



ALBATROS  
EXPEDITIONS

*experience with us*



# Responsibility report

June 2022



# Statement from our CEO

Albatros Expeditions is part of the Albatros Travel Group which was founded over 35 years ago and places great priority on Social Responsibility.

Albatros Expeditions has endured a long period of negative revenue due to Covid-19. However, the widespread implementation of covid-vaccines gave us renewed hope, and we resumed our operations at the end of 2021 with our Antarctic season.

While we are still waiting for some parts of the world to open again, we have just encountered yet another unfortunate problem as we kicked off our Arctic season (May 2022). The ship we are operating – Ocean Atlantic – had been on layup since Covid-19, and the ship management company had neglected their responsibilities to maintain the ship and the staff education. When we were handed over the ship, it was in such a poor condition that it didn't pass the controls. Naturally, we have taken this very seriously and have been working 24/7 to get everything in order again.

We are still dedicated to safe and environmentally responsible private-sector travel to the Antarctica and the Arctic. I am - as CEO of Albatros Expeditions - pleased to confirm our continued support and implementation of the ten principles of the UN Global Compact with respect to all areas of concern. We have a Green Programme onboard to keep our oceans free of pollution, and we have an effective onboard CSR program which focuses on local support and conservation. We arrange lectures onboard with biologists and other experts who disseminate knowledge and awareness. Our Expedition Team ensure the protection of the locations, following strict guidelines as members of both AECO (Arctic Expedition Cruise Operators) and IAATO (International Association of Antarctica Tour Operators).

Albatros Expeditions will continue to make a clear statement of this commitment to our stakeholders and the general public.

Sebastian A.

/Sebastian Arnoldus, CEO of Albatros Expeditions



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# About Albatros Expedition

Albatros Expedition is part of Albatros Travel Group - a Scandinavian-born, family-owned tour operator. It was established in 1986 by Søren Rasmussen, who today serves as chairman of the Albatros board.

Albatros Expeditions was founded in 2017 to offer seaborne travel experiences in the polar regions with a professional expedition team and the distinct superiority of small cruise ship. We charter ships from a company where Søren Rasmussen is also co-owner. Presently, we are operating two ships, Ocean Atlantic and Ocean Victory.

We provide travel packages for leisure travelers primarily traveling out of China, US, Australia and the Nordic markets. The guests travel in groups and are accompanied by an expedition team during each voyage. The tour leaders in the expedition team are seasonally employed.

The travel packages are sold through agents. All Scandinavian operations are planned from the company's headquarters in Copenhagen. In addition, subsidiaries have been established in China and Greenland.

Questions regarding the content of this CSR report should be addressed to: Cæcilie Willumsgaard, CSR Manager  
Albatros Travel, cw@albatros.dk

	Employees	Average age	Gender distribution
<b>2019</b>	16		
<b>2021</b>	9	46	56% Women
<b>2022</b>	15	42	67% Women

