of local:** when setting our Vision 2020 targets, we focused carefully on the definition of local based on the context of each region. For some, with high density populations close to the conservation area, we kept the radius of local too tight to be practical for the supply chain of those lodges. For our Vision 2030, we have redefined local so that the radius extends from the edge of the entire conservation area.

**Stronger metrics:** the % local procurement metric and number of small community businesses supported were solid foundational measurements that helped us focus on our supply chain; however looking forward, we need more specific economic metrics for small, community-owned and operated businesses.

**Aligned data systems:** extracting data to prepare the Impact Review each year was time consuming due to a range of varied systems across the group and resulted in inconsistencies specifically with our local procurement data. We are in the midst of rolling out new accounting software throughout our regions which will improve and facilitate the quality of our reporting.

**Africa Foundation:** our Care of the People goals depend strongly on our collaboration with Africa Foundation. In order to scale the economic opportunities generated for our communities we are working hard at integrating our teams at every touch point in the organisation to ensure that 1 + 1 = 10.



GOAL 2

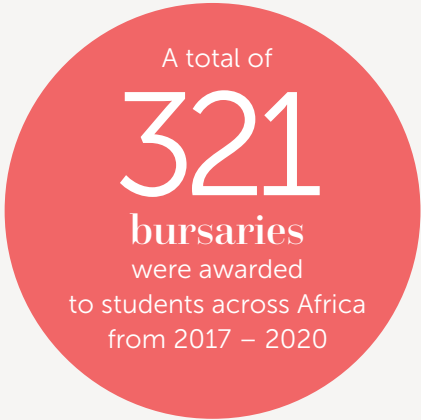
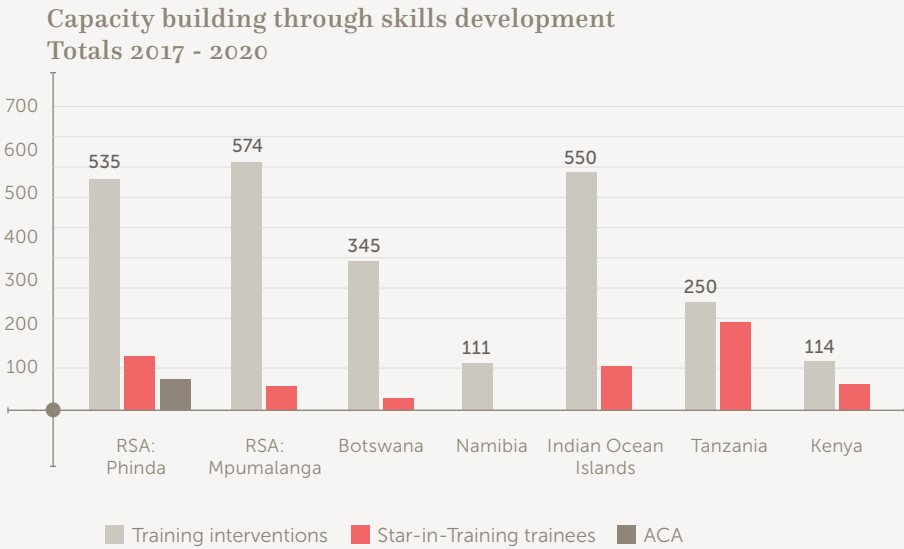
Maximise our localised shared value opportunities through:

Capacity building

Capacity building develops and strengthens community resources through the building of skills and further education.

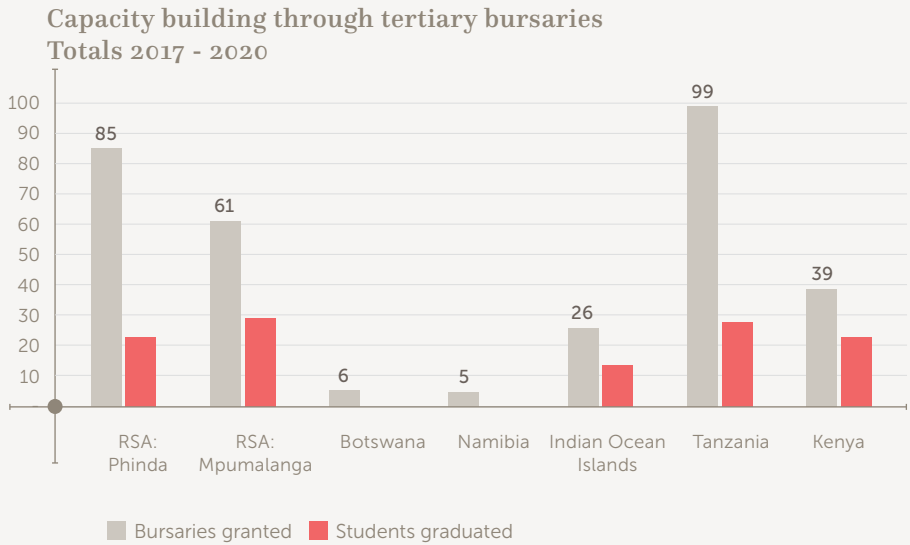
2.1 COMMITMENT TO LOCAL SKILLS DEVELOPMENT

- Local community members' attendance in at least 3 skills development interventions per year, per country
- At least 5 Star-in-Training opportunities provided per country, per year



2.2 FACILITATE FORMAL EDUCATION PROGRAMME PARTICIPATION

Through the Community Leaders Education Fund (CLEF), an Africa Foundation programme



GOAL 2

BUILDING CAPACITY THROUGH CLEF

Facilitating formal tertiary education opportunities through Africa Foundation’s Community Leaders Education Fund.

