



Singita

One Planet Living[®] action plan progress review - 2022
May 2023



One Planet
Living[®]

Singita

Contents

<u>Report overview</u>	03
<u>Summary of Singita's operations in Southern and East Africa</u>	05
<u>Bioregional and One Planet Living</u>	09
<u>Review summary and highlights</u>	11
<u>Detailed progress review</u>	19

Report overview

Report overview

Organisation:

Singita – Southern and East Africa

Project type:

Eco-tourism destination

Description:

Singita is a company that operates 15 eco-tourism lodges and camps in Southern and East Africa. Singita's core purpose is to preserve large areas of wilderness for future generations, while benefitting local communities.

Review outcome:

Bioregional believes that Singita continues to be a leading inspiration in the areas of conservation and in community development, as demonstrated by its support of the rhino dehorning programme in Kruger National Park and its continued support for Early Childhood Development. Singita has also made significant effort to minimise its environmental impact, nonetheless the pace of progress in the challenging area of carbon mitigation is not yet aligned with the speed and scale of action required.

Therefore, Bioregional will continue to celebrate Singita as an OPL Leader, recognising its leadership both regionally and in its sector, but it is not currently setting the benchmark globally. Bioregional understands that Singita has crucial strategies in place to significantly increase renewable energy production – and if these are implemented on an ambitious timeline, then this will be a demonstration of global leadership.

Reviewer:

Benjamin Gill

Sign-off and quality review:

Nicole Lazarus

Date of review:

May 2023



Rangers at Singita Kruger National Park © Singita

Leadership status:



One Planet
Living® | Leader
2023

Summary of Singita's operations in Southern and East Africa

Summary of Singita's operations in Southern and East Africa

Singita is a company that operates 15 eco-tourism lodges and camps in Southern and East Africa. Preserving large areas of wilderness for future generations, while benefitting local communities, lies at the heart of its business.

Singita is a conservation brand, financially supported by a number of commercially operated lodges within the reserves that are under Singita's stewardship. Singita partners closely with non-profit Funds and Trusts, which focus on community development and biodiversity management.

This report covers all Singita operations outside of Tanzania, which are predominately in South Africa, Zimbabwe, and Rwanda. Singita's operations in the Serengeti have also been applying the One Planet Living principles since 2012, but progress there is reported separately. So, the projects included in this report are:

- All existing Singita lodges and conservation partners in South Africa; Singita Sabi Sand (SSS): Singita Kruger National Park (SKNP), The Singita Lowveld Trust (SLT),
- Singita lodges and conservation partners in Zimbabwe: Singita Pamushana Lodge and Malilangwe House (SPM), The Malilangwe Trust (TMT),
- Singita lodge in Rwanda, Singita Volcanoes National Park (SVNP),
- All Singita support companies in Cape Town, Johannesburg and Mauritius.

The Malilangwe Trust is a wholly Zimbabwean, non-profit organization with a focus on harmonizing biodiversity conservation, community development and commercial tourism. Singita Pamushana lodge is situated within the Malilangwe Reserve, Zimbabwe. Singita Lowveld Trust is the South African-based non-profit organisation supporting biodiversity conservation and community development in South Africa.



Message from Jo Bailes



2022 has been a year of recovery for the travel industry. Singita, by sticking to our core values, has come through the pandemic exceedingly well and our lodges are once again in high demand. The Covid period allowed us to stop and take stock, re-examine what really mattered to Singita and how we could come back even better for our guests. We relooked at the guest experience, committing to a stronger wellness focus and greater authenticity by celebrating our African culture in food and décor. The post-pandemic guest is also far more aware of sustainability. Singita continues to work hard on sustainable operations and on our conservation and community programmes with our partner Funds and Trusts in each region as described in this report.

Our commitment to the One Planet Living principles as our sustainability framework has been in place for over ten years, having started in 2012 in our East African operations. We have made good progress, bedded down good practices and integrated sustainability culture into our organisation. Our systems for data and reporting continue to support decision-making for what projects to initiate to reduce our impact. However, the global challenges have grown in size, complexity and urgency and just doing well is no longer enough. We realise we must do more; more outside of our lodge footprint, more collaboratively and more for the resilience of our surrounding communities facing climate and water challenges. This report indicates the same – as Zero Carbon Energy and Sustainable Water are highlighted for improvement if Singita wishes to remain a leader in sustainable tourism.

In 2023 we will be strategizing a renewed approach to conservation, having incorporated the Global Goals for Nature, (aligned with the One Planet Living Principles) last year. We will be considering climate and water risk for our business and communities, as well as taking a more holistic view of our operations within their broader ecosystems. This will create a roadmap to 2030 of what we need to do internally as well as how we can exercise our influence most effectively externally with other stakeholders and collaborators. This renewed focus will strengthen our work in the areas of climate and water.

I am extremely proud of what we have accomplished and of all the hard work of our teams on the ground that have resulted in our reputation as an eco-tourism operator of integrity. We look forward to the road to 2030 and doing even more to preserve and protect our beloved African wildlife and wilderness for future generations.



Jo Bailes, CEO, Singita

Message from Ben Gill

“ Singita is a company committed to conservation and community and has contributed to some remarkable achievements in these areas. Since 2012, the company has been using One Planet Living as the framework to set its environmental sustainability ambitions and to develop plans to meet these ambitions. In this time the company has made great strides in a number of areas – particularly around waste management and procurement.

Conversely there are other areas where the progress that has been made is not aligned with what needs to be achieved at a global or local level, and this is especially relevant in the areas of water and energy use.

2022 was the sixth hottest year on record globally, and this is despite it being a La Nina year with the associated cooling effect. With El Nino likely to return in mid-2023, it is likely the new temperature records will be broken, as they already have been in the North Atlantic. The impact of this heating on the global ecosystem is dire, with a recent study¹ finding that tipping points that lead to the collapse of global ecosystems could happen within decades. As one of the authors put it: “we could be the last generation to see the Amazon²”.

The upshot of this is that conservation leaders need to be climate change leaders; the issues are one and the same, and while Singita has some stand-out examples of good practice, the carbon footprint of the company is if anything higher than it was six years ago.

For this reason, Singita can no longer be considered a global leader in One Planet Living, but rather than being seen as a failure this should be used as a motivator to do more. Singita reduced the building carbon footprint of SKNP by two thirds through its ambitious PV project that was installed back in 2016 and has embarked on a strategy that could reduce emissions at SSS by a similar amount.

We have seen the incredible work that Singita has been part of, creating culinary schools for local communities, partnering in the relocation of rhino and helping to protect vast tracts of critically endangered ecosystems. This is a company that shows true leadership in many areas and now is the time to refocus on how to be a global leader in carbon mitigation and One Planet Living.

¹ Willcock et al (2023). [Earlier collapse of Anthropocene ecosystems driven by multiple faster and noisier drivers](#)

² Jonathon Watts. [‘Ecological tipping points could occur much sooner than expected, study finds’](#), Guardian



Ben Gill, One Planet Communities
Technical Manager, One Planet

Bioregional and One Planet Living

Bioregional and One Planet Living

About Bioregional

Bioregional is a purpose-led sustainability consultancy. It has worked in over 20 countries on sustainable development, working with local communities, cities, and companies.

Bioregional devised the One Planet Living (OPL) framework, based on our experiences creating the multi-award-winning BedZED in South London, the UK's first large-scale sustainable community. One Planet Living has guided the development of real estate across the world, shaping exemplar communities that enable sustainable living.

About One Planet Living

One Planet Living® is a vision of a world where it is easy and attractive to live happy, healthy lives within the limits of our Earth's resources.

We need this vision because if everyone lived as we do in Western Europe, we would need almost three planets to support us. The measure of this is called 'ecological footprinting'. Meanwhile, many lack what they need for a good life, and wildlife is being pushed out to make room for our demands.

The One Planet Living framework consists of 10 principles which cover the activities that drive resource consumption, and the elements that form the basis of a good life for everyone. The principles are used to identify the needs in a local area, to relate these to the planetary bottom-line, and then to structure responses to those needs.

	Health and happiness	Encouraging active, social, meaningful lives to promote good health and wellbeing
	Equity and local economy	Creating safe, equitable places to live and work which support local prosperity and international fair trade
	Culture and community	Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living
	Land and nature	Protecting and restoring land for the benefit of people and wildlife
	Sustainable water	Using water efficiently, protecting local water resources and reducing flooding and drought
	Local and sustainable food	Promoting sustainable humane farming and healthy diets high in local, seasonal organic food and vegetable protein
	Travel and transport	Reducing the need to travel, encouraging walking, cycling and low carbon transport
	Materials and products	Using materials from sustainable sources and promoting products which help people reduce consumption.
	Zero waste	Reducing consumption, re-using and recycling to achieve zero waste and zero pollution
	Zero carbon energy	Making buildings and manufacturing energy efficient and supplying all energy with renewables

Review summary and highlights

One Planet Living action plan

Singita's One Planet Living action plan

In committing to its [One Planet Living action plan](#), Singita is aiming to create a benchmark for sustainable tourism for the 21st century, demonstrating how conservation, local economic development and high-quality tourism can reinforce each other.

Singita's Southern African operations are complex as they are, in effect, both a business and three communities combined; more than 320 staff and their families are provided for with accommodation onsite. Furthermore, the success of the tourism operations is directly linked to the success of the conservation and community development work that Singita undertakes or supports.

This is the fifth review of Singita's One Planet Living action plan.