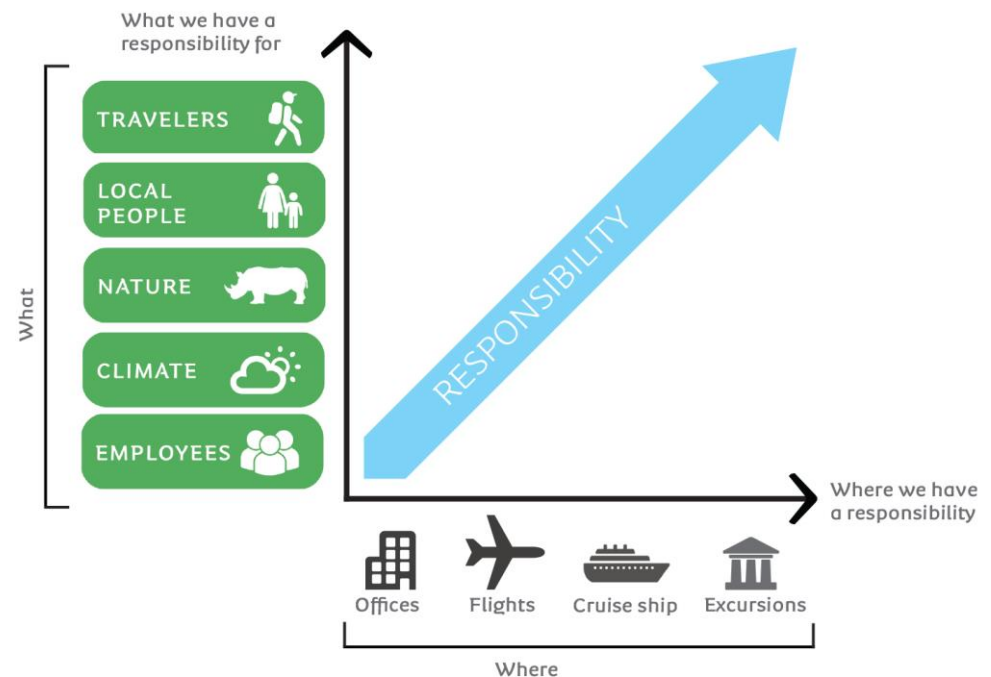
# Vision and Strategy

**We aspire to be the preferred expedition tour operator in the polar regions and to arrange inspirational group tours which always leave a positive impact – wherever we travel.**

We strive to be an attractive international workplace with healthy growth, combined with innovation and a modern IT infrastructure. We want our CSR activities to be an integrated part of our business.

## Where and what:

We have been keenly aware of our responsibility to continually do better – for our customers, employees, nature, local people, and the earth – since day one. We expect to deepen this commitment as we grow. The graph to the right shows **Where** we have a responsibility and **What** we have a responsibility for. We have taken different actions on all these touch points. Our approach is to focus on the areas where we can make the greatest positive impact.

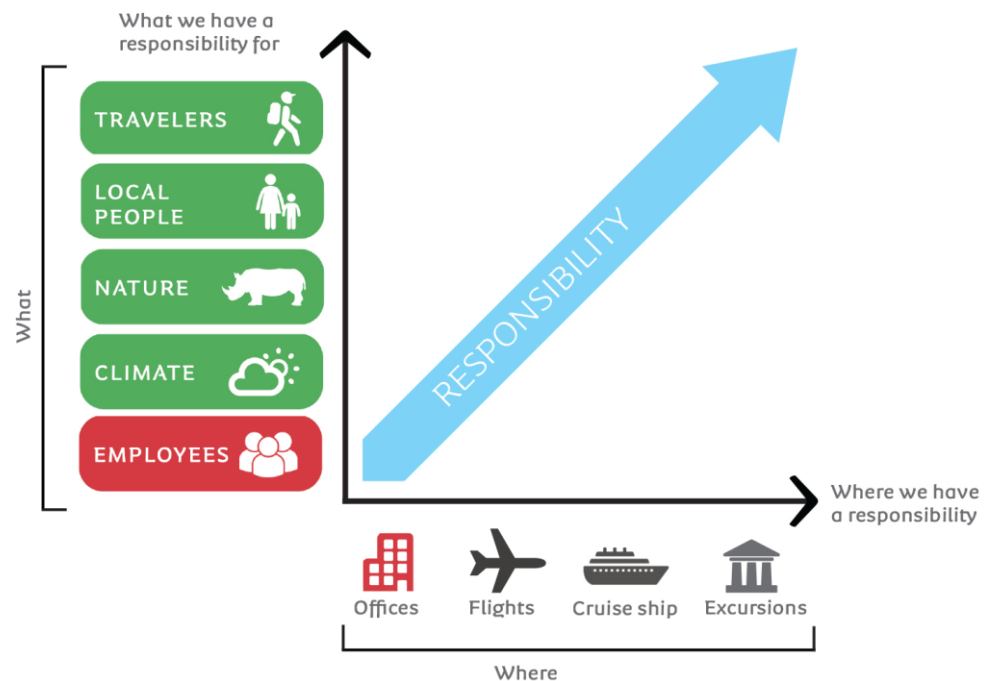


# Employee Retention

We recognize the right of everyone to work in an environment where individual dignity is respected. We do not condone any form of discrimination or harassment in the workplace.