CLEF’s total impact from 1996 to date:

- 915 Bursaries awarded
- 604 CLEF students
- 533 CLEF graduates
- 62 Rural African communities
- 1<sup>st</sup> Postgraduate student

Aa Top Terms

**ACA:** Africa Foundation’s Artisans and Crafter Africa, job creation initiative, funded through Allan Gray Orbis Foundation Endowment: this skill-upliftment programme works closely with unemployed, or below minimum wage crafters and small business contractors

**Star-in-Training programme:** An 8Beyond lodge programme providing valuable on-site training and workplace experience for individuals from the local community that do not have the option of tertiary education. Hospitality skills include bartending, housekeeping, laundry and waitering

FY 1996 - 2020:  
More than

3.5  
million ZAR  
invested in CLEF  
bursaries





GOAL 3

Maximise our localised shared value opportunities through:

- 3.1 3 STAR PROJECTS PER REGION ACROSS HEALTHCARE OR EDUCATION INFRASTRUCTURE AT ANY TIME
- A Star Project is a social infrastructure project identified by an &Beyond lodge for priority funding.

Africa Foundation works in consultation with community leadership to identify essential projects and areas of development.



**BOTSWANA**  
**SEXAXA PRIMARY SCHOOL**

Before this project, Sexaxa village had no school. The building of the new school was broken up into phases based on available funds. Following on the completion of two classrooms, an ablution block, a kitchen and dining hall in 2017, fundraising was initiated for more classrooms.



**RSA: PHINDA**  
**ZAMANI CRÈCHE**

Fulfills a vital function as an Early Childhood Development Facility in the Mduku Community. Previous additions had enabled the crèche to separate infants from the older children. The growth of the crèche necessitated a separate kitchen and dining room, and outdoor play equipment.



**KENYA**  
**EMURUTOTO CLINIC**

In May 2019, the donor-funded Emurutoto Clinic and doctors’ accommodation were officially opened, transforming the lives of the neighbouring communities. A complementary project supporting the clinic with a filtered water supply from the nearby Emurutoto Water Pan was prioritised.

GOAL 3

Star Projects such as Kenya’s Emurutoto Clinic, Namibia’s Maltahöhe school feeding programme and the Benguerra Island Clinic played a fundamental role in supporting community resilience over the COVID-19 lockdown. ”



**NAMIBIA**  
**MALTAHÖHE SCHOOL PROJECT**

&Beyond Sossusvlei Desert Lodge started a school feeding programme at Maltahöhe’s P.A. Schmidt Primary School over 15 years ago. Initially the children received breakfast, but in 2017, a new project supported the construction of a kitchen and dining hall for a lunch time meal as well.



**INDIAN OCEAN ISLANDS**  
**BENGUERRA ISLAND CLINIC**

The completion of this clinic on Benguerra Island has spared local residents the 19 km (11.8 mi.) dhow boat travel to the mainland town of Vilanculos for general medical attention. With accommodation for just one doctor, additional on-site facilities were required for more personnel.



**TANZANIA**  
**MAYOKA PRIMARY SCHOOL**

This school in the Mayoka Community near Lake Manyara, has grown exponentially since it was established in 1973. In 2018, with pupil numbers over 550, there was an urgent need for an extra 12 ablution cubicles for a more hygienic environment and to ease the recess-time congestion.



**RSA: MPUMALANGA**  
**BOHLABELA CRAFT MARKET**

Situated outside the Kruger National Park’s Orpen Gate, this craft market officially opened in 2009. As part of an initiative to re-invigorate key craft centre businesses, this project supported renovations to the existing building, and improved the entrance and parking facilities.



GOAL 3

# Our community partners

Together with Africa Foundation, we were able to maximise shared value opportunities through a range of social service infrastructure developments:

AFRICA FOUNDATION

Since 1992, &Beyond and Africa Foundation, our conservation and community partner, have worked together to facilitate the community-led, socio-economic development of rural communities living in or close to our &Beyond operational areas.

