



ANTILOPHIA

INSPIRED TRAVEL

# IMPACT REPORT

SEPTEMBER 2024



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# About Antilophia

**Taking the latin name from the Araripe Manakin, a rare and beautiful South American bird, Antilophia offers a boutique tailor-made travel service, delivering carefully crafted travel experiences within Latin America, North America, The Caribbean, Africa, the Indian Ocean and Antarctica.**

We aim to bring the very best in experiential travel through a love of exploring and genuine knowledge. We draw inspiration from art, culture, gastronomy, music, landscapes, and history within each of our exciting destinations.

We pride ourselves on our truly tailor-made ethos and only work with unique hotels and extraordinary properties that we think are

distinguishably special. From charming family run lodges focusing on personalised service, to elegant hotels in colonial cities and private villas on secluded beaches - all accommodation is meticulously hand-picked.

Our impact on local communities is paramount and so we always aim to select accommodation and experiences which benefit the staff, guides and families in the immediate area. We have forged links with environmental and social charities in the areas we send our clients. We support them monetarily, help raise awareness via client visits, who also support the charities financially. These charities are covered in more detail, later in this impact report.



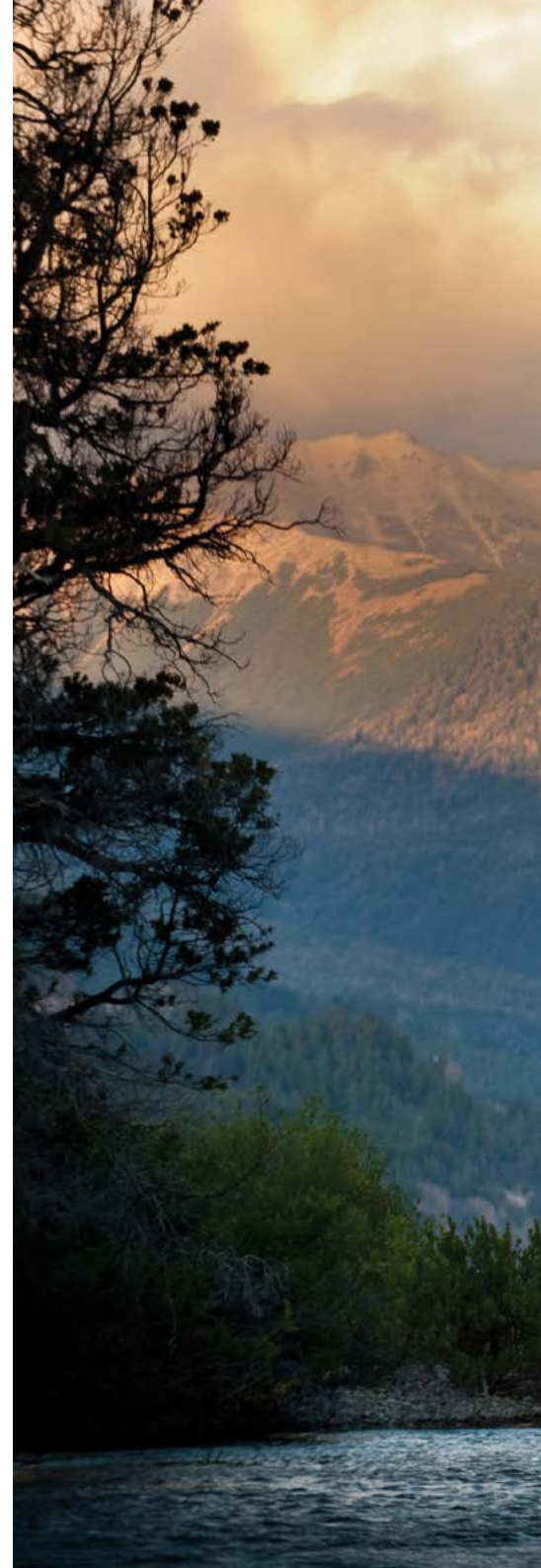
# Our mission statement

**At Antilophia, our mission is to create unforgettable, bespoke travel experiences that connect our clients with the rich, diverse cultures and natural wonders of all the areas that we specialise in. We believe in the transformative power of travel and its potential to foster meaningful connections and understanding across the globe.**

Our commitment extends beyond offering bespoke holidays; we are dedicated to positively impacting the local communities we visit. By bringing responsible and sustainable tourism to these regions, we aim to support local economies, preserve cultural heritage, and protect the environment. Our tailored excursions are designed to ensure that our clients' visits directly benefit local businesses, artisans, and conservation efforts.