Role of Bioregional

One Planet Living is a framework and an initiative developed by Bioregional that grew out of the experience of developing the pioneering BedZED eco-village in south London, UK in the early 2000s. Today there are One Planet Living communities and destinations in Europe, North America, Africa, and Australia.

Bioregional supported Singita to develop its One Planet Living action plan for its Southern Africa operations in 2016. Bioregional continues to provide technical support and to undertake an annual review of Singita's progress in implementing its action plan.

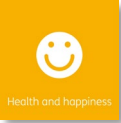


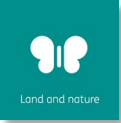



Staff at the Boulders Lodge kitchen © Singita

Overview of progress

While there is a lot of comparability to the data gathered in previous years, there are some discrepancies due to increased data accuracy and evolution of the indicators being used. As Singita has updated and evolved its outcomes in previous years, Bioregional has commented on whether the outcome is aligned with global requirements. Those at risk are in red – showing that there is concern about how well aligned the Sustainable Water and Zero Carbon Energy outcomes are with local or global requirements.




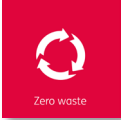

- Well addressed
- Adequately addressed
- Not fully addressed

	Singita's 2025 outcomes	Comment on level of ambition of outcome	Progress / comment on outcome
	Health Wellness programme continues	The outcomes cover both aspects of health and are appropriate to Singita's context	Medical care access and support activities are impressive
	Support staff mental health		Baseline mental wellbeing survey conducted. External psychologist training and individual counselling sessions
	Support gender equity by increasing female employment	Outcomes are ambitious and cover all key issues. Increased focus on locally produced goods as opposed to local services reliant on imported materials would further strengthen the outcome	While levels remain high, there has been a slight drop overall
	Maximise number of black staff		On track – group level is 97%
	Maximise lodge spend on local goods and services		Local procurement at SSS and SKNP back to pre-Covid level
	Promote local culture to guests	The outcomes focus on the key areas that Singita can directly control	Increased levels of cultural activity for guests
	Promote a culture of sustainability		All staff receive a basic training and support
	Support Early Childhood Development (ECD)		17 ECDs all meeting good practice standards
	Support skills and employment through the Singita Community Culinary School (SCCS)		30 graduates, 95% of alumni in employment
	Contribution to the protection of key biodiversity areas by 2030		SVNP expanded and other opportunities assessed
	Launch the Singita Conservation Foundation (SCF)	The outcomes are aligned with Singita's scope and areas of control	SCF launched
	Reduce poaching		One rhino poached at SSS – highlighting the challenge
	Engage with guests through Conservation Rooms		On track: SPM delayed, target 2023, remainder 2024
	Reduce losses through leaks to 5%	The outcomes are not linked to the local context. Given the strain on local water catchment areas more ambitious, locally specific targets are required	Unaccounted for water at SSS – 30%
	Reduce potable and absolute water use – annual 10% reduction		12% reduction in absolute water drawn but potable water use back to 2019 levels

Overview of progress

Singita has been using One Planet Living for over five years and has made significant progress in integrating sustainability into all of its operations. However, critically reviewing the carbon footprint of Singita (Figure 1) shows that there has been limited progress here. For Singita to return to Global Leader in One Planet Living it is imperative to see progress in reducing carbon emissions particularly from electricity use, transport and flights.

- Well addressed
- Adequately addressed
- Not fully addressed

	Singita's 2025 outcomes	Comment on level of ambition of outcome	Progress / comment on outcome
	Promote local produce – 60% local target	Given the huge impact of food systems globally and the local impact of animal husbandry, an increased focus on promoting healthy diets high in plant-based protein is desirable	Estimate 15% is local at SSS and SKNP, SVNP is 60% local and 75% within country
	Manage animal protein		Meat-free initiatives in place
	Limit food waste		Menu design and chef behaviour geared at minimising food waste
	Vehicle fuel consumption – stabilise at 2019 levels	A full EV fleet powered by renewable energy by 2030 is in line with global carbon targets, but an absolute reduction in flight emissions is also required	2019: 418kl
	Full EV fleet by 2030		2022: 440kl – approx. 5% increase
	Carbon offsets of staff air travel		Trialled an electric vehicle at the South Africa Lodges in 2022
	Prioritising sustainable construction	This is a broad area for Singita and more specific focus on low-carbon construction would help. Additionally sustainable procurement should be referenced alongside local	Strategy in place – offsetting of 800t CO ₂ eq
	Increasing local procurement		Minimum Quality Standards document references One Planet Living
	Implementing sustainable packaging		Country of origin tracked for all central procurement
	Paperless guest experience		95% of packaging spend on recyclable or reusable materials
	Recycling Programme Quality		Hard copy suite collateral eliminated
	> 90% recycling rate (2022)	The waste outcomes have focused on the key issues that Singita can address and set clear ambitious targets	Audits not applied uniformly
	Plastic reduction		Approx. 92%
	Carbon offset of guest stay		Good ongoing progress
	Carbon offset of Support Offices	Given the urgency of the climate crisis, an urgent push for renewable energy on all sites is required - 30% take up on grid connected sites is only a starting point	In place
	80% solar at off-grid, 30% solar at on-grid existing lodges by 2025		In planning phase
	Renewable energy for new developments		SKNP is achieving 80%, no other projects are close to the target item
			PV 15% of primary building energy for electricity. New projects will factor in renewables in assessment

Bioregional's recommendations

In Singita's last progress review, published in 2022, Bioregional highlighted some areas where Singita was in danger of slipping below the performance expected of a Global Leader in One Planet Living.

Unfortunately, there has not been significant progress in these areas, but Bioregional believes that Singita remains a Leader in One Planet Living regionally and in its sector.

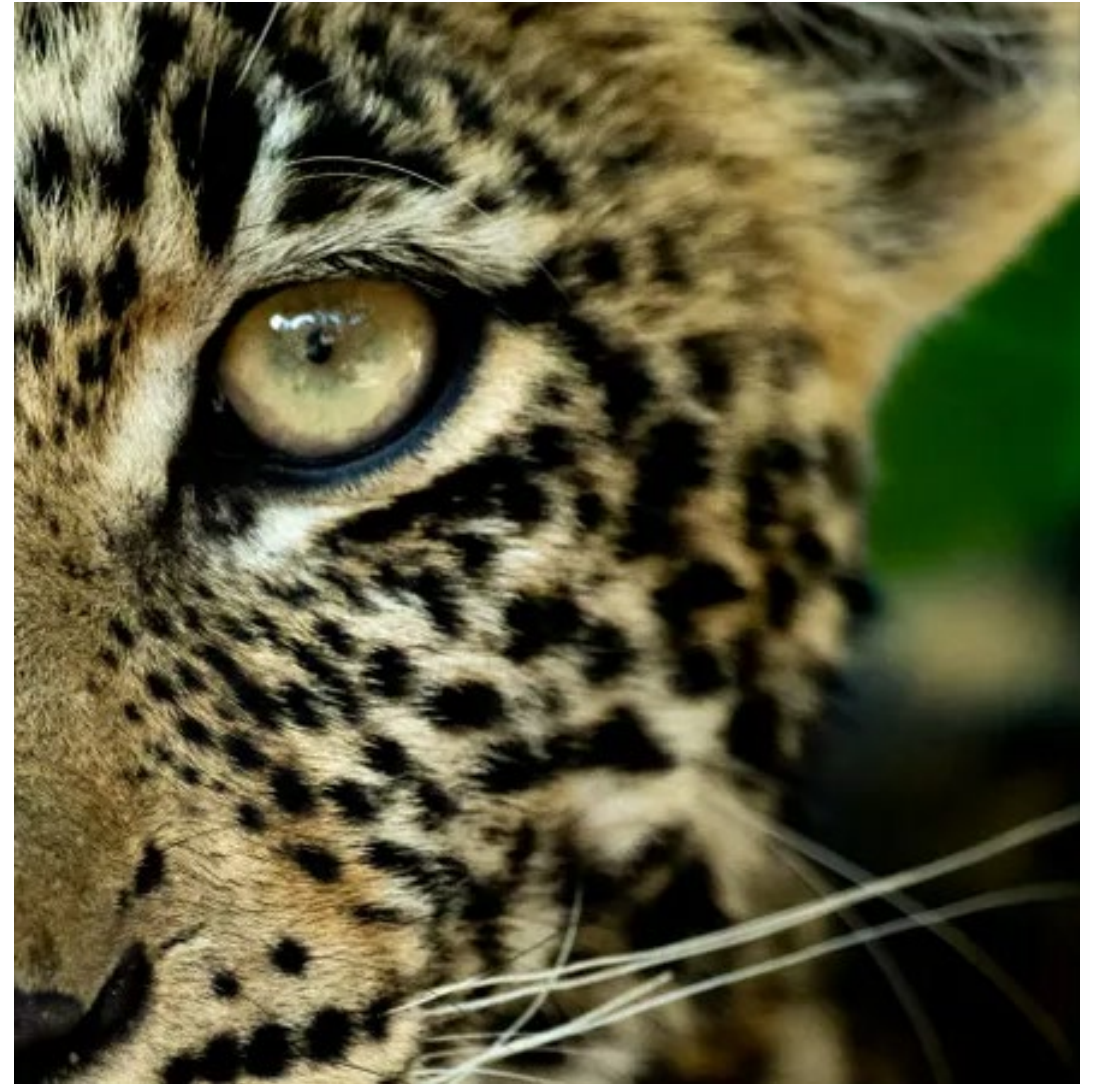
To return to the status of Global Leader, Bioregional would like to see progress in the following areas:

Ambition around water and carbon

Singita needs to develop a clear and credible plan to reduce carbon emissions as fast as possible. The current targets aiming at 30% renewable energy are not aligned with the requirements of the planet. Additionally, it is felt that site-specific water targets should be developed.