INVESTMENT INTO SOCIAL INFRASTRUCTURE

AFRICA FOUNDATION IMPACT IN NUMBERS	TOTAL TO DATE	RSA: PHINDA	RSA: MPUMALANGA	BOTSWANA	NAMIBIA	INDIAN OCEAN ISLANDS	TANZANIA	KENYA
INCREASE IN LIFE EXPECTANCY								
Ablutions	48	14	-	4	-	16	83	14
Enviro Loos	294	63	231	-	-	-	-	-
Access to electricity	6	6	-	-	-	-	-	-
Clinic renovations	5	2	-	-	-	-	3	-
Ambulance	1	-	-	-	-	-	1	-
New clinic building	4	2	-	-	-	1	-	1
Medical staff accommodation	16	4	-	-	-	2	6	4
Home Based Care Centres (HBC) and Orphans & Vulnerable Children Centres (OVC)	11	5	4	-	-	-	2	-
Vegetable gardens (healthcare)	22	7	11	1	-	2	1	-
Water access sites	48	30	6	-	-	-	5	7
Boreholes	22	-	22	-	-	-	-	-
Hippo Water Rollers	4 764	689	3 823	-	-	80	140	32

GOAL 3

INVESTMENT INTO SOCIAL INFRASTRUCTURE

AFRICA FOUNDATION IMPACT IN NUMBERS		TOTAL TO DATE	RSA: PHINDA	RSA: MPUMALANGA	BOTSWANA	NAMIBIA	INDIAN OCEAN ISLANDS	TANZANIA	KENYA
QUANTITY OF EDUCATION									
Classrooms (new / renovated)		307	132	71	2	-	18	68	16
New school built		2	2	-	-	-	-	-	-
Dormitories		5	-	-	-	-	-	1	4
Dormitory beds and mattresses		160	-	-	-	-	-	160	-
School libraries and media centres		3	-	2	-	1	-	-	-
CLEF bursaries granted		915*	397	296	6	5	30	109	58
QUALITY OF EDUCATION									
Playground equipment		15	2	11	-	1	-	1	-
School equipment, desks		1 767	-	-	-	-	400	1 102	265
School kitchens / dining halls		38	9	17	1	1	-	8	2
Administration block / school offices		18	5	9	-	-	-	3	1
School fencing		12	9	2	-	-	1	-	-
Teachers' accommodation		32	13	-	-	-	2	15	2
PROSPERITY									
Small business development	Bakery	2	1	1	-	-	-	-	-
	Honey	8	-	-	-	-	-	3	5
	Craft markets	7	3	3	-	-	1	-	-
	Commercial farms	11	4	6	-	-	-	-	1
	Training centre	1	-	-	-	-	1	-	-
Job creation through projects		106	20	86	-	-	-	-	-
CONSERVATION									
Trees planted		500	-	-	-	-	-	500	-

\*14 CLEF bursaries preceded this period



Top Terms

- Social service infrastructure:** range of projects in collaboration with Africa Foundation across three key community development areas of education, healthcare and small business development

**Home Based Care Centre (HBC):** in many rural areas, clinic facilities are under-resourced. The home-based-care system provides at-home support and care to chronically ill, housebound patients as well as those affected by HIV
- Orphans and Vulnerable Children Centre (OVC):** a care centre run by volunteers offering orphaned and vulnerable children meals, support, counselling, homework assistance and a safe haven. The centre's carers also provide a link between social workers and medical practitioners

**Hippo Water Rollers:** these user-friendly drums have a stainless steel handle that enables the robust barrel to be pushed or pulled with ease over the roughest rural terrain. Each drum holds 90 litres (25 gallons) of water – the equivalent of several trips to community boreholes or taps with canisters or buckets



GOAL 3

# Africa Foundation

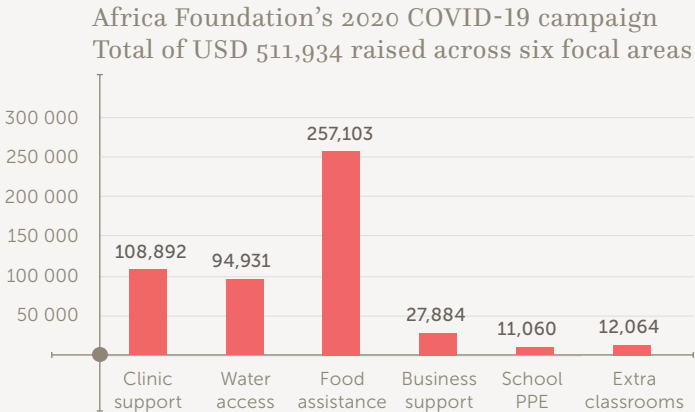
## COVID-19 CAMPAIGN

The COVID-19 pandemic made its way at warp speed across Africa, and with it deep stress fractures appeared in the resilience of those vulnerable rural communities surrounding our lodges.

For Africa Foundation (AF), this crisis necessitated a new set of six fundraising priorities to address these stress points:

- Clinic support
- Water access
- Food assistance
- Business support
- School PPE
- Additional classrooms

Thanks to the rapid response of 8Beyond, 8Beyond shareholders, the AF teams in SA, UK and USA and the generosity of donors, a total of USD 511,934 was raised in 2020 to support Africa Foundation's COVID-19 Africa Campaign.



### REGIONAL PROJECT HIGHLIGHTS



#### BOTSWANA WATER ACCESS

For the remote communities of Tsutsubega and Gogomoga, water challenges were a daily reality, with Delta channels shrinking to muddy pools during the dry season. The borehole projects identified before COVID-19 were fast-tracked to completion, providing a stable water source and community resilience.