For our employees, this mission underscores the importance of our work. We are not just organising holidays; we are ambassadors of positive change. Each bespoke itinerary we craft is an opportunity to contribute to the well-being and prosperity of the communities we touch. This responsibility drives us to maintain high standards of ethical travel, fostering a sense of pride and purpose in every team member.

Together, we are committed to making a difference, one journey at a time. By prioritizing sustainable practices and community engagement, we aim to set a new standard in tailor-made travel, where every adventure not only enriches the traveller but also leaves a lasting, positive impact on the world.





# Our founders, Lucy and John

Antilophia was established in 2016 by husband and wife, John and Lucy Slater. Lucy inherited her passion for travel at a young age. Fluent in Spanish and a keen horseback rider Lucy spent part of her degree studying in Buenos Aires, followed by a year on an Argentine estancia looking after guests and herding cattle with gauchos. She then joined a Latin American travel company in London and later a bespoke luxury travel company where she ran the Latin America team for fifteen years. With over twenty-five years' industry experience and an extensive black book of local contacts, Lucy is able to offer a truly personalised service through Antilophia.

Always looking for unique experiences around the globe, John is a keen 'cultural foodie' with a passion for the versatile cuisine that the Americas have to offer, not to mention the high-altitude wines from Salta, Argentina. As international destinations become ever more accessible, John believes in delivering truly tailored, exclusive and sustainable, travel experiences, quite often to areas and locations off-the-beaten-track.

Together, they have created a special kind of company offering once-in-a-lifetime experiences.



"The positive actions we've taken so far have become an core part of the Antilophia brand. We're currently going through the B Corp certification process and we're really excited about becoming a B Corp certified company. We're looking forward to where this journey will take us..."

**Lucy and John Slater,  
Co-founders**

## Highlights over the last year

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# 50+

Clients visited local charities to raise awareness and benefit local communities

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# 19

Countries were visited by our clients, across South America and Africa

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# 1

New team member has joined Antilophia

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# 2

Volunteers sent from UK to support charitable work at Sol y Luna

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# 10

New destination territories opened up

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# 1

B Corp application in progress

# Our journey with B Corp

We first came across B Corp through Paul Cripps, from Amazonas Explorer, a Peruvian travel operator and also a certified B Corp company. During the conversation, we realised that B Corp aligned with our ethos. Becoming a B Corp gives us focus and a vision of where we want to go.

As a small team, it is big a commitment to navigate the process of certification ourselves, but we have sought help from our branding and design agency, and fellow B Corp, Naked Ideas. It has been a fascinating journey, and has

provided us with some challenges. We've realised there are some gaps which meant we've created company policies and a staff handbook. It feels good to evolve and make these positive changes.

This is our first Impact Report and it's been satisfying to bring our social and environmental efforts together, under one umbrella and share this publicly. We're looking forward to better learning and understanding on how we can continue to improve as a business.





# Impact areas and future goals





## IMPACT AREA 1:

# Governance

**We take our social responsibility very seriously and we're always looking for ways in which we can cast our net for a wider reach.**

We've recently published an employee handbook, outlining our new and updated company policies, as well as including our Mission Statement and our approach as a business.

We're looking into ways we can improve aspects of our governance and we have a few things in the pipeline for this to happen.