## Employee retention actions:

- We offer flexible work hours and part-time work is possible.
- We provide health insurance, computer glasses, and workstation evaluation by an ergonomist.
- We have an employee handbook, which outlines different policies (e.g., for stress, noise, harassment).
- We offer a warm lunch scheme where Albatros pays 2/3rds.
- We offer an office masseuse for half price, free yoga classes, and table tennis.
- We have several social events to celebrate major occasions and Friday bars.
- Employees get discounts and special internal travel offers.



# Office Climate Actions

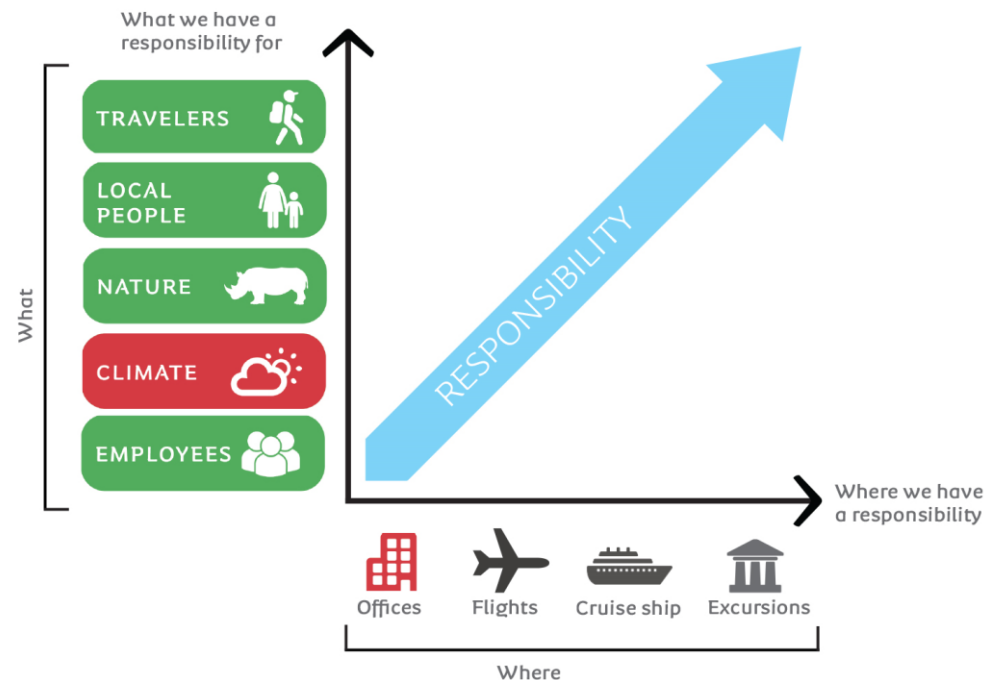
We begin our journey with the climate responsibility close to home: at our offices.

## Climate actions:

- We buy wind power equivalent to our use.
- We use energy saving light bulbs and LED bulbs.
- We have a timer on ventilation system.
- We print on both sides automatically.
- We use recycled paper.
- We sort our waste: paper, cardboard, glass, and aluminum.
- All of our bathroom products are paraben free and allergen free.
- Our coffee is organic and Fairtrade.