Implementation of carbon and water strategies

Having set clear ambitious targets, a clear strategy for minimising emissions is required, which should involve an ongoing focus on reducing demand, maximising onsite renewable energy, and identifying offsite solutions. It is acknowledged that purchasing certified renewable energy is currently not an option in many areas of Southern Africa, but a clear strategy for rapidly reducing emissions can still be developed. Additionally, site-specific water strategies should be developed.



Leopard © Singita

Bioregional's recommendations

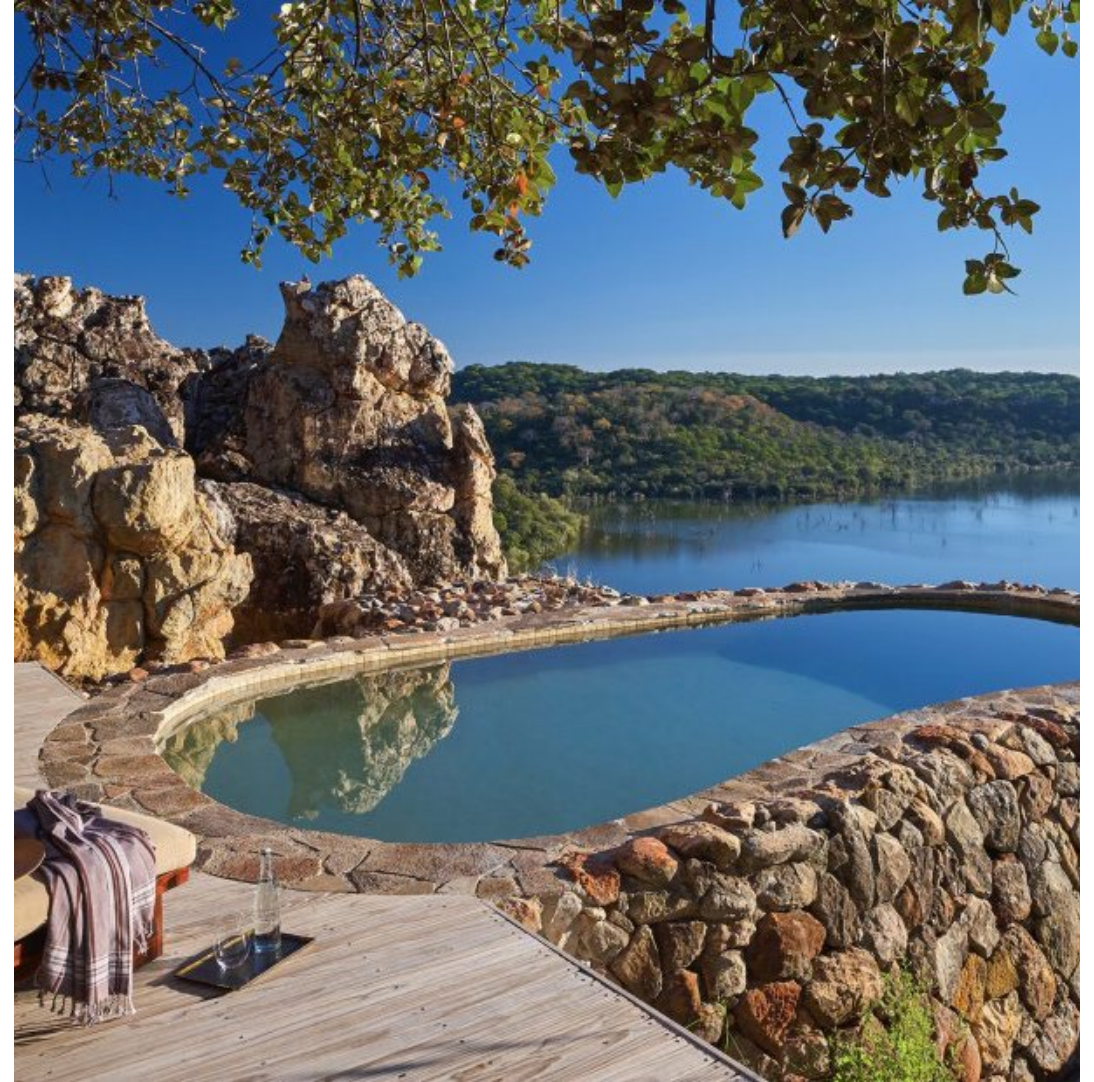
Ambition around water and carbon

One high-level recommendation is to review the tourism business model from a climate risk perspective and start re-imagining tourism. Mitigating carbon emissions and adapting to climate change will have unprecedented impacts on all industries, especially those that depend upon long haul air travel.

This review should also address:

- Internal flight policy,
- Ongoing procurement and retrofit improvements,
- Guest and staff experience, including food procurement.

Anticipating and planning for these impacts will increase the company's resilience.



Pool at Pamushana © Zibi

Carbon footprint

The graphs in Figure 1 and Figure 2 show the carbon footprint from 2013 – 2022³. Only the years following 2016 are genuinely comparable, though refrigerant gas data may not have been fully captured pre-2019. The first graph shows carbon footprint by scope and the second by location.

In August 2021, Singita started to include a carbon offset levy into all guest stays. This was applied across the whole year and Singita offset 8,185 tonnes of CO₂eq – close to its full carbon footprint. Bioregional doesn't recognise carbon offsetting as a way of mitigating carbon emissions as ultimately carbon emissions globally have to be reduced – but nonetheless this is a commendable interim action.

8,790 tonnes CO₂eq emitted in 2022

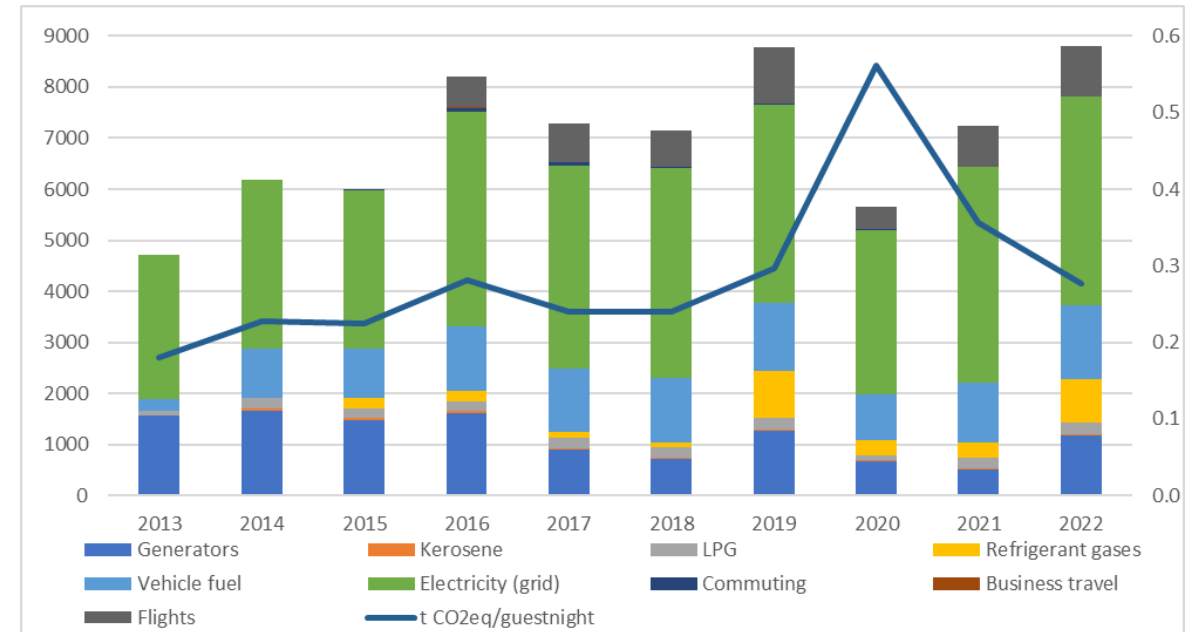


Figure 1: Total carbon footprint (tCO₂eq) by emission source – calculated by Bioregional with data provided by Singita

³ Defra (UK Department for Environment, Food and Rural Affairs) emission factors for the year in question are applied to the relevant resource quantities. The conversion factor for fuels includes both the direct emissions of burning the fuel as well as the estimated emissions of extracting and delivering it to site. Defra has redefined these as 'Well to Tank' as opposed to Scope 3 emissions. Flight emissions include 'radiative forcing' to account for the greater greenhouse effect impact of gases injected higher into the atmosphere. These factors have been included here to provide as complete a picture as possible of the carbon impact.

Carbon footprint

Comment on carbon footprint

With tourism returning to normal in 2022, it is possible to get a full understanding of the progress made by Singita in reducing carbon emissions. Unfortunately, the result shows a significant increase on 2021 emissions to pre-pandemic levels, with per guest emissions also back to pre-pandemic levels.

The key points remain the same as previous years:

- Grid electricity at SSS and SPM accounts for nearly half of all emissions
- Generators, refrigerant gases, vehicles and flights all range between 10% and 15% of emissions
- Comparison between lodges shows that the per bed night emissions of SKNP and SVNP emissions are roughly half those of SSS and SPM.

The priority therefore remains putting the two grid dependent lodges on a pathway to renewable energy, while taking a stepwise approach to the other key consumption areas. Encouragingly a robust renewable energy strategy is being put in place for SSS, the largest single source of carbon emissions within the group.