#### RSA: PHINDA FOOD ASSISTANCE

In a collaboration with government authorities, community leaders, schools and crèches and 8Beyond staff, food parcels were delivered to those not eligible for government assistance, children-headed families, families with disabled members, and centres for Orphans and Vulnerable Children (OVC).



#### KENYA FOOD ASSISTANCE

The Maasai villages of Hard Rock, Olonana, Ilkinye and Enkutoto, situated close to the gate of the Masai Mara National Reserve, depend heavily on income from guest cultural tours as they have no available land for farming. 270 food parcels were distributed to 90 households (584 people).

GOAL 3

Africa Foundation’s COVID-19 achievements:

- 11 000 Villagers benefit from new Zanzibar clinic
- 7 134 Food parcels distributed in Southern Africa
- 1 300 Kenyan community members receive food support
- 5 040 Vegetable garden starter packs with food parcels donated
- 36 Schools and crèches across all regions supported
- 24 Rural clinics across all regions assisted
- 14 Boreholes repaired or drilled across all regions



NAMIBIA  
FOOD ASSISTANCE

Namibia’s Hardap district authorities requested support for the remote Uibis Community. Many members had lost their source of income, and access to supplies was restricted. 360 vulnerable households were identified, and three distributions of food parcels took place.



INDIAN OCEAN ISLANDS  
CLINIC SUPPORT

Against the backdrop of the COVID-19 pandemic, the Kigomani Clinic healthcare project was escalated to a priority. The ablution block was completed – the last official requirement for the opening of the new clinic – and 11 000 people had access to nearby medical care.



TANZANIA  
SCHOOL PPE

PPE and sanitising supplies were distributed to a number of Tanzanian primary and secondary rural schools to assist them with the government’s mandatory requirements for reopening. Each school received 100-litre water tanks with taps, antiseptic liquid, hand sanitiser, surgical masks and gloves.



RSA: MPUMALANGA  
BUSINESS SUPPORT

With no guest trade, the Ku-Humelala Craft Group, supported by Africa Foundation and Allan Gray, and trained by Global Gift Innovators, turned their talents to masks. Nine of these 15 women have had their husband’s income halved or cut completely, while six are single mothers, or sole bread winners.





20  
20

## ACHIEVEMENTS

73

Rural communities supported

321

CLEF (Community Leaders Education Fund) bursaries awarded from 2017 to 2020

2 479

Training interventions across our 8Beyond Africa operation

73

Job creation initiatives through ACA\* funded by Allan Gray Orbis Foundation Endowment

587

Star-in-Training lodge trainees across our 8Beyond Africa operation

56

Small businesses supported in 2020

\*Africa Foundation's Artisans and Crafter Africa







# LEGACY IMPACT

Our achievements over the last 30 years\*

## CARE OF THE LAND

3 000 km

Impacted coastline

3.6 M

Hectares of impacted conservation land

13.1 kg

CO<sub>2</sub> per head group average

461 l

Water used per head group average

100%

Lodges annually audited for sustainability

100%

Group reduction in guest plastic water bottle use

740 000

Annual reduction in plastic bottles

## CARE OF THE WILDLIFE

72

Leopard collared with Panthera in its research into leopard on &Beyond Phinda

5

Lion translocated to Rwanda's Akagera National Park in 2015, reversing a 15-year local extinction

50

Gaur translocated to India's Bandhavgarh National Park in 2011, reversing a local extinction, with subsequent growth to 150

87

Rhinos translocated from South Africa to Botswana since 2014 by Rhinos Without Borders

54

Rhino calves born to the translocated rhino

10

Grey reef sharks tagged for research

2

Marine sanctuaries secured

23 000

Conservation lessons provided by our safari and island lodges in Africa

28 622

Hectares returned to wildlife conservation at Phinda

5 750

Turtles hatched on average between &Beyond Mnemba and &Beyond Vamizi Islands per year

## CARE OF THE PEOPLE

307

Classrooms

915

CLEF tertiary education bursaries, awarded to 604 promising rural students

56 000

People with access to water

73

Water access sites built including boreholes and water reticulation projects

4 764

Hippo Water Rollers enable rural communities to move 2 million litres of water per month

1 297

Staff employed from local communities

75

Cultures represented through our 2 000 &Beyonders

\*Stats as per FY2020

# Vision 2030

Our 2030 Scaling Impact Vision, including our ambitious target to grow land and ocean biospheres under &Beyond management and influence to 50 million acres, will be our guiding ‘north star’.



JOSS KENT  
&BEYOND CEO





# Vision 2030

In 1991, &Beyond Phinda Private Game Reserve was formed through the purchase of four farms, an area of land just less than 4 000 acres. Now, 30 years later, we are custodians of 9 million acres of land and 3 000 km of coastline, and we have seen how our shared value model that cares for the land, wildlife and people, as well as the business, has potential to scale.

Our 2030 Scaling Impact Vision is to grow land and ocean biospheres under &Beyond management and influence from 9 million to 50 million acres, 25 million of directly controlled/managed land, and 25 million of managed land influenced by our impact coalitions, and to empower and create shared value with the surrounding communities.