## Office climate goals for 2022:

- In 2022 we want to measure our climate footprint at the office - Scope 1



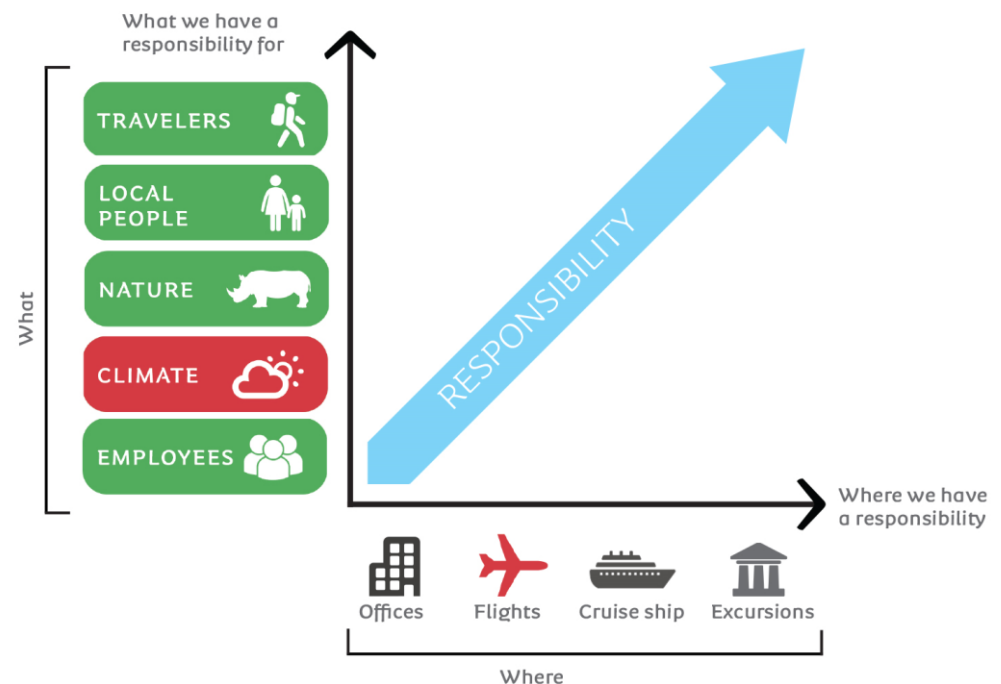
# Transfer actions

## Transfer actions:

- We only use flights and transfer busses on a limited number of tours, but we have formulated a code of conduct for our suppliers.
- We do have some busses in Greenland used for transfer, which we have evaluated to be in need of an upgrade, especially their climate filters.

## Goals for 2023:

- Implement our code of conduct for suppliers.
- Update the transfer busses in Greenland.





# Greener ship – Ocean Victory

We have invested in new, greener cruise ships – the most environmentally friendly cruise ships in the world.

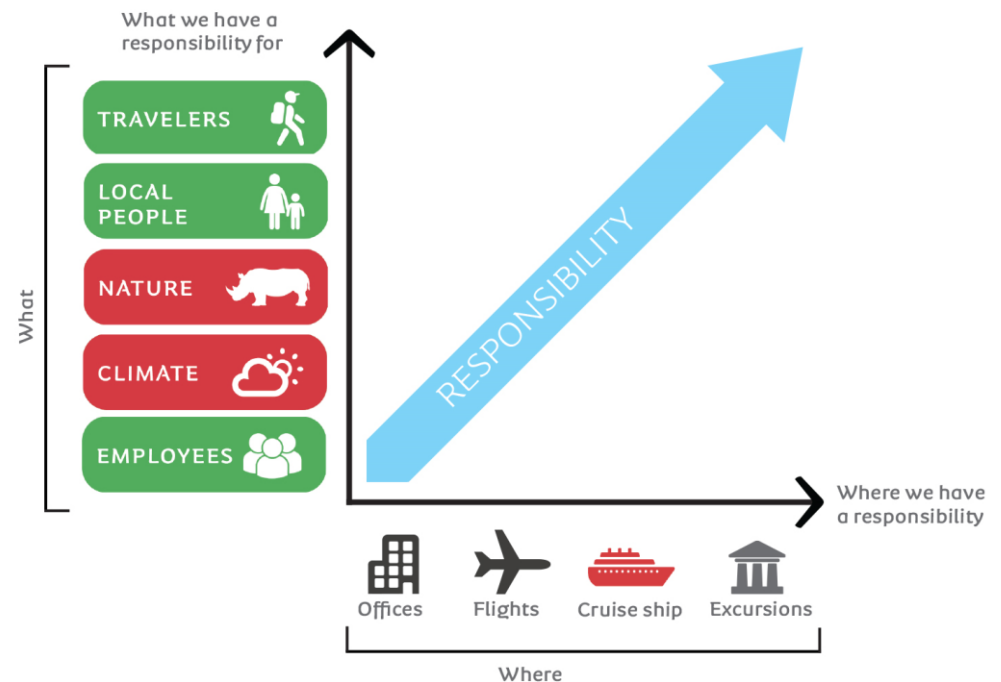
- Low-energy consumption
- Tier 3 compliant engines
- only using MGO
- X-bow
- compact design with the lowest possible greenhouse/carbon emissions per passenger