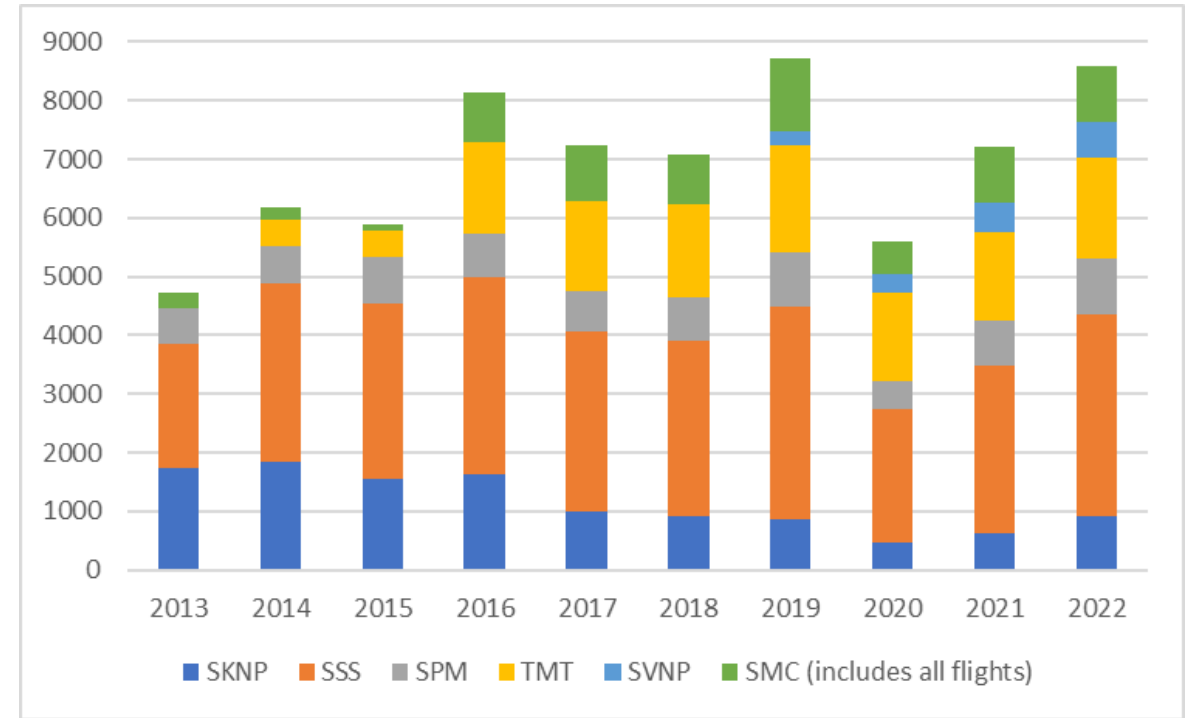


Figure 2: Total carbon footprint (tco₂eq) by location, with all staff flights included in SMC

Detailed progress review

This section reviews the progress against the targets set in the 2016 One Planet Living action plan using the principles of Bioregional's One Planet Living framework.

Where Bioregional has specific recommendations, these are in the summary at the start of this document. The targets set in the original action plan were for 2020 and have been updated for 2025. This report therefore provides comment in two areas:

- The 2025 target and its alignment with global requirements,
- The progress that Singita made in addressing those 2025 targets.



Headline outcome:

Singita is working to enhance the mental health of its employees and guests

2025 outcomes	Target and baseline	Progress in 2022
Health and Wellness programme continues	Minimum of one activation per month in each region	All staff have access to medical care. > 1 monthly activity per site
Support staff mental health	Staff mental health assessment score extracted (RSA 2022; other regions thereafter)	Completed and results shared

Comment on 2025 outcomes

The outcomes cover both aspects of health and are appropriate to Singita’s context.

Overall comment on progress to achieving the 2025 outcomes

The range of activity and initiatives to support health and wellbeing continues to be effectively implemented – though additional verification of impact through data or narrative would be beneficial.

Key achievements and challenges

One Planet Living and sustainability continues to be promoted to staff – see zero waste poster.

Singita conducted its baseline mental wellbeing survey and shared the results. It also engaged an external psychologist, who remains available to staff, to conduct training and individual counselling sessions across all Singita offices and properties.

Singita continues to provide a broad set of training opportunities for staff - the group completed over 4500 hours of training in leadership, Toastmasters, Guide learnership and other programmes. 34 staff participated in leadership training and 18 were mentored.

Sabi Sand Nature Reserve invited staff to participate in the rhino dehorning project. A number of staff took up the offer and gained a much deeper understanding of the reasons for the dehorning, as well as the sheer beauty of the animals.

Protecting staff mental health remained a focus. It has also helped to bring staff closer together, with many staff members noting how they had expanded their connections.

Singita continues to evolve and develop its wellness offer for guests. Guests are guided through breathwork practices and offered meditation and yoga sessions.



Meditating in nature © Singita

A poster titled 'ONE PLANET LIVING AWARENESS-FEBRUARY' and 'ZERO WASTE'. It features several sections: 'DID YOU KNOW?' with facts about waste in landfills and recycling in South Africa; 'WHAT IS ZERO WASTE?' with a definition; 'BENEFITS OF ADOPTING ZERO WASTE' with icons for climate impact, waste reduction, resource conservation, and energy savings; 'IDEAS ON HOW TO REDUCE AND REUSE' with a list of tips; and 'Waste STATS of the Singita Group in 2022' with a circular chart and arrows pointing to specific statistics: 66 tons of waste recycled, 23 tons of plastic recycled (equivalent to 3-4 elephants), 14.7 tons of glass recycled (equivalent to 9-10 hippos), and 35.5 tons of food waste turned into compost for pig farmers. A quote at the bottom states: 'Adopting a zero-waste philosophy allows us to become more mindful & conscious consumers. At the core, living a zero waste lifestyle means caring about your planet & the people in it and a less cluttered environment, means a calmer mind.'

Zero waste poster © Singita



Equity and local economy

Headline outcome:

Singita is passionate about creating a more diverse, welcoming workplace and supporting the local economy

2025 outcomes	Target and baseline	Progress in 2022
Gender equity: female employment	Upwards of 50% female employment in Tourism divisions, 25% elsewhere	SKNP: 46%, -3% SSS: 56%, +1% SPM: 28%, +1% SVNP: 44%, -2% Slight drop overall
Diversity: Number of black people employed representative of Black Economically Active Population (BEAP) at country level by 2025	99% black staff - Tanzania 91% black staff - RSA 99% black staff - Zimbabwe 100% black staff - Rwanda 97% black staff - Group	Figures relatively unchanged and remain impressive
Lodge spend on local goods and services	Increase spend on local goods and services by 10% p/a year on year; SPM 5%; RW 10%	33% increase at SKNP; 25% at SSS

Comment on 2025 outcomes

The outcomes cover the key issues relevant to Singita and are ambitious. It could be beneficial to focus on goods that are produced locally (such as food) as opposed to local services that rely on imported materials (transport).

Overall comment on progress to achieving the 2025 outcomes

Local expenditure is moving in the right direction, but there has been a slight drop in female employment and one lodge remains significantly off the target.

Continued overleaf

Key achievements and challenges

Reviewing the local procurement data in more detail, we see:

- Significant increase back to and above pre-Covid levels,
- The main suppliers are fixed costs, with staff transport and waste management accounting for nearly $\frac{3}{4}$ of the spend at SKNP.

To continually grow local expenditure, it will be necessary to broaden the goods and services that are procured locally. This may well require increased capacity development in the region. A potential starting point would be to review all expenditure items and identify which have the potential to be procured locally and then develop a strategy for achieving this.

- The SCCS at SKNP continues to support the students in maximising their culinary skills and gaining employment thereafter. With two schools in place this is now bringing benefit to a wider area.
- Singita has an Employment Equity committee made up of employees from SMC, SSS and SKNP who meet quarterly.

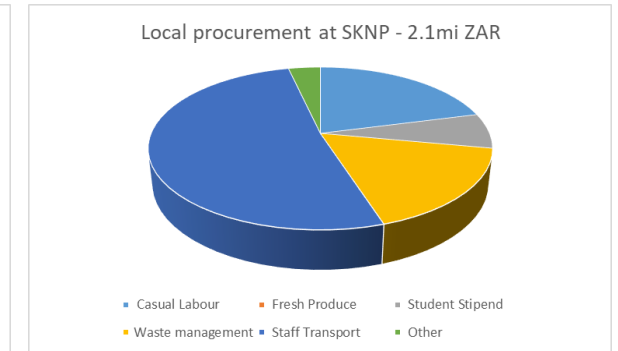
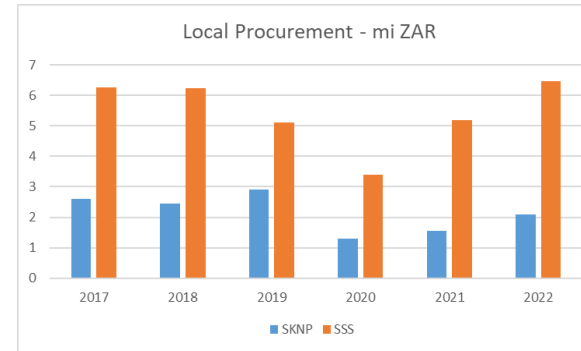


Figure 3: Local procurement at SSS and SKNP



Students at the Singita Community Culinary School © Singita



Culture and community

Headline outcome:

Singita is committed to engaging guests in its rich African heritage and making a valuable impact on the local community

2025 outcomes	Targets and baseline	Progress in 2022
Cultural promotion (guests)	Cultural activities available at each Lodge (post-Covid)	Increased levels of cultural activities for guests – particularly at SPM
Promote a culture of sustainability	OP champions and staff OP engagement in each region	Ongoing training and indication
Maximise positive outcomes from the Early Childhood Development (ECD) programme	100% of SLT's 17 existing (2020) ECD centres have achieved good practice site status by 2025	6 indicators tracked, 2 targets achieved, 4 on track
Maximise positive outcomes from SSCCS for students and employment opportunities for alumni	SCCS: Increase number of graduates to 42 per year by 2025 SCCS: >85% target alumni employment rate	30 graduates planned for 2023, employment opportunity restricting growth SA: 92% in employment RW: 80% in employment TZ: 75% employed by Singita

Comment on 2025 outcomes

The outcomes focus on the key areas that Singita can directly control.