## FUTURE GOALS

### Goal #1

Amend our Articles of Association to include the specific B Corp legal requirement wording

### Goal #2

Create an evaluation of staffing requirements



## IMPACT AREA 2:

# Workers

**We're a small team at Antilophia, working across our London office and home-working in our individual locations. Our company hierarchy is pretty level, so we hope this encourages a supportive and inclusive feel within the company.**

We have some lovely employee benefits, and over the next year we plan to invest more time

developing ideas for how we can make things even better for our team. We support our employees to engage in volunteering endeavours that are close to their hearts.

There is also flexible working available for team members so they can plan around activities or commitments such as going to their gym class, doing school pick-up or caring for a relative.

## FUTURE GOALS

### Goal #1

Look to provide more employee benefits

### Goal #2

Look into the 'Living Wage Employer' accreditation



## IMPACT AREA 3:

# Community

**By the very nature of our business - sending our clients out into local communities and cultures - this impact area is very important to us.**

By encouraging authentic travel experiences, we help support local tourism businesses - small, family-fun accommodation providers, tour guides etc. We support two South American

charities, one environmental initiative and one education, care and support foundation.

During the year ahead we're also looking ahead to partnering with another funding initiative to benefit these amazing and valuable communities further. Our ultimate goal would be to set up our own foundation in time.

## FUTURE GOALS

### Goal #1

Join a social impact initiative in an area to which we send our clients

### Goal #2

Look into charitable giving at Christmas time, instead of sending Christmas cards





IMPACT AREA 4:

# Environment

At Antilophia we’re trying to minimise the impact of our business on the environment.

We embrace home-working to minimise the impact of commuting. Where possible we don’t print our documents, as we send the majority of itineraries to our clients as pdf files or via our itinerary app.

We recognise that our industry is a significant polluter via air travel. We’re looking at ways in which we might offset or sequester our client’s carbon emissions.

As covered in ‘Our charity partnerships’ chapter, we help support a Brazilian conservation charity.

## FUTURE GOALS

**Goal #1**

Sign up to an environmental project supplier such as Ecologi or Mossy Earth

**Goal #2**

Look at offsetting or sequestering carbon emissions associated with Antilophia’s own travel





## IMPACT AREA 5:

# Clients

**Our clients trust us to provide them with a bespoke and unique travel experience, fitting their exact requirements. We always aim to go above and beyond their expectations, to provide them with a holiday that they will never forget.**

In order to provide our clients with the perfect holiday, we spend time really getting to know them - what they're looking for, not only locations, but experiences, their interests, level of activity and relaxation etc. We seek out the specifics in order to finely tune the perfect holiday.

When they return, we offer our clients the opportunity to complete a customer feedback form. This provides valuable insight into their experience, any areas for improvement and where we're doing things right.