Ocean Victory	
<b>Category</b>	4+ stars
<b>Capacity</b>	185 pax (194 Solas)
<b>Year built</b>	Built in 2021
<b>Engines – always 4!</b>	low-energy consumption (4 diesel engines and 2 electro engines, electronically controlled)
<b>Characteristics</b>	Ultimate expedition experience, with all the luxury comfort features of a modern cruise vessel.
	X-Bow for more comfort and stability
<b>Ice Class</b>	1A highest ice-class, and compact design; ability to go into most remote areas
<b>Ventilation</b>	100% fresh air ventilation
<b>Environmental Standards</b>	Highest environmental standards – Tier 3 compliant engines, only using MGO, X-bow, compact design è lowest greenhouse/carbon emissions per passenger

# Onboard Actions

We have a green initiative onboard our ships;

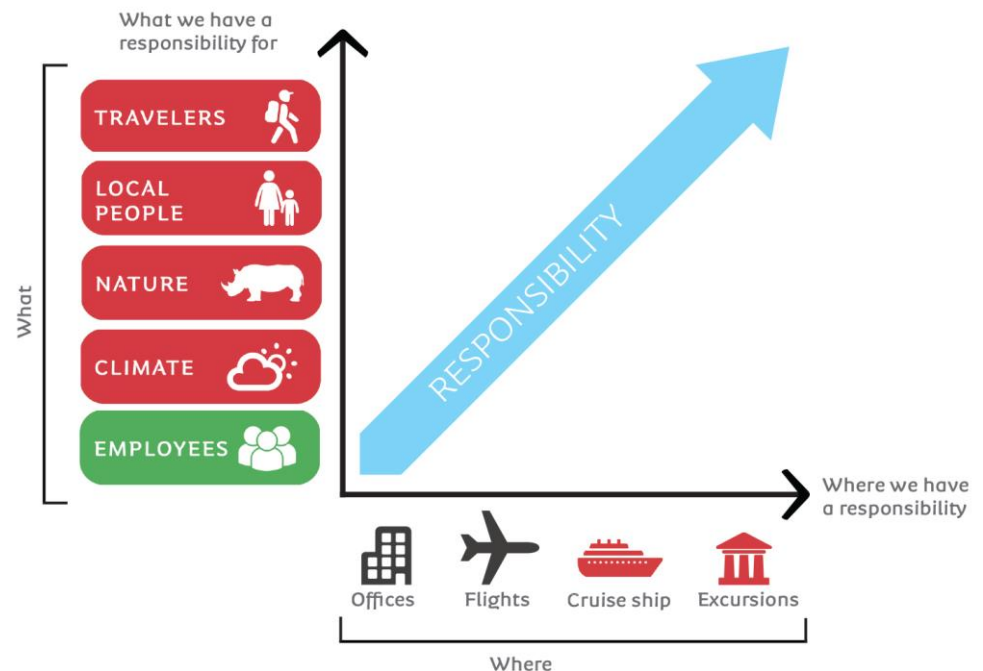
- Washing of towels and bed linens is reduced, and all laundry chemicals used are biodegradable. We only use eco-friendly cleaning products.
- All single use plastic items, such as disposable cups, stirrers and straws have been eliminated where possible.
- Refillable water bottles are given to all our guests at the beginning of each voyage.
- Single use items in bathrooms have been replaced by wall-mounted dispensers to eliminate waste, and only biodegradable products are used.
- All garbage created in work areas is separated.
- We only serve sustainable seafood with MSC (Marine Stewardship Council) logo to ensure the purchase of species approved as sustainable.