Overall comment on progress to achieving the 2025 outcomes

The SLT and SSCS have a huge positive impact on the community. The ongoing OPL committees fluctuate in their impact and require ongoing active management.

Key achievements and challenges

The SLT continues to provide valuable services to the local communities, especially in the areas of early childhood development, digital learning and support for students to attend college. The flagship programmes are the ECD centres and the SCCS.

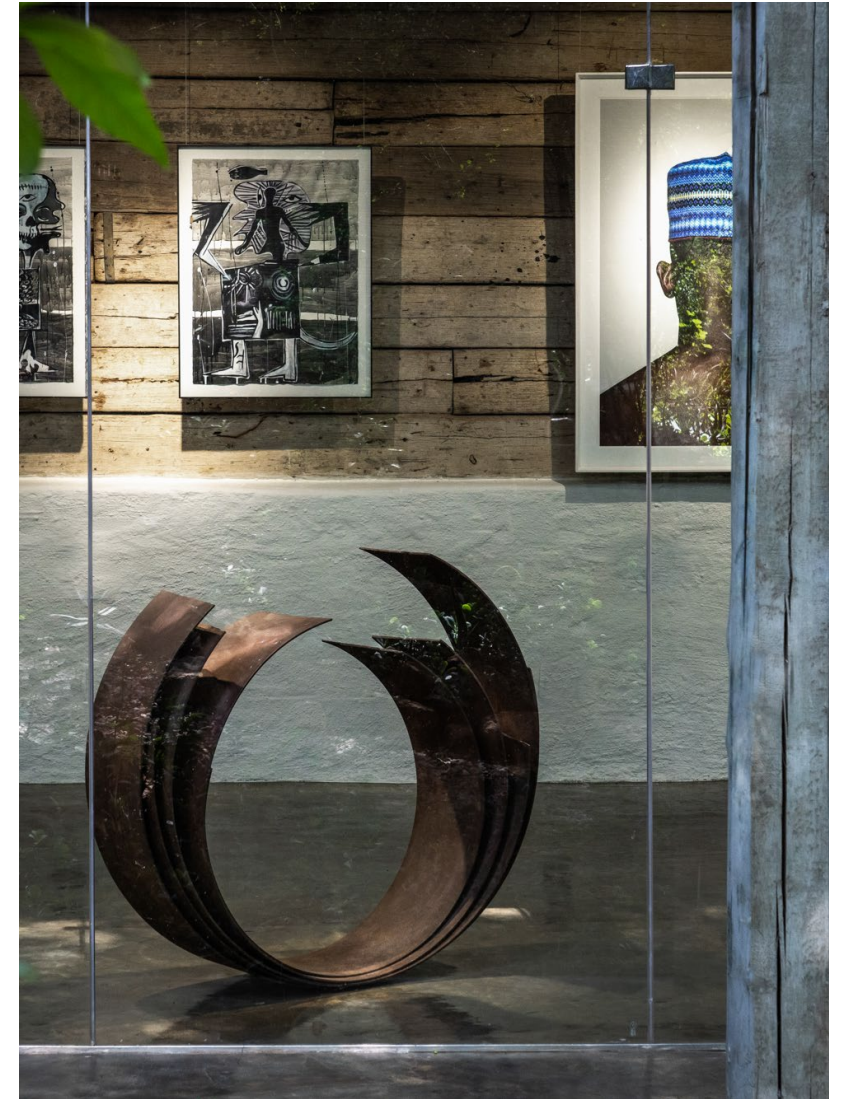
There are six key focus areas that collectively make up a best practice ECD model, of these: two have been achieved (Stimulating Learning Programme, well resourced), two partially achieved (Healthy & Safe Learning Environment, Government Funding and Support) and two require further development (Caregiver & Community Involvement, Functional Management).

The SCCS has adopted the Prue Leith certification – this additional level of certification increases the programme costs. The number of trainees has remained stable and, while the aim is to increase the number over time, it is critical to ensure there are sufficient employment opportunities locally. In Rwanda, this is restricting the number of trainees. Overall, over 90% of graduates are employed as trainee chefs, with 25% of them employed by Singita.

The SLT also collaborates with the Goodwork Foundation and the Africa Foundation Trust South Africa. Both programmes are supporting training, education and entrepreneurship activities in the region.

The community tours at SPM have successfully expanded, with an increase in the number of visits to the Cultural Museum and the Rock Art.

The challenges of maintaining momentum behind One Planet Living at each Lodge remains a challenge. This is highlighted at SSS where the One Planet committee failed to meet in a number of quarters and reported limited engagement from the committee.



African art gallery at Singita Sibi Sands © Ross Couper, Singita

Key achievements and challenges (continued)

Singita has created a contemporary African art gallery at SSS, to allow guests to engage with the depth of Africa's artistic heritage. A crucial aspect of this is working with galleries and studios who share Singita's passion for elevating African excellence, a partnership is being developed with the renowned studio Ardmore. It will be creating pieces that will be sold later in the year on auction to raise funds for conservation.

Singita Night Camp

Singita is developing a Night Camp offer at SKNP. This is an extremely lightweight concept with minimal infrastructure, not an attempt to mimic the tented camp at other locations. The objective is to give guests an immersive nighttime experience in the bush, with a side benefit that the infrastructure and impact is minimal, providing further examples of how high-end tourism can be low impact. Night Camp hosted its first guests in May 2023.



Artwork for Singita Night Camp © Singita



Land and nature

Headline outcome:

Singita is committed to safeguarding Africa’s wildlife populations and wilderness areas

2025 outcomes	Targets and baseline	Progress in 2022
Contribution to restoration, effective management and safeguarding of key biodiversity areas by 2030	404,236 ha under stewardship restored or under effective management in Key Biodiversity Areas (KBAs) across Africa.	SVNP expanded and other opportunities assessed
Launch of Singita Conservation Foundation	Singita Conservation Foundation is registered and established	First disbursements made
Reduce poaching	Zero poaching incidents of all species of conservation concern	One rhino was poached at SSS – first loss for many years
Guest engagement: conservation rooms at all lodges by 2025	Conservation room completion in 2022: SVNP in place	On track – planned for 2023 and 2024

Comment on 2025 outcomes

The outcomes are aligned with Singita’s scope and areas of control.

Overall comment on progress to achieving the 2025 outcomes

The Singita Conservation Foundation is increasing the scale of Singita’s beneficial impact. The loss of a rhino at SSS really highlights the scale of the challenge faced as opposed to being a failure to achieve the target.

Key achievements and challenges

The SLT supports a multi-pronged approach to preserving and protecting rhino to reduce and deflect the current poaching pressure. This includes support for the National Park Anti-Poaching Units in poaching prevention, monitoring and surveillance of existing groups, substantial financial support for Kruger Park's dehorning and maintenance horn trimming, and support for rehabilitation and rewilding of the orphaned calves across the region.

In 2021 Kruger National Park decided to dehorn all its rhino to deflect poaching attention and 98% have now been dehorned. The SLT has provided direct support and funding and established a guest experience programme to provide further funding.

A rhino was poached at Singita Sabi Sand, leaving behind an orphan. The calf was taken to Care for Wild Rehabilitation, a rhino orphanage. The SLT is providing financial support for 18 months to ensure that the rhino is provided with the high levels of care and intensive bottle feeding required.

The conservation rooms continue to be rolled out. SPM has experienced some delays but will be installed by mid 2023. SSS and SKNP are programmed for 2024.

Singita continues to support various conservation initiatives including Panthera's 'faux fur' programme for leopard conservation, and the Lionscape Coalition. SVNP continues to develop its conservation work:

- Two staff undertook a week's bird watching course with a Rwandan bird specialist.
- Over 200 trees were planted by guests and 700 by gardeners.
- The nursery supplied over 40,000 seedlings for wider reforestation projects.



Rhino calf © Zibi



Headline outcome:

Singita acknowledges the importance of water conservation for its guests, local wildlife and the areas in which it operates

2025 outcomes	Targets and baseline	Progress in 2022
Reduce losses through leaks	5% water losses / unidentified use	Leakage or unaccounted use at SSS close to 30%
Absolute water draw reduced	10% reduction on 2019 draw p/a	12% reduction
Absolute potable water use reduced	10% reduction on 2019 use, p/a. bar SVNP	Increase on 2021 back to 2019 level (excl. SVNP)

Comment on 2025 outcomes

The outcomes and targets do not specifically address the local context. Given the growing strain on local water catchment areas and the relative importance of this issue in each area, more ambitious and locally specific targets are required.

Overall comment on progress to achieving the 2025 outcomes

Potable water consumption has risen and although per bed night consumption levels are down compared to 2019, the trends are not yet in the correct direction.