With the existing full integration of our business and impact strategies, this will be funded by doubling our revenue and tripling our profit through the delivery of extraordinary guest experiences that go beyond the expected in Africa, Asia and South America.

The COVID-19 pandemic has highlighted the need to reduce our carbon footprints and conserve strategic biospheres. Continued population growth reinforces the absolute need for communities to share in the economic benefits generated through conservation.

Our learnings over the past 30 years need to be leveraged to influence a wider community, and the way forward lies in our commitment to collaborate with like-minded competitors, non-profits, governments and educational institutions to leave our world a better place.

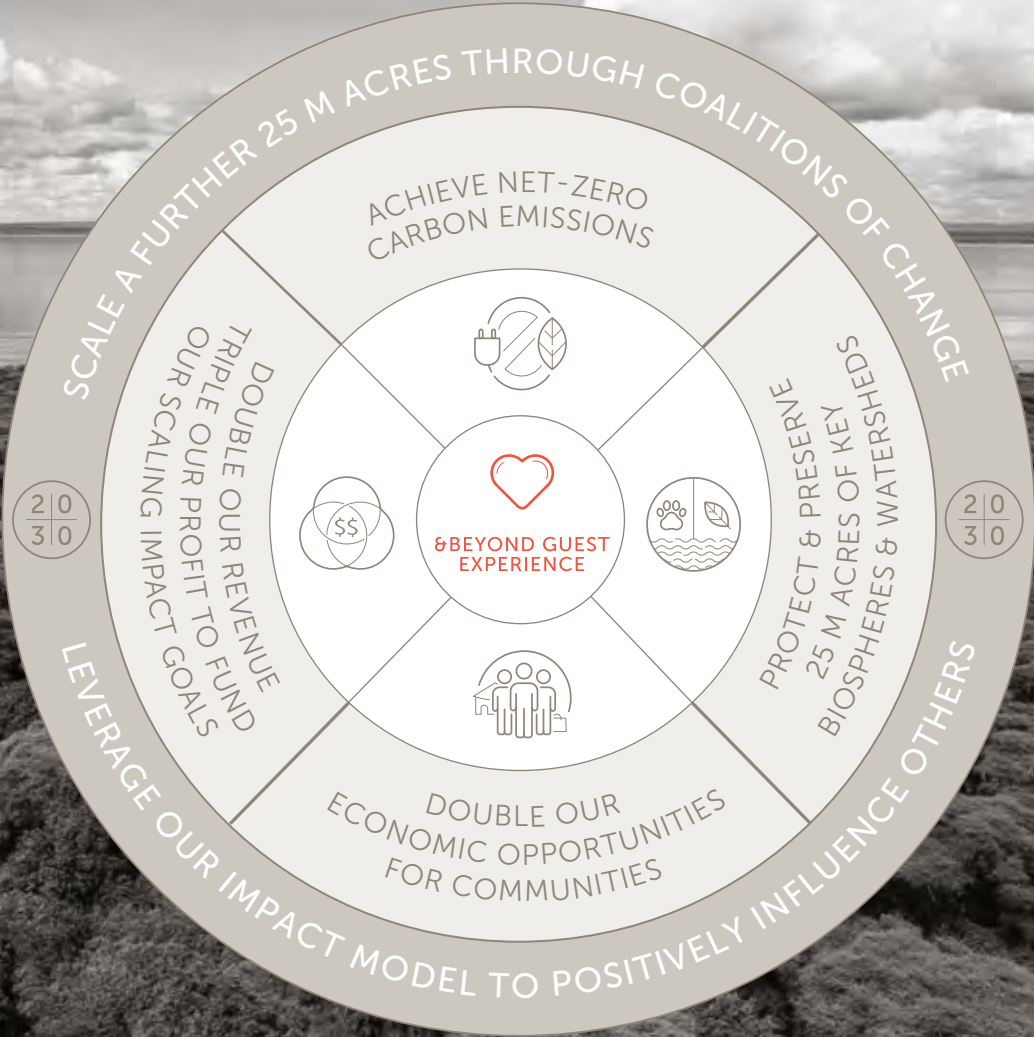
In the words of the well-known African proverb: "If you want to go quickly, go alone. If you want to go far, go together."

So what does a 30<sup>th</sup> anniversary really mean and why should anyone care? Well for us it's a milestone moment to look back and learn, then look forward and focus our time on what truly counts – our care of land, wildlife and people. Time can be friend or foe depending on what we do with it, so the question we need to keep returning to is: "How are we spending our time - are we making the most of it?".

**True sustainability calls  
for collaboration.  
We are completely committed  
to conservation coalitions,  
biodiversity coalitions,  
coalitions of any sort that  
drive our impact agenda. ”**

**Joss Kent**  
&BEYOND CEO

Our 2030 Scaling Impact Vision is to grow land and ocean biospheres under 8Beyond management and influence from 9 M to 50 M acres – 25 M of directly controlled/managed land, and 25 M of managed land influenced by our impact coalitions, and to empower and create shared value with the surrounding communities. This will be funded by doubling our revenue and tripling our profit through the delivery of extraordinary guest experiences that go beyond the expected in Africa, Asia and South America.