# IAATO and AECO

Albatros Expedition is a full paying member of International Association of Antarctica Tour Operators IAATO and its counterpart in the Arctic, the Association of Arctic Expedition Cruise Operators (AECO).

- Represent the concerns and views of expedition operators
- Dedicated to managing responsible, environmentally friendly and safe tourism.
- All funds are used to achieve our mutual goal of setting the highest possible operating standards in the polar regions to ensure sustainable tourism to Antarctica and Arctica.
- 'Clean Up Svalbard', is a joint initiative to remove the waste from the beaches in Svalbard every summer through dedicated cleanup trips where our guest are invited to participate.
- Prior to embarking, passengers watch a short video about nature preservation, conservation of wildlife and respectful engagement with locals.

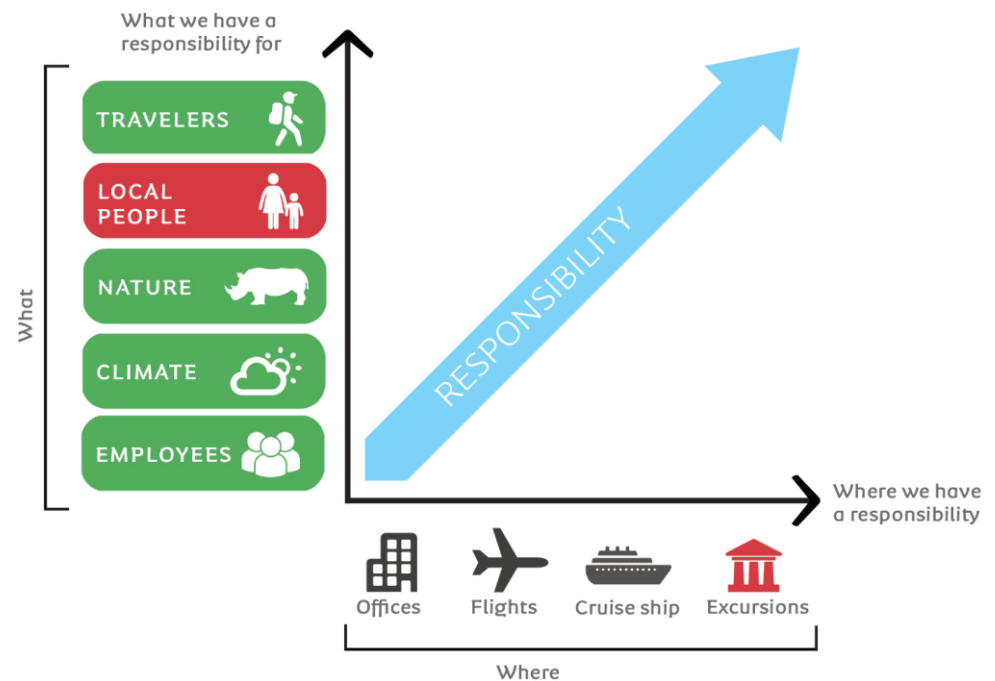


# Considering locals

Regarding the ethical dimensions of travel, one of our key priorities is treating people with equality and respect. This applies to both the people we work with in other parts of the world (as well as in Denmark) and the people whose country, neighbourhood and homes we are visiting.