Key achievements and challenges

Overall water use has returned to 2019 levels in terms of total water used and per bed night water consumption. At SSS and SKNP, total water use is back to 2019 levels with a lower per bed night usage, but this is offset by a significant increase at SPM and to a lesser extent at SVN. Treated water for human consumption only accounts for about one third of total water consumption. The rest is used in conservation, primarily for guaranteeing water availability for animals. The total water use is variable, being highly rainfall dependent (Figure 4).

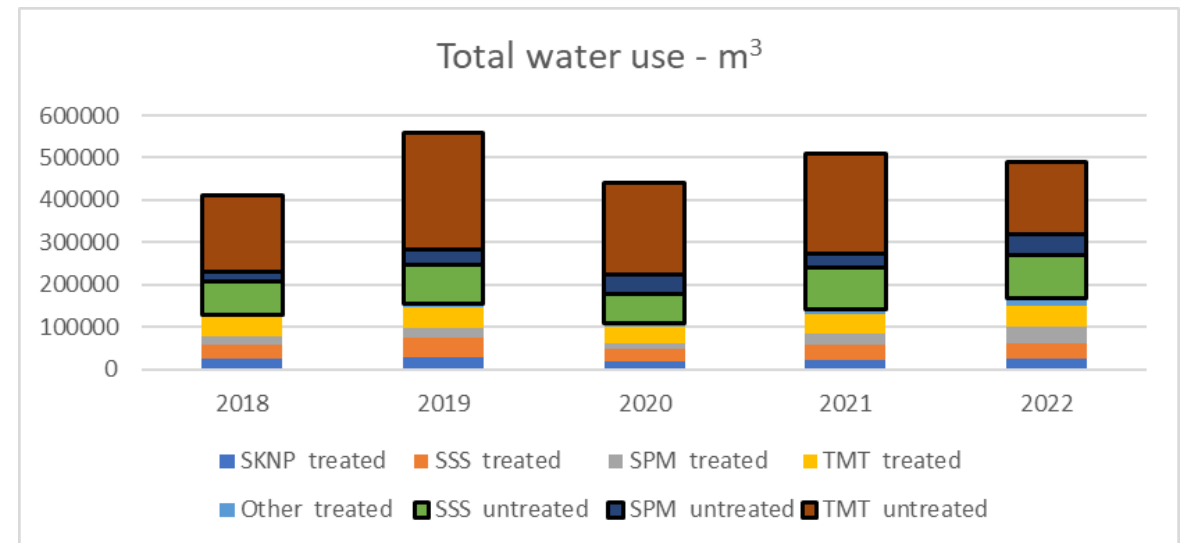
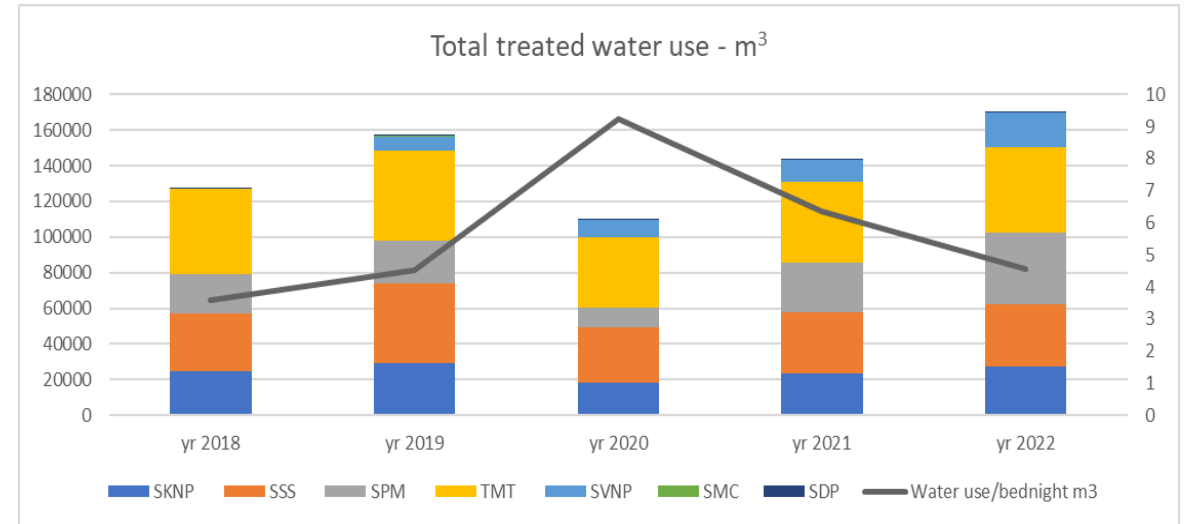


Figure 4: Total treated water and total consumption by location in m³

Key achievements and challenges (continued)

Current water use for both human and conservation purposes does not show any indication of being seriously reduced. Given the likelihood of increasing drought conditions, it would seem prudent to develop conservation strategies that require less artificial augmentation of local water supplies for wildlife.

Singita acknowledges the importance of water conservation and has undertaken a detailed analysis of water use and options for SSS. A split pipe system is being investigated to increase water treatment and reuse in toilets and irrigation. In 2023, the water reticulation system at Ebony Lodge is likely to be replaced to reduce water leaks. Ideally in 2024, a full upgrade of the laundry system will be undertaken.

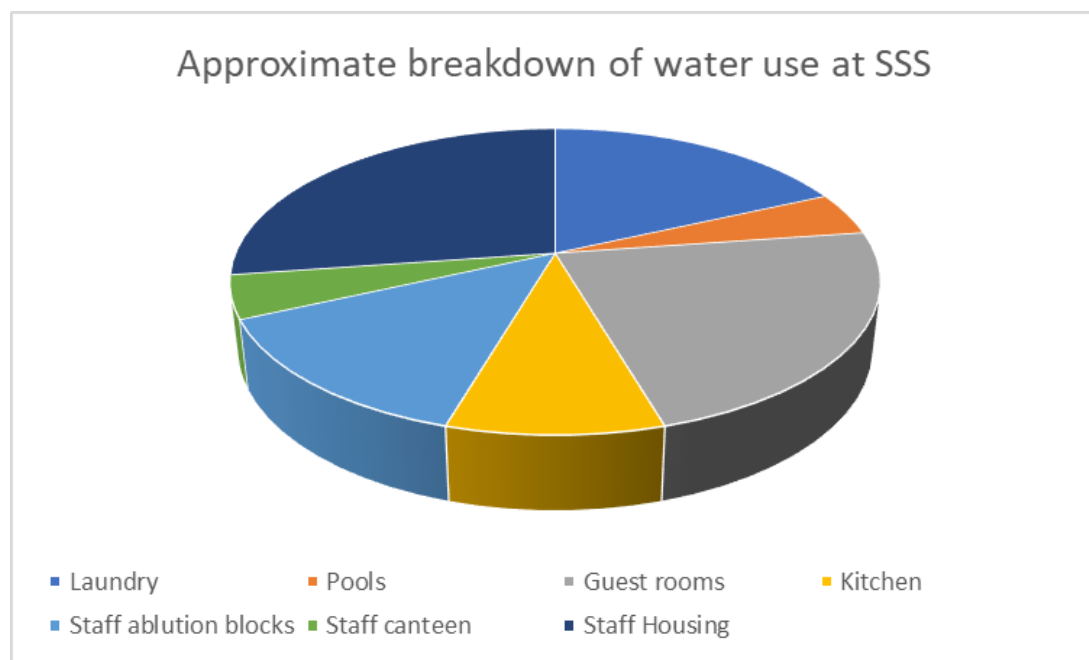


Figure 5: Estimate of annual water consumption at SSS by category



Pool with a view at Malilangwe House © Singita



Headline outcome:

Singita is focussed on serving regional African cuisine with a lower carbon footprint

2025 outcomes	Targets and baseline	Progress in 2022
Promote local produce	Upwards of 60% of produce (lodge and/or staff food) sourced from onsite and/or community farms	Chefs' estimate: 15% guest food from within 100 km at SSS and SKNP. SVNP is 60% local, 75% within Rwanda
Manage animal protein	All sustainable and capped at 200g/dish	All portions below 200g target
Limit food waste	100% of food waste is recycled	100% in Rwanda and Zimbabwe, South Africa Lodges making progress

Comment on 2025 outcomes

Given the huge impact of our food systems globally and the local impact of animal husbandry on land for conservation, an increased focus on promoting healthy diets high in plant-based protein is desirable. An approach to this would be to set Singita's ambition in this area, showing how it fits with the broader conservation, community and health goals, and plotting a transition over time.

Overall comment on progress to achieving the 2025 outcomes

Significant variation in local procurement rates, which are excellent at SVNP but much more challenging at SSS and SKNP due to the location.

Key achievements and challenges

While there remains an ongoing commitment to sourcing from local farms in the case of SSS, this only represents less than 1% of spend on food. So while the initiative has been successful, broader initiatives will be required to significantly increase local food production.

Singita has put a new focus on providing regional African cuisine at each lodge. So each lodge will draw from the heritage of their particular region.

Setting a limit on the amount of animal protein per dish has provided a clear guideline around which the menu can be developed and has helped manage the amount of meat served.