ACHIEVE

# Net-zero carbon

EMISSIONS

Carbon is one way to measure and identify what impact we are having on our planet. While a carbon footprint is inevitably generated with each action, carbon reduction is a clear intention. We are committed to reducing our carbon emissions as much as possible through a set of goals and measured outcomes, and then to offset whatever emissions remain, achieving our target of net-zero carbon emissions.

# 2025 Goals

## Reduce our carbon footprint



Invest in renewable energy sources and offset the remainder to achieve net-zero carbon for our direct emissions

Set regional strategies for reduction of indirect carbon emissions to enable the 2030 goal



## Top Terms

**Direct carbon emissions:** those carbon emissions that we have immediate and complete control over

**Indirect carbon emissions:** those carbon emissions related to our activities, but generated by sources not owned or directly controlled by us e.g. our supply chain

**Carbon neutrality:** the balancing of carbon emissions generated by an equivalent offset: either by buying carbon credits, or supporting renewable energy projects, or both

**Net-zero carbon:** the active reduction of carbon emissions, followed by an offset of the remaining carbon emissions to net-zero either by

buying carbon credits, or supporting renewable energy projects, or both

**Renewable energy:** an abundant energy source like the sun and wind; solar power plants and wind turbines produce zero carbon emissions after installation

**Non-renewable energy:** a limited energy source that will eventually run out, e.g. fossil fuels such as coal, gas and crude oil (diesel and fuel); significant carbon dioxide is produced from the burning of coal and gas









PROTECT & PRESERVE  
25 M ACRES OF KEY

# Biospheres & watersheds

The earth’s oceans, catchment areas and biodiversity are not only our planet’s lifeblood, but are intrinsically connected to our own health and wellbeing. To protect and preserve them, we will actively collaborate with other conservation organisations and governments, continue our water reduction and waste management protocols, and expand our protection of endangered species, watersheds and habitats.

# 2025 Goals

## Sustainably use and manage water



Reduce water-usage by 5% from 2020 average of 415 l per head per day

Achieve 90% of lodges’ monitoring and meeting wastewater quality standard

## Responsibly manage waste



Obtain a baseline for single-use plastic and achieve a 10% reduction by 2025

Achieve 90% for waste management in the Sustainability audit

## Protect wildlife and habitat biodiversity



Create and maintain suitable habitats for wildlife to thrive through population and habitat management, on land we have control over, and on land where we have influence



### Top Terms

**Biospheres:** all those parts of the earth where life exists, encompassing all the earth’s natural ecosystems

**Watersheds:** an area of land that contains streams, rivers, wetlands, or underlying groundwater that all drain into a single body of water such as a lake or the ocean. This term is often used interchangeably with a drainage basin or catchment area







DOUBLE OUR  
**Economic**  
OPPORTUNITIES FOR  
OUR COMMUNITIES

With the world’s spiralling populations and shrinking resources, the future of protected areas depends on conservation-driven initiatives that generate sound economic baselines and shared value for those communities neighbouring these reserves. We are actively expanding of our local procurement, employment and skills training, small business development, and capacity building initiatives.

# 2025 Goals

## Employment and skills training



Ensure that 65% of our employees are locally employed

25% of employees registered in the &Beyond Academy by 2025

Recruit *Star-in-Training* interns from identified communities. The minimum number of interns for each region is set at 15% of the region’s full-time employees. Empower these interns with &Beyond Academy skill certification

## Procurement and small business development



Ensure 65% of cash outflow from the procurement of goods, services and skills flows into local businesses

30% increase in cash outflow to small, community-owned businesses in our identified communities



Carry out study of sustainable, community-based resource management and utilisation opportunities and then develop strategy per region

Develop one collaborative, community-based recycling programme per region with other local operators