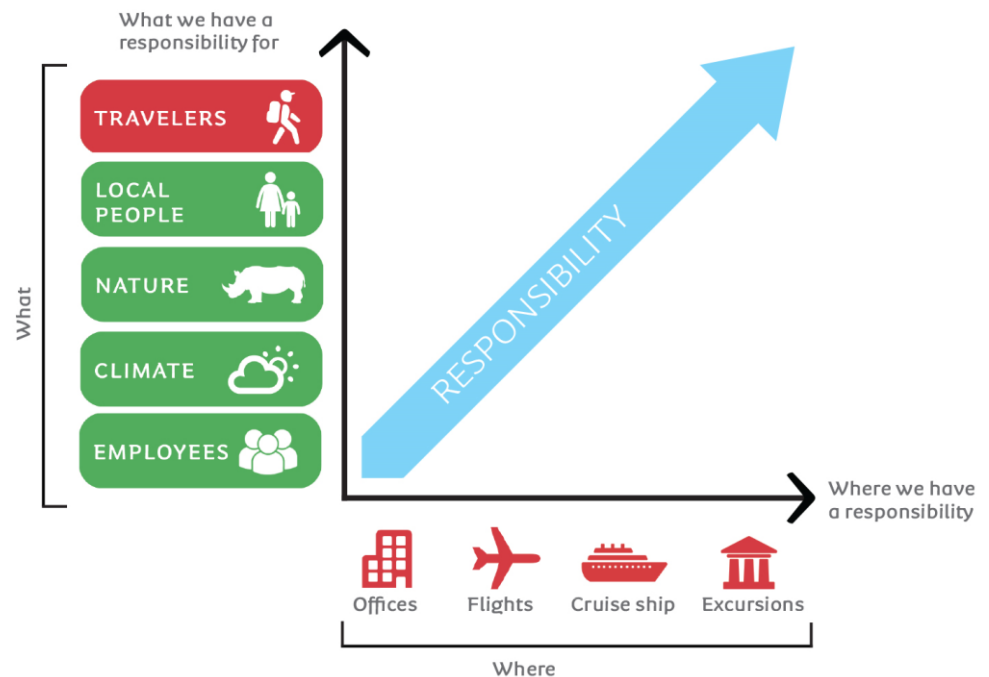
## How we consider locals:

- Our code of conduct for suppliers will include our firm stance against child labor, and our advocacy for suppliers to pay minimum wage, provide fair work hours and allow union participation.
- We want to generate a local cash flow. That is why we incorporate visits to local communities into our travel itineraries. Wherever possible, we collaborate with small local businesses and restaurants.
- We hire locals, both as local guides and as staff at our own properties and offices.



# Customer retention

- We have designed our website in a simple way, to make it easy to navigate and search for our customers
- A customer survey is available after each voyage so we can follow up on quality assurance
- The survey gives us a net promotor score. During the cruise season November 2019-March 2021 we achieved a score of average 82
- All our tour leaders are highly trained and meet all requirements for guiding in the Polar regions.
- All tour leaders are required to complete a WHO online hygiene course.
- We are continually improving our processes to reach a 100% GDPR compliance.
- We inform customers of our 10 responsible travel guidelines.
- Passengers receive a package of pre-departue materials, including information on safety and conservation.