Plant-based meal © Singita



Travel and transport

Headline outcome:

Singita is exploring how it can reduce transport-related emissions for guests and staff

Outcomes	Target and baseline	Progress in 2022
Vehicle fuel consumption reduction	Maintain 2019 consumption in 2022 onwards.	2019: 418kl 2022: 440kl – approx. 5% increase on 2019
Full EV fleet by 2030	Game viewers within 3 years of commercial availability Rest of fleet within 5 years	Trial of an electric game viewer undertaken
Carbon offsets of staff air travel	100% staff air travel offset	Strategy in place – offsetting of over 1000t CO ₂ eq

Comment on 2025 outcomes

A full EV fleet powered by renewable energy by 2030 is in line with global carbon target, but an absolute reduction in flight emissions is also required.

Overall comment on progress to achieving the 2025 outcomes

Fuel consumption has increased relative to the 2019 baseline and no significant progress has been made in sourcing EVs.

Key achievements and challenges (continued)

Electric safari vehicle trial

Singita undertook three trials of Thula's electric safari vehicle:

- Johannesburg
- Lodge trial 1: SKNP, with relevant team members
- Lodge trial 2: SSS, with relevant team members

General feedback was that the vehicle was smooth and powerful, with amazing torque and acceleration. In terms of managing the terrain, it was capable of everything you would expect of a 4x4 and specifically there were no issues in crossing a river with a fully loaded vehicle.

From a technical perspective, there were some concerns around the braking system and charging time required. From an environmental perspective, the tyres are twice the width of standard tyres, and at 2 tonnes the vehicle is very heavy, and this will have a significant impact on the road network.

Singita is now considering whether to go ahead with a one-month trial at each South African Lodge.



Ranger in a safari vehicle © Singita

Key achievements and challenges (continued)

Flights and vehicle fuel emissions account for around 25% of Singita's carbon footprint in 2022, with vehicle fuel at around 16% and flights 11%. Disappointingly there has been an increase in vehicle fuel use at every location, to the highest level of fuel use recorded. Additionally, per bed night fuel use is also 20% above 2019 levels.

Flight emissions also increased, though remain below 2019 levels. These emissions were offset as part of Singita's offsetting scheme.

One final point is that Singita's business model relies on air travel and full scope 3 carbon accounting requires these emissions to be measured and addressed. The carbon offset levy starts to provide a mechanism for this, but a broader first step is probably to draw on the experience of the Covid pandemic and undertake a risk analysis of this business model and start to consider how to manage and mitigate the impact and risk.

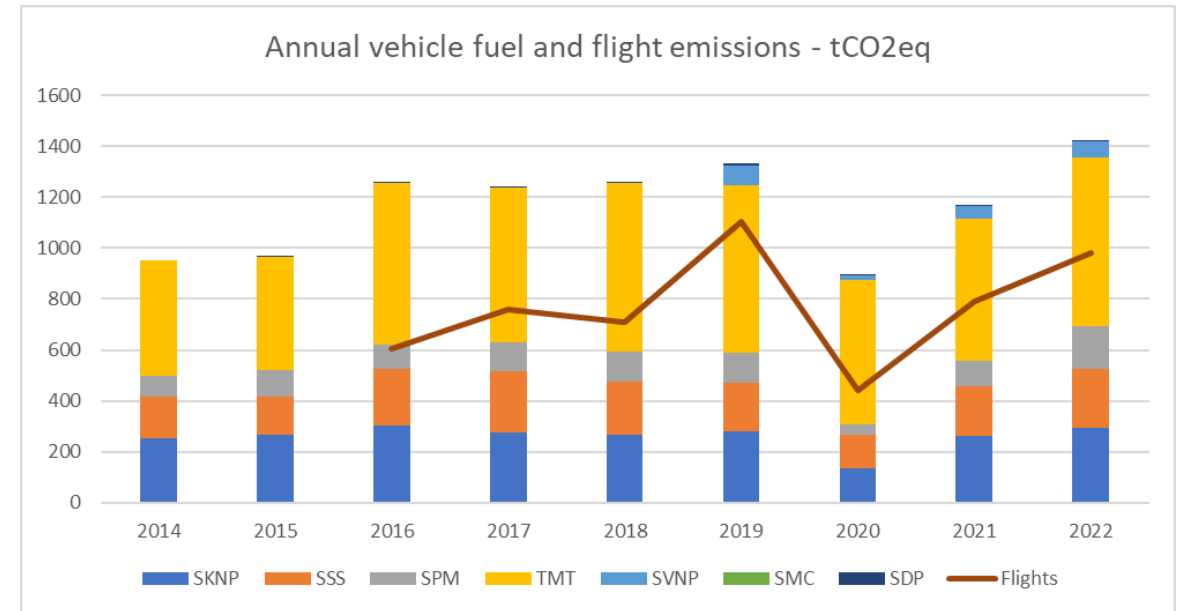


Figure 6: Annual carbon emissions from transport fuel by location



Materials and products

Headline outcome: Singita is making procurement more local and sustainable

2025 outcomes	Targets and baseline	Progress in 2022
Prioritising sustainable construction	New guidelines for every new build and any significant refurbishment project	Minimum Quality Standards reference One Planet Living
Increasing local procurement	% of design products sourced locally: East Africa: 40-50% RSA: 80% Zimbabwe: to be agreed	Tracking of country of origin, and OPL relevance of all procurement
Implementing sustainable packaging	100% sustainable packaging of all items leaving PDP warehouse by 2023	95% of packaging spend on recyclable or reusable materials
Paperless guest experience	60-70% reduction in guest paper collateral	Hard copy suite collateral eliminated

Comment on 2025 outcomes

From an embodied carbon perspective, construction is the major contributor and, as such, the commitment to low-carbon sustainable construction could be strengthened and made more explicit. Additionally wider procurement should reflect all sustainability issues, not just local procurement.

Overall comment on progress to achieving the 2025 outcomes

Singita continues to make good progress on local sourcing, with new initiatives around reviewing the alignment of procurement with One Planet Living. Construction and refurbishment are a major contributor to embodied carbon and the impact needs to be accurately quantified and addressed.

Key achievements and challenges

The procurement team are increasingly looking to deliver products directly to East Africa where possible and bypass South Africa. As an example, all linen that is procured in India is now shipped directly to East Africa.

Local procurement continues to be supported and, at SVNP, a pottery barn has now been set up alongside the seamstress and walking stick maker onsite. While initially set up as a guest experience the pottery is of sufficient quality that the objective is for the lodge crockery to be produced onsite – which would be an amazing story.

Additionally, the country of origin of all procurement is being logged to enable a better understanding of where products are procured from and encourage a shift to local products and direct procurement.

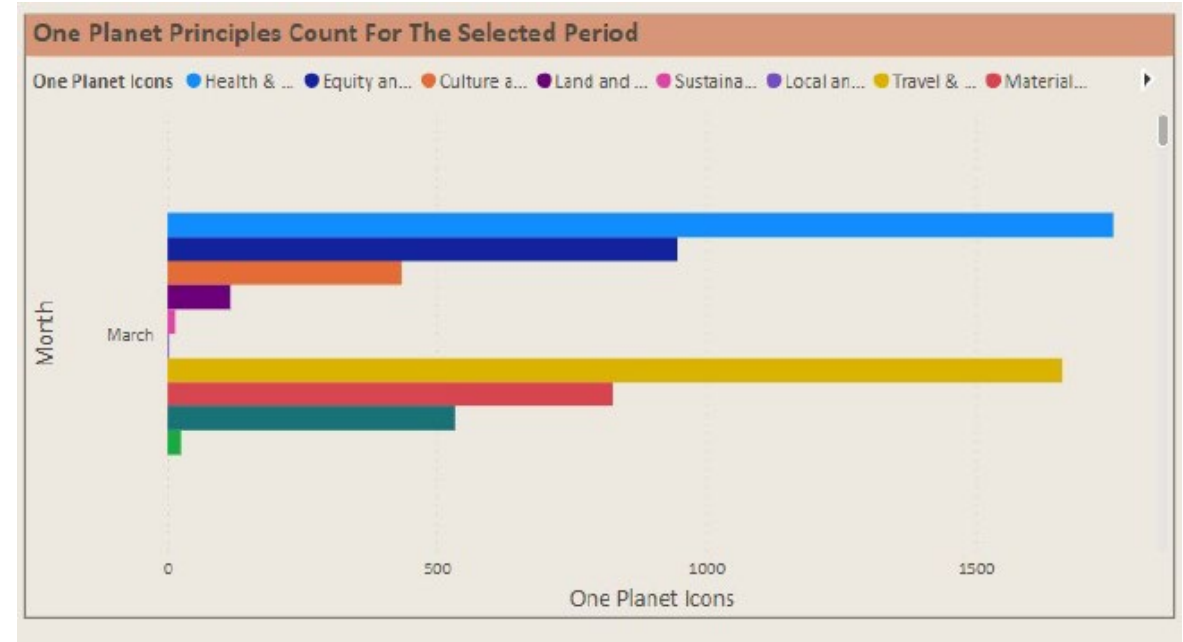


Sustainably procured furniture and fittings at Singita's Faru Faru Lodge © Singita

Key achievements and challenges (continued)

Singita Johannesburg – One Planet Living product rating system

Singita Johannesburg (SJHB) assesses all products for One Planet Living criteria. The system includes minimum requirements in same areas, such as energy performance and waste, and allows the procurer to understand what One Planet Living principle the produce support. The information is shown on Lodges’ orders and invoices to encourage greater awareness of sustainability.



