

Inntravel



Indigenous People

Policy

Working with indigenous communities

At Inntravel, we want collaboration with the communities we visit to be embedded in all the holidays we create – in particular when engaging with indigenous populations. We want to create equitable opportunities and experiences for the indigenous communities we visit; learn from their generations of experience; share their stories; and ensure they are benefiting from our holidays as much as our customers are.

We have developed this Indigenous Peoples Policy because we recognise the future of indigenous communities is at risk. It is based on our parent company, Hotelplan UK's Indigenous Peoples Policy: www.hotelplan.co.uk/sustainability.

Indigenous peoples have a unique relationship with their land, knowing innately how to protect it and work with it in harmony. The land that indigenous people inhabit is home to over 80% of our planet's biodiversity and natural resources and is intertwined with their identity and cultures ([Amnesty International 2023](#)). Inntravel, in line with UNESCO, recognises the importance of traditional knowledge as a source of intangible and material wealth, positively contributing to sustainable development and a distinct need for protection and promotion ([UNESCO 2005](#)).

As some of the poorest communities globally, indigenous peoples have contributed least to the global warming of our planet but are amongst the most vulnerable to its devastating effects. Alongside our shifting climate, human rights abuses related to land rights and culture have seen mass movements of indigenous peoples away from their traditional lands. This dilution of cultural heritage and dismissal of their deep connection with nature, is hugely detrimental to human society widely, both culturally and environmentally ([Green Climate Fund](#)).



It is fundamental that we respect and safeguard indigenous communities everywhere that we visit, and that we do this by working alongside our communities on policy development and operational excellence.

Who are Indigenous Peoples?



Indigenous peoples are diverse and from all corners of our planet, which means there is not a singular definition of “indigenous”. Instead, a collection of characteristics can be used, detailed by the [United Nations](#) and summarised below:

- Self-identification as indigenous peoples at the individual level and acceptance by the wider community
- Historical continuity with pre-colonial and/or pre-settler societies
- Strong link to territories and surrounding natural resources
- Distinct social, economic or political systems
- Distinct language, culture and beliefs
- Form non-dominant groups of society
- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.



Policy Objectives

This policy will assist Inntravel when developing new, or improving existing, holidays in areas where we visit the lands and homes of indigenous peoples. Our goals are simple:

1. Learn from indigenous peoples and incorporate their knowledge into our holiday development, inviting them into the product creation process
2. Ensure that we are respecting indigenous cultures and practices, helping safeguard them for the future
3. Create exceptional, authentic experiences for our customers where the indigenous peoples directly benefit
4. Anticipate and avoid any adverse impacts (socially, economically or environmentally) in our operations. Where avoidance is not possible then we minimise, mitigate and/or compensate as needed, as guided by the indigenous peoples affected
5. Holistically better our holidays – for the customer, the environment and the communities we visit.

Implementation and Procedures

This policy takes us from simply talking about the importance of indigenous inclusion, to action. By engaging with indigenous peoples in the areas we visit, whose experience of the land and environment is significantly greater than our own, we can incorporate their knowledge into our operational decision-making when developing new and existing travel products.

The responsibility for the implementation of this policy is with the Managing Director who may delegate to a member of their General Management Team. We will:

Engage

Identify each holiday which travels directly through an indigenous community. We have chosen four groups of people we would want to approach;

- Our suppliers whom themselves originate from the indigenous community we want to visit
- The indigenous community itself in the locations that we visit
- Academic experts in this field
- Government or authority figures
- Not every community will have relevant or accessible people to speak within all four groups, but our aim is to gather a holistic story not skewed with bias

Communicate

Reach out to representatives of identified groups with pre-defined questions, and offer time to speak in more depth at their convenience

Learn

Collate the feedback from the relevant sources and discuss internally what changes, if any, need to happen

Action

Make any relevant changes and communicate these back to the individuals we have spoken with

Depending on the change(s) made, we may choose to communicate the reasons externally

Reviews and Checks

Reach out every two years to the same individuals/organisations to understand if anything has changed, or if there is anything we should be aware of as operators in that community

Annual training organised for all staff to remind them of this policy and its importance within international travel

We will continually review this policy and we fully expect it to evolve over time. Effective collaborations between companies and communities is a journey, and we are always open to learning and make balanced decisions.

Questions or Concerns



We want our customers, staff and supply chain to contact us if ever they feel we are not working harmoniously and collaboratively with an indigenous community – or, indeed, any community – that is hosting our customers.

Concerns can be reported by emailing sustainability@inntravel.co.uk

Our Indigenous Peoples Policy was created in 2024 and is based on our parent company, Hotelplan UK's policy, agreed by the UK Board of Directors.

References

[UNESCO Supporting indigenous and local communities, 2005](#)

[United Nations Indigenous Peoples Indigenous Voices, 2023](#)

[Green Climate Fund Indigenous Peoples Policy, 2023](#)

[Amnesty Indigenous Peoples, 2023](#)