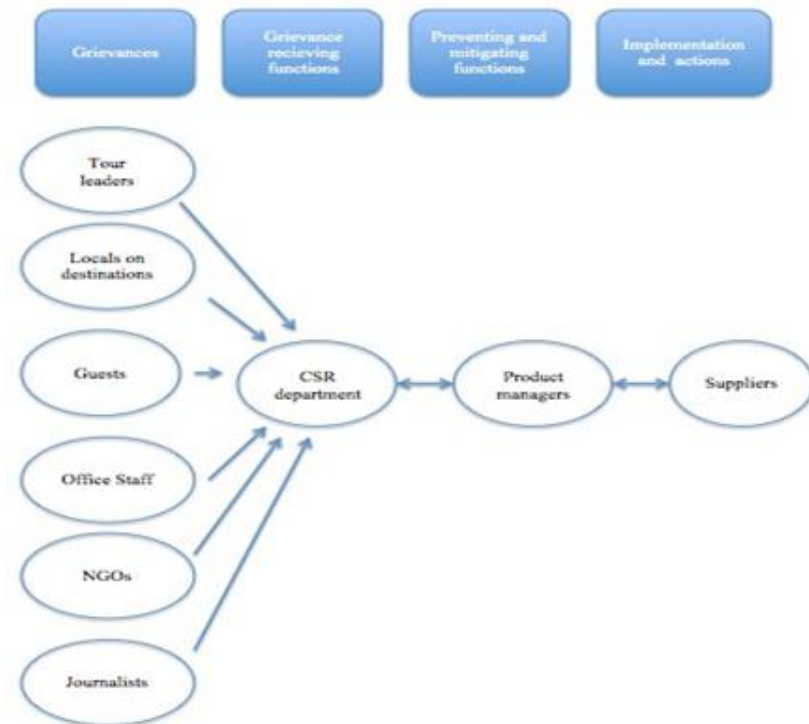
# Due diligence and Anti-corruption

## Due diligence:

- In the case of an accident involving Albatros customers, tour leaders can contact the Copenhagen office through an emergency phone service, where our experienced staff provide 24/7 support.
- Information on adverse impact is sent directly or redirected to the CSR manager, who then takes the relevant action.
- Internally, we have an elected work environment committee.

## Anti-corruption policy:

- We retain data on income and expenditure for the last six years, available upon request, and maintain accurate books and records, available for inspection.
- We do not maintain off-the-books accounts, and any contribution to bribery and corruption is unacceptable.
- Albatros Expedition has registered their main organization in Denmark, as the majority of operations are carried out from the head office in Copenhagen.



# Albatros Expedition Support Program

As part of our Social Responsibility, we have developed a program of support on-board to projects that have a global and local positive impact on the areas we operate. This program includes raffles, auctions and donations. Donations are made in our cruise shop.

## Support projects 2021/2022:

- Ocean Youth Academy's mission is to provide a sustainable model of education that connects youth with the ocean and the wonders of our natural world. Our ocean science curriculum incorporates nationwide science standards to give students the opportunity to learn about, connect with, and conserve our planet's oceans.
- Albatros Expeditions collaborates with The South Georgia Heritage Trust to assist efforts of preserving their unique wildlife, historical heritage and create international awareness. In September 2021, we donated a voyage on Ocean Victory for a SGHT auction which raised £13,250 for their work.
- Plastic change is an environmental organization that focuses on the effects of plastic pollution and consumption of single-use plastics. They have contributed greatly in getting this on the political and public agenda, partly through their accreditation to the UN Environment Assembly.



**plastic change**

# Donations collected - Antarctic 21/22

<b>Charity donations collected – total</b>	<b>77.482 USD</b>
<b>Earmarked donations (OYA; 505 from T.W. V1 + 2.373 adopt penguin – 3%)</b>	<b>2.792 USD</b>
<b>Total minus earmarked</b>	<b>74.690 USD</b>
<b>For each charity (1/3 of total minus earmarked)</b>	<b>24.897 USD</b>
<b>Plastic Change</b>	<b>24.897 USD</b>
<b>The South Gorgia Heritage Trust</b>	<b>24.897 USD</b>
<b>Ocean Youth Academy</b>	<b>27.689 USD</b>

# Sustainable Development Goals

In our business we work with almost all the UN Sustainable Development Goals, but the 8 represented here are the ones we work most with.