OPL product rating system © Singita

One Planet Principles	Count
1- Health & Happiness	15K
2 - Equity and local economy	11K
3 - Culture and community	4356
4 - Land and nature	933
5 - Sustainable water	205
6 - Local and sustainable food	30
7 - Travel & Transport	15K
8 - Materials & Products	8009
9 - Zero Waste	5466
10 - Zero Carbon energy	325



Headline outcome:

Singita is making great efforts to minimise plastic waste and recycle

2025 outcomes	Targets and baseline	Progress in 2022
Recycling Programme Quality	Waste audit scores 7/10 or above at all properties, in quarterly waste audits	Waste audits undertaken at SVNP and SPM, but not at SSS or SKNP
> 90% recycling rate (2022)	% recycled content/all waste (in kgs)	Approx. 92%
Plastic reduction	Vegetable packaging to be 100% plastic free	Good ongoing progress

Comment on 2025 outcomes

The waste outcomes have focused on the key issues that Singita can address and set clear ambitious targets.

Overall comment on progress to achieving the 2025 outcomes

Singita continues to make good progress in minimising plastic waste. Although there is ongoing improvement in waste management, not all sites are yet meeting the standard set by SPM and TMT.

Key achievements and challenges

Total waste generated in 2022 increased from 2021 as expected, though only marginally and the high percentage of recycling remains.

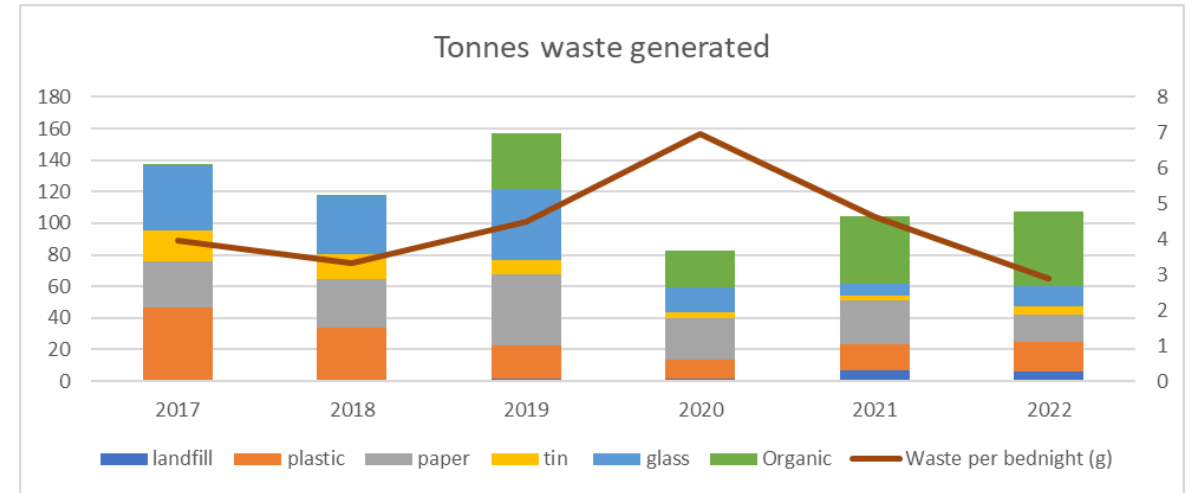


Figure 7: Total quantities of key materials landfilled and recycled by year at SKNP and SSS



Headline outcome: Singita aims to scale up renewable energy across its sites

2025 outcomes	Targets and baseline	Progress in 2022
Carbon offset of guest stay	100% guest stay offset	In place
Carbon offset of support offices	100% of support office carbon offset from 2023	In planning
Maximise renewable energy	80% solar at off-grid, 30% solar at on-grid existing lodges by 2025	SKNP: 80%, no other projects are close to the target PV 15% of primary building energy for electricity Phase 1 of SSS strategy initiated
Renewable energy sourcing for any new developments	2023: Maximise renewable energy sourcing for all new builds	

Comment on 2025 outcomes

Given the urgency of the climate crisis, an urgent push for renewable energy on all sites is required. 30% take up on grid connected sites is only a starting point.

Overall comment on progress to achieving the 2025 outcomes

Progress in achieving this target hangs heavily on the success of the strategies to switch SSS and SPM onto renewable energy.

Key achievements and challenges

In terms of performance, Singita has been successful in ensuring that its newest projects are efficient, with minimal energy consumption and incorporating energy efficiency. That said, the per bed night emissions from SVNP are 60% higher than those of SKNP, reinforcing the benefit of installing onsite renewable energy.

The challenge remains the legacy projects at SSS and SPM where large-scale renewable energy is required to match existing demand. A strategy has been developed for SPM, and the increasing unreliability of the grid is increasing the financial viability of the project. A strategy for SSS has also been developed – the renewable energy project was kicked off in 2023, along with commitment to a first phase of solar PV and a second phase of batteries, with the objective of achieving close to 70% solar penetration.

Refrigerant gas emissions had fallen in 2020 and 2021 but have returned to 2019 levels this year.

SKNP remains a beacon of sustainable energy, but it is imperative that Singita brings its other projects in line with this standard if it is to continue to be seen as a sustainability leader.

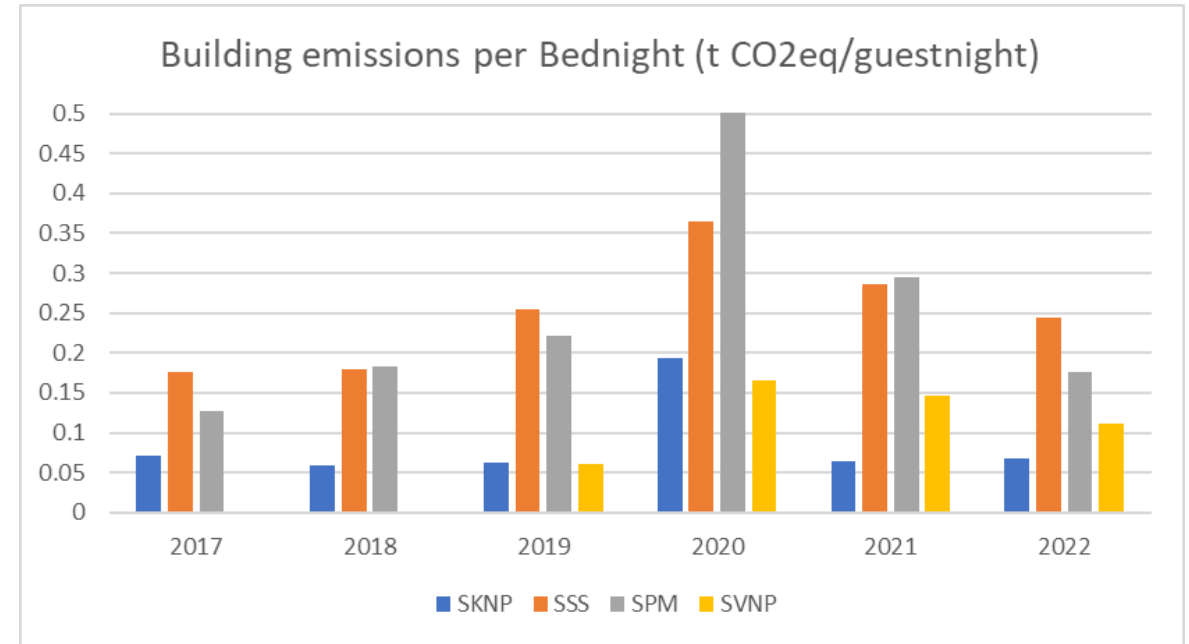


Figure 8: Building carbon emissions (tco₂eq) per bed night (all building scope 1 and 2)



Solar PV array at Kruger National Park © Singita

Message from Andrea Ferry

“ 2022 was a year of recovery from the impacts of the pandemic. Demand for Singita’s wonderful product surged and we saw exceptional guest occupancies at all properties. With this came both positive and negative sustainability aspects.

There was a resurgence in the consumption of onsite energy and water, an increase in waste produced and a return to flying again for business. With the incredible busyness of our lodges, the employee capacity for additional sustainability-related projects was limited. Strong One Planet committees are in place at SVNP and SPM, but these have been less successful at our SA lodges in 2022.

On a positive note, local employment was secured as salaries returned to normal and Singita’s focus on health and wellness continued to support staff, with an increased emphasis on mental health. Yoga practice is now formally part of the guest experience, and the drive to connect our guests to the natural environment is being developed every day. We also saw a recovery of local spend boosting the economies of our hyper local areas. Our partner Trusts’ and Funds’ community and conservation programmes, (fully supported during Covid), continued to bring mutual benefits to our ecosystems and communities.

We set new OP targets for 2025 during 2022 and these, on the whole, have been well supported. We are still working on better data tracking and developing clearer roadmaps to achieve our aspirations.

I believe we have made good progress in each and every department and have sustainability well integrated into our culture and brand, but we still have some big challenges to tackle, especially in the areas of renewable energy and water stewardship. With our own house essentially in order, we will look outward into our broader landscapes and seek out collaboration with others to tackle the challenges beyond our lodge footprints. This will include catchment water stewardship and collaboration for community resilience.



Andrea Ferry, Sustainability Coordinator, Singita

Message from Andrea Ferry (continued)

“ I would like to thank the dedicated and passionate One Planet Champions at the lodges and support offices who continue to advance our work to meet Singita’s mission to preserve and protect African wilderness for future generations. Our administrative staff also play a critical role in data management and without them we could not run this programme. I am very grateful for the consistency and rigour they apply in supporting the programme.

With our leadership firmly focussed and committed to a 30 by 2030 vision and the UN’s Global Goals for Nature, I look forward to a new era of opportunities for Singita to make significant contributions, with our brand, resources and deep love for our African wilderness and her people.



Andrea Ferry, Sustainability Coordinator, Singita

bioregional.com