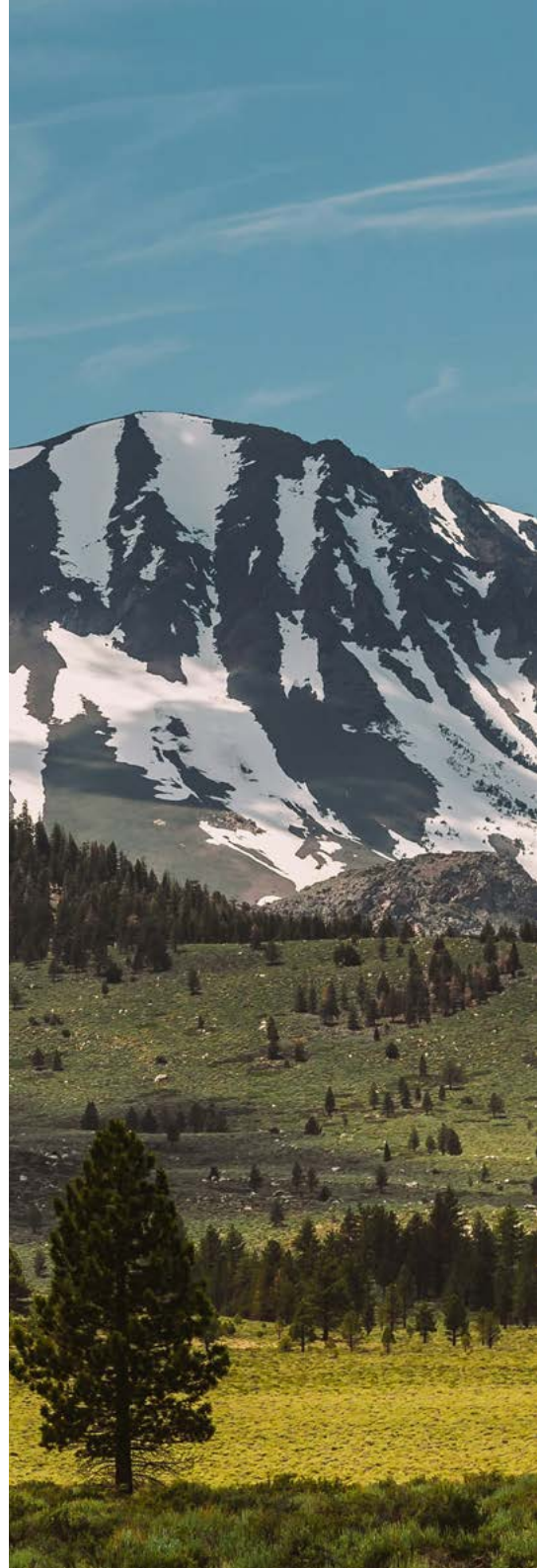
## FUTURE GOALS

### Goal #1

We are looking to enable an option for clients to voluntarily offset or sequester carbon emissions associated with their trips

### Goal #2

We are looking at adding to the protection cover afforded to our client's under our ATOL scheme, to ensure that clients who have booked their own flights (and are therefore not ATOL protected) will benefit from similar cover regardless





# Our charity partnerships



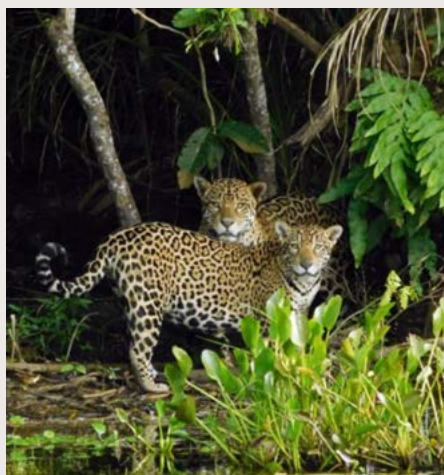


# The charities we support

**It's so important to give back and support the communities in the areas in which we work. We help raise awareness of the amazing work they do, by sending our clients there and encouraging monetary donations too.**

## **Onçafari Association**

Antilophia is proud to support the work of Projeto Onçafari, by offering our clients the opportunity to visit, and experience these beautiful animals first hand.



The Onçafari Association was established to promote the conservation of the environment and preserve biodiversity within several Brazilian biomes, with emphasis on jaguars and maned wolves. Please read more here: [oncafari.org/en](https://oncafari.org/en)

## **The Sol y Luna Foundation**

The Sol y Luna Foundation was established in 1998, to provide love, care and education to the children of some of Peru's poorest families. It's an incredible organisation which includes a school, special needs support, an orphanage and further education. The foundation gives these children a loving start in life and offers them a bright future. Please read more here: [asociacionsolyluna.com](https://asociacionsolyluna.com)





# Giving back





# Volunteering

**One of our future aims is to build out a plan for team volunteering. But in the meantime, we wanted to share the volunteering that our team do in their spare time.**

We have carried out a beach clean in Norfolk. We've helped with our local rugby club, this

has included coaching the under 8s to under 12s teams, coordination, club planning and being one of their first aiders.

We also assist annually with the event planning for a charity fundraising quadrathlon, including volunteering during the event.

John also offers mentoring to individuals looking to start their careers in the travel industry.

# 150<sup>hrs</sup>

volunteering  
June 2023-May 2024





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