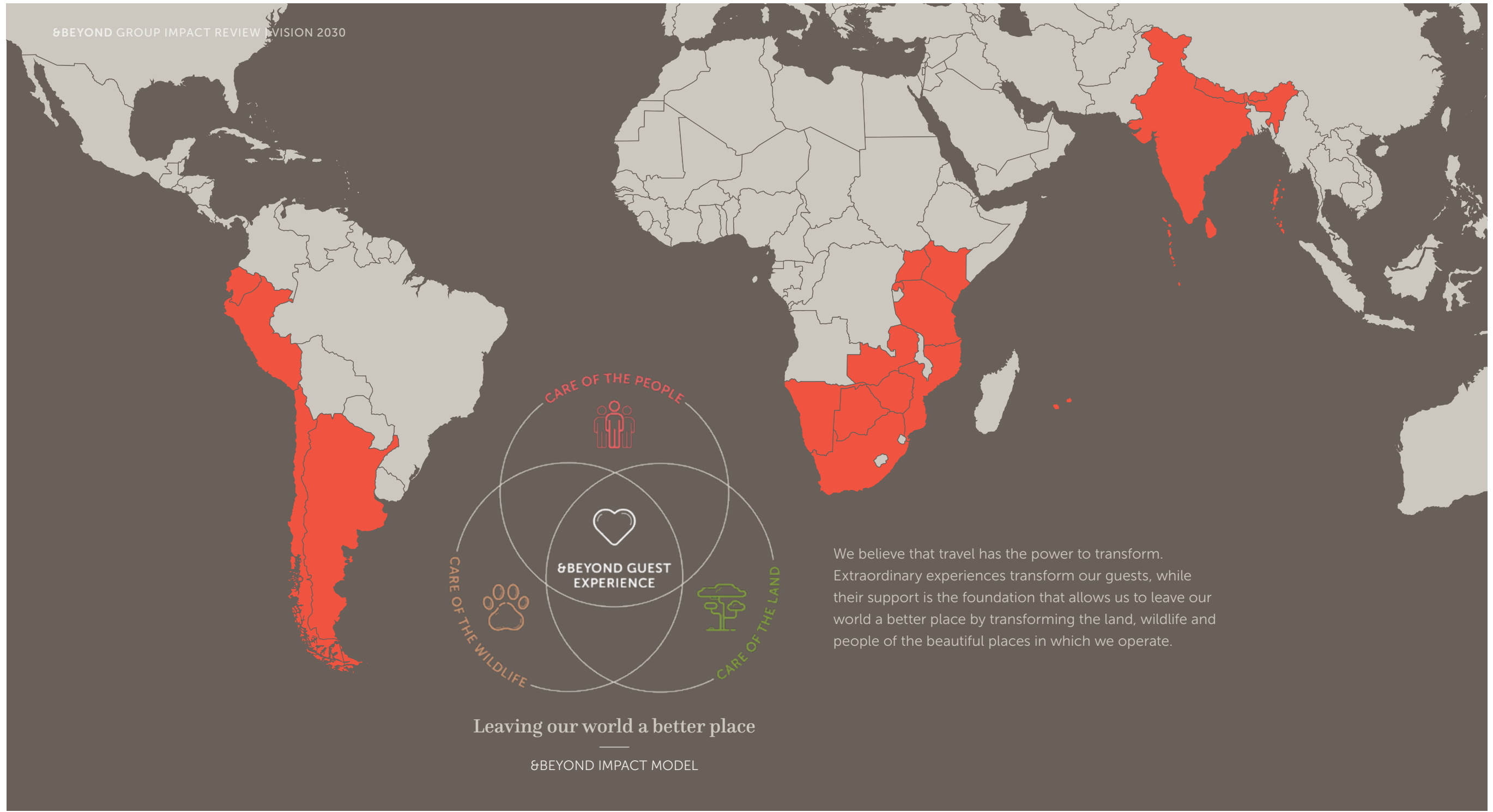
## Support Africa Foundation’s capacity building community initiatives



Drive awareness and engagement for key programmes to assist fundraising and implementation. Each region to select a programme per year to support and track fundraising success

Support Africa Foundation via access to &Beyond beds to host donors and fundraise





We believe that travel has the power to transform. Extraordinary experiences transform our guests, while their support is the foundation that allows us to leave our world a better place by transforming the land, wildlife and people of the beautiful places in which we operate.

Leaving our world a better place

8BEYOND IMPACT MODEL



LEVERAGE OUR

# Impact model

TO POSITIVELY  
INFLUENCE OTHERS

In 1991, &Beyond (then CC Africa) was launched, using an untested, integrated business model in which international capital harnessed through low-impact, high-yield tourism was the driver of our land, wildlife and people impact objectives. Today, this proven model is not only a valuable touch stone for other organisations, but also key to our expanded influence across Asia and South America.



DOUBLE OUR REVENUE TRIPLE OUR PROFIT  
FUND OUR SCALING IMPACT GOALS

# 2025 Goals

## Positively influence the local and global conservation-community development agenda and practice



Share our impact model through speaking, training, and implementing alongside practitioners

Participate in and actively contribute to conservation and community boards and forums

Host researchers, thought leaders, and influencers at &Beyond lodges and in our communities

Document &Beyond Impact Model

## Cascade our values through our supply chain as well as through our tourism partner value chain



Develop and support touring operators to adopt value-aligned code of conduct

Develop and support our procurement and supply chain partners to adopt our scaling impact objectives and measurement metrics

## Support community-based environmental education



Develop strategy to support one integrated environmental education programme per region







SCALE OUR IMPACT A  
FURTHER 25 M ACRES THROUGH

# Coalitions OF change

The global escalation of environmental threats is a reality that demands an accelerated response. This is when we will facilitate and conduct meticulous research that will inform our decisions. This is the time to lead from the front and collaboratively scale impact across 25 M acres of key biospheres: coalitions of change with like-minded competitors, organisations, stakeholders, governments and NGO's.

# 2025 Goals

## Protect endangered Species



Each region to adopt an endangered species to leverage their network to improve its conservation status

Establish long term partnerships to protect endangered species

## Water security in key watersheds



Develop a collaborative strategy with other stakeholders to improve and secure key watersheds

## Conduct research that enables us and others to make improved conservation management and community development decisions



Implement wildlife monitoring system per region

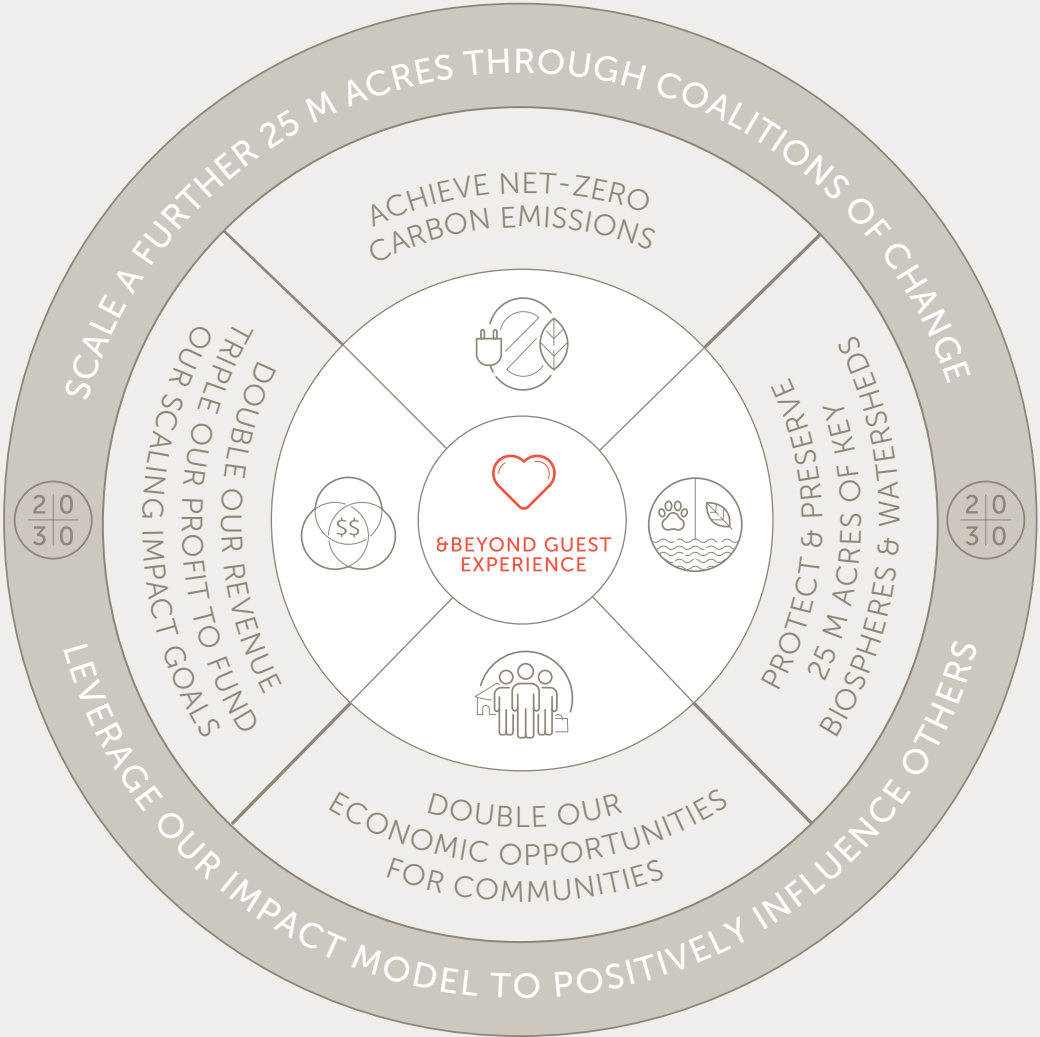
Facilitate and support research pertaining to wildlife, biodiversity, and wildlife-community conflict in key operating areas





# Summary of Vision 2030

Just as the United Nations’ Sustainable Development Goals (SDGs) have been a touchstone for our rigorous Vision 2020 sustainability audits, so they continue to guide and underpin our ambitiously scaled Vision 2030 impact goals.



## Aligning our 2030 goals with the United Nations’ Sustainable Development Goals (SDGs)

	<b>7</b> AFFORDABLE AND CLEAN ENERGY	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION	<b>13</b> CLIMATE ACTION
	<b>14</b> LIFE BELOW WATER	<b>15</b> LIFE ON LAND	<b>17</b> PARTNERSHIPS FOR THE GOALS
	<b>4</b> QUALITY EDUCATION	<b>8</b> DECENT WORK AND ECONOMIC GROWTH	<b>9</b> INDUSTRY INNOVATION AND INFRASTRUCTURE
	<b>14</b> LIFE BELOW WATER	<b>15</b> LIFE ON LAND	<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES
	<b>14</b> LIFE BELOW WATER	<b>15</b> LIFE ON LAND	<b>17</b> PARTNERSHIPS FOR THE GOALS

- Scale our impact a further 25 M acres through coalitions of change
- Leverage our impact model to positively influence others

### United Nations’ Sustainable Development Goals (SDGs)

1. No poverty

2. Zero hunger

3. Good health and wellbeing

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. Partnership for the goals



SEE WHAT LIES BEYOND 30 YEARS